U.S Office of Special Counsel, Disclosure Unit February, 16, 2009

1730 M Street, N. W., Suite 216

Washington, D.C. 20036-4505

Attn: Lynn Alexander

Re: Review of OSC File No. DI-06-2427, Supplemental report dated January 3, 2008, from Timothy R. Petty, Deputy Assistant Secretary, U. S. Department of the Interior.

Mr. Petty's statements, contradictory as they are, will be bold and italicized and I will respond to pertinent statements:

When the buildings were acquired in the 1940's, the acquisition cost was $160, 175 (see Enclosure). When the buildings were disposed of by CVWD, the value, net depreciation, would have been $0, assuming a useful life of 40 years.

Incorrect, useful life and depreciation are terms used for accounting purposes but are not applicable in this case. The FIRM as Mr. Price stated, computes the replacement amount by, ***"multiplying the acquisition cost by an inflation factor to estimate what it would cost to replace the buildings at the time the report was generated."***

Here in Boulder City, Nevada there are many pre 1944 built houses that are well over the 40 year useful life and can be depreciated to $0 but they are valued at well over $200,000, they also contain non-friable asbestos and lead paint. Depreciation and useful life obviously does not denote the intrinsic value of the asset.

Mr. Petty states; ***"Reclamation was not able to determine the salvage value of these 25 temporary residence buildings."*** All they had to do is multiply the acquisition value of the buildings by the index factor provided in the FIRM but, they chose not to.

Mr. Petty states: ***"We believe that the cost to demolish or remove the buildings would have more than exceeded the value of the buildings. In this regard, Reclamation's LC Regional Office recently paid $1.4 million to dispose of a similar construction housing camp at the Parker Davis Dam."***

I was the individual that ensured the LC Region complied with the Stewart B. Mckinney Act regarding the construction housing camp at Parker Davis Dam. I did the HUD checklist and advertised the housing in the Federal Register as surplus. There was no need to waste $1.4 million to dispose of the buildings. I was in negotiations with the Native American tribes to transfer the buildings but was told not to continue because of liability issues due to the hazardous materials in the buildings; the asbestos and lead paint. I inspected every one of those houses and none posed a health hazard because the asbestos was non-friable, those houses were in relatively good condition. I further consulted with a GSA Realty Specialist to see if we could transfer those buildings or even sell them to the private sector. The GSA representative stated yes, all that was required was an "Indemnity Wavier" signed by the recipients of the assets and that would have eliminated the liability issues. But, I was told to forget about it and

hence, the Region spent $1.4 million dollars of the tax payer's money instead of saving or even returning money to the Treasury coffers. The government has to get out of the business of wasting the tax payer's money and conducting business in a smarter manner. In essence this was a $1.4 million dollar waste of the tax payer's money.

So, the LC Region could have made money by selling the Parker Davis Dam and CVWD houses. Or at the least the LC Region could have saved money by paying for the transfer of the Parker Dam houses to the Native American tribes.

The Coachella Valley Water District (CVWD) should pay the government for the 25 houses they disposed of illegally. Mr. Petty has mentioned how to obtain the replacement cost of the buildings. Very little of the OIG's investigation was focused on the 25 missing houses from Coachella Valley Water District (CVWD). The investigator never verified with former residents of subject houses whether they were demolished or transferred as was the case in Wellton Mohawk with the Baptist Church and Mr. Leyva acquiring the federal building and turning it into personal income property.

The statute of limitations may preclude criminal prosecutions but it doesn't preclude compensation to the tax payers for the buildings that were allegedly demolished or transferred, their value was not $0.

Respectfully,

George P. Kalba

U.S Office of Special Counsel
1730 M Street N.W., Suite 218
Washington, D.C. 20036-4505
Attn: Lynn Alexander

January 26, 2009

Re: Review of OSC File No. DI-06-2427 (Amended)

Thank you for allowing me the opportunity to review subject report. I first filed the discovery of fraud, waste and abuse with the Office of Inspector General (OIG) and the Federal Bureau of Investigation (FBI) in mid 2005. The original complaint letter was not included in subject OSC File or in the OIG report.

During my tenure with the Bureau of Reclamation, Lower Colorado Region (BOR, LCR) I recall a document being issued that prohibited ex- employees of BOR, LCR from providing testimony about the BOR. I'm not certain if it was a local policy letter, BOR regulation or a Department of Interior (DOI) regulation. I hope and trust that by providing the Office of Special Counsel (OSC) the following response to its request I am in no way jeopardizing my retirement and will be protected by the OSC from any government agencies adverse actions.

It's a travesty of justice that both the OIG and the FBI ignored and covered up the report of my discoveries until the Office of Special Counsel got involved in 2007. The main purpose of the Report of Survey (ROS), YAO-03-004 (ATTACHMENT 2) was to reconcile the inventory of BOR, LCR real property assets (buildings) and not to facilitate the title transfer process between Reclamation and the Wellton-Mohawk Irrigation and Drainage District (District).

In order to remove government property whether real property or personal property off accountability records or automated accountability systems certain instruments are required. In this case the ROS and a Property Voucher (Finance Office Instrument) was required to remove the buildings from the Foundation Information for Real Property Management (FIRM) the official DOI automated real property accountability system. I prepared a Property Voucher for the buildings to be removed from FIRM and provided them to the Finance Office.

Upon review of the ROS form7-778 (ATTACHMENT 2) I believe Part 1 was altered, I would have checked the Lost block and not the Worn Out/Unserviceable block. Also in Part 6, I believe I used the words, "Losses of a Suspicious Nature" not "Buildings located in the Yuma Area Office that have been demolished or transferred". Furthermore, I would have included the total amounts of the losses in blocks labeled Original Cost and Book Value. The values were obtained from FIRM records (ATTACHMENT 2). FIRM had the capability of appraising assets based on an index found under 'Est Curr Value" on the MASTER INVENTORY DETAILS REPORT. If I'm not mistaken, I provided the OSC a copy of my ROS, YAO-03-004 that you can use for comparisons to verify possible fraudulent changes. If changes were made it would have been the Property Management Office that would have made the changes. Again, this is to the best of my recollection, I have been retired from the BOR, LCR since 07/07/07.

Also suspect is the Letter/Memorandum, July 15, 2003 (ATTACHMENT 8) directing me to lead 100% 2003 inventory specifically the verbiage that the survey "is part of the Title Transfer process between Reclamation and the District." The purpose of the Survey was to reconcile the inventory

I am very aware of Chris Pfaff's, Historical Building Reconnaissance Survey; I assisted her with data from our property files. It was upon conclusion and publishing of her Survey that I notified management we were compromised regarding real property accountability. I advised management we needed to inventory our real property (buildings) and reconcile with the general ledger. This was a required action as per the CFO Act which I accomplished while with the Albuquerque District Corps of Engineers. I was basically told by Bruce Stockinger, the Finance Officer at the time, "We don't do anything until we're told to do it."

The fact that that the District gave away 2 government houses still remains regardless of the statute of limitation for criminal prosecution or the non-viability of administrative sanctions. The District should pay the government the estimated value of those houses at the time they were given away. The Title Transfer with the District was consummated March 26, 2007 long after the incident and discovery.

Likewise the Coachella Valley Water District (CVWD) should pay the government for the 25 houses they disposed of illegally; they obviously have enough money to afford the construction of new buildings and a new fleet of trucks. Could the money for these new buildings and fleet been obtained from the sale and transfer of 25 federal houses?

The estimated values of all subject houses were provided by the FIRM. On (ATTACHMENT 13) page 4 of the OIG's, INVESTIGATIVE ACTIVITY REPORT the investigator asks Leslie Kirsch if there were any appraisals of the aforementioned properties. The investigator also asked if there was any means to appraise the value of those residences back from 1991, "Kirsch responded, "no" and that she hadn't seen any supporting documentation or any means to extrapolate that value." Well there is a means as I said, my values for the missing buildings were obtained from FIRM records. FIRM had the capability of appraising assets based on an index found under 'Est Curr Value" on the MASTER INVENTORY DETAILS REPORT (ATTACHMENT 2). Also I have a list of all the buildings requiring removal from FIRM with Original Cost and Book Value (ATTACHMENT 2). These values were extrapolated from FIRM and it would not be difficult to figure out the values of the houses at the time of the losses.

Upon further review of subject file I notice that very little of the OIG's investigation was focused on the 25 missing houses from Coachella Valley Water District (CVWD). Except for an internal demolition document, WORK ORDER REQUEST AND AUTHORIZATION (ATTACHMENT 24) which states: "Name of Project; Demolition and removal of District housing. #2 thru #26 (As they become empty), Description; Demolition and removal of District employee housing, District H.Q."

In (ATTACHMENT 25) of subject file, OIG interview of Dan Parks, Assistant to General Manager, Coachella Valley Water District on May 3, 2007, Parks states, "the demolitions did not happen all at once. The district employees that were leasing the residences had an opportunity to stay through the lease or until such a time that other arrangements could be made." It would be unconceivable to think because of safety issues that residents would remain in their houses while demolitions of houses with hazardous materials were occurring so close in their vicinity. Mr. Parks also states he wasn't aware of any hazardous materials issues with the houses, unbelievable. Mr. Parks further stated that he would locate a former resident for more information but none was provided. There were no disposals to landfill documentation, disposals of HAZMAT documentation, transportation of HAZMAT documentation, further supporting documentations, or verification from any former resident on the disposition of the houses as per Mr. Parks statement.

When I asked for supporting documentation CVWD told me none was available. When I contacted the county tax assessor's office about the houses they were not cooperative and would not return my calls. I had documentation naming the residents of subject CVWD housing. I was going to attempt locating about five residents to ask what happened to the housing but was told by my supervisor, Michael Clayton that I am not an investigator and to wrap up the survey. It is my opinion the OIG's investigation was incomplete and not thorough in regards to the disappearance of these houses. Why didn't the OIG investigator attempt to contact the former residents since a list was available? There is still the possibility that these houses were transferred as in the case of Mr. Leyva's house taken from Wellton Mohawk and turned into personal income property.

It wasn't until now; reviewing the OIG's investigation did I realize I was a whistle blower. During my tenure with BOR, LCR I did not have any knowledge of the investigation's status except for the interview with the OIG investigator. It is now that I realize that the BOR, LCR embarked on a systematic relegation of my responsibilities and position leading to my early retirement as reprisal to my whistle blowing. Mike Clayton did tell me at one time that my career with the BOR is over and it came to fruition. After being removed as lead person and assigned to "special projects" I sat at my work station for three and a half years with no work. I complained to management, EEO, Jayne Harkins the Deputy Director and was given two "keep George busy" assignments. They encompassed four months out of the three and a half years, assignments of no substance. This was all part of the systematic relegation of my duties and position by BOR. This relegation of position was also perpetrated against another employee forced into retirement, Steve Gettler who stated he would be willing to testify. Further insight can be provided by Lorraine Bobian, EEO Specialist, Reclamation Headquarters, Denver.

There are many instances where BOR, LCR has violated regulatory requirements such as the Historical Preservation Act by burying a historical monument, a hydraulic titanium press one of two constructed for the World War II effort. BOR's Cultural Resource Office documented its historical significance. I asked Lorrie Gray then Regional Deputy Director whose idea was it to bury the press?

She said it was hers and I asked why, by doing so we were violating the Historical Preservation Act. She stated, because Bob Johnson then Regional Director did not want it because it was not ours, it had belonged to the Bureau of Mines but we took possession of the property. The press in now buried and covered over with pavement, a parking lot. The press was enormous about 20' high, 8' wide and 5' in depth, a spectacular historical monument. Many concurred that this monument should have been placed on a concrete foundation with a dedication plaque stating its significance to the World War II effort.

There were other regulatory violations such as the appointment of Janel Potucek as Regional EEO Manager. She was the Chief of Labor Relations Office but was, as she told me, requested personally by Lorrie Gray, then deputy Director to laterally transfer and accept the appointment as EEO Manager. My speculation would be she was given the position to discourage EEO complaints. She has now been promoted to Director of Human Resources and Lorrie Gray is now the Regional Director. There were others as they call them, "back room Human Resources decisions" such as, Michael Clayton appointed as Chief of Property Management coming again from Labor Relations Office without experience in property management. In both instances there was no competitive selection process based on the Merit Promotion Plan even though, there were qualified people in the respective offices that were eligible to compete for the promotions. In the case of Mike Clayton's appointment I told management that this was a violation of OPM regulations but was told that it was management's right.

There is more I can speak of such as, the 0 valuation of our Administrative and Annex buildings regardless of any improvements or property appreciation. The Region also refuses to implement MAXIMO (An Official DOI assets management program) in the Region for lifecycle management and accurate cost accounting of our assets. The loudest in the refusal has been Bruce Stockinger formally the Finance Officer and now Director of Management Services. One would wonder as I did why wouldn't the Finance Officer or Regional Director want detailed cost accounting for its assets, a significant program to maximize and account for tax payers dollars? At first Stockinger complained of high program cost until I proved to him the cost would be insignificant because we already pay for it at Hoover Dam.

On July 7, 2007 I accepted an early retirement, "Discontinuance of service based on an involuntary separation due to abolishment of position." I could not accept management's continuous acts of reprisal (See EEO Docket Numbers WBR-05-060 and WBR-06-027) as they were taking a toll on my mental health, physical health plus, I could no longer afford my attorney's fees. The agency of course has an attorney on staff so they easily can outlast the EEO process and litigation. I requested the early retirement I was forced into and a cash settlement of $10,000. I requested enough to pay off my debts, Jayne Harkins, Deputy Director asked me to itemize and I did at approximately $36,000. The Region refused it so instead of getting into deeper debt with attorney's fees I accepted the $10,000 half of which went to the attorney.

By reluctantly accepting the early retirement, July 7, 2007 versus my scheduled retirement, July 12, 2009, I lost approximately $300/month, this equates to $72,000 based on a life expectancy of 77 years. Needless to say, I'm still at about $36,000 worth of debt.

If at all possible and if there are grounds, I would appreciate and respectfully request the OSC's assistance in filing a claim of reprisal against the BOR, LCR based on my whistle blower status.

I mention all these violations of regulatory requirements; fraud, waste and abuse, to expose a toxic culture in the BOR, LCR supported by DOI where upper management is not held accountable and there are no consequences for their transgressions. A culture where the guilty are rewarded and the innocent are victims, where The Code of Conduct is just a document, meaningless words of idealistic prose.

I thought that when I retired and shredded all my supporting documentation; my Timeline and emails I would have closure. But, now I find that perhaps there won't be true closure until truth and justice prevail.

Our New Administration has given me hope and if required, I will testify and swear under oath that all that I have stated is truth. I have enclosed a copy of my resume (ENCLOSURE A) and a Regional Report (ENCLOSURE B) on the completion of an 18 month Leadership Development Program (LDP) that will hopefully demonstrate some credibility; knowledge, skills and abilities. Sometimes I wonder perhaps I learned too much in the LDP?

Again, thank you for this opportunity. I hope, I was or will be instrumental in establishing a better system of property accountability and providing better stewardship over the tax payers' money. A signed "Consent to Public Release" has been provided in earlier written communication.

Respectfully,

George P. Kalba

George P. Kalba

Enclosure A

GEORGE P. KALBA
501 Hotel Plaza # 8
Boulder City, NV 89005

Home Telephone: 702-556-1034
Mobile: 702-556-1034

Highest Grade Held: GS-2001-12, Mar 99 to 07/07/07 (Retired)
You may contact my present supervisor.

EXPERIENCE:

Mar. 99 to July 07, 2007 (Retired), 40 hours per week, General Supply Specialist, GS-2001-12, $76,103 per year, Department of the Interior, Bureau of Reclamation, Lower Colorado Region, Boulder City, NV. 89005, Bill Manning, 702-293-8579.

Completed and graduated the 18 month Department of Interior, Bureau of Reclamation Leadership Development Program. As the Regional Property Management Officer was responsible for the planning and execution of the property management program for the Lower Colorado Region to include the management, utilization, physical custody, disposal and accountability of equipment/materials, space management and the management of real property. Established Regional policies, procedures, and internal controls for the management of government personal and real property ensuring compliance with all regulatory requirements. Solicit organizational specialists in the fields of finance, law, land, and engineering, evaluating their advice in the formulation of property policies, and procedures. Responsible for the preparation and execution of annual budget, monitoring expenditures maintaining the control of funds, ensuring adherence to budget limitations and ensuring adequate funding to meet mission requirements. Prepare annual GSA budget for leased office space. Prepared documentation, HUD checklist and interfaced with GSA and HUD in the disposal of government real property ensuring compliance with regulatory requirements such as the Stewart B. McKinney Homeless Assistance Act in the disposal of Parker Dam Camp housing and Date St., Bureau of Mines buildings. Conducted on-site inventory of Lower Colorado Region and Area Offices buildings/facilities, taking digital photos and G.P.S. long/lat coordinates for reconciliation. Conducted Facility Condition Assessments of Region's reserve buildings accomplishing a performance measurement and GPRA goal. Served as Region's Asset Inventory and Records Reconciliation Project lead person. Facilitated regional conference on Assets Reconciliation with Ledger. Revised Bureau assets spreadsheet for clarity and easier sequential identification of assets. Drafted correspondences regarding the topics of Facility Condition Assessments and Assets Reconciliation with Financial Ledger for regional director's signature. Input change transactions into FIRM and ArcView data input striving for reconciliation with the general ledger. Negotiated with GSA for the leasing of area office and project office space. Completed the full process of consultation with the State Historic Preservation Office (SHPO) in coordination with Regional cultural resources identifying and documenting areas of potential effect and whether the type of activity had potential to cause effects on historic property. Served as Project Manager and Contracting Officer Representative (COR) over the Regional Seismic Safety Program during the testing phase coordinating the efforts of the Regional engineers, cultural resources, finance, contracting office, Seismic Safety Program in Denver headquarters, contracted evaluation and testing engineer firms, and construction contractors. Establish Regional policies for the control, utilization, and accountability of government owned property in the hands of contractors and grantees. Responsible for coordinating, consolidating, and recommending the Lower Colorado Region=s position related to proposed government wide regulations or departmental and Reclamation policies relative to property management. Knowledge of the Alternative Dispute Resolution Process having completed the following courses: Resolving Public Policy Conflict, Workplace Disputes and The Mediation Process.

Sep. 97 to Mar. 99, 40 hours per week, Supervisory General Supply Specialist, GS-2001-11, $42,776 per year, US Army, Dept. of Public Works, Fort Richardson, AK 99505, Paul A. Boyden, 907-384-3630

As the Chief, Material Management Branch responsible for the planning, directing, controlling, and coordinating all functions of the branch which include the requisitioning, receipt, storage, issue, inventory, excess reporting, accountability, and disposal of material/equipment. Provide Government Furnished Material/Equipment to contractors based on contract. Ensured compliance with regulatory requirements in providing personal property on loan to the city of Whittier. Provide technical guidance to personnel at Forts Wainwright and Greely. Implement and facilitate the command supply policy and developed local policies and procedures to insure three-post standardization. Responsible for the preparation and execution of annual budget monitoring expenditures maintaining the control of funds, ensuring adherence to budget limitations and ensuring adequate funding to meet mission requirements. Exercised control over Public Works $1.5 million Army Stock fund inventory to support all Public Works craftsmen including the water treatment plant and power plant. Developed and implemented procedures for a cradle to grave management of hazardous materials (HAZMAT). Ensured all material handlers had HAZWOPER training and certification. Participated in conferences with higher authority and other activities/agencies wherein policy, procedure, or other problems are discussed. Furnish technical data, answer questions, make recommendations and or decisions on problems, special projects and related matters. Served as first line supervisor over 15 subordinates, developed Individual Development Plans (IDP) and did employee performance evaluations. Supervised Supply Technicians responsible for the acquisition of materials, supplies, and equipment thought various means such as credit cards, impressed funds, GSA, Prime Vendor Program, and DRMO. Wrote statements of work for ongoing supply and service requirements contracts. Established critical rating elements and performance standards. Initiated SF-52 for personnel actions. Held corrective interviews with employees and initiated disciplinary actions when necessary, fortunately never requiring a Performance Improvement Plan (PIP). Provide training opportunities to all personnel based on budget and IDP. Made work changes due to priorities, production schedules, and assumption of additional duties. Sit in for the Chief of the Supply and Equipment Department at weekly staff meetings and other occasions during his absence. Involved in Commercial Activities review representing the Material Management Branch, doing work statements and establishing the most efficient organization.

Apr 95 to Sep 97, 40 hours per week, Realty Specialist, GS-1170-09, $39,148 per year, US Army Corps of Engineers, Albuquerque District, Albuquerque, NM 87103, Don N. Satz, 505-342-3221.

Responsible for the implementation and maintenance of real estate budget and actions schedule. In the event of significant discrepancies recommended corrective actions. Assisted in the implementation of the Corps of Engineers Financial Management System (CEFMS) in the Real Estate Division. Responsible for the preparation and execution of annual budget monitoring expenditures. Facilitated over CEFMS in maintaining the control of funds, ensuring adherence to budget limitations and ensuring adequate funding to meet mission requirements. Served as Real Property Accountability Officer maintaining real property accountability and reconciling with the General Ledger. Formulated budgets and budget related reports for the Real Estate Division. Initiated contacts with other Districts and Headquarters USACE personnel to ensure reports were prepared in accordance with higher headquarters requirements. Monitored Real Estates Division departmental overhead costs and made sound recommendations to stabilize or improve departmental overhead rate. Served in collateral duties as an Equal Opportunity Counselor, conducting A survey of environment, writing summary reports, and attempting to reach negotiated agreements.

Aug 90 to Apr 95, 40 hours per week, Supervisory General Supply Specialist, GS-2001-10, $32,419 per year, US Army Corps of Engineers, Albuquerque District, Albuquerque, NM 87103, Linda Davenport, 505-342-3130.

As Chief of Supply and Facilities responsible for program planning and execution leading to significant efficiencies in the delivery of logistical services. Responsible for the District=s supplies stock inventory, property acquisition, accountability, warehousing, and disposal of personal property. Served as the Albuquerque District Property Book Officer, Supply Officer, and Report of Survey Program Manager. Implemented and facilitated over the Automated Personal Property Management System, an automated personal property accounting system. Completed and maintained 100% inventory and reconciliation of the Albuquerque District and it=s Project Offices with the General Ledger. Developed and issued policies and guidance which govern and prescribe procedures covering life cycle management of personal property. Implemented internal controls to prevent fraud, waste, and abuse. Administered Reports of Survey program for missing, stolen, or damaged property. Supervised our Disposal Officer, responsible for the reutilization of excess property and disposal of surplus via DRMO or GSA. Served as Maintenance Manager over facilities, office equipment, and furniture/systems furniture. Scheduled and accomplished facilities management activities covering District office real property maintenance, space management, environmental and quality workplace improvement. Responsible for the accountability of over 6,000 line items valued over $8 million in equipment such as; automated data processing equipment, engineering equipment, vehicles, heavy equipment, office furniture and systems furniture. Ensured compliance with regulatory requirements in loaning personal property to agencies outside of the Department of the Army. Served as support services board member during the implementation of the Total Quality Management processes, establishing and providing oversight to Process Action Teams (PAT). Partnered with area managers, project managers of dams and recreational areas, and other district offices regarding delivery of services. Responsible for management of positions and pay, selection of employees, assigning and reviewing of work. Initiated SF-52 for personnel actions and cash awards based on performance evaluations. Used 118 X Handbook for Qualification standards to upgrade supply personnel assuming additional responsibilities. Initiated Office of Workmen Compensation (OWCP) documents for personnel injured on the job. Developed performance standards and evaluated employee performance. Determined and planned for long range and short-term training. Performed space management and the management of facilities maintenance.

EDUCATION and TRAINING:
High School Diploma, 1968, Irvington High School, Irvington, NJ
Associates Degree, Liberal Arts, 60 semester credits, 1968 -1970, Essex County College, Newark, NJ
90 semester credits, Psychology, History, Sociology, 1970 -1972, Paterson State, Wayne, NJ
Reclamation=s Leadership Development Program (RLDP) 18 months, Apr. 2001 - Oct. 2002

COMPETED TRAINING:

Contracting Officer's Representative Course	24 hours	13 Jul 05
COR Mentor Program	24 hours	17 Nov 02
Reclamation Leadership Development Program	18 months	24 Oct 02
Four Dimensions of Complete Leadership	DOI ONLINE UNIVERSITY	19 Apr 02
Resolving Public Policy Conflict	24 hours	17 Mar 02
Mediating Workplace Disputes	40 hours	08 Mar 02
The Mediation Process	40 hours	08 Feb 02
Nonstructural Seismic Hazards Training Workshop	16 hours	27 Nov 01
Intro to Collaborative Thinking (Conflict Resolution)	40 hours	29 Jan 01
Accident Investigating	40 hours	01 Mar 01
Leadership Development Program	40 hours	02 Apr 01
Basic Defensive Driving	04 hours	10 Apr 01
Systematic Development of Informed Consent	24 hours	21 Jun 01

Writing That Works (Plain Language)	04 hours	5 Mar 00
Drug Free Workplace	04 hours	27 Mar 00
EEO Process Awareness	04 hours	27 Mar 00
Ethics	01 hours	28 Mar 00
Workplace Violence	04 hours	28 Mar 00
Employee Relation Basics for Supervisors	08 hours	29 Mar 00
Financial Management	08 hours	30 Mar 00
USBR Financial Management Training	12 hours	01 Jun 00
Forklift Training	08 hours	28 Jun 00
FIRM Real Property System	16 hours	19 Jul 00
FIRS Financial System	08 hours	28 Sep 00
Intro to Reclamation Land Management	08 hours	08 Nov00
Inclusive Workplace	08 hours	13 Sep 99
Commercial Activities Review	40 hours	31 Jul 98
DPW Basic Course	40 hours	20 Mar 98
Real Estate Planning and Control	40 hours	16 May 97
Real Estate Acquisition	40 hours	02 May 97
Real Estate Condemnation	40 hours	12 Jul 96
Budget Estimating w/Spreadsheet (Excel)	24 hours	23 Oct 95
RFMIS End User Training	40 hours	21 Aug 95
Appraisal Principles	40 hours	10 Jun 95
Defense Inventory Management	144 hours	13 Mar 95
Corps of Engineers Financial Mgt. System	08 hours	13 Feb 95
Equal Employment Opportunity Counselor Training	40 hours	12 Jan 95
Effective Management of Time & Work	02 hours	13 Oct 94
Supervisory Development Course	40 hours	27 Jul 94
Defense Hazardous Material/Waste Handling	40 hours	27 May 94
Computer Training/Lotus	12 hours	19 May 94
Ethics Training	01 hours	30 Nov 93
Supply and Maintenance Training	16 hours	03 Nov 93
Federal Space Management Policies and Procedures	40 hours	26 Feb 93
Environmental Review Guide for Organizations	40 hours	09 Oct 92
Prevention of Sexual Harassment	04 hours	20 May 92
Personnel Management for Supervisors	40 hours	01 May 92
Leadership Education and Development	40 hours	31 Jan 92
Small Purchases and Federal Supply Schedule	40 hours	26 Jul 91
Automated Personal Property Management System	24 hours	20 May 91
Contracting Overview	24 hours	11 Oct 91
Underground Storage Tanks Regulations	16 hours	22 Feb 91
Integrated Facilities System Course	80 hours	28 Aug 88
Facility Engineers Supply System	80 hours	23 Aug 85

George P. Kalba /s/ Date: 01/24/2009

Enclosure B

A Century of Water for the West
1902 - 2002

Lower Colorado
Regional Report

United We Stand

Information in this cyber newsletter is intended for review only by employees of the Lower Colorado Region, Bureau of Reclamation, U.S.

Boulder City, Nevada, USA

Thursday Nov. 14, 2002

Vol. VIII No. 42

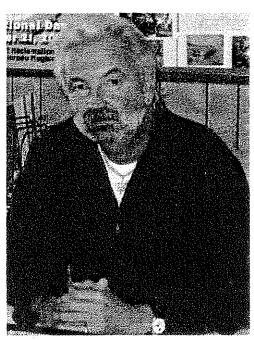
Rodriguez, Kalba graduate from Reclamation's LDP

Among the variety of programs through which Regional employees can develop their career skills and leadership prowess is participation in Reclamation's Leadership Development Program (RLDP).

Recently, Cheryl Rodriguez and George Kalba were added to the list of those in the region who have participated and graduated from the RLDP.

Designed for GS 11-14 employees who seek to develop competencies as potential and advancing leaders, the current 18-month course ended with a 3-day finale and graduation ceremony at Colorado Springs in late October.

Involving many training and on-the-job opportunities, the final three days of the program focused on Emotional Intelligence and Balancing Work and Family. Additionally, almost an entire day was dedicated to discussions at the Center for Creative Leadership Instruction.



George Kalba

Finally, on Oct. 24, the graduation ceremony was conducted, where a plaque was presented to each graduate and a keynote address was given by Commissioner John Keys.

With the training program now complete, Kalba said, "I have to move on [to seek] promotion potential."

He added, "I would highly recommend the training, it's an excellent vehicle for professional and, what is more important, personal development."

Kalba said the top three significant concepts he learned from the training were:

- The important qualities of a good leader are integrity, honesty, maintaining "optimism beyond reason," developing more leaders, leading through example and so much more,
- Some of the pitfalls of leaders are egocentricity and ruthlessness, and finally,
- Our only limitations are those that self-imposed.

He attributed his success to the, "Support from my supervisors, Len Dumph and Bill Manning, and my fellow Regional employees, and the mentorship and encouragement from Susan Harper, whom I would not disappoint. And finally, my desire and drive to succeed."

He attributed his success to the, "Support from my supervisors, **Len Dumph** and **Bill Manning**, and my fellow Regional employees, and the mentorship and encouragement from **Susan Harper**, whom I would not disappoint. And finally, my desire and drive to succeed."

His follow-up activities to the training are, "Remembering and applying what I have learned on a daily basis."

He said, "Maintaining honesty, integrity, and leading through example," are concepts he can implement quickly and easily in Reclamation and Region.

His highest hurdle in the training was, "The thought of possible failure on the goals I set."

Concluding, Kalba said the most pleasant aspect of the training was, ". . . working with Jerry Brown and interviewing Ralph Nader."

He also said, "I thank the Bureau of Reclamation and the LC Region for providing me the greatest learning experience that I ever received in my 20 years of federal service."

Cheryl Rodriguez

Commenting on her experiences and what she learned from the Program, Rodriguez said, "Events I consider significant are the alternative dispute resolution sessions I participated in; the first week of the program; being on detail in Boise, ID, when the tragedy of 9/11 occurred; conducting interviews of upper management and finding out how they got where they're at; and graduation. One interesting commonality I found in my interviews was the credit given to a good mentor along their paths to success."

She said the interesting locations and facilities she visited while participating in the program included the Arrowrock Dam project in Idaho; the EPA Environmental Sciences Division in Las Vegas where Rodriguez spent her two-month detail shadowing the Deputy Director; the PN Regional Office where she spent a one-month detail as the Budget Officer; and the Salton Sea.

Rodriguez said, "I think everyone should visit the Salton Sea!"

"I highly recommend that people get out to other offices and visit other agencies. There is no better way to learn than to experience it 'hands on'," she added.

Describing a lighter experience in her training she said, "Having the opportunity to meet and work with new people was like a breath of fresh air! Another moment would be hanging out with my classmates during graduation and exchanging program experiences and stories."

She also said, "I would highly recommend this or any of the other leadership training that Reclamation or the Department of Interior have to offer. You will get out of the programs what you put into them. So, you need to be serious when you apply to a program and give it your all."

Rodriguez said the significant concepts she learned from this training include:

- The only limitations we have are self imposed! You need to move past those limitations and motivate others to do the same!
- Leadership is a state of being, not a title or position.

And the number one concept that I learned is:

- You need to have everyday creativity, meaning: Have vision, Train the technique, Move to the areas of most potential, Look for the next right answer (because there is more than one correct answer), and Reframe issues.

Commenting on her classmates, she said, "My classmates are an awesome group of people. Everyone took the program seriously and made the most of this learning experience! Reclamation should be proud of the people who were accepted to and graduated from this program because they are going to provide stronger leadership than before they started the program. My classmates are extremely motivated to make a positive change in the agency!

The factors to which Rodriguez attributed her success are, ". . . . God for giving me the perseverance needed to work through the challenges faced during this program; the knowledge that this too shall pass...no just kidding, it was actually the knowledge and skills gained during the first week of the program; and the endless support from my coworkers, supervisor, mentors, family members, etc. Support is crucial!"

"We learned all sorts of interesting things about ourselves, our interactions with others, how people's perceptions and personalities play a huge part in thoughts and actions, coaching skills, and a whole lot more which I was able to apply during my program and everyday life."

Of the concepts she learned, which she viewed as immediately applicable to Reclamation and the Lower Colorado Region, Rodriguez replied, "Emotional Intelligence (EI) is a concept that I see that can be implemented fairly quickly and easily in both Reclamation and the Lower Colorado Region. EI teaches the importance of learning to deal with the accelerated pace of change and how to reduce the emotional impact of change on employees. One interesting fact that was discussed in our EI training is that 20% of knowledge today will be obsolete in one year. To that statement one of my classmates jokingly said that he was glad that he didn't get his advanced degree! We need to stop "Emotional Hijacking" from occurring. Now if you had EI training, you would know what Emotional Hijacking is."

Regarding the pleasant aspects of the training, Rodriguez said, "I enjoyed it all."

As for high hurdles she encountered, she said, "Well being only 5'5" there are a lot of high hurdles, but I guess the highest hurdle was just to keep on 'keeping on.' At times, completing the requirements of the program, on top of my full-time and always changing job, was overwhelming. So, it was important to remind myself of the passion I have for becoming a leader versus a manager."

She added, "I would just like to comment on a couple of things I heard about the future. One reason for this and other leadership programs is to build leadership for those positions that will be opening up as people retire.

"This is a great idea; however, there is another part to that issue. That is, people are less apt in this day and age to move for a new job position than they were 10 or so years ago. There are more and more families that depend on two incomes, so moving is not always easy, especially when it means cutting their income in half.

"Seventy percent of future hires will be female and minority and more interested in the emotional climate of an organization. These hires will be looking to learn as much as they can, then move to a different organization for better opportunities. So, it will be our task to keep them interested and passionate about Reclamation and their positions, and potential within Reclamation."

Concluding Rodriguez said, "I would like to thank my mentors **Bruce Moore** and **Kathy Marshall,** and my informal mentor **Susan Harper,** for their support and valued opinions throughout my program. I would also like to thank **Mike Walker** and **Marlene Yeager** for hanging in there with me.

"The past 18 months put a strain on the Salton Sea Restoration Project's core team of three people (Marlene, Mike, and me) but we got through it. I would also like to thank those who selected me to participate in the program. I hope that I will not disappoint you in the future!"

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Attn: Lynn Alexander

Re: OSC File No. DI-06-2427

Thank you for allowing me the opportunity to review subject report. I first filed the discovery of fraud waste and abuse with the Office of Inspector General (OIG) and the Federal Bureau of Investigation (FBI) in mid 2005. The original complaint letter was not included in subject OSC File.

It's a travesty of justice that both the OIG and the FBI ignored and covered up the report of my discoveries until the Office of Special Counsel got involved in 2007. The OIG did a good job in a lot of double talk, CYA as they say.

Very little of the OIG's investigation was focused on the 25 missing houses from Coachella Valley Water District (CVWD) except for an internal demolition document. There was no disposal to landfill documentation, further supporting documentations or verification from any former resident on the disposition of the houses. When I asked for supporting documentation CVWD told me none was available. When I contacted the county tax assessor's office about the houses they were not cooperative and would not return my calls. Then of course there's Mr. Leyva's house taken from Wellton Mohawk and turned into personal income property, not much documented concerning the incident

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On July 7, 2007 I accepted an early retirement, "Discontinuance of service based on an involuntary separation due to abolishment of position." I could not accept management's continuous acts of reprisal (EEO Docket Numbers WBR-05-060 and WBR-06-027) as it were taking a toll on my mental health, physical health plus, I could no longer afford my attorney's fees. The agency of course has an attorney on staff so they easily can outlast the EEO process and litigation.

By reluctantly accepting the early retirement, July 7, 2007 versus my scheduled retirement, July 12, 2009, I lost approximately $300/month, this equates to $72,000 based on a life expectancy of 77 years.

If there is a monetary reward for reporting the discoveries of the fraud, waste and abuse it would be greatly appreciated. These incidents are not just exclusive to the Lower Colorado Region but, after speaking to my property counterparts they all told me similar situations occurred in their regions.

Again, thank you for this opportunity. I hope, I was instrumental in establishing a better system of property accountability and providing better stewardship over the tax payers' money. A signed "Consent to Public Release" in enclosed.

Respectfully,