From: Karen Shawver
To: SIUComplaints
Subject: [External]City of Lorain payroll
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Good afternoon
I am the Lorain City Auditor and during a conversation with our IPA team from Zupka and Associates this week while they were on-site, we discussed payroll issues we are experiencing with a few city departments. They informed me that they are unable to directly deal with these matters and suggested I contact your office to report these issues for assistance and direction.
We have several employees in the Utilities Billing office and Admin departments getting excessive overtime, payments for working through their lunch hours and for higher position pay (temporary substitutions for other employees work). We have repeatedly asked for information and back up documentation and have been ignored, told to seek from the Safety Service Director and shown willful disregard for our authority. It appears based on the reaction and failure for the administration to force the departments to provide documentation, these employees are being overpaid. One employee in this department was paid HPP pay for working in another department and when the manager of that department was questioned we were told "keep my name out of this"
In the Police department, they use a software scheduling program in which the employees schedule is set up and if modifications are made such as vacation, sick etc they are to go into the system and make corrections. The office in charge of the shift then is to approve the time away. We were given a public records request in February and were asked to provide all the regular hours for the police chief and the Higher Position Payments for the captains during the period of December 2020 to present. There were approximately 100 days the captains were paid the chief's salary which meant he was not working or perhaps in some instances was on City business elsewhere. The request indicated they believed the chief was paying his captains to act in his capacity but not taking time off his accrual balances. Based on the reports provided, it does appear there was fraud on many occasions. The telestaff software enables employees to document their time so had he worked elsewhere it should show in the records.
Lastly, the law department appears to have employees being paid for full time work but only work part time. The auditors from Zupka have seen this as part of this years audit and asked for additional information from the law department. They did not provide the accurate records to prove the employees worked what they were paid.
The Auditors office repeatedly maintains that payments for all things are to made according to the law however when we ask for clarification, perform audits or require documentation we are constantly met with obstruction, disrespect and anger. We even received an email from our mayor indicating we did not have the right to perform audits other than once a year. The mayor's employees do not enforce their employees to follow our rules
Or adhere to the procedures and policies of our department.
Based on the advice of Zupka & associates, we are requesting a thorough investigation into the items that are mentioned above.
I would appreciate using this email kashawver@gmail.com and/or my cell phone 440-258-3601.
Respectfully
Karen Shawver
Lorain City Auditor

Sent from my iPhone