CITY OF JACKSONVILLE, FLORIDA

OFFICE OF INSPECTOR GENERAL

OIG 2026-0106 November 3, 2026

FINAL REPORT

False Time and Attendance Records

Matthew J. Lascell
Inspector General

Executive Summary

In August 2026, the Office of Inspector General (OIG) initiated an investigation to determine whether any City of Jacksonville (COJ) employees falsely reported work hours during the same timeframe they served as poll workers in the August 2026 primary election. 70 COJ employees worked as poll workers,[1] but only two employees reported work hours during the same timeframe they worked as poll workers – a Program Manager, Senior Services Division (Senior Services) and a Recreation Specialist, Recreation and Community Planning Division (RCP).

The allegation that the Program Manager and the Recreation Specialist falsely reported work hours was **substantiated.** Both the Program Manager and the Recreation Specialist reported they worked eight hours on August 18, 2026, even though records showed each served as a poll worker on the same day. Both the Program Manager and the Recreation Specialist indicated they mistakenly reported work hours on August 18, 2026.

Background

According to the Duval County Supervisor of Elections (SOE) website, poll workers set up, administer, and manage voting precincts during scheduled local, state, and/or federal elections. All poll worker positions are paid, with pay determined on the poll worker's position and day they work (e.g., early voting, Election Day, etc.). If a poll worker is assigned to work on Election Day, they are required to work from 6:00 a.m. until at least 7:00 p.m.

Most COJ employees reported their work hours using the COJ Time and Attendance System (TAS).[2] On the TAS Timesheet, it contains a statement that indicates the employee is certifying that their recorded attendance is true and accurate.

Allegations, Governing Directives, and Findings

ALLEGATION: FALSIFICATION OF RECORDS

The Program Manager, Senior Services and the Recreation Specialist, RCP, falsely reported their work hours. If substantiated, the allegation would violate Section 9.05(1), COJ Civil Service and Personnel Rules and Regulations and potentially violate Sections 812.014(1)(b) and (2)(f), and 839.13(1), Florida Statutes.

FINDING: SUBSTANTIATED

[1] 21 of the 70 employees were Jacksonville Sheriff's Office (JSO) employees. The OIG did not analyze whether the JSO employees reported work hours during the same timeframe they served as poll workers. This information was forwarded to JSO for their review.
[2] Some agencies, like JSO, have their own timekeeping records.

Records

SOE Records

According to SOE Election Worker Pay Registers, the Program Manager and the Recreation Specialist served as poll workers on August 18, 2026 and were paid $300 each.

TAS Records

Both the Program Manager and the Recreation Specialist reported eight work hours on August 18, 2026. Their timesheets were approved by the Program Manager's supervisor at the time, the Former Senior Services Manager, Senior Services and the Recreation Specialist's supervisor, the Athletics Supervisor, RCP.

Testimony

Former Senior Services Manager, Senior Services

The Former Senior Services Manager was aware that the Program Manager served as a poll worker but was unaware the Program Manager served as a poll worker on August 18, 2026. In the past, the Former Senior Services Manager would inform the Program Manager in advance, typically verbally, of the days she would serve as a poll worker.

The Former Senior Services Manager did not believe the Program Manager would intentionally report work hours for a day she (the Program Manager) did not work. In addition, the Former Senior Services Manager would not have approved the Program Manager's August 18, 2026 work hours if she had known the Program Manager worked as a poll worker on August 18, 2026.

Athletics Supervisor, RCP

The Athletics Supervisor was unaware the Recreation Specialist had worked as a poll worker on August 18, 2026. When he began as the Recreation Specialist's supervisor, she was on leave from August 3 through 7, 2026. However, when she returned to work, the Athletics Supervisor was on leave from August 10 through 21, 2026.

He did not know why the Athletics Supervisor reported working eight hours on August 18, 2026, despite working as a poll worker that same day. The Athletics Supervisor, who serves as a poll worker himself, would have approved her taking leave as a poll worker.

Program Manager, Senior Services

The Program Manager confirmed that she worked as a poll worker on August 18, 2026. She thought she had submitted a leave request for August 18, 2026. However, when advised that TAS records did not reveal any such leave request, the Program Manager said it could have been an oversight by her.

According to the Program Manager, the Former Senior Services Manager knew she worked as a poll worker and probably would have been aware she (the Program Manager) would serve as a poll worker on August 18, 2026.

The Program Manager denied that she intentionally falsely claimed work hours on August 18, 2026. She pointed out that she had approximately 300 hours of leave so it would not have been an issue for her to use leave.[3] She had no objections to having her annual leave hours deducted to reflect that she did not work on August 18, 2026.

Recreation Specialist, RCP

The Recreation Specialist confirmed that she worked as a poll worker on August 18, 2026 from approximately 6:00 a.m. to 7:00 p.m. She thought she had submitted a leave request for August 18, 2026. However, when shown that TAS records did not reveal any such leave request, the Recreation Specialist could not provide an explanation other than she had a mistake.

The Recreation Specialist did not recall whether she discussed being a poll worker with her supervisor.

The Recreation Specialist denied that she intentionally falsely claimed work hours on August 18, 2026. She advised that she had available leave to use.[4] She had no objections to having her annual leave hours deducted to reflect that she did not work on August 18, 2026.

Recommended Corrective Actions

The OIG recommends Senior Services and RCP:

1. Review the contents of this report and take any personnel action they deem appropriate.

Management's Response

The OIG provided Senior Services and RCP with an opportunity to submit a written response to the findings in this investigative report within ten (10) business days. Their individual responses are attached to this report.

Inspector General Standards

This report/review has been conducted in accordance with the ASSOCIATION OF INSPECTORS GENERAL Principles and Quality Standards for Investigations.

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[3] According to COJ HR Records, during the relevant pay period, the Program Manager had 380.58 leave hours.
[4] According to COJ HR Records, during the relevant pay period, the Recreation Specialist had 71.35 leave hours.

From: Robinson, Tourea - RPAH
To: Inspector General
Subject: RE: OIG 2026-0106 Draft Report
Date: Monday, October 26, 2026 1:10:34 PM
Attachments: image002.png

Good afternoon,

I am in receipt of the report. The Program Manager referenced in the report has been counseled by her immediate supervisor, Christopher Jones. In addition, a Fact Finding was conducted.

The Program Manager was made aware of the importance of submitting her timecard accurately.

Please advise if you need additional information.

Thank you,

Tourea B. Robinson | Chief, Senior Services
City of Jacksonville | Senior Services Division

Mission: "To encourage and empower senior citizens to live active, independent lifestyles through social, educational, and wellness programs."
Vision: "We strive to add years to their life and life to their years."



From: Inspector General <InspectorGeneral@coj.net>
Sent: Thursday, October 15, 2026 2:00 PM
To: Robinson, Tourea - RPAH <TRobinson1@coj.net>
Cc: Inspector General <InspectorGeneral@coj.net>
Subject: OIG 2026-0106 Draft Report

Good afternoon, Chief Robinson,

Please see the attached Office of Inspector General 2026-0106 Draft Report. You have the opportunity to submit a written explanation or rebuttal to the findings within 10-business days.

Please note that the subject relevant to your response, identified throughout the report as "Program Manager," is Deborah Bell.

Thank you,

Office of Inspector General
City of Jacksonville
231 East Forsyth Street, Suite 470
Jacksonville, FL 32202
Hotline: (904) 255-5800

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***** Please note that under Florida's very broad public records law, e-mail communications to and from city officials are subject to public disclosure. *****

In order to preserve the integrity of OIG processes and any potential investigation, you are hereby advised not to discuss in any manner any meetings, interviews, requests for information, or the nature of any investigation, with any other persons. All correspondence, electronic or otherwise, should be directed solely to the OIG.

From: Piastuck, Daniel - RPCM
To: Inspector General
Cc: King, Brandon - IGOD
Subject: Re: OIG 2026-0106 Draft Report
Date: Friday, October 30, 2026 12:26:54 PM

The Parks, Recreation and Community Services Department has reviewed the findings of the Office of Inspector General's investigation concerning the Recreation Specialist's and Senior Services Program Manager inaccurate reporting of work hours on August 18, 2026, while serving as a poll worker during the August 2026 Primary Election. The Department acknowledges the findings of the investigation and accepts responsibility for ensuring accurate reporting of work time and compliance with City policies. Upon receipt of the investigative findings, department leadership coordinated with the Employee Services Department to ensure the matter was addressed in accordance with the City's established personnel policies and procedures.

The Recreation and Community Programming Division and the Senior Services Division completed an investigation and believe both employees made an honest mistake and did not intentionally falsify their work hours. Both employees will receive a counseling to educate and document the procedure to follow in the future. In addition, time and attendance have been contacted to correct the work hours for August 18th to annual leave.

Lastly, going forward the Supervisor of Elections will provide Employee Services with a list of employees who were paid for working the election. Employee Services will do a double check to ensure employees who worked have properly recorded annual leave for the date.

Thank you,

Dan Piastuck

Dan Piastuck
Chief of Recreation & Community Programming
City of Jacksonville | Parks, Recreation, and Community Services
214 N. Hogan St. 4th Floor
Jacksonville, FL 32202
904.255.7918

Jacksonville.gov

From: Inspector General <InspectorGeneral@coj.net>
Sent: Thursday, October 15, 2026 2:04 PM
To: Piastuck, Daniel - RPCM <DPiastuck@coj.net>
Cc: Inspector General <InspectorGeneral@coj.net>
Subject: OIG 2026-0106 Draft Report

Good afternoon, Chief Piastuck,

Please see the attached Office of Inspector General 2026-0106 Draft Report. You have the opportunity to submit a written explanation or rebuttal to the findings within 10-business days.

Please note that the subject relevant to your response, identified throughout the report as "Recreation Specialist," is Vangela Menter.

Thank you,

Office of Inspector General
City of Jacksonville
231 East Forsyth Street, Suite 470
Jacksonville, FL 32202
Hotline: (904) 255-5800

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