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# OFFICE OF INSPECTOR GENERAL

## **2020-0009-INVI-P – Suspected Violations of the Architect of the Capitol (AOC) “Time and Attendance Policy and Procedures” Policy: Not Substantiated; Violation of the AOC “Standards of Conduct” Policy: Not Substantiated**

On January 7, 2020, the AOC, Office of Inspector General (OIG) received an email complaint regarding suspected time and attendance (T&A) fraud. According to the complainant, who requested confidentiality, three AOC employees were allowed to leave work during their shift and go to the MGM Grand Casino, National Harbor, Oxon Hill, MD to gamble. According to the confidential reporter, an AOC supervisor, Night Labor and Custodial Unit, Senate Office Buildings allowed three AOC employees under his supervision, time to go to the MGM Grand Casino during their shift as long as they brought him back food.

The investigation did not substantiate T&A fraud and there was insufficient evidence to support the allegation that the AOC supervisor allowed the three AOC employees to go to the MGM Grand Casino during work. A review of Close Circuit Television camera footage was inconclusive in determining the three AOC employees were leaving the Capitol complex and being away for an extended period or going to the MGM Casino during their shift. A review of the three AOC employee’s T&A records did not reveal any indications they falsely reported or recorded their work hours.

During interviews the AOC employees denied the allegations, however, AOC employees and supervisors indicated employees were allotted a one-hour lunch break daily. According to the senior supervisor, they supervise 103 employees in the Night Labor and Custodial Unit, including 10 subordinate supervisors. It’s highly probable those 103 employees were given one-hour lunch breaks for an undetermined amount of time. The OIG did not identify the total length of time this practice has been allowed and who is approving it as a matter of routine. The stated “one-hour lunch break” contradicted AOC T&A policy, which depicts employees are allotted a daily 30-minute lunch break. Further, according to AOC policy, employees may, upon request and with supervisory approval, take a one-hour lunch break as long as the minimum work day requirement (eight hours) is met.

**Comment:** The matter of employees being granted one-hour lunch breaks while not meeting the minimum workday requirement is under review by the OIG.

**Final Management Action:** The OIG did not substantiate that the AOC employees violated AOC policy. The case is closed.