



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

OFFICE OF
INSPECTOR GENERAL

March 28, 2014

MEMORANDUM

SUBJECT: Project Notification:
Review of EPA's Use of Title 42 Hiring Authority
Project No. OA-FY14-0184

FROM: Janet Kasper, Director 
Contracts and Assistance Agreement Audits

TO: Lek Kadeli, Acting Assistant Administrator
Office of Research and Development

The U.S. Environmental Protection Agency (EPA) Office of Inspector General (OIG) is beginning an audit on the EPA's Office of Research and Development's (ORD's) use of Title 42 hiring authority. Congress gave the EPA special hiring authority under Title 42 to appoint individuals to fill mission-critical positions in science and medicine and, in many cases, provide pay above the salary limits usually applicable to federal government employees. The OIG's review objective is to determine whether the EPA is properly managing its Title 42 hiring authority. This project is the result of a payroll audit being performed by the OIG's forensics product line.

The project manager for this project will be Mary Anne Strasser. We would like to meet with you during the week of April 14, 2014, to discuss the purpose and objective of our audit. During the meeting, we will answer any questions you have about the audit process, and we will discuss our methodology.

The project will be conducted using generally accepted government auditing standards. The anticipated benefits of this project are to contribute to improved human health, safety and the environment and to improved EPA business practices and accountability.

We are requesting that you provide the following information to Mary Anne Strasser prior to the initial meeting:

- Any standard operating procedures or other guidance on advertising and hiring under Title 42 authority.
- Job descriptions for each position filled under Title 42.
- Resumes of Title 42 employees at time of hiring.
- List of job announcements posted in USAjobs for positions filled under Title 42 (where applicable).
- Documentation supporting the decision to use Title 42 to recruit for specific positions.

- Plans or strategies ORD developed for using the Title 42 hiring authority.

Should you or your staff have any questions, please contact me at (312) 886-3059 or kasper.janet@epa.gov, or Mary Anne Strasser at (303) 312-6972 or strasser.maryanne@epa.gov.

cc: Maryann Froehlich, Acting Chief Financial Officer
David Bloom, Acting Deputy Chief Financial Officer
Barbara Freggens, Audit Follow-up Coordinator
Craig E. Hooks, Assistant Administrator, Office of Administration and Resources Management
Nancy Gelb, Principal Deputy Assistant Administrator
Brandon McDowell, Audit Follow-up Coordinator
Ramona Trovato, Associate Assistant Administrator
Hyon Kim, Audit Follow-Up Coordinator, ORD
Arthur A. Elkins Jr., Inspector General
Charles Sheehan, Deputy Inspector General
Alan Larsen, Counsel to the Inspector General
Aracely Nunez-Mattocks, Chief of Staff, OIG
Carolyn Copper, Assistant Inspector General for Program Evaluation
Patrick Sullivan, Assistant Inspector General for Investigations
Patricia Hill, Assistant Inspector General for Mission Systems
Richard Eyer mann, Acting Assistant Inspector General for Audit
Kevin Christensen, Acting Deputy Assistant Inspector General for Audit
Jennifer Kaplan, Deputy Assistant Inspector General for Congressional and Public Affairs
Robert Adachi, Director, Forensic Audits, OIG
Jeffrey Lagda, Congressional and Media Liaison, OIG