



Investigative Report

## **Office of Housing: Misrepresentation of Hours Worked and Misuse of City Resources**

---

February 2021

NOTE: The names of certain individuals and property addresses have been redacted pursuant to Massachusetts General Laws, Title 1, Chapter 4, Chapter 7, Section (26) (c).

## Table of Contents

Allegations	1
Background	1
Objective	1
Scope	1
Methodology	1
Investigation Results	2
Exhibit 1 - [REDACTED] Home Inspection Facebook Advertisement	7
Exhibit 2 – [REDACTED] Home Inspection Weekend Availability	8
Exhibit 3 – Misrepresentation of Hours Worked	9
Exhibits 3A – 3H - Home Inspections and City Time	10 - 33
Exhibit 4 – [REDACTED] Home Inspection Advertisement	34
Exhibit 5 – Radon Test for [REDACTED] Residence	35
Exhibit 6 – [REDACTED] Response	39
Exhibit 7 – Office of Internal Audit’s Response to [REDACTED] Response	44



## Allegations

In December 2020, the Office of Internal Audit (OIA) received an allegation on that [REDACTED], an Inspector for the Office of Housing Department, had inappropriately worked as a private home inspector for a potential buyer of a single family home located at [REDACTED] Street, Springfield, MA between 9:00am and 4:30pm during his normal work hours as an Inspector for the Office of Housing.

In January 2021, the OIA also received an allegation that [REDACTED] is using City equipment, a radon machine, in his business as a private home inspector.

## Background

The Office of Housing administers the Healthy Homes and Lead Based Paint Hazard Reduction (Lead) programs. Both programs make federal funds for rehabilitation, through grants from the U.S. Department of Housing and Urban Development, available to eligible owners of residential properties. These programs focus on researching and demonstrating low-cost, effective home hazard assessment and assessment and intervention methods, as well as on public education that stresses ways in which communities can mitigate housing-related hazards. [REDACTED] works as an Inspector in the Office of Housing, which is a non-union position. He inspects residential properties in the Healthy Homes and Lead programs. Effective March 2019, [REDACTED] was granted an amended work schedule, which allowed him to work from 7:00am to 3:15pm

## Objective

The primary objective of this investigation was to determine whether credible evidence exists to suggest that [REDACTED] misrepresented his hours worked and misused city resources. The investigation is predicated on the allegations of improprieties by [REDACTED] as a City Housing employee.

## Scope

Our investigation covered the period from September 1, 2017 to January 15, 2021.

## Methodology

To accomplish our objective, we performed the following procedures:

- Reviewed applicable Federal regulations, Massachusetts General Laws, and city ordinances;
- Conducted background research;
- Interviewed employees in the Housing department;
- Interviewed the individual who made the allegation against [REDACTED];
- Interviewed subject;
- Reviewed subject's time entry in Kronos ;
- Examined subject's City issued equipment, including radon machine, computer and email; and
- Performed other tests deemed as necessary.



### **Investigation Results**

We found evidence that throughout the last 3.5 years with the City, [REDACTED] repeatedly coded his times in Kronos to show that he was working when he was performing home inspections as private home inspector.

We also found evidence that [REDACTED] used City resources, which included a City issued radon machine, computer and email, in his private businesses as a home inspector and contractor.

### **Update**

In March 2021, the City terminated the employee.





Finding No.	Finding	Finding Description
1.	Misrepresentation of Hours Worked	<p>A City employee’s time is considered a resource. City employees are expected to accurately account for time daily. Employees who improperly record their time in order to receive pay for time not actually worked are effectively stealing from the City, or in ██████████ matter from the federal government.</p> <p>Additionally, City employees accrue various benefits based on their hours worked, such as attendance incentive days and sick leave to use for planned and unplanned absences. When a City employee is not working, they are expected to use specific time codes that draws from the appropriate leave balances to account for their absence. If an employee records their time to show that they were working when they were in fact absent, the employee benefits by maintaining greater vacation, incentive, personal, and sick leave balances. Employees are eligible to cash out unused vacation leave when they leave City employment.</p> <p>We performed an internet search on ██████████, the home inspector, and discovered that a potential home buyer in need of a home inspector can schedule ██████████ service through his Facebook advertisement page, during his City work hours. For example, on January 6, we noted that appointments from 9:00am to 11:45am were available- see <b>Exhibit 1</b>. His city work hours are from 7:00am to 3:15pm. We noted that home inspections were unavailable on weekends. For example, we tried to book a time for a home inspection on Saturday January 9, 2021, but the Facebook page would not allow it – see <b>Exhibit 2</b>.</p> <p>We looked through ██████████ City computer and email and found 22 non City home inspection reports prepared by ██████████ as a private home inspector. In reviewing these reports, we noted that on at least eight dates between January 18, 2018 to January 12, 2021, ██████████ recorded his time in Kronos as worked when in fact he was performing home inspections as a private home inspector. As illustrated on <b>Exhibit 3</b>, we specifically noted the following instances where ██████████ claimed to be working when he was performing private home inspections:</p> <ul style="list-style-type: none"> <li>• On January 12, 2021, ██████████ reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 86 ██████████ Street, Springfield, MA indicated that ██████████ performed a home inspection on that day between the hours of 8:30am to 10:30am.</li> <li>• On October 19, 2020, ██████████ reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 44 ██████████ Street, Springfield, MA indicated that ██████████ performed a home inspection on that day between the hours of 1:00pm to 3:15pm.</li> <li>• On October 1, 2020, ██████████ reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 76 ██████████ Street, Springfield, MA indicated that ██████████ performed a home inspection on that day between the hours of 1:30pm to 3:45pm.</li> <li>• On July 15, 2020, ██████████ reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 1218 ██████████ Street, Holyoke, MA indicated that ██████████ performed a home inspection on that day between the hours of 8:00am to 11:00am.</li> </ul>



Finding No.	Finding	Finding Description
		<ul style="list-style-type: none"> <li>On January 3, 2019, [REDACTED] reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 48 Euclid Avenue, Springfield, MA indicated that [REDACTED] performed a home inspection on that day between the hours of 2:30pm – 6:30pm.</li> <li>On April 17, 2018, [REDACTED] reported 7.5 hours worked from 7:00am to 3:15pm. However, a draft home inspection report for a property located at 154 Carovan Circle, Springfield, MA indicated that [REDACTED] performed a home inspection on that day between the hours of 2:30pm to 5:30pm.</li> <li>On March 26, 2018, [REDACTED] reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 517 Dickerson Street, Springfield, MA indicated that [REDACTED] performed a home inspection on that day between the hours of 2:30pm to 5:30pm.</li> <li>On January 19, 2018, [REDACTED] reported 7.5 hours worked from 7:00am to 3:15pm. However, a home inspection report for a property located at 50 Longview Street, Springfield, MA indicated that [REDACTED] performed a home inspection on that day between the hours of 2:30pm to 6:30pm.</li> </ul> <p>When interviewed, [REDACTED] claimed that he would make up the hours when he had a private home inspection that was performed during work hours. He acknowledged that he did not advise his supervisor, Robert DeMusis, Deputy Housing Director, when he had to adjust his working hours to accommodate his private home inspections. We were not provided any support to substantiate [REDACTED] claim that he made up the time for those instances when he was performing private home inspections during City time. When interviewed, Robert DeMusis indicated that [REDACTED] never requested to leave work early to perform home inspections for his home inspection business. Nor did Robert DeMusis indicate that [REDACTED] was allowed to make up missed time as an Inspector for the Housing department.</p> <p>[REDACTED] misrepresentation of the hours he worked for the eight dates between January 18, 2018 and January 12, 2021 appear to constitute violations of the Federal regulation regarding false claims<sup>1</sup>, Massachusetts ethics law<sup>2</sup>, and the City's attendance policy<sup>3</sup>.</p>

<sup>1</sup> **U.S. C. Section 3729 (False Claims)** – “in general...any person who (A) knowingly presents, or causes to be presented, a false or fraudulent claim for payment or approval...”

<sup>2</sup> **Massachusetts General Laws (MGL), Chapter 268A (Conduct of Public Officials), Section 23(b)(1)** – No current officer or employee of a state, county or municipal agency shall knowingly, or with reason to know accept other employment involving compensation of substantial value, the responsibilities of which are inherently incompatible with the responsibilities of his public office.

<sup>3</sup> **City of Springfield Non-Bargaining Policy Manual, Section I-3 (Attendance)** – employees are expected to report to work as scheduled and on time. If it is impossible to report for work as scheduled or on time, employees should inform their supervisor as early as possible...Unreported and unexcused absences are very serious and may subject the employee to disciplinary action, up to and including termination.





Finding No.	Finding	Finding Description
2.	Misuse of City Resources	<p>██████████ admitted that he owns businesses as a home inspector and contractor (“side businesses”). His home inspection advertisement indicates that he performs radon tests – See <b>Exhibit 4</b>.</p> <p><u>Radon Machine</u>  According to Robert DeMuis, ██████████ was issued a Corentium Pro Radon Monitor, manufactured by Airthings (serial number 2700006387 with a retail value of \$1,299) radon machine in April 2019. Upon discovering addresses on the radon machine’s application, to which Robert DeMuis has access, that were not part of the Health Home program, he repossessed the radon machine in early January 2021.</p> <p>When interviewed, ██████████ admitted that he used the City issued radon machine at his home (see <b>Exhibit 5</b> for radon report for his home, which we obtained from his City issued computer) and at his father’s home.</p> <p>We looked through his City issued radon machine and identified three other possible properties at which ██████████ could have performed radon tests in his side businesses. These properties are as follows:</p> <p><u>95-97 Kent Road</u></p> <ul style="list-style-type: none"> <li>• Radon test with the label 95 Kent Road was performed on 10/22/20 through 10/24/20.</li> <li>• Radon test with the label 97 Kent Road was performed on 10/20/20 through 10/22/2019.</li> <li>• According to Zillow.com, a property located at 95-97 Kent Road was sold, shortly after the above test dates, on 12/15/19.</li> <li>• We discovered pictures of a property labeled 95-97 Kent on ██████████ City email dated 9/11/2019, which happened to be the same ones as those on Zillow.com.</li> </ul> <p><u>21 Boston Street</u></p> <ul style="list-style-type: none"> <li>• A radon test with the label 21 Boston Street was performed on 11/30/2020 through 12/2/20.</li> <li>• According to Zillow.com, a property located at 21 Boston Street, Chicopee, MA was sold, just before the above test date, on 11/29/20.</li> <li>• We discovered pictures of a property labeled 21 Boston Street, Chicopee, MA on ██████████ City email dated 10/26/2020, which happened to be the same ones as those on Zillow.com.</li> </ul> <p><u>12 Erskine</u></p> <ul style="list-style-type: none"> <li>• A radon test with the label 12 Erskine was performed on 5/11/2020 through 5/13/20.</li> <li>• According to Zillow.com, a property located at 12 Erskine Drive, Longmeadow, MA was sold, shortly after the above test date, on 6/7/20.</li> </ul>



Finding No.	Finding	Finding Description
		<p>When interviewed, [REDACTED] indicated that the most of the radon tests were conducted at his home, and various addresses were assigned to those tests. [REDACTED] indicated that there may have been a few tests that were performed at properties in the Healthy Homes program and that there would be no need to use the City issued radon machine, because he has his own. When asked to provide documentation and pictures of his radon machine, [REDACTED] indicated the machine was unavailable, because it was currently being calibrated.</p> <p>According to homeadvisor.com, the average cost of a professional radon test is between \$125 to \$275.</p> <p><u>City Computer and Email</u>  We reviewed [REDACTED]' City issued computer and email and noted the following, relating to his side businesses:</p> <ul style="list-style-type: none"> <li>• 44 proposals for property repair and lead remediation services whose file modification dates and times ranged from 10/29/2018 at 1:00pm to 1/8/2021 at 10:13am. We noted that 40 proposals had file modification dates and times that occurred during his City work hours.</li> <li>• 21 Invoices for repair and lead remediation services whose file modification dates and times ranged from 2/8/2018 at 11:24am to 12/11/20 at 10:23am. We noted that all of file modification dates and times occurred during his City work hours.</li> <li>• Over 150 emails from [REDACTED] and [REDACTED], mostly received by [REDACTED] City email, but in some instances, sent by him.</li> <li>• 6 pictures of 54 Bowdoin Church, which is not part of the Healthy Homes program. Pictures were taken around 1:45pm on 3/12/2020.</li> <li>• 22 non City home inspection reports, including those listed in Finding 1 above, prepared by [REDACTED] as a private home inspector whose inspection dates ranged from 5/17/2017 to 1/12/21.</li> </ul> <p>According to Robert DeMuis, he did not authorize [REDACTED] to use City equipment for his side businesses.</p> <p>[REDACTED] misuse of City resources for his side businesses appears to constitute violations of Massachusetts ethics law<sup>4</sup> and City conflict of interest ordinance<sup>5</sup>.</p>

<sup>4</sup> MGL, Section 268A, Section 23 - A municipal employee may not use his official position to get something worth \$50 or more for someone else that would not be properly available to other similarly situated individuals.

<sup>5</sup> City Ordinance, Section 38-6, Use of City-owned property – No City official, City employee or City contractor shall engage in or permit the unauthorized use of City-owned property or any other property being held by the City for public purposes.



EXHIBIT 1

SOURCE: Facebook

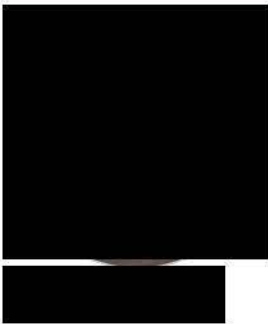
# HOME INSPECTIONS FACEBOOK ADVERTISEMETN PAGE

Email or Phone

Password

Log In

Forgot account?



Home Inspections

- Home
- Posts
- Photos
- About
- Community

Create a Page

## Commercial and Residential Inspections Serving Massachusetts and Connecticut

Owner



Like Share Suggest Edits

Book Now

Send Message

### Appointment Availability

Wed, Jan 6

9:00 AM

9:15 AM

9:30 AM

9:45 AM

10:00 AM

10:15 AM

10:30 AM

10:45 AM

11:00 AM

11:15 AM

11:30 AM

11:45 AM

All times are in EST

See All

### Posts

Do work!!!

Appointments are available during his City hours.

### Community

See All

3 people like this

4 people follow this

### About

See All

Home Inspector

Price Range \$\$

### Page Transparency

See More

Facebook is showing information to help you better understand the purpose of a Page. See actions taken by the people who manage and post content.

Page created - September 11, 2016

### People

3 likes

### Related Pages



Sharpeye Home & Commercial P...

Home Inspector

See more of [redacted] Home Inspections on Facebook

Log In

or

Create New Account

# Exhibit 2 Weekend Availability

Email or Phone

Password

Log In

[Forgot account?](#)

## Commercial and Residential Inspections Serving Massachusetts and Connecticut

Owner



Like

Share

Suggest Edits

Book Now

Send Message

### Appointment Availability

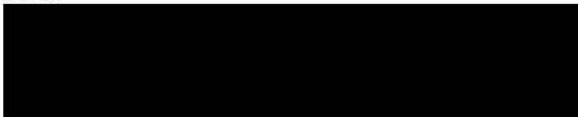
Sat, Jan 9



See All

Facebook page will not allow for weekend bookings.

### Posts



DO WORK!!!

### Community

[See All](#)

3 people like this

4 people follow this

### About

[See All](#)



Home Inspector

Price Range \$\$

### Page Transparency

[See More](#)

Facebook is showing information to help you better understand the purpose of a Page. See actions taken by the people who manage and post content.

Page created - September 11, 2016

### People

3 likes

### Related Pages



Sharpey Home & Commercial P...

Home Inspector

See more of Home Inspections on Facebook

Log In

or

Create New Account



### Exhibit 3 Misrepresentation of Hours Worked

Exhibit Reference	Private Inspection Reports	Inspection Time of Inspection	Inspection Date	Time Coded in Kronos				Hours Misrepresented
	Address			Reg Hours	Sick	Vacation	Holiday	
3A	██████████, Springfield, MA	8:30am - 10:30am	1/12/2021	7.5				2.00
3B	██████████, Springfield, MA	1:00pm to 3:15pm	10/19/2020	7.5				2.25
3C	██████████ Springfield, MA	1:30pm to 3:45pm	10/1/2020	7.5				2.25
3D	██████████, Holyoke, MA	8:00am - 11:00am	7/15/2020	7.5				3.00
3E	██████████, Springfield, MA	2:30pm - 6:30pm	1/3/2019*	7.5				0.75
3F	██████████, Springfield, MA	2.30pm - 5.30pm	4/17/2018*	7.5				0.75
3G	██████████, Springfield, MA	2:30Pm - 5:30pm	3/26/2018*	7.5				0.75
3H	██████████, Springfield, MA	2:30pm - 6:30pm	1/19/2018*	7.5				0.75

\*The OIA used ██████████ shift end time of 3:15pm, as approved by Robert DeMusis during these dates.



# Home Inspection Report#

2021



[Redacted] Street, Springfield, Ma

**Inspection Date:**  
01/12/2021

**Prepared For:**  
[Redacted]

**Prepared By:**  
[Redacted]

[Redacted]



[Redacted]

**Report Number:**  
86011220

**Inspector:**  
[Redacted]

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

## CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

## THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

## BUILDING DATA

Approximate Age:	50 years
Style:	Single Family (Ranch)
Main Entrance Faces:	East
State of Occupancy:	Vacant
Weather Conditions:	Partly cloudy Temperature: 25°F
Recent Rain:	No
Ground cover:	Frost
Attendance:	Buyer and Buyer's Agent
Time:	8:30am – 10:30am

**TIMECARD** [REDACTED] 1/12/2021-1/12/2021

Week starting: Sun 1/10

Pay Code	Sun 1/10	Mon 1/11	Tue 1/12	Wed 1/13	Thu 1/14	Fri 1/15	Sat 1/16	Total
Hours Worked			5,5					5,5
Hours Worked			2,0					2,0
			7,5					7,5

**Totals**

Account	Pay Code	Amount
(\AB6\C180\C024\2469\1015CD\26451815\64516	Regular	2,0
(\AB6\C180\C024\2469\1020CD\26881801\68819	Regular	5,5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Tue 1/12	8:15	16:30		



# Home Inspection Report

2020



Street, Springfield, Ma

**Inspection Date:**  
10/19/2020

**Prepared For:**

[Redacted area]

**Prepared By:**

[Redacted area]



413-575-3479

[Redacted area]

**Report Number:**  
44101920

**Inspector:**

[Redacted area]

[Redacted area]

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	67 years
Style:	Single Family (Colonial)
Main Entrance Faces:	South
State of Occupancy:	Vacant
Weather Conditions:	Sunny Temperature: 67°F
Recent Rain:	No
Ground cover:	Dry
Attendance:	Buyers and Buyer's Agent
Time:	1:00pm – 3:15pm

**TIMECARD** [REDACTED] **10/19/2020-10/19/2020**

Week starting: Sun 10/18

Pay Code	Sun 10/18	Mon 10/19	Tue 10/20	Wed 10/21	Thu 10/22	Fri 10/23	Sat 10/24	Total
Hours Worked		5,5						5,5
Hours Worked		2,0						2,0
Hours Worked		7,5						7,5

**Totals**

Account	Pay Code	Amount
(\AB6\C180\C024\2469\1015CD\26451815\64516	Regular	2,0
(\AB6\C180\C024\2469\1020CD\26881801\68819	Regular	5,5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Mon 10/19	8:15	16:30		



# Home Inspection Report

2020



Street, Springfield, Ma

**Inspection Date:**  
10/01/2020

**Prepared For:**

[Redacted]

**Prepared By:**

[Redacted]



[Redacted]

**Report Number:**  
76100120

**Inspector:**

[Redacted]

[Redacted]

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	95 years
Style:	Single Family (Ranch)
Main Entrance Faces:	East
State of Occupancy:	Occupied
Weather Conditions:	Sunny Temperature: 75°F
Recent Rain:	Yes
Ground cover:	Damp
Attendance:	Buyer and Buyer's Agent
Time:	1:30pm – 3:45pm

**TIMECARD** [REDACTED] **10/01/2020-10/01/2020**

Week starting: Sun 9/27

Pay Code	Sun 9/27	Mon 9/28	Tue 9/29	Weed 9/30	Thu 10/01	Fri 10/02	Sat 10/03	Total
Hours Worked					5,5			5,5
Hours Worked					2,0			2,0
					7,5			7,5

**Totals**

Account	Pay Code	Amount
(\AB6\C180\C024\2469\1015CD\26451815\64516	Regular	2,0
(\AB6\C180\C024\2469\1020CD\26881801\68819	Regular	5,5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Thu 10/01	8:15	16:30		

# Home Inspection Report

2020



[Redacted] Holyoke, Ma

Inspection Date:  
07/15/2020

Prepared For:

[Redacted]

Prepared By:

[Redacted]



[Redacted]

Report Number:  
1218071520

Inspector:

[Redacted]



# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	112 years
Style:	Single Family (Colonial)
Main Entrance Faces:	West
State of Occupancy:	Occupied
Weather Conditions:	Cloudy Temperature: 70°F
Recent Rain:	Yes
Ground cover:	Damp
Attendance:	Buyer and Buyer's Agent
Time:	8:00am – 11:00am

**TIMECARD** [REDACTED] **7/15/2020-7/15/2020**

Week starting: Sun 7/12

Pay Code	Sun 7/12	Mon 7/13	Tue 7/14	Wed 7/15	Thu 7/16	Fri 7/17	Sat 7/18	Total
Hours Worked				5,5				5,5
Hours Worked				2,0				2,0
Hours Worked				7,5				7,5

**Totals**

Account	Pay Code	Amount
(\AB6\C180\C024\2469\1015CD\26481815\64516	Regular	2,0
(\AB6\C180\C024\2469\1020CD\26881801\68819	Regular	5,5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Wed 7/15	8:15	16:30		

# Home Inspection Report

2019



Springfield, Ma

**Inspection Date:**  
01/03/2019

**Prepared For:**

[Redacted area]

**Prepared By:**

[Redacted area]

[Redacted area]

**Report Number:**  
48010319

**Inspector:**

[Redacted area]

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

---

### CONVENTIONS USED IN THIS REPORT

---

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

---

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

---

Approximate Age:	122 years
Style:	Multi-Family
Main Entrance Faces:	South
State of Occupancy:	1 Occupied/1 vacant
Weather Conditions:	Sunny Temperature: 44°F
Recent Rain:	Yes
Ground cover:	Damp
Attendance:	Buyer and Buyer's Agent
Time:	2:30pm – 6:30pm



**TIMECARD** [REDACTED] **1/03/2019-1/03/2019**

Week starting: Sun 12/30

Pay Code	Sun 12/30	Mon 12/31	Tue 1/01	Wed 1/02	Thu 1/03	Fri 1/04	Sat 1/05	Total
Hours Worked					7.5			7.5

**Totals**

Account	Pay Code	Amount
AB6/C180/C024/3404/3404/26451815/64516	Regular	7.5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Thu 1/03	8:15	16:30		

**Home Inspection Report#**

**2018**

[REDACTED], Springfield, Ma

**Inspection Date:**  
04/17/2018

**Prepared For:**  
XXXXXX  
XXXX  
Springfield, Ma

**Prepared By:**  
[REDACTED]  
[REDACTED]

**Report Number:**  
135041618

**Inspector:**  
[REDACTED]  
[REDACTED]

NOTE: The Office of Internal Audit noted that the report appeared to be a draft.

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	65 years
Style:	Singlr Family Ranch
Main Entrance Faces:	INFO
State of Occupancy:	Occupied
Weather Conditions:	Sunny Temperature: 70°F
Recent Rain:	Yes
Ground cover:	Wet
Attendance:	Buyer and Buyer's Agent
Time:	2:30pm – 5:30pm

# TIMECARD

4/17/2019-4/17/2019

Week starting: Sun 4/14

Pay Code	Sun 4/14	Mon 4/15	Tue 4/16	Wed 4/17	Thu 4/18	Fri 4/19	Sat 4/20	Total
Hours Worked				7.5				7.5
				7.5				7.5

## Totals

Account	Pay Code	Amount
AB6/C180/C024/3404/3404/26451819/64516	Regular	7.5

## Schedule

Date	Start Time	End Time	Pay Code	Amount
Wed 4/17	8:15	16:30		



# Home Inspection Report

2018



[REDACTED], Springfield, Ma

**Inspection Date:**  
03/26/2018

**Prepared For:**

[REDACTED]

**Prepared By:**

[REDACTED]

**Report Number:**  
517032618

**Inspector:**

[REDACTED]

[REDACTED]

# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	118 years
Style:	Single Family
Main Entrance Faces:	West
State of Occupancy:	Occupied
Weather Conditions:	Sunny Temperature: 50°F
Recent Rain:	Yes
Ground cover:	Dry
Attendance:	Buyer and Buyer's Agent
Time:	2:30pm – 5:30pm

**TIMECARD** [REDACTED] **3/26/2018-3/26/2018**

Week starting: Sun 3/25

Pay Code	Sun 3/25	Mon 3/26	Tue 3/27	Wed 3/28	Thu 3/29	Fri 3/30	Sat 3/31	Total
Hours Worked		7.5						7.5

**Totals**

Account	Pay Code	Amount
AB6/C180/C024/3404/3404/26451815/64518	Regular	7.5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Mon 3/26	8:15	16:30		

# Home Inspection Report

2018



[Redacted] Springfield, Ma

**Inspection Date:**  
01/19/2018

**Prepared For:**  
[Redacted]

**Prepared By:**  
[Redacted]

**Report Number:**  
50011918

**Inspector:**  
[Redacted]



# REPORT OVERVIEW

## THE HOUSE IN PERSPECTIVE

### CONVENTIONS USED IN THIS REPORT

**SATISFACTORY** - Indicates the component is functionally consistent with its original purpose but may show signs of normal wear and tear and deterioration.

**MARGINAL** - Indicates the component will probably require repair or replacement anytime within five years.

**POOR** - Indicates the component will need repair or replacement now or in the very near future.

**MAJOR CONCERNS** - A system or component that is considered significantly deficient or is unsafe.

**SAFETY HAZARD** - Denotes a condition that is unsafe and in need of prompt attention.

### THE SCOPE OF THE INSPECTION

All components designated for inspection in the ASHI® Standards of Practice are inspected, except as may be noted in the "Limitations of Inspection" sections within this report.

It is the goal of the inspection to put a home buyer in a better position to make a buying decision. Not all improvements will be identified during this inspection. Unexpected repairs should still be anticipated. The inspection should not be considered a guarantee or warranty of any kind.

Please refer to the pre-inspection contract for a full explanation of the scope of the inspection.

### BUILDING DATA

Approximate Age:	92 years
Style:	Multi-Family (2)
Main Entrance Faces:	East
State of Occupancy:	One side occupied
Weather Conditions:	Sunny    Temperature: 33°F
Recent Rain:	No
Ground cover:	Covered with snow
Attendance:	Buyer and Buyer's Agent
Time:	2:30pm – 6:00pm

**TIMECARD** [REDACTED] 1/19/2018-1/19/2018

Week starting: Sun 1/14

Pay Code	Sun 1/14	Mon 1/15	Tue 1/16	Wed 1/17	Thu 1/18	Fri 1/19	Sat 1/20	Total
Hours Worked						7.5		7.5
						7.5		7.5

**Totals**

Account	Pay Code	Amount
AB6/C180/C024/3404/3404/26451819/64519	Regular	7.5

**Schedule**

Date	Start Time	End Time	Pay Code	Amount
Fri 1/19	8:15	16:30		

*"Home Inspection every house needs one"*



**Home Inspections**  
*"Know the facts before you buy"*  
*Protect your Biggest Asset*

*With the purchase of a home being the largest single investment you will make, it is important that you know the facts of all of the homes systems before you purchase. A complete, accurate and thorough home inspection will help you make an informed decision and could save you thousands of dollars in costly repairs in the near future.*

*Here are some of the areas included in your home inspection report?*



*A typical home inspection can last from 2 to 4 hours and covers over 100 areas of the home. A detailed report with photos of problems areas is prepared and emailed within 24-48 hours.*

*(Also certified and conducting Radon Air Testing and WDO (termite) inspections)*  
*Call or email to schedule an inspection.*

*Performing Commercial and Residential Inspections in Massachusetts and Connecticut*

MASS LIC: MA HI # [REDACTED] / CONN LIC: HOI # [REDACTED]  
Radon Measurement Cert. # RT- [REDACTED]



# Radon Inspection Report

## Measurement of Radon Concentration in Indoor Air

Report nr: 2700006387202003170729

Report generated date: 3/17/20 7:29 AM

Serial nr: 2700006387

Serial number of City  
Cortintium Pro Radon  
Machine.

### Measurement Address:

[REDACTED]  
Springfield, Massachusetts 01151  
United States

### Measurement performed by:

[REDACTED]  
OOH  
1600 East Columbus Avenue  
Springfield, Mass 01103  
[REDACTED]@springfieldcityhall.com  
USA

[REDACTED]  
residence  
according to City  
payroll records in  
Munis.

Ventilation: Natural

Building type: House

Building year: 1940

Room	Floor	Measurement Start	Measurement End	Measured Value
Basement	Basement	3/9/20 8:45 PM	3/11/20 8:45 PM	1.4 pCi/L

Location \_\_\_\_\_ Date March 17, 2020 Signature \_\_\_\_\_



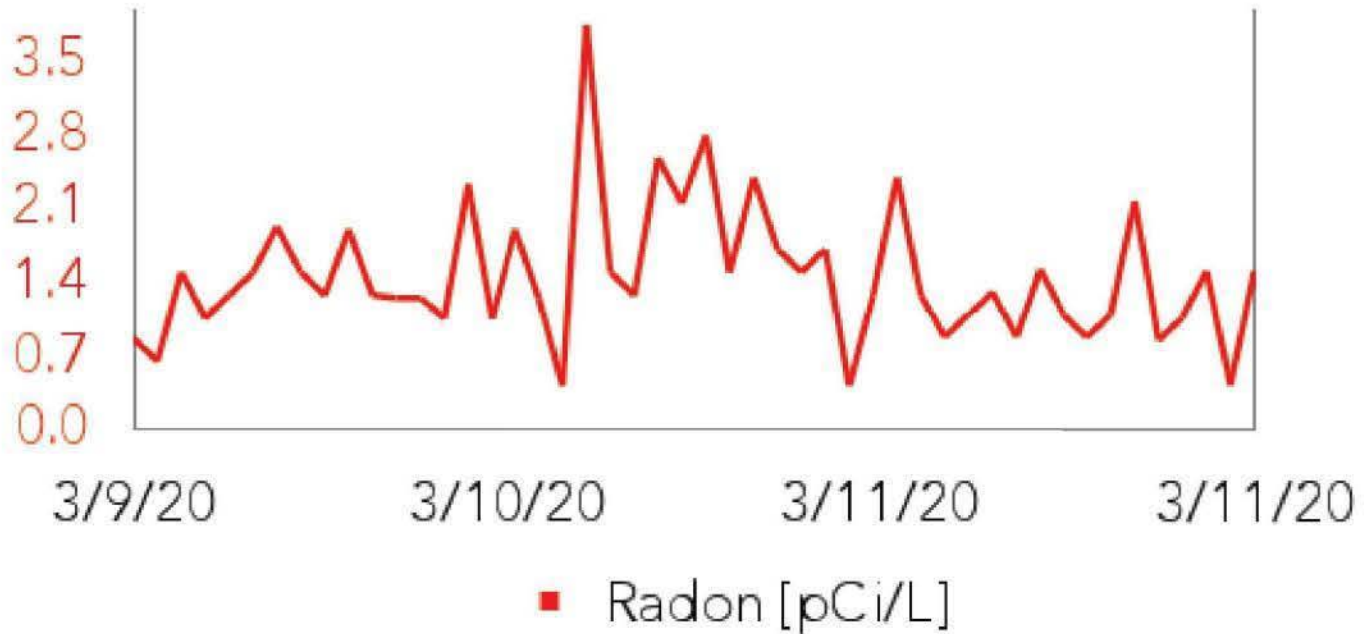
# Detailed Measurement Data

Units	Min	Max	Average
Radon [pCi/L]	0.4	3.8	1.4
Temperature [°F]	65.1	70.9	67.4
Humidity [%rH]	29	33	30
Pressure [kPa]	100.40	101.56	101.04

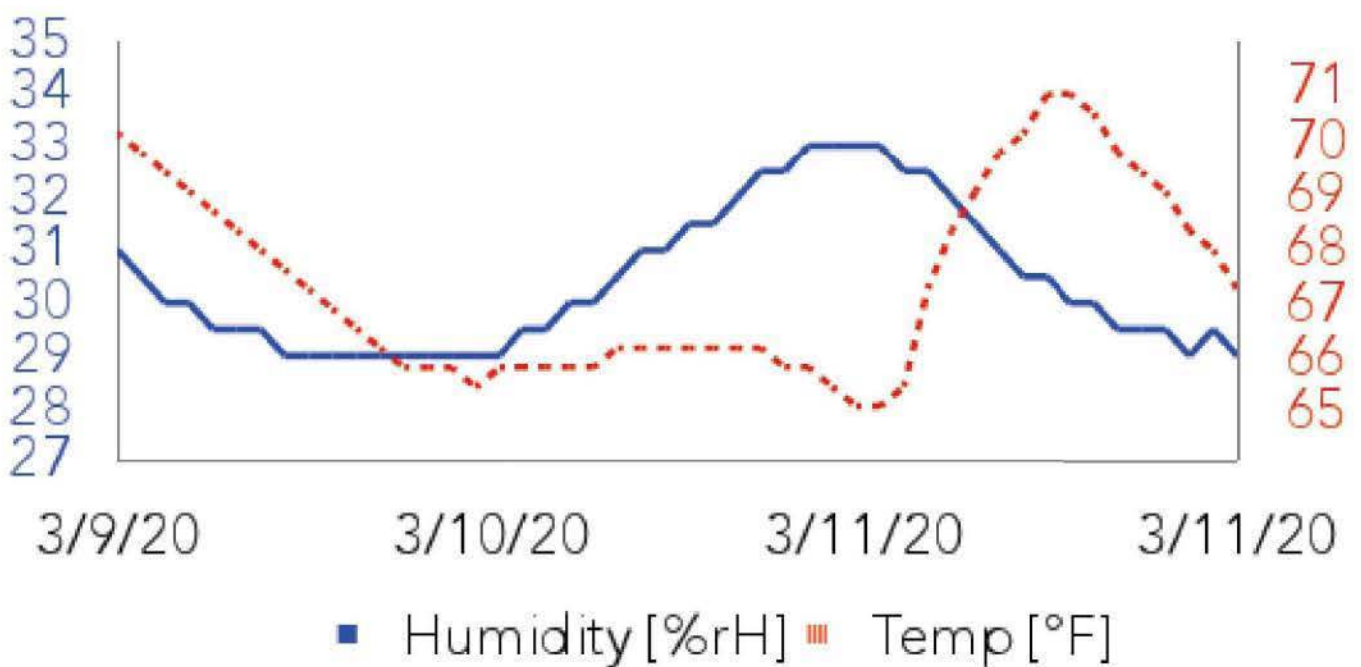
## Radon measurements for hour 1 to hour 48

Hour	Radon [pCi/L]	Hour	Radon [pCi/L]	Hour	Radon [pCi/L]
3/9/20 8:45 PM	0.9	3/10/20 12:45 PM	1.9	3/11/20 4:45 AM	2.4
3/9/20 9:45 PM	0.6	3/10/20 1:45 PM	1.2	3/11/20 5:45 AM	1.3
3/9/20 10:45 PM	1.5	3/10/20 2:45 PM	0.4	3/11/20 6:45 AM	0.9
3/9/20 11:45 PM	1.1	3/10/20 3:45 PM	3.8	3/11/20 7:45 AM	1.1
3/10/20 12:45 AM	1.3	3/10/20 4:45 PM	1.5	3/11/20 8:45 AM	1.3
3/10/20 1:45 AM	1.5	3/10/20 5:45 PM	1.3	3/11/20 9:45 AM	0.9
3/10/20 2:45 AM	1.9	3/10/20 6:45 PM	2.6	3/11/20 10:45 AM	1.5
3/10/20 3:45 AM	1.5	3/10/20 7:45 PM	2.1	3/11/20 11:45 AM	1.1
3/10/20 4:45 AM	1.3	3/10/20 8:45 PM	2.8	3/11/20 12:45 PM	0.9
3/10/20 5:45 AM	1.9	3/10/20 9:45 PM	1.5	3/11/20 1:45 PM	1.1
3/10/20 6:45 AM	1.3	3/10/20 10:45 PM	2.4	3/11/20 2:45 PM	2.2
3/10/20 7:45 AM	1.2	3/10/20 11:45 PM	1.7	3/11/20 3:45 PM	0.8
3/10/20 8:45 AM	1.2	3/11/20 12:45 AM	1.5	3/11/20 4:45 PM	1.1
3/10/20 9:45 AM	1.1	3/11/20 1:45 AM	1.7	3/11/20 5:45 PM	1.5
3/10/20 10:45 AM	2.3	3/11/20 2:45 AM	0.4	3/11/20 6:45 PM	0.4
3/10/20 11:45 AM	1.1	3/11/20 3:45 AM	1.3	3/11/20 7:45 PM	1.5

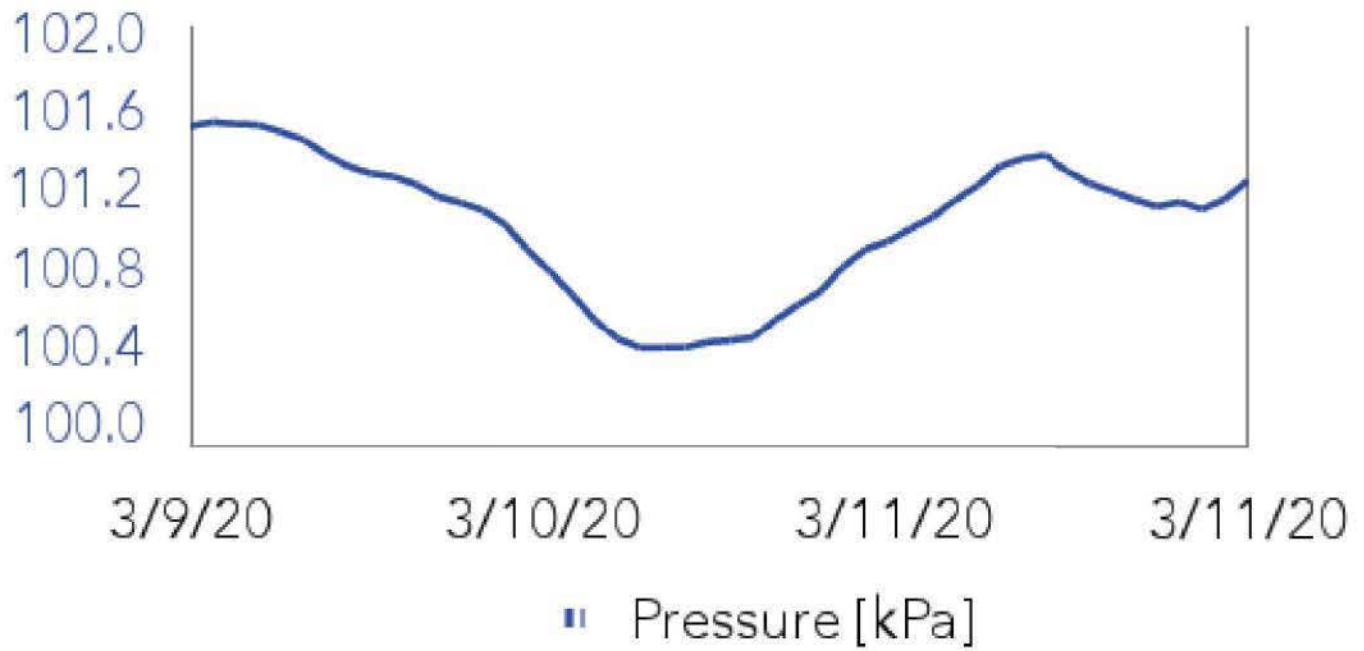
# Radon Chart



# Humidity and Temperature Chart



# Pressure Chart



#### Finding No. 1 Misrepresentation of hours worked

On the 4 dates in question in 2020-2021 our office was working remotely several days per week due to Covid. During this time I did take the opportunity to perform those home inspections for my personal business. While conducting these inspections I remained available for any correspondence or phone calls regarding City business. Normally during this time I would be sitting home awaiting these correspondence, visiting job sites, performing minimal administrative duties able to be completed on the city issued laptop or stopping in the office to develop scopes of work and other tasks that cannot be performed on my city issued laptop.

On the 4 dates in question in 2018-2019 I did skip my unpaid breaks to leave work a little early to perform inspections for my personal business a few times. I did discuss having some flexibility to conduct my business before accepting this position. This was one of the reasons I finally did accept this position after initially declining. There are others in my office who are afforded similar flexibility.

Since I began this position with the City I have conducted numerous hours of work during non-work hours, including weekends. I have had meetings with contractors, done site inspections with contractors and homeowners who are not always available for these during regular business hours. Contractors and homeowners call my personal cell phone after business hours on a regular basis. Being a home improvement contractor I know that it is normal to receive business calls in the evening or on weekends so I don't mind doing it for City business as well. I receive no reimbursement for use of my personal time, phone or gas mileage driven for inspections, site visits or any other City business that I conduct during or after regular work hours. Actually, even since I was placed on administrative leave on January 15, 2021 I continue to receive calls from several contractors and a few homeowners and have continued to provide any assistance I can in my limited capacity. With my cooperation they have been able to continue projects with minimal effects from my personal situation. If I needed to in the future I could provide a list of contractors who could verify the after-hours communication/business.

Exhibit 1 & 2 Facebook page – I created this page long before I began working for the City of Springfield. It was never finished. I used their standard booking form which only included regular business hours, no evenings or weekends. Until July 2020 I was always available for evening and weekend inspections. As you can see the page only had 3 likes and 4 follows. This page was not actively being used to promote my business. I put it up and forgot about it for the most part. I never posted any pictures of homes inspected, etc. I post pics and info regarding work done for my personal business very often on my personal Facebook Page. I have since deleted the other, incomplete business page.

#### Finding No. 2 Misuse of City Resources

Radon Machine – The radon machine purchased for the City was purchased on my recommendation because I have the exact same machine. A picture of my radon machine, including serial number, as well as the last calibration sheet is attached. My only answer to this is that I must have grabbed the wrong machine a few times but I didn't need to use it since I already had my own.



City computer and email – There was a handful of times that I forwarded inspection reports from my personal home inspection business to my co-worker, [REDACTED], to assist him with specific property information for the city’s First Time Home Buyer’s Program that he runs.

All other emails I forwarded to myself for review because I didn’t have my reading glasses and I needed a larger screen to view them during my breaks. I have a habit of saving my business files before I close them because I’ve lost info by accident in the past. Any item I reviewed would appear modified.

[REDACTED]



## CALIBRATION CERTIFICATE

Certification Document	Certificate-2700010885-2021.pdf
Instrument Serial Number	2700010885
Instrument Type	Coreium Pro
Calibration Valid Until	2022-Feb-21

The calibration procedure for this instrument is done by comparing the sensitivity of this instrument to the sensitivity of a set of minimum five reference instruments. The procedure takes place in a radon chamber for a minimum of 7 full days under test conditions listed in this certificate.

The calibration factor (multiplier) applied to the instrument is shown in the table below:

Calibration Factor Multiplier [C.F.M]	1.151
---------------------------------------	-------


The test conditions are as follows:

Test Duration (hours)	168
Average Radon Concentration	18.3 pCi/L (677 Bq/m <sup>3</sup> ) (+/-6%)
Average Temperature	73.6°F (23.1°C)
Average Relative Humidity (%rh)	38
Average Barometric Pressure (mbar)	1017

The reference instruments are calibrated minimum once in each calendar year at "Bundesamt für Strahlenschutz"(BfS) in Berlin, Germany. BfS is accredited by the "Deutsche Akkreditierungsstelle GmbH" as calibration laboratory in the Deutschen Kalibrierdienst (DKD).  
Refer <http://www.bfs.de/EN/topics/umweltschutz/umweltschutz/radon/radon.html>

The following table lists the reference instruments and the calibration dates:

Reference Instrument Serial Number	Calibration Date
2700008656	2019-11-07
2700008664	2019-11-07
2700008587	2019-11-07
2700008607	2019-11-07
2700008610	2019-11-07

Responsible:	Company Stamp:	 Airthings AS Wergelandstrasse 7
--------------	----------------	--



# CALIBRATION CERTIFICATE

Certification Document	Certificate-2700010885-2021.pdf
Instrument Serial Number	2700010885
Instrument Type	Corentium Pro
Calibration Valid Until	2022-Feb-21

The calibration procedure for this instrument is done by comparing the sensitivity of this instrument to the sensitivity of a set of minimum five reference instruments. The procedure takes place in a radon chamber for a minimum of 7 full days under test conditions listed in this certificate.

The calibration factor (multiplier) applied to the instrument is shown in the table below:

Calibration Factor Multiplier [C.F.M]	1.151
---------------------------------------	-------

The test conditions are as follows:

Test Duration (hours)	168
Average Radon Concentration	18.3 pCi/L (677 Bq/m <sup>3</sup> ) (+/-6%)
Average Temperature	73.6°F (23.1°C)
Average Relative Humidity (%rh)	38
Average Barometric Pressure (mbar)	1017

The reference instruments are calibrated minimum once in each calendar year at 'Bundesamt für Strahlenschutz' (BfS) in Berlin, Germany. BfS is accredited by the 'Deutsche Akkreditierungsstelle GmbH' as calibration laboratory in the Deutschen Kalibrierdienst (DKD).  
Refer <http://www.bfs.de/EN/topics/ion/environment/laboratories/radon/radon.html>

The following table lists the reference instruments and the calibration dates:

Reference Instrument Serial Number	Calibration Date
2700008656	2019-11-07
2700008664	2019-11-07
2700008587	2019-11-07
2700008607	2019-11-07
2700008610	2019-11-07

Quality Assurance Responsible:

*CB*

Company Stamp:



**Airthings AS**  
Wergelandsveien 7  
N-0167 Oslo, Norge  
Org. nr. 993 092 045

**AIRTHINGS**

Wergelandsveien 7, 0167 Oslo, Norway, +47 468 46 155



# CALIBRATION

Valid Until : 2022-Feb-21

[www.airthings.com](http://www.airthings.com)



AIRTHINGS

Model: Corentium Pro



Contains FCC ID: TFB-1002

CAN ICES-3(B)/NMB-3(B)

Contains IC: 5969A-1002

**SN:2700010885**

Airthings AS, Wergelandsv. 7, 0187, Norway



# Exhibit 7 – Office of Internal Audit’s Response to [REDACTED]’ Response

---

We have reviewed [REDACTED] response and believe our findings stand.