

Summary of Closed Employee Integrity Cases

Fiscal Year 2020

Oct 1, 2019 – March 31, 2020

CASE NUMBER: OI-HQ-2018-ADM-0079

An EPA political appointee and an EPA Senior Executive Service employee allegedly improperly influenced the hiring process to give prohibited preferential treatment to an applicant for an EPA position. The investigation was inconclusive.

CASE NUMBER: OI-HQ-2020-ADM-0028

An EPA GS-15 employee allegedly submitted a resume to the EPA that falsely claimed receipt of a degree. The investigation found that the resume said the employee attended—but did not specifically claim that the employee received a degree from—an educational institution. It was further determined that the employee's GS-15 position does not require a degree. The allegation was not supported.

CASE NUMBER: OI-DE-2017-CAC-0028

An EPA GS-15 employee allegedly gave special treatment to a former GS-13 subordinate employee by allowing the subordinate employee to telework on a recurring weekly basis in violation of the office's telework policy. The allegation was not supported.

CASE NUMBER: OI-HQ-2019-ADM-0084

A CSB GS-15 employee allegedly accepted unauthorized gifts from a subordinate employee in violation of federal government ethics standards. The investigation found that the gifts received by the GS-15 did not rise to a level that violated the applicable ethics standards. The allegation was not supported.

CASE NUMBER: OI-HQ-2019-ADM-0101

A CSB GS-15 employee allegedly approved Agency-funded payments to cover a subordinate employee's residential cable and internet service in violation of the CSB's internal policies. After the investigation was initiated, the CSB discontinued said payments, and the GS-15 employee resigned.

April 1, 2020 – Sept 30, 2020

CASE NUMBER: OI-HQ-2020-ADM-0017

An EPA GS-15 employee allegedly violated ethics requirements by working as a real estate agent during nonworking hours. The investigation determined that the employee obtained an off-duty employment authorization to work as a realtor from the employee's designated ethics official. The allegation was not supported.

CASE NUMBER: OI-AT-2020-ADM-0018

An EPA SES employee allegedly had, or gave the appearance of having, an inappropriate relationship with an EPA Region 4 contractor. The employee also allegedly directed EPA contracts to this contractor

because of their relationship. The investigation found that the employee's actions led to an appearance of bias toward the EPA contractor and an appearance that the employee caused contract awards to be directed to the contractor. The investigation also determined that the employee's actions were within the employee's authority and established contracting procedures. The investigation identified no evidence of criminal wrongdoing by the employee, who retired from federal service before the investigation was completed.

CASE NUMBER: OI-CH-2019-ADM-0026

An EPA GS-15 employee allegedly directed employees to expedite the installation of an electric vehicle charging station, which resulted in the misuse of a government purchase card. The investigation determined that the GS-15 employee did not want to solicit bids from contractors to install an electric vehicle charging station and instead opted to use a government purchase card to pay for the installation to expedite the process. The purchase violated the card's authorizations. The allegation was supported. EPA management took corrective action. The employees directed by the GS-15 each received a two-day suspension and a written warning.

CASE NUMBER: OI-AT-2020-ADM-0045

An EPA GS-15 employee allegedly instructed managers to falsify an EPA GS-13 employee's timesheet while the employee was incarcerated. The GS-13 employee was authorized to telework from a substance abuse rehabilitation center from October 2019 to May 2020, which is allowed under the collective bargaining agreement and applicable regulations. The investigation determined that the GS-13 employee improperly received one week of regular pay while incarcerated at a detention center and that the timesheet was certified using an administrative EPA headquarters code associated with the 2018–2019 government shutdown. The allegation of false statements was not supported. There was also an allegation that the GS-13 employee received regular pay while on leave without pay. That allegation was supported. Based on the investigation, the GS-13 employee was issued a debt letter to recover the funds.

CASE NUMBER: OI-HQ-2019-ADM-0088

An EPA SES employee allegedly authorized a GS-15 employee to maintain an off-the-books compensatory time record log. The investigation determined that the allegation was over 12 years old. The allegation was not supported. It was also alleged that the EPA SES employee misused an EPA government vehicle by transporting a family member and pet in the government vehicle on several occasions, as well as transported a boat using a government vehicle. The investigation determined the actions by the employee were not willful; therefore, the allegations regarding the misuse of a government vehicle were not supported.