



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?**

Other

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

Melinda Gamboa - Police Service Administrator

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

Yes

If yes, then who?

Police Service Administrator, Melinda Gamboa

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Police Service Administrator implemented a new daily log tracking system. All civilians are to fill them out and are due to supervisors on Fridays. This new log entry was implemented shortly after a closed-door implementation was put forth a week ago. I, along with many other employees expressed our concerns about this unfair policy, which is detailed and severe. The log is not in our job description and seems to be a severe tactic to micromanage. This creates a hostile work environment as it is distracting from our daily continuous duties. It makes it difficult to do our jobs because we must come to a stop in tasks and log down the next entry causing it to be very distracting and causing us to make mistakes and is now causing some of us anxiety as we can't balance the detailed log tracking and my daily duties. The logging is creating a challenge for us preventing us from full engagement in our daily responsibilities

What do you estimate the monetary value of this matter to be?

USD100-USD999

Where did this incident or violation occur?

Las Cruces Police Department

Please provide the specific or approximate time this incident occurred:

Thursday, January 23, 2025

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

More than a year

How did you become aware of this violation?

Other

If other, how?

Civilians were told by their supervisors in a meeting. The reason this is starting to be severe is due to micromanaging tactics that are implemented. The closed-door policy was put in place so all employees could use their keycards on door scanners. All this information is reported to the Police Service Administrator who implements all these hostile severe tactics to micromanage. Every minute is to be accounted for which has caused employees to have anxiety. These measures are extreme when we already are being watched on the Police Service Administrator cameras, having to use our keycards to enter every door or department to timestamp our activity, and now do a detailed daily log to turn in to the Police Service Administrator for review. Please help with this matter.

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Not sure.

Case Details:

Civilians were told by their supervisors in a meeting. The reason this is starting to be severe is due to micromanaging tactics that are implemented. The closed-door policy was put in place so all employees could use their keycards on door scanners. All this information is reported to the Police Service Administrator who implements all these hostile severe tactics to micromanage. Every minute is to be accounted for which has caused employees to have anxiety. These measures are extreme when we already are being watched on the Police Service Administrator cameras, having to use our keycards to enter every door or department to timestamp our activity, and now do a detailed daily log to turn in to the Police Service Administrator for review. Please help with this matter. Employees need help from this micromanaging. Please look into this matter. These are extreme measures and tactics to micromanage. We need a voice for civilian staff.

Legacy information