

# **Summary: Investigation of Inappropriate Hiring and Promotions at Bureau of Land Management's Office of Law Enforcement and Security**

**Report Date: March 16, 2015**

OIG initiated this investigation based on an anonymous complaint that a Director, Office of Law Enforcement and Security, Bureau of Land Management (BLM-OLES), improperly hired a GS-13 employee from the Bureau of Reclamation without requiring the employee to apply for the position. According to the complaint, the Director then promoted the employee to a GS-14 supervisory position without requiring the employee to compete for the position, and then planned to promote the employee to a GS-15 deputy director position without the employee having to compete against more qualified applicants.

We found that the employee was originally employed by BLM on May 19, 1991. In October 2006, he left BLM-OLES and received a competitive promotion to supervisory criminal investigator (GS-14) in the U.S. Department of the Interior (Department), Office of Law Enforcement and Security. In July 2008, the employee accepted a voluntary downgrade and returned to BLM-OLES as a GS-13 non-supervisory criminal investigator GS-13 and was assigned to the Bureau of Reclamation as part of a reimbursable agreement between bureaus. In 2012, the Director selected the employee to serve as acting deputy director of BLM-OLES, a GS-15 position, while remaining a GS-13. In June 2013, the deputy director position was downgraded to a GS-14 division chief position as part of a reorganization. The Director then selected the employee to permanently fill the position and receive a non-competitive promotion to GS-14. We found that since the employee had previously held a GS-14 position while employed by the Department's Office of Law Enforcement and Security, he was eligible for a non-competitive promotion to GS-14.

On February 27, 2015, the employee was selected to become deputy director of BLM-OLES and received a promotion to GS-15. The employee was selected for the position through a competitive process in accordance with Federal regulations and Department policy.

We found that the allegations were unsubstantiated. We provided a copy of the report to bureau for information only.

*This is a summary of an investigative report that was posted to the web on December 7, 2015.*

