

OIG Investigative Findings

Time Theft, Policy Gaps, and
Process Improvements

BART Office of the Inspector General



July 16, 2025

Investigations Identify Lapses in Policy Enforcement & \$15.7K in Time Theft



- An employee falsely reported work on holidays and during absences, leading to \$15,679 in improper wages.
- The same individual shared confidential interview materials with the subject of a disciplinary hearing.
- We also concluded that the employee's supervisor allowed the inaccurate time entries to be processed.

Investigations Identify Lapses in Policy Enforcement & \$15.7K in Time Theft Cont.



Three allegations of employees sitting in cars waiting for parking after clocking in. Management directed employees to stop following our investigation.



Three claims of unprofessional conduct, including discrimination. OIG confirmed that independent investigations were done, and results reported to BART and complainants.



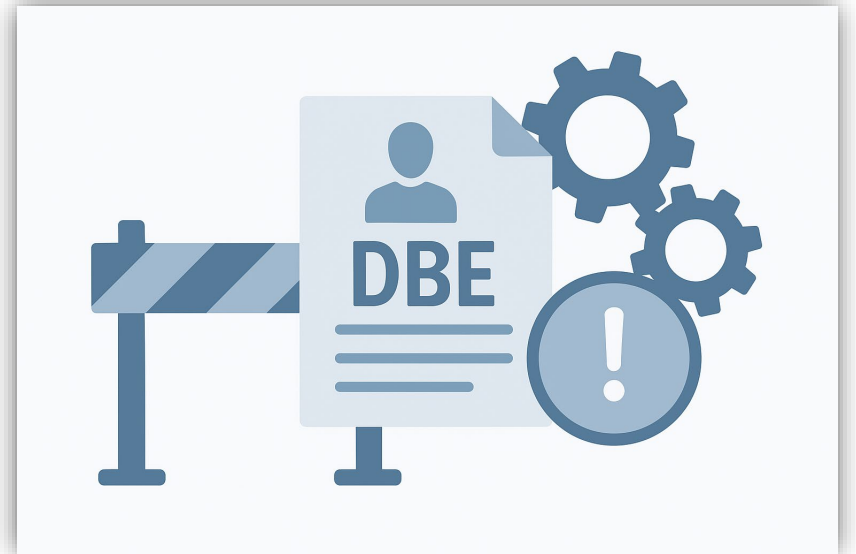
One allegation that an employee was appointed a position requiring a P.E. license without holding one. OIG found the license was not required, and duties matched the job description.



One allegation of financial conflict. OIG found it was addressed by management; no action needed.

Procedural Lapses Prompted Claim of DBE Fraud

- BART awarded a \$19.9 million contract for a federally funded civil grading project.
- Project required the use of a Disadvantaged Business Enterprise (DBE) to perform some work.
- Site conditions led to a request to change the bid items associated with the required DBE work.
- Not all processes were followed, but evidence supported contractor received BART approval to change those bid items.



BART Responsive to Updating Procurement Manual



- A whistleblower alleged favoritism and misuse of funds in contract awards.
- The procurement method used was valid but not documented in BART's manual at the time.
- OIG flagged the issue, prompting Procurement staff to promptly update the manual.

Discreet Investigative Practices Result in the Perception that Suspicious Workers' Compensation Claims Go Uninvestigated

- Three separate complaints alleged nine employees were committing workers' comp fraud.
- Complainants believed BART failed to investigate and address the behavior.
- However, upon further review, we confirmed investigations were in fact conducted confidentially by the third-party administrator.
- Legal privacy protections contributed to the perception that no action was taken.





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