

## **SUMMARY OF INVESTIGATIVE FINDINGS**

The DOJ Office of the Inspector General (OIG) initiated an investigation of a current U.S. Marshal based on an anonymous letter alleging, among other things, that the Marshal had engaged in intimate personal relationships with subordinate employees in violation of U.S. Marshals Service (USMS) policy.

According to USMS policy, employees are expressly prohibited from supervising a person with whom the employee is engaged in an intimate, personal relationship, or with an immediate family member of the person being supervised. The policy also prohibits employees from making, influencing, or having input into decisions about the pay, promotion, work assignment, or any other condition of employment of a person when engaged in an intimate, personal relationship with the person, or an immediate family member of the person.

The OIG limited its investigation to the Marshal's alleged conduct since the time of his appointment as U.S. Marshal. The OIG determined that the Marshal engaged in an intimate personal relationship with Employee #1 beginning in 2008 and lasting until mid-2013. Employee #1 was assigned under the Marshal's command during 2012, and during a period of their relationship previously when the Marshal served in another supervisory position. The OIG also found that the Marshal violated USMS personal relationships policy by arranging for Employee #1 to be transferred from a USMS headquarters assignment to a position in the Marshal's district during their relationship. In doing so, the Marshal failed to disclose the existing intimate personal relationship with Employee #1 to USMS management. In addition, the OIG found that the Marshal lacked candor in testimony to the OIG by maintaining there was not an active personal relationship between the Marshal and Employee #1 during 2012 when Employee #1 was assigned under the Marshal's command, and that a USMS headquarters Assistant Director, not the Marshal, had initiated Employee #1's reassignment from USMS headquarters to the Marshal's district.

The OIG investigation determined further that during 2010 and 2011, the Marshal engaged in an intimate personal relationship with an immediate family member of Employee #2, who was employed in the Marshal's district within his chain of command.

The OIG did not substantiate other allegations made against the Marshal in the anonymous complaint letter.

The OIG has completed its investigation and provided a report to the USMS and to the Office of the Deputy Attorney General (ODAG) for their review and appropriate action. The ODAG has advised OIG that the subject has retired.