

## Summary of Closed Employee Integrity Cases

### Fiscal Year 2018

Oct 1, 2017 – March 31, 2018

CASE NUMBER: OI-HQ-2016-ADM-0012

An EPA GS-15 Special Agent in Charge in the EPA's Criminal Investigation Division allegedly engaged in inappropriate conduct toward another EPA employee and was under the influence of alcohol while on duty. The employees provided conflicting accounts of what happened. The allegations were not supported.

CASE NUMBER: OI-HQ-2015-ADM-0113

An EPA GS-15 Special Agent in Charge in the EPA's Criminal Investigation Division allegedly used an EPA laptop to access pornographic internet sites. A forensic analysis of the laptop yielded images of suspected child pornography. An outside entity examined the images and revealed it could not be determined with medical certainty that the people depicted in the images were under 18. The employee retired from the EPA during the investigation. No administrative action was taken.

CASE NUMBER: OI-HQ-2015-ADM-0133

An EPA GS-15 employee allegedly engaged in time-and-attendance fraud, provided an EPA username and password to a subordinate employee, and retaliated against a subordinate employee. EPA management and the EPA's Office of Human Resources, Labor and Employee Relations Division, addressed the allegation of retaliation. The allegation of time-and-attendance fraud was not supported. The allegation involving the username and password was supported. The GS-15 employee's action was a violation of EPA information technology security procedures. EPA management issued a letter of reprimand to the employee.

CASE NUMBER: OI-HQ-2017-ADM-0083

An EPA GS-15 employee allegedly failed to monitor the EPA's Office of Civil Rights Title VI email account, representing misconduct. The investigation supported the allegation, finding that the employee did not monitor the email account for approximately 1 year. EPA management issued a letter of counseling to the employee.

CASE NUMBER: OI-HQ-2016-ADM-0075

Management officials in the EPA's Office of Civil Rights External Compliance and Complaints Program (established under Title VI of the Civil Rights Act of 1964) allegedly were involved in misconduct and mismanagement of the office's email account. The investigation supported the allegations, finding that management officials did not monitor the Title VI email account for approximately 1 year, and failed to comply with regulation by not acknowledging email complaints within 5 days of receipt. The investigation also supported an allegation that the Office of Civil Rights issued an acknowledgment letter to a complainant over a year after the complainant had sent an email to the Office of Civil Rights Title VI email account. Case number OI-HQ2017-ADM-0083 is related. Another related OIG investigation,

involving a Senior Executive Service-level employee, was reported in the OIG's November 2017 Semiannual Report to Congress.

CASE NUMBER: OI-SE-2015-ADM-0051

An EPA GS-15 employee allegedly failed to file Confidential Financial Disclosure Report forms since 2008, drank alcohol at work and misused authority as a government purchase card approving official. The investigation did not support the allegations.

CASE NUMBER: OI-HQ-2017-ADM-0066

An EPA GS-15 employee allegedly was converted from an administratively determined position to a permanent position without following applicable Office of Personnel Management and EPA policies. The investigation determined that the employee filed the proper paperwork and followed the appropriate procedures to gain the permanent position. The allegation was not supported.

April 1, 2018 – Sept 30, 2018

CASE NUMBER: OI-HQ-2016-ADM-0080

An EPA SES-level director allegedly verbally and physically assaulted a subordinate employee during a workplace meeting. The Federal Protective Service was contacted. The OIG investigation was inconclusive but was referred to the EPA. Subsequently, the EPA conducted its own review. The SES employee retired after receiving a notice of suspension from EPA management for lack of candor in an official investigation.

CASE NUMBER: OI-HQ-2016-ADM-0063

An EPA SES-level director allegedly failed to attend a conference while on official government travel and was instead absent without leave. The allegation was not supported.

CASE NUMBER: OI-HQ-2018-ADM-0072

An EPA SES-level employee allegedly viewed classified material without a security clearance. This employee was allegedly allowed to view the material by a GS-14 employee. The investigation revealed that the SES employee maintained the proper security clearance. Therefore, the GS-14 employee did not commit a violation for allowing access to classified information. Neither allegation was supported.

CASE NUMBER: OI-HQ-2018-ADM-0066

An EPA SES-level employee allegedly engaged in inappropriate behavior with three subordinate female employees. It was alleged that two of the subordinate employees resigned due to their relationship with the SES employee and the remaining subordinate was promoted due to the relationship with the SES employee. Based on an extensive review of EPA documents and interviews of witnesses and the subject, it was determined that the allegations were not supported.

CASE NUMBER: OI-BO-2018-OTH-0067

The personal cell phone, government-issued cell phone and personal credit cards of an EPA OIG GS-15 employee were allegedly stolen while the employee was on official travel. The investigation found sufficient evidence to support that the employee's personal credit cards were stolen and used to make unauthorized purchases. However, the cell phones could not be recovered, and the identity of the suspect could not be determined.

CASE NUMBER: OI-BO-2016-CAC-0001

An EPA GS-15 employee allegedly retroactively manipulated timecards to falsely reflect telework or annual leave following a medical procedure. The employee also allegedly falsely claimed and received public transit reimbursement. The investigation did not develop sufficient evidence to support the allegation that the employee improperly recorded time and attendance. However, the investigation, which looked at a 19-month period, did develop sufficient evidence to support the allegation that the employee claimed and received public transit reimbursement while not actually commuting to the office via public transit. The employee reimbursed the EPA \$2,690 and was issued a letter of reprimand for the submission of inaccurate public transit subsidy claims. The case was referred to and declined for prosecution by the U.S. Department of Justice on May 24, 2016.

CASE NUMBER: OI-HQ-2017-ADM-0036

An EPA GS-15 employee allegedly allowed a subordinate employee to attend school during core working hours. The investigation did not support the allegation.

CASE NUMBER: OI-HQ-2017-CAC-0048

An EPA GS-15 employee allegedly possessed marijuana while on official EPA travel. It was also alleged that the employee sold marijuana to EPA employees. The investigation supported the first allegation but not the second. The employee received a 3-day suspension. The case was referred to and declined for prosecution by the U.S. Department of Justice on June 7, 2017.

CASE NUMBER: OI-HQ-2018-ADM-0017

An EPA GS-15 employee allegedly traveled to a high-risk country with an EPA computer and, during the trip, the computer became infected with malware, was decrypted by unknown individuals, and was possibly used to compromise EPA network security. It was discovered during the investigation that the EPA had mistakenly turned off the encryption on the computer and the computer was not infected with malware. The allegation of traveling to a high-risk country with an EPA computer and compromising EPA network security was not supported.

CASE NUMBER: OI-AT-2017-CFD-0145

An EPA GS-15 supervisor allegedly had EPA contractors come to the supervisor's home regularly and promised work to these contractors. The investigation found no evidence of bribery or that the supervisor steered work to contractors. However, the investigation obtained evidence that showed the supervisor created an appearance of a loss of impartiality in interactions with EPA contractors and grantees. The supervisor frequently met with contractors for lunch or dinner and hosted contractors at home. On one occasion, the supervisor invited an EPA contractor to stay overnight at the supervisor's

home in lieu of staying at a local hotel. Additionally, emails between the supervisor and EPA contractors contained references to alcohol and facilitating meetings with high-level EPA officials. The investigation found that the supervisor received a gift of alcohol from an EPA grantee. The supervisor received a 5-day suspension for “exercising poor judgment (social interactions with EPA contractor leading to the appearance of impropriety).” The case was referred to the U.S. Department of Justice on January 26, 2018 and declined for prosecution on March 1, 2018.

CASE NUMBER: OI-HQ-2015-ADM-0084

An EPA GS-15 employee allegedly provided false information on a federal job application. The investigation found information to support the allegation that the employee provided false information on Standard Form 85P, Questionnaire for Public Trust Positions. On the form, the employee claimed to have attained an associate degree from an area college. The employee admitted that the degree was not attained but said that enough credit hours were completed to be eligible for an associate degree. The employee’s supervisor stated that a degree is not part of the criteria for that position, and no administrative action was taken by EPA management. The case was referred to the U.S. Department of Justice on September 4, 2015 and declined for prosecution on September 9, 2015.

CASE NUMBER: OI-AR-2016-ADM-0036

An EPA GS-15 employee allegedly used his official position to influence a contractor to hire a former EPA colleague. Multiple interviews and record reviews were conducted, and an EPA ethics official reviewed the facts of the case. The investigation did not support the allegation.