

Office of Inspector General City of Jacksonville, Florida



Investigation Falsification of Timesheets/Misuse of COJ Vehicle 2025-0041

August 14, 2025

Matthew J. Lascell
Inspector General

Executive Summary

In May 2025, the OIG initiated an investigation in response to allegations that an unidentified City of Jacksonville (COJ) employee's assigned COJ vehicle was regularly parked at their residence during the day. The COJ employee was later identified as Kenneth Hardy, Jr., Pool Mechanic of the Recreation and Community Programs Division (RCP). Based on the records reviewed and Hardy's admission, Hardy used his assigned COJ vehicle for personal reasons during his work hours and had recorded at least some of these trips as hours worked. However, due to a lack of available records, the OIG was unable to confirm a specific number of hours or dates.

Background

RCP is a division of the Parks, Recreation, and Community Services Department (Parks). According to their website, Parks manages "over 400 park and recreational sites within the city limits," which includes swimming pools. Most of the pools are only open to the public during the summer.

Allegations, Governing Directives, and Findings

ALLEGATION: FALSIFICATION OF RECORDS/MISUSE OF RESOURCES

Kenneth Hardy, Junior, Pool Mechanic of RCP, misused a COJ vehicle and falsified time and attendance records. If substantiated, the allegation would potentially violate Section 2.02(a)(1) through (4), Motor Vehicle Safety Policy, Executive Order 2024-04; Section 9.05, COJ Civil Service and Personnel Rules and Regulations, Section 602.401(a) and (d)(1), COJ Ordinance Code; and §812.014 and §839.13(1), Florida Statutes.

FINDING: SUBSTANTIATED

Records

OIG Surveillance

On May 12, 2025, at approximately 11:25 a.m., the OIG Investigator went to the identified residence and observed COJ Vehicle Number 4839 parked across the street. The OIG Investigator photographed the scene, including COJ Vehicle Number 4839.

Subsequent investigation revealed that Hardy resided at the identified residence and is assigned COJ Vehicle Number 4839.

Drivecam Records

COJ Vehicle Number 4839 has a DriveCam system, which records various vehicle data, such as the vehicle's location. It was discovered COJ Vehicle Number 4839's DriveCam did not record

any data from November 5, 2024, until March 6, 2025. However, after March 6, 2025, no more vehicle data was recorded, indicating the DriveCam was not operational.

According to COJ Fleet Management Division (Fleet Management) records, COJ Vehicle Number 4839 was serviced on March 6, 2025 and its DriveCam was observed to be inoperable with a damaged cable.¹ The finish date for service was noted as March 7, 2025.

As a result of this investigation, COJ Vehicle Number 4839 was required to be brought to Fleet Management for repairs to its DriveCam.

Testimony

Willie Coates, Jr. Aquatic Services Superintendent of RCP

He has been Hardy's supervisor for approximately two years. According to Coates, Hardy is responsible for the maintenance of five pools that he is to visit daily: (1) Andrew Jackson High School Pool, (2) Eartha Napoleon (also known as Harts Road) Pool, (3) Highlands Middle School Pool, (4) Johnny Walker (also known as Grand Park) Pool, and (5) Oceanway Park Pool.

Hardy had been assigned COJ Vehicle Number 4839 since November 2024, when the prior assigned driver retired.² Hardy is not allowed to take his vehicle home or to work from home. Coates was unaware of Hardy taking his assigned vehicle home.

Hardy's work should be documented on activity logs kept in each pool's pump room. However, Coates advised that employees did not regularly complete the activity logs.³

Coates was advised by the COJ Risk Management Division (Risk Management) that COJ Vehicle Number 4839's DriveCam was disconnected.⁴ When Coates spoke with Hardy, Hardy claimed the DriveCam was disconnected before he received the vehicle. Hardy also told Coates he failed to report it as he did not think about it.

Kenneth Hardy, Jr. Pool Mechanic of RCP

Hardy has been employed in his current position since approximately March or April 2025, after he had been promoted from another position. As a Pool Mechanic, he was responsible for ensuring that the pools were functioning and usable.

Hardy confirmed he was responsible for the maintenance of the five pools identified by Coates. However, Hardy said he did not check all his assigned pools every day, despite confirming that he was supposed to do so.

¹ According to Erik Preacher, Chief of Fleet Management, this was discovered during an unscheduled vehicle inspection.

² According to COJ records, the previously assigned driver retired on November 4, 2024.

³ After this interview, Coates e-mailed the OIG Investigator and advised that he had visited Hardy's assigned pools and "there were no log sheets present."

⁴ Based on the relevant e-mails, Risk Management initially contacted Coates on May 13, 2025 and he responded on May 16, 2025.

Hardy thought he was assigned COJ Vehicle Number 4839 the day the prior assigned driver retired. He confirmed that he had taken COJ Vehicle Number 4839 to his residence for various reasons, such as taking care of his animals.⁵ According to Hardy, he began doing it “almost right away” after being assigned the vehicle. In addition, he drove his son to work at a high school⁶ as a lifeguard and also picked him up from school.⁷

Hardy admitted his residence was not on the way to any of his assigned pools, as they are “nowhere near” his residence. He advised that these trips were made during his work hours, although they sometimes occurred during his lunch break. When asked why he was recording the time he spent on these trips as work hours even though he was not working, “I just did.”

No one told him he could take COJ Vehicle Number 4839 home, nor was he aware if anyone knew he was doing this.

According to Hardy, he was only recently told by Coates during a meeting that activity logs needed to be completed.

Hardy denied that he ever disconnected COJ Vehicle Number 4839’s DriveCam.

Recommended Corrective Actions

The OIG recommends RCP:

1. Take any corrective personnel action deemed appropriate.
2. Ensure all records pertaining to the maintenance of COJ pools are completed and reviewed.

Management’s Response

The OIG provided RCP with an opportunity to submit a written response to the findings in this investigative report within ten (10) business days. Their response is 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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⁵ He could not provide a definitive number of occasions. The only estimation he would provide was that he picked up his son from school on a couple of occasions.

⁶ Per Google Maps, Hardy’s residence is 1.7 miles from this high school.

⁷ Per Google Maps, Hardy’s residence is either 19 or 21 miles from his son’s school, depending on the route.

From: [Piastuck, Daniel - RPCM](#)
To: [Inspector General](#)
Cc: [King, Brandon - IGOD](#); [Joseph, Daryl - RPOD](#)
Subject: Re: OIG 2025-0041 Draft Report
Date: Wednesday, August 13, 2025 9:20:06 AM
Attachments: [Outlook-ph0kutkw.png](#)

Good morning,

Thank you for sharing the draft report. We certainly take inappropriate use of time and equipment very seriously. I will be working directly with our Employee Services division regarding next steps for disciplinary actions which may include suspension, demotion, or termination of employment.

With 33 pools and 4 splash pads throughout the City of Jacksonville which are serviced daily, year around, the position of Pool Mechanic requires independent work and judgement while traveling throughout city limits, and we expect a high level of personal responsibility from this title for that reason. We will continue to review all records pertaining to the maintenance of the COJ pools and make sure those are reviewed and collected on a weekly basis for record tracking. In addition, we have already held a meeting with all COJ Pool Maintenance Staff to review appropriate vehicle use policy and will continue with regularly scheduled training and review. We will be adding similar training and review for all City of Jacksonville Recreation and Community Programs Division Staff, including the Motor Vehicle Safety Policy and the COJ Civil Service and Personnel Rules and Regulation.

Once corrective action is finalized, I will also share those findings so they may be added to this report if needed.

Please let me know if anything further is required at this time.

Thank you,

Dan Piastuck