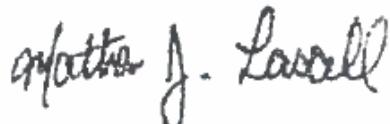


Office of Inspector General City of Jacksonville, Florida



Management Review
Use of COJ Vehicles by Public Works Department Employees
2025-0087

February 3, 2026



Matthew J. Lascell
Inspector General

Executive Summary

In July 2025, the Office of Inspector General (OIG) initiated a review of the use of City of Jacksonville (COJ) vehicles assigned to Public Works Department (Public Works) employees or employees working for one of its constituent divisions. The OIG review revealed that 71 employees had their COJ-issued vehicles recorded at their home addresses. The number of trips and their duration varied widely. While some of these 71 employees had written authorization to take their vehicles home overnight, most did not. Some employees with written authorization appeared to have used COJ-issued vehicles to make multiple trips home during their workday.

Background

According to their webpage, Public Works is “the primary caretaker of all city-owned properties and infrastructure.” Public Works consists of eight divisions: (1) the Building Inspections Division (Building Inspections), (2) the Development Services Division (Development Services), (3) the Engineering and Construction Management Division, (4) the Mowing and Landscaping Maintenance Division (Mowing and Landscaping), (5) the Public Buildings Division (Public Buildings), (6) the Real Estate Division, (7) the Right of Way and Stormwater Maintenance Division (ROWSWM), and (8) the Traffic Engineering Division (Traffic Engineering). A Division Chief leads each division. Their employees may be provided with a COJ vehicle to use in the course of their official duties.

Some COJ vehicles have the Lytx DriveCam system (DriveCam) installed, which is used to monitor vehicle usage and assist in addressing “unsafe driving behaviors.” DriveCam records the vehicle’s position when its ignition is turned on or off, as well as when there is an event that may indicate unsafe driving, such as sudden braking or swerving.

Issues, Governing Directives, and Findings

Issue

Are Public Works employees or those employed in its constituent divisions complying with the relevant governing directives for the use of COJ vehicles?

Governing Directives

COJ has several ordinance codes, executive orders, policies, and procedures that address the use of COJ vehicles, as shown below:

Section 601.111 and 602.401, COJ Ordinance Code

These ordinance codes either prohibit the use of COJ property or vehicles knowingly for “personal benefit, convenience or profit” or “private purposes.”

Executive Order 2024-04 Motor Vehicle Safety Policy

The executive order notes that private use of COJ vehicles is prohibited, including travel to or from home, and travel or stops for personal matters. However, this private usage “may become permissible” when the driver is required to be on call for a twenty-four-hour period and has written authorization from their Department executive.

Employee Services Department (Employee Services) Directive 0533, Motor Vehicle Monitoring Policy

This policy details the usage of DriveCam to review employees’ driving. It notes that supervisors are responsible for “routinely checking DriveCam and reviewing events, preferably on a weekly basis.” In addition, the policy required employees to ensure their DriveCam was functioning and to report any damage, malfunction, or theft. Also, tampering with, deactivating, or blocking their vehicle’s DriveCam is prohibited.

Findings

Review of COJ Vehicle Usage

167 COJ vehicles were assigned to specific employees who worked for either Public Works or one of its constituent divisions and had a DriveCam installed.

The OIG compared each vehicle’s GPS data for June 17, 2025 through August 15, 2025 with the assigned employee’s documented home address. Seventy-one vehicles were recorded as being stopped at the assigned employee’s home address.

The number of times a vehicle stopped at the assigned employee’s home address varied widely by division and employee.¹ Some vehicles had only one or a few recorded stops at the assigned employee’s home address in the 60-day review period. However, other vehicles were recorded at the assigned employee’s home address daily, with some recorded there multiple times on the same day. The length of these stops ranged from a few minutes by some employees to overnight stays by others.

Interviews

The OIG interviewed the Division Chiefs for the following divisions: Building Inspections, Development Services, Mowing and Landscaping, Public Buildings, and ROWSWM.² All five Division Chiefs said that, with few exceptions, their employees were not authorized to work from home.³

¹ Most drivers who had vehicles stopped at their residence overnight (and usually daily) were assigned to either Development Services or Building Inspections for reasons explained by witnesses in a subsequent section.

² The OIG did not interview the other three Division Chiefs, as they either did not have any vehicles equipped with DriveCam or the vehicle(s) had minimal questionable usage.

³ One Division Chief said that their employees could work from home on a case-by-case basis, if they were sick or convalescing from a health issue. Two Division Chiefs did not object to employees driving to their residence if they needed to change clothes after working outdoors or were in the area and needed to use a toilet.

Three Division Chiefs said their employees were authorized to take their vehicles home overnight, although one said this was limited to on-call employees. Each of the three Division Chiefs stated that each employee must obtain approval from either the Mayor's Budget Review Committee or the Director of Public Works.⁴

All five Division Chiefs said their employees' vehicle use was reviewed only as needed, such as in response to a safety notification or when there were questions about an employee's activities or performance.

Recommended Corrective Actions

The OIG recommends Public Works:

1. Remind all employees of the prohibitions of using COJ vehicles for personal or private use in accordance with Section 601.111 and 602.401, COJ Ordinance Code, and Executive Order 2024-04 Motor Vehicle Safety Policy, as well as the requirements of Employee Services Directive 0533, Motor Vehicle Monitoring Policy.
2. Ensure that all employees who are approved to take their COJ vehicle home have a written authorization that the relevant division maintains.
3. Review the attachments to this report for each relevant employee and take any personnel action deemed appropriate.

Management's Response

The OIG provided the Public Works Department with an opportunity to submit a written response to the findings in this investigative report within ten (10) business days. At their request, the due date for their response was extended. 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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⁴ Of the 28 employees in these three divisions whose assigned vehicles were recorded at their home address overnight, 23 had written authorization.

From: [Sickler, Nina - PWOD](#)
To: [Inspector General](#)
Subject: Re: OIG 2025-0087 Draft Report Response
Date: Monday, January 26, 2026 6:49:13 PM

Good afternoon - below is Public Works' Management Response to the referenced OIG Report. We share the OIG's commitment to continue improving City processes and appreciate the opportunity to review and respond to the report.

Management appreciates the Office of Inspector General's review of City vehicle usage practices and the recommendations provided. We fully support enforcement of the Executive Orders, City ordinances, and departmental policies governing the use of City-owned vehicles.

Recommendation 1 - This recommendation has been implemented. All employees assigned City vehicles have been reminded of the applicable ordinances, Executive Order 2024-04, and Employee Services Directive 0533. These requirements were reinforced during staff meetings, through supervisory follow-up, and via individual counseling for each employee identified in the report to ensure clarity and compliance.

Recommendation 2 - This recommendation has been implemented. Management reviewed all vehicle take-home authorizations and updated or corrected written authorization forms. The relevant divisions now maintain current documentation for all employees approved to take City vehicles home.

Recommendation 3 - Management has reviewed the attachments provided in the report and related documentation for each employee identified. In conducting this review, management considered operational factors such as authorized breaks, assigned work zones, and approved leave. As the report does not include time-of-day or contextual information fully sufficient to determine whether the observed vehicle locations constituted improper use, employees identified in the report have been interviewed and counseled individually, and leave records have been verified where applicable. Management will continue fact-finding interviews as needed and will coordinate with Labor Relations to determine any additional personnel actions, including further policy reinforcement or disciplinary measures, if warranted.

Best regards,

Nina Sickler, PE
Director of Public Works
City of Jacksonville
(904) 255-8707

From: Inspector General <InspectorGeneral@coj.net>

Sent: Tuesday, January 20, 2026 10:18 AM
To: Sickler, Nina - PWOD <NSickler@coj.net>; Inspector General <InspectorGeneral@coj.net>
Cc: Inspector General <InspectorGeneral@coj.net>
Subject: RE: OIG 2025-0087 Draft Report Response

Deadline extension request granted for 1/26/2026.

Thank you!

From: Sickler, Nina - PWOD <NSickler@coj.net>
Sent: Tuesday, January 20, 2026 10:05 AM
To: Inspector General <InspectorGeneral@coj.net>
Cc: Inspector General <InspectorGeneral@coj.net>
Subject: Re: OIG 2025-0087 Draft Report Response

My apologies. With the year-end and new year activities, we missed tracking the timing on this one. So that we may follow-up and compile the applicable information, would it be possible to extend the response time to Monday January 26?

On Jan 20, 2026, at 9:36 AM, Inspector General <InspectorGeneral@coj.net> wrote:

Good morning, Director Sickler,

Please advise if you will be providing a draft report response to OIG 2025-0087, as the deadline for response was 1/14/2026.

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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Oversight”*
<image001.jpg>

***** 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.