

**Presentation by Mr. Tracey Thornhill, Executive Director AFSCME Local 1644, AFL-CIO
Inspector General Task Force - Monday, October 7, 2024**

Good afternoon. My name is Tracey Thornhill, and I am the Executive Director of AFSCME Local 1644. I come as one, I stand as 1.4 million – the largest public sector employees’ union in the country. By City ordinance and MOU with the Mayor, I represent approximately 3,500 city employees in Grade 18 and below.

It is an understatement to say we are concerned about the processes of the Inspector General, especially as it relates to city employees.

My office has received reports of the Inspector General staff showing up unannounced at the homes of city workers, confiscating or threatening to confiscate employees’ personal property and demanding access to employees’ personal information. I even witnessed the actual Inspector General show up at City Council meeting uninvited and unannounced. It surely created gossip in the workplace, undermined the credibility of the Inspector General and was generally viewed as “political theater”. Common sense dictates and fairness demands, a clear process with checks and balances be established.

We would like for the Task Force to explore establishing:

- Clear and published rules regarding the authority of the Inspector General
- Policy to make sure employees have the benefit of their union representation
- Limit the powers of the Inspector General to investigate major waste and fraud only
- Make sure the Inspector General does not usurp the roles and authority of other city officials/agencies
- Require policies established by the Inspector General to be approved by City Council and include public input
- Define a process and entity to file complaint against Inspector General

We don’t necessarily disagree with some of the finding of the Inspector General, but how you get their matters. Credibility matters. Process matters. Integrity matters. Professionalism matters.

Currently, city ordinance and our MOU with the Mayor requires classified employees Grade 18 and below be entitled to union representation in any city meeting that may lead to discipline. Does the Inspector General have veto powers over our current city laws and MOU?

In the final analysis, we urge the Task Force to put in place clear, plain, and fair rules to protect the interest of our city employees and the integrity of the process.

Thank you for the opportunity to share our concerns and thank you for your service to the City.