

## **Summary: FWS Supervisor Allowed Employee to Receive Incorrect Locality Pay and Travel Reimbursement**

**Report Date: June 6, 2025**

**Report Number: 24-0009**

The OIG investigated allegations that Keith A. Toomey, Deputy Assistant Director for the Office of Law Enforcement (OLE) in the U.S. Fish and Wildlife Service (FWS), allowed an OLE Agent to receive incorrect locality pay and reimbursement for travel between the OLE Agent's residence and official worksite in violation of applicable regulations and U.S. Department of the Interior (DOI) and FWS policies. We also investigated allegations that Toomey violated 5 U.S.C. § 2302(b)(6) by giving certain individuals an improper advantage in the hiring process for OLE vacancies by selecting them for positions in locations not listed in the applicable vacancy announcements.

We substantiated some of the allegations. Specifically, we found that, between May 19, 2021, and October 22, 2022, Toomey, who was the OLE Agent's supervisor at all times relevant to our investigation, failed to redesignate the OLE Agent's official worksite after the Agent was promoted to a new position in a different location, resulting in the OLE Agent receiving approximately \$7,500 more in locality pay than was allowable under applicable regulations and FWS policy. We also found that the OLE Agent and personnel within FWS' Joint Administrative Operations (JAO) division knew or should have known that the OLE Agent's locality pay was incorrect but did not take steps to correct it. In addition, we found that the OLE Agent requested and received reimbursement for travel between the OLE Agent's residence and official worksite in violation of the Federal Travel Regulation (FTR) and DOI policy. We also found that Toomey failed to comply with the FTR and DOI policy when he approved the OLE Agent's reimbursement for this travel.

We did not substantiate the allegations related to improper advantage in hiring. In particular, we did not conclude that Toomey violated 5 U.S.C. § 2302(b)(6) because we did not find that Toomey acted for the purpose of improving or injuring a particular person's prospects during the OLE hiring process.

This is a summary of an investigative report we issued to the Acting Director, FWS, for any action deemed appropriate.