

## Summary of Closed Employee Integrity Cases

### Fiscal Year 2019

Oct 1, 2018 – March 31, 2019

CASE NUMBER: OI-HQ-2018-ADM-0116

An EPA SES-level Director allegedly forced subordinate employees to pay for monthly office birthday parties, awards ceremonies and other social functions using their personal funds. The allegation was not supported.

CASE NUMBER: OI-HQ-2017-ADM-0143

An EPA SES-level Director allegedly promoted a subordinate employee based on their improper relationship, attended a gathering where contractors paid for the SES employee's meal, and inappropriately accepted gifts from EPA employees and contractors. The allegations were not supported.

CASE NUMBER: OI-HQ-2016-ADM-0111

An EPA SES-level Director allegedly claimed travel reimbursement from the EPA for travel costs associated with an activity not related to the employee's position. The Director also allegedly did not take annual leave for the time. The allegations were supported, and the employee was ordered to repay \$1,060 to the EPA for the travel charges and charge annual leave for the days not worked. The case was referred to and declined for prosecution by the U.S. Department of Justice on January 11, 2017.

CASE NUMBER: OI-HQ-2017-ADM-0114

An EPA OIG GS-15 Special Agent supervisor was arrested for allegedly driving under the influence. The employee self-disclosed the incident to management, but allegations arose regarding the abuse of the employee's EPA OIG position during the arrest and the provision of misleading information to management about the incident. The allegations were supported. The employee was demoted to the GS-13 level and suspended without pay for 45 calendar days. Because this was an administrative case, it was not referred to the U.S. Department of Justice.

CASE NUMBER: OI-AR-2015-ADM-0019

An EPA GS-15 Special Agent supervisor allegedly had an inappropriate personal relationship with a subordinate employee and made misleading and incomplete statements to investigators. The allegations were supported, and the employee was removed from federal service. The case was referred to the U.S. Department of Justice on February 12, 2016 and was declined for prosecution on February 15, 2016.

CASE NUMBER: OI-HQ-2018-ADM-0012

An EPA GS-15 supervisor allegedly had an inappropriate personal relationship with a subordinate and helped the subordinate obtain a detail assignment outside the EPA. The investigation determined that the supervisor never supervised the employee. The investigation was inconclusive. The OIG's Office of

Investigations referred the matter involving the detail to the OIG's Office of Audit and Evaluation to review.

CASE NUMBER: OI-HQ-2018-ADM-0024

An EPA GS-15 supervisor allegedly forged a subordinate's initials and date on a performance review. Investigators conducted interviews of witnesses and the subject. The investigation was inconclusive.

CASE NUMBER: OI-NE-2014-ADM-0108

An EPA GS-15 employee and an EPA GS-13 employee allegedly engaged in time-and-attendance fraud. The investigation was inconclusive.

CASE NUMBER: OI-CH-2018-THT-0084 An EPA GS-15 employee allegedly threatened and intimidated a subordinate employee. The allegation was not supported.

CASE NUMBER: OI-HQ-2018-CFD-0016 An EPA GS-15 employee allegedly inappropriately approved EPA contract invoice payments. The OIG's Office of Investigations referred the matter to the OIG's Office of Audit and Evaluation to review.

April 1, 2019 - Sept 30, 2019

CASE NUMBER: OI-HQ-2017-CAC-0120

An EPA SES-level employee allegedly provided false information on the Standard Form 86, Questionnaire for National Security Positions. The investigation found the employee did not include previous employment-related discipline on the form. The employee resigned after receiving a notice of proposed removal. The case was referred to and declined for prosecution by the U.S. Department of Justice on September 8, 2017.

CASE NUMBER: OI-HQ-2017-CFR-0085

An EPA GS-15 employee allegedly violated bribery and conflict of interest criminal statutes and EPA scientific integrity policy regarding an agency classification decision. During the investigation, the OIG received additional information that other high-level EPA employees may have benefited financially as a result of the decision. The allegations were not supported.

CASE NUMBER: OI-HQ-2017-CFR-0088

An EPA GS-15 employee and an EPA GS-14 employee were alleged to have made unauthorized and inaccurate changes to data in a contractor database on an information technology contract that they oversaw. The allegations of misconduct were not supported.

CASE NUMBER: OI-HQ-2018-CFD-0064

An EPA GS-15 Special Agent supervisor allegedly steered a contract to a partner in an outside business. The Federal Bureau of Investigation led a joint investigative effort into the potential criminal allegations, with the OIG investigating any potential employee policy violations. On June 19, 2019, the OIG was notified by the Federal Bureau of Investigation that the case was declined by the U.S. Department of Justice for prosecution. During the course of the investigation the EPA employee retired; as a result, the administrative portion of the investigation was closed.

CASE NUMBER: OI-AT-2018-ADM-0122

An EPA GS-15 employee allegedly attended personal appointments and events during work hours without using annual or sick leave. It was further alleged that the employee used his/her EPA title to solicit funds for scholarships and had inappropriately received a reasonable accommodation to fly first-class for official business. The allegations were not supported.

CASE NUMBER: OI-HQ-2018-ADM-0126

An EPA GS-15 employee allegedly sexually assaulted another employee while at work, just prior to retiring. It was also alleged that after the assault was reported, the resulting inquiry was not handled by management and human resources officials in accordance with the EPA's workplace harassment order. Both allegations were supported. The victim did not press assault charges, the subject retired, and management and human resource officials underwent additional anti-harassment training. Because this was an administrative case, as the victim did not press charges, the case was not referred to the U.S. Department of Justice.

CASE NUMBER: OI-CH-2018-ADM-0132

An EPA GS-15 employee allegedly took part in an "off-the-books" timekeeping scheme for 6 years where the employee would keep track through email of the number of hours worked in excess of the standard 8-hour day and then would take time off based on these extra hours. The employee did not record this time off in the employee's timecards. The employee admitted to the scheme; however, the statute of limitations for the potential criminal violations had expired and the case therefore was not referred to the U.S. Department of Justice. The employee retired from federal service during the investigation.