



Barry L. Kluger
Inspector General

Office of the Inspector General
Metropolitan Transportation Authority
Two Penn Plaza, 5th Floor
New York, New York 10121
212-878-0000

February 23, 2016

Joseph Giuliatti
President
MTA Metro-North Railroad
420 Lexington Avenue
New York, NY 10170

**Re: Misconduct by MNR Signal
Inspector
MTA/OIG #2016-03**

Dear Mr. Giuliatti:

The Metropolitan Transportation Authority (MTA) Office of the Inspector General (OIG) has completed its investigation of misconduct by Metro-North Railroad (MNR) Signal Inspector Salvatore Strzeletski for falsifying time records, being absent from duty and misuse of MTA property. We recommend that MNR discipline Strzeletski, up to and including termination, and seek restitution owed to MNR.

INVESTIGATION

Strzeletski was hired by MNR in 1986 and has been a Signal Inspector since 1993. His job responsibilities include supervision of track maintainers and to act as liaison to contractors doing construction work along the Hudson Line right-of-way that might impact its signals systems. His regular work hours are Monday through Friday from 7 a.m. until 3 p.m. and time records show that he works significant quantities of overtime. Strzeletski's official work-base is located at Peekskill, New York, and he routinely travels using an assigned MNR vehicle to various work sites to complete assignments. The vehicles are equipped with MNR's Automatic Vehicle Location Monitoring system (AVLM), a GPS based tracking system.

OIG staff examined MNR's AVLM records for Strzeletski's assigned vehicles and compared them to time records prepared and submitted to MNR by Strzeletski. We found that during the period from January 1, 2015 to June 30, 2015, Strzeletski reported approximately 92 work hours, including overtime, at times that AVLM records established Strzeletski was not at any work site, but rather was at one or the other of two residences owned in his name located at 224 Highridge Court, Peekskill, New York and 5 Duers Court, Ossining, New York.

Our investigation established that on fourteen separate occasions, Strzeletski spent three hours or more at one of those residences, yet he prepared and submitted time sheets that falsely represented that he was working. Examples of Strzeletski's false time submissions include the following:

- On Sunday, January 25, 2015, Strzeletski's regular day off, AVL M records establish that he spent more than eight hours at Highridge Court but reported on his time sheet twelve hours of overtime and described his activities for the day as snow removal.
- On March 28, 2015, his regular day off, AVL M records establish that Strzeletski spent three hours at 224 Highridge Court, yet he claimed on his time sheet that he was engaged in "support" at CP58, which is more than fifteen miles away from Highridge Court.
- On June 28, 2015, another regular day off, AVL M records establish that Strzeletski spent five hours and thirty minutes at 224 Highridge Court, yet he claimed on his time sheet that he was working near CP25 which is approximately fifteen miles away from Highridge Court.

During interviews with OIG staff, after being confronted with the discrepancies in his time sheets and GPS tracking provided by AVL M, Strzeletski admitted that he prepared his own time sheets during the period. He further admitted being home during the periods in question. Strzeletski offered unsubstantiated claims of family issues for some of the trips to home, but ultimately admitted that he submitted time sheets with false entries and misused his MNR-assigned vehicle.

We also interviewed [REDACTED] MNR Assistant Supervisor [REDACTED] [REDACTED] stated he was not aware of Strzeletski's actions and that Strzeletski was not permitted to work from home but rather was required to work at the assigned sites or at his office in Peekskill.

RULES AND POLICIES

Strzeletski's conduct violates one or more of the MTA All Agency Policy Directives and MNR Rules and Policies.

- MTA All Agency Policy Directive 11-037(C)(1) states that "[t]he use of all MTA Vehicles is restricted to the performance of Official Business and use for any personal purposes or business is strictly forbidden, except under very limited circumstances where (i) personal use such as commuting is expressly authorized as described above, or (ii) personal use is incidental to Official Business. Even in cases where personal use is authorized or is incidental to Official Business, each person operating an MTA Vehicle is expected to exercise good judgment to avoid the appearance of impropriety."
- MNR Operating Procedure Number: 21-021B(1) provides that "[i]t is the responsibility of each Metro-North Rail Road (MNR) employee to report for duty at the times, on the days and at the designated locations for which he/she is scheduled, and to remain on duty

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for the full workday. This is the most important basic obligation an individual assumes as a condition of employment with MNR.”

- MNR Operating Procedure Number: 21-021B(10) states in pertinent part that “[e]mployees who fail to report for a scheduled tour of duty without providing prior notification may be subject to disciplinary action up to and including dismissal”

FINDINGS

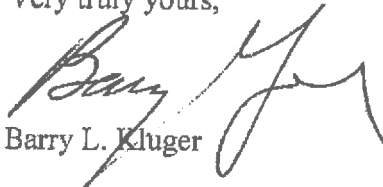
1. Strzeletski improperly used MTA vehicles for personal travel to home in violation of MTA All Agency Policy Directive 11-037(C)(1).
2. Strzeletski failed to report for duty at times and locations where he was required to do so without providing any notification in violation of MNR Operating Procedure Number: 21-021B(10).
3. Strzeletski failed to report for duty and or remain on duty for a full work day on numerous occasions in violation of MNR Operating Procedure Number 21-021B(1).
4. Strzeletski made false entries in payroll records which improperly led MNR to pay him for at least 92 unearned hours, many of which were overtime hours.

RECOMMENDATIONS

We recommend that MNR discipline Strzeletski, up to and including termination, and seek restitution for all unwarranted payments made to Strzeletski.

As always, we appreciate your continued courtesy and cooperation. Should you have any questions, or need additional information, please feel free to contact me at (212) 878-0007 or Deputy Inspector General for Legal and Investigations Demetri Jones at (212) 878-0279.

Very truly yours,


Barry L. Kluger

cc: Ralph Agritelley