



OFFICE OF THE INSPECTOR GENERAL
Illinois State Toll Highway Authority

NOTICE OF POSTING
OIG Case # IG-2016-009
Respondent: Joseph Koback

Pursuant to 605 ILCS 10/8.5 (e)(3), the attached redacted summary report is being posted to the Illinois Toll Highway Authority's public website. As required by law, the Office of the Inspector General for the Illinois Toll Highway Authority sent a copy of this report to the Respondent and gave him fifteen days, until January 24, 2017, to provide suggested redactions or a written response. Respondent submitted a response, but requested it not be made public.

OIG issued a summary report on October 28, 2016 recommending discipline for Respondent for violating Tollway policy by comingling personal and Tollway funds. Specifically, a toll booth video recording from July 3, 2016 showed Respondent take currency from his shirt pocket and place into his cash drawer and then remove currency from his cash drawer and fold it into his hand. Respondent admitted to the OIG that it was him in the video and claimed he did not steal any money, but he could not explain his actions. Following review of the OIG report, the department placed Respondent on suspension pending investigation, and he was given a chance to respond. On December 14, 2016, Respondent retired.



**OFFICE OF THE INSPECTOR GENERAL
SUMMARY REPORT OF INVESTIGATION
OIG Case #: IG-2016-009
October 28, 2016**

This report consists of a summary of evidence set out in the attached investigative materials and the Office of the Inspector General's (OIG's) analysis of the evidence. An index of the investigative materials is attached.

I. INTRODUCTION

On July 21, 2016, [REDACTED], Toll Audit Manager, reported to OIG that Senior Toll Collector, Joseph Koback, had a cash shortage on July 3, 2016 of \$154.84. [REDACTED] provided video recording of Koback's assigned tollbooth that showed Koback remove an undetermined amount of currency from his shirt pocket, place it into his cash drawer, remove an undetermined amount of currency from the cash drawer, and fold the currency into his left hand. When interviewed, Koback denied taking any money but could not explain why he took money from his shirt pocket and put it into his cash drawer or why he removed currency from the cash drawer and fold it into his hand. The investigation established reasonable cause to find that Koback violated Tollway policy by comingling personal and Tollway funds. OIG recommends that the Tollway impose discipline commensurate with these findings and consistent with Tollway policy.

II. APPLICABLE RULES

A. Toll Collectors Introduction Booklet; Cash Handling Section, Page 7

Provides in relevant part:

"Secure money at all times. Do not mix your money and the Tollway issued bank or the collected tolls. Do not place money inside pockets, coats. Do not leave money unattended for any reason".

B. Illinois Tollway Policy and Procedure Manual Chapter VIII. Employee Demeanor; Section I. THEFT AND MISAPPROPRIATION

Provides in relevant part:

Any employee who commits theft or misappropriation of Tollway property will be subject to discipline up to and including discharge.

III. BACKGROUND

A. Joseph Koback

Joseph Koback is a Senior Toll Collector assigned to Plaza 17. Koback has worked for the Tollway for 21 years, and started on May 19, 1995.

Koback's disciplinary history includes discipline for improper use of sick-time, insubordination, unsatisfactory attendance, and an October 11, 2011 incident involving unsecured funds. He has no other documented disciplinary history and his Employee Evaluations are satisfactory. Koback has no history of significant cash shortages.

IV. SUMMARY OF INVESTIGATION

A. Documents

1. Toll Services Notification Report dated July 21, 2016 with attachments.

█ provided a Toll Services Report that documents the cash variance of -\$154.84 from July 3, 2016, identifies other Unusual Occurrences, and provides relevant Toll Collector history for Koback.

2. Personnel File of Joseph Koback.

OIG reviewed relevant documents from Koback's personnel file including: Koback's employment application, performance evaluations, and disciplinary history.

B. Interviews

1. Joseph Koback

On August 4, 2016, Joseph Koback was interviewed by OIG Investigators after informing him of his Administrative Advisements for Union Employees and providing oral and written acknowledgement of understanding those advisements. He declined having union representation at the interview. He provided written consent to have the interview audio-recorded. A transcript of the interview is included in the investigative materials provided.

In summary Koback stated the following: Koback has been a Toll Collector with the Tollway for 21 years, and acknowledged that he is familiar with the rules and regulations concerning the handling of currency. Koback viewed the video and admitted that on July 3, 2016 he took currency from his shirt pocket and placed it into the currency drawer, and then removed currency from the drawer and folded it into his hand, but he insisted that he did not steal the \$154.84 that his bank was short that day. He has never had a problem with cash shortages in his 21 years with the Tollway.

V. ANALYSIS

Tollway records clearly establish that Koback's drawer was short \$154.84 on July 3, 2016; the same day video evidence clearly shows Koback remove an undetermined amount of currency from his shirt pocket and place it into his cash drawer and then remove currency from the cash drawer and fold it into his hand.

Koback's personnel file reflects a lengthy tenure with the Tollway, and shows that he has been disciplined one time for failure to secure Tollway funds. Other Tollway records corroborate Koback's statement that he has no history of notable cash shortages.

During his interview with the OIG, Koback was cooperative and candid, and he asserted that he was uncertain as to the cause of the \$154.84 cash shortage. Koback emphatically denied taking the money, although he acknowledged that the video showed him take currency from his shirt pocket and place it into the cash drawer, and then remove currency from the cash drawer and fold it into his hand, and he could not explain why he did so. He admitted that Tollway Cash Handling rules and regulations prohibit this practice.

VI. RECOMMENDATION

The investigation provides reasonable cause to find that Koback violated Tollway policy by removing currency from his shirt pocket and placing it into his cash drawer and then removing currency from the cash drawer and folding it into his hand. OIG recommends that the Tollway impose discipline commensurate with these findings and consistent with Tollway policy.

VII. RULE VIOLATIONS

A. Toll Collectors Introduction Booklet; Cash Handling Section, Page 7

Provides in relevant part:

“Secure money at all times. Do not mix your money and the Tollway issued bank or the collected tolls. Do not place money inside pockets, coats. Do not leave money unattended for any reason”.