



Summary of Investigation

Subject: Alleged False Statements, EAC, DC
Case No: OI-VA-24-0103-I
Report Date: April 5, 2024

What Was Investigated

The U.S. Election Assistance Commission (EAC) Office of Inspector General (EAC OIG) requested that the Department of Interior Office of Inspector General (DOI OIG) investigate allegations that the now former Executive Director of the EAC, Steven Frid, improperly obtained a pay increase, failed to report annual leave on his time and attendance records, and expensed unapproved training courses.

What DOI OIG Found

- Frid improperly sought and acquired an increase in his own pay of \$31,450 annually without the awareness of EAC Commissioners, who were his supervisors. Frid accomplished this by applying for and receiving “critical pay” authority from the Office of Personnel Management (OPM).¹ DOI OIG reviewed the application materials submitted during this process and found no evidence that false statements were made.
- Frid failed to report 96 hours of leave on his time and attendance records for vacation and other days he did not work.
- Frid did not receive approval from his supervisors to enroll in three Harvard University leadership training courses in the Summer of 2023 at a total cost to EAC of \$28,300. The EAC Human Resources Handbook requires supervisor approval for all external training courses.

Investigation Outcome

- DOI OIG referred its findings to the U.S. Department of Justice, which declined to pursue the matter.
- EAC OIG routinely keeps the EAC Commissioners informed about the status of oversight matters. With information on the status of this investigation, the Commissioners unanimously voted to terminate Frid’s employment on December 27, 2023.

¹ OPM may approve critical pay at the request of an agency head or designated official to “recruit or retain an individual exceptionally well qualified for the position.” 5 U.S. Code §5377.