



ETHICSPPOINT®

Incident Management

Case

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Opened
01/24/2025

Days Open
Less than 24 hours

Last modified
01/24/2025

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:

25

Location name:

Police Department

Location/Address:

Police Department - 25

217 E. Picacho

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

Police Department

Reporter Information**Reporter anonymous:**

Yes

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

Employee

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

MELINDA GAMBOA - PD SUPERVISOR

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?

WASTE OF EMPLOYEE WORK TIME

Where did this incident or violation occur?

JAN 23, 2025

Please provide the specific or approximate time this incident occurred:

JANUARY 23, 2025

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

Don't know

How did you become aware of this violation?

Other

If other, how?

EVERY CIVILIAN EMPLOYEE IN THE POLICE DEPT

Case Details:

STAFF MEETINGS WERE HELD ON JANUARY 23, 2025 INFORMING EMPLOYEES NEEDING TO DOCUMENT EVERY WORK FUNCTION. IT IS DOCUMENTED WITH TASK AND TIME. HOW LONG IT TAKES TO START COMPUTER, TO FINISH EACH TASK, TO OPENING APPLICATIONS ON COMPUTER, TO GOING TO THE BATHROOM, TO PHONE CALLS, TIME SPEAKING WITH OTHER EMPLOYEES DEALING WITH WORK ISSUES. GOING TO OTHER DEPARTMENTS FOR WORK RELATED ISSUES. MELINDA ALSO HAS ACCESS TO CAMERAS INSIDE THE BUILDING AND HAS ASKED US SPECIFICALLY WHAT WE WERE DOING IN THE HALLWAYS. WE FEEL THAT WE ARE ALWAYS BEING

WATCHED IN WHAT WE DO. I WILL NOT GO TO THE BATHROOM BECAUSE I FEEL THAT I WILL GET INTO TROUBLE. SHE HAS BEEN RUDE AND VERY UNPROFESIONAL WHEN SPEAKING TO OUR IMMEDIATE SUPERVISOR. SHE IS MAKING IT FEEL LIKE A HOSTILE WORK ENVIRONMENT FOR ALL OF US HERE. I ENJOY MY JOB BUT WITH THIS ENVIRONMENT IM STARTING TO HATE COMING TO WORK

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