



Case

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Case 493-Employee Relations

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Opened

01/09/2026

Days Open

Less than 24 hours

Last modified

01/09/2026

Intake Method

Hotline Web

Status

In Process

Alert Status

None

Case Details

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Reported tier information

Case type:

Allegation

Intake method:

Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM

Branch Number:

20

Location name:

Mesilla Park Recreation Center

Location/Address:

Mesilla Park Recreation Center - 20
304 W. Bell Ave.

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88005

Country/Territory:

United States

Location Name:

Mesilla Park Recreation Center

Reporter Information**Reporter anonymous:**

Yes

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

Employee

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

Gerardo Franco - Recreation Services Supervisor
Kitt Kleiner - Recreation Aide
Kyana Rodriguez - Recreation Aide

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

Yes

If yes, then who?

Gerardo "Chico" Franco, Recreation Services Supervisor

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Appearance of Impropriety

Where did this incident or violation occur?

Frank O'Brien Papen Center

Please provide the specific or approximate time this incident occurred:

Ongoing behavior escalating from October 20, 2025

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

1 to 3 months

How did you become aware of this violation?

I observed it

Case Details:

For several months, I have observed Gerardo "Chico" Franco engaging in frequent and prolonged non-work-related interactions with two of his direct subordinates, Kitt Kleiner and Kyana Rodriguez, in his office during work hours. These interactions often appear personal and, at times, flirtatious in nature, involving casual conversations and laughter unrelated to city business. When other employees approach or pass by, conversations frequently stop abruptly and the individuals physically separate, contributing to discomfort in the workplace.

These interactions, due to their frequency, visibility, and nature, create an appearance of impropriety, blur appropriate supervisory

boundaries, and contribute to perceptions of favoritism.

Observations include:

- Kyana Rodriguez stating that Mr. Franco assists her with personal homework, alone during work hours in his office, raising concerns regarding appropriate use of work time and city resources.
- Kyana soliciting other employees during work hours for money to contribute toward purchasing a poster as a gift for Mr. Franco's office.
- Kitt Kleiner stating that her favorite activity is spending time in Mr. Franco's office to "annoy" him. On at least one occasion stated to other employees, that she can probably "bully" him into doing something in regard to work.
- On at least one occasion, Kitt has brought a birthday gift to Mr. Franco at work.
- Mr. Franco assigned only Kitt and Kyana to plan/decorate the City's Christmas Award Banquet, resulting in them spending extended periods together in his office.
- Mr. Franco requested that both individuals follow him during the city reorganization process, reinforcing the perception of preferential treatment.
- Mr. Franco demonstrates limited communication, engagement, and accessibility with the remainder of his staff, often times not leaving his office when the two of them are not scheduled, while maintaining frequent and informal interaction with only these two employees. This disparity has negatively impacted morale and contributes to an unfair work environment.

Multiple employees have independently expressed that favoritism is apparent. While I cannot speak to intent, the pattern, consistency, and visibility of these behaviors raise concerns regarding compliance with city expectations for professional conduct, appropriate communication, and adherence to the ethics policy on the appearance of impropriety.

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