



# INVESTIGATIVE REPORT

Lori Torres, Inspector General

OFFICE: INDIANA DEPARTMENT OF CHILD SERVICES  
TITLE: GHOST EMPLOYMENT; THEFT  
CASE ID: 2018-03-0082  
DATE: August 14, 2018

*Inspector General Staff Attorney Kelly Elliott, after an investigation by Inspector General Special Agent Michael Lepper, reports as follows:*

The Indiana General Assembly charged the Office of Inspector General (OIG) with addressing fraud, waste, abuse, and wrongdoing in the executive branch of state government. IC 4-2-7-2(b). The OIG also investigates criminal activity and ethics violations by state workers. IC 4-2-7-3. The OIG may recommend policies and carry out other activities designed to deter, detect, and eradicate fraud, waste, abuse, mismanagement, and misconduct in state government. IC 4-2-7-3(2).

On March 19, 2018, the OIG received a complaint from the Indiana Department of Child Services (DCS) that alleged a former DCS employee, Dianna Bross, engaged in ghost employment. DCS alleged that over a two-month period, the State paid Bross approximately \$745 for hours she did not work.

OIG Special Agent Michael Lepper conducted an investigation into this matter. Through the course of his investigation, Special Agent Lepper interviewed Bross and other DCS employees. He also reviewed documentation received from DCS, including Bross' attendance records, access card data, and email account.

Special Agent Lepper interviewed Bross' supervisor (the Supervisor). He learned that Bross worked in DCS' Travel Unit, which is located in the Indiana Government Center South in downtown Indianapolis. In her position, Bross reviewed and audited travel vouchers submitted to DCS. The Supervisor explained that she allowed Bross and other employees to work overtime to help process the more than 4,000 travel vouchers per month at DCS. Bross was to send an email to the Supervisor from her office computer as documentation she was in the office, as there was usually no one else in the office as early as Bross to verify her attendance. The Supervisor confirmed that she only authorized Bross to work from her office at the Indiana Government Center South; she did not authorize Bross to work from home or at an off-site location.

The Supervisor stated that on March 8, 2018, Bross sent her an email at 4:32 a.m. stating that she (Bross) was in the office at 5:00 a.m. Bross then called the Supervisor and left a voicemail stating that she was not in the office but stuck in traffic due to an ice storm. Bross explained in the voicemail that her grandson was playing with her phone and he sent the previous email by mistake.

Based upon this event, the Supervisor audited two months of Bross' attendance records. She reviewed the hours Bross reported working against the times in which Bross used her state access card to enter and exit the state-parking garage and secured doors. The Supervisor found that Bross reported a number of hours that she did not work, resulting in the State paying Bross approximately \$745 for hours she did not work. DCS terminated Bross from state employment on March 13, 2018.

The Supervisor explained that based on this incident, DCS changed their policy for verification of attendance. No employee can be in the office prior to 7:00 a.m. Employees are not authorized to work more than two hours of overtime per day and must sign in and out in front of a supervisor for overtime hours.

Special Agent Lepper expanded his review to encompass a year's worth of time, not just two months as the supervisor had done. He reviewed Bross' attendance records, access card data, and email account for the period of March 5, 2017 through March 10, 2018. He found that there were over forty instances in which Bross sent an email indicating she was in the office, but parking garage and door access records showed she had not entered the Indiana Government Center South. He also found that there were over one hundred instances in which Bross claimed regular or overtime hours that she did not work. For the twelve-month period audited, the State paid Bross approximately \$3,011.91 for hours she did not work.

Special Agent Lepper interviewed Bross. She admitted to falsifying her attendance records in order to obtain additional funds. Bross also admitted that many of the emails she sent to the Supervisor indicating she was at work came from her smartphone, not her office computer. Bross stated she is willing to pay back the State for the pay she received for hours she did not work.

The OIG submitted the results of this investigation to the Marion County Prosecutor's Office. On August 1, 2018, the Marion County Prosecutor's Office charged Bross with one count of Theft as a Level 6 Felony. The OIG has not filed a complaint for ghost employment with the State Ethics Commission at this time because DCS terminated Bross and the Prosecutor's Office has filed criminal charges against her. Furthermore, Bross has stated she will pay back the State the pay she received for hours not worked. Accordingly, this investigation is closed.

Dated: August 14, 2018

APPROVED BY:



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Lori Torres, Inspector General