



ETHICSPPOINT®

Incident Management

Case

CT

- [Home](#)
- [Cases](#)
 - [All Cases](#)
 - [Cases by Tier](#)
 - [Tier - City of Las Cruces, NM Employees](#)
 - [Case 440](#)
 - [General Case Info](#)
 - [Case Details](#)
 - [Follow-ups](#)
 - [Assignments & Access](#)
 - [Participants3](#)
 - [Attachments](#)
 - [Synopsis](#)
 - [Case Notes](#)
 - [History](#)
- [Open New Case](#)
- [Assignments](#)
- [Analytics](#)
- [Admin](#)

Case 440-Conflicts of Interest
[Reminders](#) [Request Translation](#) [Join Chat](#) [Print & Download](#) [Delete Case](#)

Opened
03/26/2025
Days Open
Less than 24 hours
Last modified
03/26/2025
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:

1

Location name:

City Hall

Location/Address:

City Hall - 1

700 N. Main Street

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

City Hall

Reporter Information**Reporter anonymous:**

Yes

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

Employee

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

Ismael Molina - Building Official

Jennifer Rodriguez - Permit Tech II

Minerva Garcia - Permit Tech I

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

Yes

If yes, then who?

Chris Faivre Comm Dev Deputy Director

Ismael Molina Building Official

Eloy Jimenez Community Dev Supervisor

Is management aware of this problem?

Yes

What is the general nature of this matter?

Nepotism within the department and favoritism due to a romantic relationship.

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

3 months to a year

How did you become aware of this violation?

I observed it

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

HR and Deputy Director have disregarded it as not important. When reported to HR they just noted and no action has been taken to stop the actions and this was reported a month ago. As for the Deputy Director he did not seem to take it seriously.

4

Case Details:

I would like to start off by stating that the concerns that will be mentioned have been reported to HR and the new Community Development Director and neither have made any attempt to rectify these issues.

Community Development has been under investigation due to the current supervisor not being able to adequately fulfill the position. Hopefully HR can recommend a resolution to improve the permitting section. He has retaliated and created such a hostile work environment for his employees that a solution needs to be made.

Along with the supervisor the new Building Official should be investigated for being unethical and unprofessional. It is extremely demoralizing how the organization turns a blind eye to his actions. He oversees the permitting department and is related by marriage to a permit technician and is constantly showing nepotism. This is known through out the department and the permit technician takes full advantage of the situation and does it openly. When she doesn't agree with a policy or instruction given by the direct supervisor she will say "I'm gonna message Milo" and then there is direction given from Milo that contradicts the supervisor. This is a constant problem as it has happened on several occasions and affects all the permit technicians as she is constantly getting things to benefit her. This is extremely unfair to everyone in the department and unbelievable that it has been allowed to go on for so long.

As if that weren't enough it is also known that he is having a relationship with a Permit Technician in the same department. He has given special treatment to her as he made it possible for her to get a promotion to Permit Tech II. He requested the interview questions even though he wasn't part of the interview panel. The reason for this was to provide her that advantage. They are constantly enclosing themselves in his office for long periods of time and have been seen going to lunch by sneaking around. He also takes her on "field inspections" for long periods of time with no consideration to the front end. At one point he took her on one of their "field inspections" on a Friday afternoon leaving two permit technicians to run the front end. It is obvious there is more going on between them and this should be kept out of the work place. Photos on social media have been shared showing them in compromising situations during business hours. This does not reflect well on the organization and should be stopped.

This has really brought the morale down in the department. There are so many issues that start with individuals who are supposed to lead and set an example for the department.

Legacy information