



ETHICSPPOINT®

Incident Management

Case

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Opened

01/21/2025

Days Open

Less than 24 hours

Last modified

01/21/2025

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

Branch Number:

9

Location name:

Castandea Service Center

Location/Address:

Castandea Service Center - 9
1501 E. Hadley Ave.

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

Castandea Service Center

Reporter Information**Reporter anonymous:**

Yes

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

Employee

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

Steven Bingham - Director of Parks

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

Do Not Know / Do Not Wish To Disclose

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Interim Position Available

Where did this incident or violation occur?

January 16, 2025 noticed in our memo log book documented for end of provisional assignment 1/15. Start provisional assignment January 16, 2025. These are memos that have been created and possible submitted through a personnel actions entry in Munis.

Please provide the specific or approximate time this incident occurred:

Was informed on Wednesday, Jan. 15, 2025 afternoon sometime that that the person in the provisional position was leaving and that the Director, Steven Bingham had already placed a new person in the provisional position.

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

One week

How did you become aware of this violation?

Told to me by a co-worker

If other, how?

Co-worker told me about the person leaving and then I confirmed with the person.

Case Details:

We have a person in an Interim Management Analyst position in the Parks & Recreation department. The notice went out September 30, 2024. It was filled with a candidate. It came to my attention on January 15, 2025, that the current person in the Interim position had asked to go back to her pervious position and end her Interim with Parks & Recreation. I inquired if there would be another notification to

all employees that the Interim position would be available to apply again. I was then told that someone had already been put in the Interim position. I would totally understand if the person who has now been selected had participated in the selection process posted back on September 30, 2024, however, the person that was selected outside of the Parks & Recreation department was not a city employee at the time and did not get rehired through the city again till December 2024. My concern is that it seems the Director just assigned someone he thought would be a good fit and didn't follow the process that was done back in September 2024. How did the person who he selected even know that the Interim position was available when people in the department were not aware. I feel this is not ethical to the fact that the opportunity was not given to others who's situation may have changed and would have liked the opportunity to apply for the Interim position.

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