



INVESTIGATIVE REPORT

Lori Torres, Inspector General

OFFICE: INDIANA DEPARTMENT OF CHILD SERVICES (DCS)
TITLE: DCS CASEWORKER FALSIFYING RECORDS
CASE ID: 2018-08-0240
DATE: February 15, 2019

Inspector General Chief Legal Counsel, Tiffany Mulligan, after an investigation by Inspector General Special Agent Michael Lepper, reports as follows:

The Indiana General Assembly charged the Office of Inspector General (OIG) with addressing fraud, waste, abuse, and wrongdoing in the executive branch of state government. IC 4-2-7-2(b). The OIG also investigates criminal activity and ethics violations by state workers. IC 4-2-7-3. The OIG may recommend policies and carry out other activities designed to deter, detect, and eradicate fraud, waste, abuse, mismanagement, and misconduct in state government. IC 4-2-7-3(2).

On August 22, 2018, the OIG received a complaint from the Indiana Department of Child Services (DCS) alleging that a former DCS Family Case Manager (FCM), Matthias Snodderly, had entered false information into the Management Gateway for Indiana's Kids (MaGIK), which is DCS's electronic case management system. DCS suspected that Snodderly was falsifying his case entries when his supervisors noticed entries that lacked specific details. After an internal DCS investigation, DCS terminated Snodderly's employment for him being "unable or unwilling to perform in a satisfactory dependable manner."

OIG Special Agent Mike Lepper conducted an investigation into several specific allegations that DCS made against Snodderly. During the course of the investigation, Special Agent Lepper interviewed DCS employees and other witnesses, including caregivers in DCS cases in which Snodderly served as the FCM. Special Agent Lepper also interviewed Snodderly. Special Agent Lepper reviewed several documents, including Snodderly's employment records, MaGIK entries and travel records.

Special Agent Lepper learned that DCS's policies require a DCS employee to document any contact with a child, family member, witness or caregiver in MaGIK. When DCS receives a complaint regarding a child's care, DCS requires an interview with the Reporting Source, who is the person who submitted the complaint, if known. This helps DCS determine the credibility of the allegations. For all assessments of complaints, DCS requires at least two collateral interviews. The collateral interviews are with professionals and others outside the home in an effort to establish the credibility of the allegations from an independent point of view.

Special Agent Lepper reviewed Snodderly's employment records and found that DCS employed Snodderly in its Adams County Office from February 26, 2018, until his termination on August 7, 2018. Prior to DCS assigning Snodderly his own cases, Snodderly attended training on and received guidance on DCS's Code of Conduct and New Worker Ethics for New Employees training guide. Both of these documents caution employees against providing false information or documents relating to their activities or decisions.

Special Agent Lepper first reviewed allegations that Snodderly made false entries into MaGIK involving a child, A.W. Snodderly's MaGIK entries read that he interviewed the Reporting Source and two collateral witnesses for the A.W. assessment. Snodderly's supervisors

told Special Agent Lepper that these entries were questionable because they provided little detail. They stated that complete entries require specific details about what the parties involved discussed.

Special Agent Lepper interviewed the Reporting Source and the two collateral witnesses that Snodderly reported he interviewed for the A.W. assessment. The Reporting Source told Special Agent Lepper that she did not talk with any DCS workers on the day Snodderly reported that he interviewed her. Both collateral witnesses also said they did not speak with Snodderly. The DCS worker and local law enforcement officer that were involved in the A.W. assessment said they were with Snodderly on the day he reportedly interviewed the Reporting Source and one of the collateral witnesses; however, they said they never interviewed either of these witnesses. The other collateral witness said he never spoke with Snodderly and did not know who he was.

Special Agent Lepper interviewed Snodderly, who stated that the interviews with the Reporting Source and two collateral witnesses for the A.W. assessment all occurred as reported in his MaGIK notes. He later stated that he thought two women in the room when they interviewed A.W. were the Reporting Source and one of the collateral witnesses; however, the DCS worker who was with him said she was the only woman in the room, except for a secretary who brought A.W. into the room for the interview. He also stated that he relied on notes from the other DCS worker and the law enforcement officer that participated in the interviews for his entries into MaGIK.

Second, Special Agent Lepper reviewed allegations that Snodderly entered misleading information into MaGIK related to another child, J.S. Snodderly said he interviewed the child and a sibling separately in “a small room off the kitchen” where others could not hear. DCS requires staff to interview children separately so that the children will feel comfortable enough to speak honestly without fear of reprisal from caregivers or other family members. Special Agent Lepper

interviewed a parent of the children, who said Snodderly interviewed the children at the dining room table in clear view and hearing of the rest of the family in the adjacent living room.

During his interview with Special Agent Lepper, Snodderly admitted that he interviewed J.S. and her sibling at the dining room table where others could hear the conversation, not in a small room off the kitchen as reported in MaGIK. He also stated that he did not ask the children about the specific allegations raised in the complaint. He stated that he did a second interview with the children at his supervisor's request; however, there is no documentation in MaGIK regarding the second interview.

Third, Special Agent Lepper reviewed allegations that Snodderly falsified travel vouchers during his initial training. The State allows employees to claim paid overtime for their travel time to and from trainings. Special Agent Lepper obtained documents showing the hours Snodderly claimed for his drive time and when he reported that he left his home for each training. Special Agent Lepper also obtained documents for when the hotel claimed he checked into his room. Based on this information, Snodderly's drive time from his home to the hotel was as little as one hour and thirty-five minutes to two hours and fifteen minutes. On one occasion, he claimed two and a half hours of paid overtime, and on the others, he claimed three hours of paid overtime. Based on these documents, Special Agent Lepper determined that Snodderly falsified travel vouchers claiming 5.92 hours of overtime for travel to and from the trainings that was above his actual travel time. This resulted in an overpayment to Snodderly of \$102.41.

During his interview with Special Agent Lepper, Snodderly could not explain the overtime travel pay claimed and said he would have to check his notes. He provided no further explanation for the discrepancies.

The OIG submitted the results of this investigation to the Adams County Prosecutor's Office. On February 13, 2019, the Adams County Prosecutor's Office charged Snodderly with three counts of Obstruction of a Child Abuse Investigation, all Class A Misdemeanors under Ind. Code § 31-33-22-2(b) and one count of Theft as a Class A Misdemeanor under Ind. Code 35-43-4-2(a). Accordingly, this investigation is closed.

Dated: February 15, 2019

APPROVED BY:

A handwritten signature in black ink that reads "Lori Torres". The signature is written in a cursive, flowing style.

Lori Torres, Inspector General