



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT INDEPENDENT OFFICE OF THE INSPECTOR GENERAL

SUMMARY OF INVESTIGATIONS VOLUME I - 2026

INVESTIGATION RESULTS

The BART Office of the Inspector General (OIG) completed four investigations of alleged fraud. We are providing this summary report to remain compliant with California Public Utilities Code §28841, which requires that we keep BART administration, the Board of Directors, and the public informed of our findings and recommendations. Our investigations are based on complaints that we believe were reported in good faith. After reviewing documentation and records; conducting observations; and performing interviews, we substantiated one of the four allegations. Because some complainants did not respond to our requests for additional detail, we had to limit our investigations to what we could discern from the information provided with the complaints.

- 1: In August 2025, we initiated an investigation based on an anonymous allegation that an employee was working for another government employer while also being clocked-in for work at the District. We compared timekeeping records from the other government employer with the employee's District timekeeping records and substantiated that on 21 days, from July 1 to September 14, 2025, the employee was simultaneously on-duty at both employers. We calculated the time-theft amount to be \$993.17. The employee retired after we contacted them for an interview.
- 2: In June 2025, we initiated an investigation based on an allegation that an employee was using District time for part of their end-of-shift commute by clocking-out at a BART facility that was not their assigned duty location. The employee's supervisor allowed them to use Webclock, a computer application that lets users clock-in/out remotely.

WHY THIS WORK MATTERS

Theft is illegal and harms the District, employees, and the public. It takes funding away from critical needs such as repairs, maintenance, and staffing, hindering the District's ability to provide safe, clean, and reliable service.

Theft also damages BART's reputation. Legislators and taxpayers are less likely to support public funding when they believe the District cannot be entrusted with their funds. Therefore, it is important to demonstrate through independent and confidential investigations that the OIG addresses allegations of theft.

RECOMMENDATIONS IN BRIEF

In response to these cases, BART should:

- Seek restitution.
- Establish Webclock controls.

See page three for details and management's response.

GOOD FAITH EFFORT



Means the whistleblower acted without malice and had reason to suspect fraud, waste, or abuse.

Webclock is a standard District timekeeping system that employees may access at a District computer or via Virtual Private Network (VPN), but it does not record the physical location where it is being used. As a result, data was not available for assessing where the employee was physically located when they clocked out. Due to the lack of data or other evidence that would support potential time theft requiring that we investigate further, we concluded our investigation. We did learn, however, that approximately 300 District staff have permission to use Webclock but there are no District policies or instructions on which employees may use it and under what circumstances.

- 3: In April 2025, we initiated an investigation based on an allegation that an employee was not working their entire shift by continuously leaving work early. Allowable workplace flexibilities and a lack of traceable evidence restricted our ability to investigate this matter and determine whether the employee's claimed work time matched their actual work conducted or performed. Accordingly, we did not conclude whether the employee committed time theft but did provide information to their supervisor and the Assistant General Manager of Operations.
- 4: In October 2024, we initiated an investigation based on an allegation that a supervisor was taking kickbacks for awarding unnecessary overtime, and that BART was misusing Measure RR funds. We determined the kickback allegation was based on hearsay with no evidence to support it: the witnesses who we were told had information on the kickbacks stated they had no direct knowledge of those claims, with one witness saying they had heard rumors. We also determined that the claim of Measure RR misuse is best suited for a future audit. As such, we closed this investigation.

OIG DISCLOSURE PRACTICES

We identify those involved in our investigations in only limited circumstances. This avoids violating privacy and confidentiality rights granted by law and creating unwarranted actions against those involved with our investigation. The decision to provide names is made on a case-by-case basis and considers all elements of an investigation. This practice does not prevent individuals from requesting documents under the California Public Records Act (CPRA). However, such disclosures may be restricted or limited by law. The investigations described in this report are associated with case numbers 276, 317, 332, and 346.

DISTRICT'S RESPONSE**Recommendations**

1.	Recommendation:	Seek restitution from the employee for theft of time for 21 dates they were clocked-in at the District but physically working at another government employer.
	Implementation Date:	January 2026
	Corrective Action Plan:	The General Counsel's Office contacted the former employee to seek restitution for substantiated time theft. The former employee agreed and paid the identified amount.
2.	Recommendation:	Establish Webclock policies and procedures describing how the system is to be used and by whom and confirm that 300 employees who currently have access meet that criterion.
	Implementation Date:	TBD
	Corrective Action Plan:	Management has identified the population in Maintenance with Webclock access and is currently assessing their need for the tool. Management is evaluating and restricting access to employees who need and don't need access to Webclock. Maintenance is also working on creating governing guidelines for users and managers who are permitted to use Webclock. However, a Webclock policy will be a District-wide effort since Webclock is not limited to Maintenance and will require management to meet and discuss the policy with our labor partners. Management will initiate that process once its assessment of its current uses is complete.

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Providing Independent Oversight of the District's Use of Revenue

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Whistleblower Hotline



www.bart.gov/oighotline



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