

# Summary: Investigation of BIA Regional Management Practices

**Report Date: August 31, 2015**

OIG investigated a confidential complaint alleging that a Bureau of Indian Affairs (BIA) regional director and a BIA regional employee acting in a managerial capacity were involved in numerous acts of waste and abuse affecting their region. Specifically, the complainant alleged that—

- the regional director failed to fill vacant positions for which she had hiring responsibility;
- the regional director allowed the acting manager to be absent from work without using leave, and to work excessive overtime;
- the acting manager hired an unqualified budget officer to replace an acting budget officer who had refused to inappropriately transfer Federal funds to pay for a conference;
- the acting manager and the regional director falsely claimed that the region had all of the required documentation to support an FY 2014 internal audit;
- the regional director inappropriately used BIA funds to purchase tote bags and new office chairs; and
- the regional director backdated her signature on a fire restriction notice for the region.

Our investigation found no evidence to support four of the allegations. We found three instances, however, in which the acting manager took leave and earned overtime on the same day. While these issues do not represent misconduct, they may indicate that regional management has not been providing adequate oversight of their employees' time and attendance. We also found that the regional director did sign the fire restriction notice after its effective date, but her doing so did not violate any policy or regulation, nor did it affect the notice's validity or BIA's operations.

We provided the report on our investigation to the Director of BIA for his information. We did not require a response.

*This is a summary of an investigative report that was issued internally to the Department of the Interior. This summary was posted to the web on February 11, 2016.*

