



# Inspector General

## 2024-0013-INVI-P — Overtime Abuse

**Suspected violations of the Architect of the Capitol (AOC) “Standards of Conduct and Overtime” policies. **Not Substantiated****

**Suspected violation of the AOC’s “Government Ethics” policy. **Substantiated****

The AOC Office of Inspector General (OIG) received an allegation that an AOC supervisor was improperly claiming excessive overtime and multiple days of Sunday differential in the AOC’s time and attendance system. An investigation was initiated into the matter. During the investigation, OIG received an additional referral from the AOC Equal Employment Opportunity Division regarding an anonymous e-mail alleging favoritism in scheduling practices, among other personnel issues.

Initial OIG review of the matter confirmed the supervisor worked an excessive amount of overtime and had consistently received differential pay for approximately four days per pay period. OIG confirmed that in 2023 the supervisor received approximately \$83,570 in regular time, \$15,630 in Sunday differential, and \$82,044 in overtime. The figures lessened some in 2024, after AOC management was notified of these concerns from multiple sources; however, the supervisor still received \$89,239 in regular time, \$17,603 in Sunday differential, and \$47,993 in overtime. AOC policy provides that employees whose regularly scheduled tours of duty include Sunday work are entitled to premium pay at 25 percent of their hourly rate for qualifying hours worked. The supervisor’s shift included tours of duty that qualified for multiple periods of Sunday differential pay during each pay period.

The investigation revealed the employee was the only supervisor working that shift, and a select few employees were permitted to work similar ten-hour shifts while the remaining employees worked standard eight-hour shifts. When the employees on the eight-hour shifts requested to work ten-hour shifts, they were denied, creating an appearance of impropriety.

OIG also found a discrepancy regarding approval of the supervisor’s outside employment; however, OIG did not find evidence of fraud, or the additional personnel issues reported.

### **Final Management Action:**

OIG’s Report of Investigation was submitted to AOC management for any action deemed appropriate. On March 3, 2026, OIG was notified that the supervisor had received a verbal reprimand. Additionally, AOC was in the process of hiring an additional supervisor and adjusting shifts as new employees are hired.