



OFFICE OF INSPECTOR GENERAL

U.S. Department of Labor

www.oig.dol.gov

INVESTIGATIVE SUMMARY

Allegations of improper hiring practices by the Acting Administrator and Director of Human Resources, Employment and Training Administration (ETA)

On December 8, 2015, the OIG received an allegation that the GS-15 Acting Administrator for the Office of Management and Administrative Services at ETA, had committed a prohibited personnel practice by influencing the hiring of her son in a newly created position in the Office of Foreign Labor Certification (OFLC). In addition, the OIG received allegations of prohibited personnel practices by the GS-15 Director of the Office of Human Resources for ETA involving the hiring of friends and family into noncompetitive Schedule A hiring authority positions within ETA.

The OIG's investigation substantiated that the Acting Administrator's son was hired under the Schedule A hiring authority for the new OFLC position. The Schedule A hiring authority permits agencies to noncompetitively hire persons with disabilities. The OFLC interview panel members stated that they had interviewed and selected the Acting Administrator's son without knowing his relationship to the Acting Administrator. The OIG's investigation also revealed that five other new hires were friends or family whom the Acting Administrator or the Director of Human Resources for ETA instructed on how to apply under the Schedule A hiring authority. The OIG found that all six Schedule A employees had legitimate documentation in their personnel folders showing they were eligible for employment under the Schedule A hiring authority. However, these circumstances created an appearance of favorable treatment with respect to the hiring of these employees by ETA.

The OIG referred the findings to the Office of the Assistant Secretary for Administration and Management (OASAM) on July 6, 2016.

Posted to www.oig.dol.gov on November 28, 2017