



ETHICSPPOINT®

Incident Management

Case

CT

- [Home](#)
- [Cases](#)
 - [All Cases](#)
 - [Cases by Tier](#)
 - [Tier - City of Las Cruces, NM Public](#)
 - [Case 426](#)
 - [General Case Info](#)
 - [Case Details](#)
 - [Follow-ups](#)
 - [Assignments & Access](#)
 - [Participants3](#)
 - [Attachments8](#)
 - [Synopsis](#)
 - [Case Notes](#)
 - [History](#)
- [Open New Case](#)
- [Assignments](#)
- [Analytics](#)
- [Admin](#)

Case 426-Policy Issues
[Reminders](#) [Request Translation](#) [Join Chat](#) [Delete Case](#)
Opened
01/03/2025
Days open
2
Last modified
01/06/2025
Intake method
Hotline Web
Status
In Process

Alert Status
None

Case Details

Reported tier information

Case type:
Allegation

Intake method:
Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM (Public)

Branch Number:

1

Location name:

City of Las Cruces Main

Location/Address:

City of Las Cruces Main - 1
700 North Main Street

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

City of Las Cruces Main

Reporter Information**Reporter anonymous:**

Yes

Case Information**Relationship to the Company or Organization?**

Employee

Please identify the person(s) engaged in this behavior:

Trent Bianchi - GIS Analyst
Tim Pitts - Dep Dir Bld Dev
Loyola Duran - Sr HR Analyst

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

Trent Bianchi, Lucas' direct supervisor.

Is management aware of this problem?

Yes

What is the general nature of this matter?

Lucas Fellure was interviewed and hired for a GIS Technician II position with CD when he met none of the minimum requirements for the position.

Where did this incident or violation occur?

City Hall

Please provide the specific or approximate time this incident occurred:

Interview was 12/12/24 from 1:30 to 2:30. Decision to allow him to be interviewed prior to this.

How long do you think this problem has been going on?

1 to 3 months

How did you become aware of this violation?

Told to me by a co-worker

Case Details:

Lucas Fellure is a co-op with CD in an interim GIS Tech position. Lucas has around two years in his co-op role and half a year in the interim GIS tech role. Additionally, he is currently an NMSU student without a college degree.

Initially this resume should not have made it past HR for being nowhere near the minimum requirements. At the City co-op time only counts for half as long due to being a part time job. This means that his work experience only counts as around 1.5 years, half of the required 3 years.

Looking in the Outlook calendars for some of the interview panel for the position I found that there were at least two other candidates that had interviews. These other candidates likely met the minimum requirements which Lucas did not. This means that there may have been unfair interview scoring to benefit Lucas, the candidate that the entire interview panel knew and had worked with.

Legacy information

[Privacy Statement](#) | [Terms of Use](#) | [Cookie Statement](#) | [About](#)

© NAVEX Global 2025. All rights reserved.