



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

September 25, 2014

The Honorable Carolyn N. Lerner
Special Counsel
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 218
Washington, DC 20036-4505

Dear Ms. Lerner,

Thank you for your letter of July 25, 2014, File No. DI-14-2444, requesting an investigation at the Range Operations Division, Marine Corps Base Camp Pendleton, California, into time and attendance conduct that may have constituted a violation of law, rule, or regulation; gross mismanagement; or a gross waste of funds. The complainant alleges that ten employees of the Range Operations Division falsified their time and attendance records in violation of Department of Defense Financial Management Regulation (DoD FMR) 7000.14-R, Volume 8, Chapter 2, from January 2008 to present. The complainant also alleges that Range Operations Division management failed to take appropriate action to correct employees' falsifications of their time and attendance records despite having been made aware of the falsification.

The Inspector General of the Marine Corps (IGMC) tasked the Marine Corps Installations Command (MCICOM) Command Inspector General (CIG) to investigate the allegations. In a letter dated July 30, 2014, the MCICOM CIG tasked the Marine Corps Installations West (MCIWEST) CIG to conduct their investigation. On August 4, 2014, the MCIWEST CIG initiated an investigation.

The investigation did not reveal any evidence to substantiate the allegations. All subjects of the first allegation referenced in your letter, which was disaggregated and referred to as allegations one through ten in the enclosed report, testified that they notified their supervisor at the time about changes to their scheduled work. When requested, the complainant did not provide log books, personal time keeping records, or internal tracking documents to support his allegations. Additionally, the complainant generally could not give specific dates, times, or other detailed information regarding his allegations. During the course of the investigation, the investigating officer reviewed the timesheets in question and confirmed that the complainant was the first-line supervisor for the ten subjects alleged to have falsified their attendance. As the first line supervisor, the complainant was responsible for approving and certifying the subjects' timesheets.

2014 SEP 29 AM 9:33
U.S. OFFICE OF
SPECIAL COUNSEL
WASHINGTON, D.C.

Regarding the second allegation referenced in your letter, which was also disaggregated and referred to as allegations eleven and twelve in the enclosed report, the investigation did not substantiate that the managers knowingly approved falsified time and attendance records in violation of DoD FMR 7000.14-R, Volume 8, Chapter 2.

Despite the fact that all allegations were not substantiated, the Commanding General, Marine Corps Installations Command, has directed a comprehensive review of all standard operating procedures and established policies within his command to ensure that they comply with the DoD FMR 7000.14-R, Volume 8, Chapter 2.

I am enclosing two versions of the report of investigation. The first contains names of witnesses and is for your official use. I understand that you will provide a copy of this version to the complainant, the President, and the House and Senate Armed Services Committees for their review. The second version excludes the names of witnesses and is suitable for release to the general public. As has been the case with other reports that the Department has provided to your office since September 11, 2001, I request that you make only this redacted version available to members of the public. My request is based on the Freedom of Information Act, the Privacy Act, and DoD policy. I understand that the Naval Inspector General has provided you more detailed information on this matter in connection with other reports which I have sent to your office.

Again, thank you for bringing this matter to our attention. If I may be of any further assistance, please let me know at your earliest convenience.

Sincerely

A handwritten signature in black ink, appearing to read "L. Oostburg Sanz", with a long horizontal line extending to the right.

Paul L. Oostburg Sanz
Acting

- Enclosures: 1. For Official Use Copy of Report of Investigation
2. Public Release Copy of Report of Investigation



UNITED STATES MARINE CORPS
MARINE CORPS INSTALLATIONS COMMAND
3500 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

IN REPLY REFER TO:
5041
CIG

08 JAN 2015

Addendum

From: Commander, Marine Corps Installations Command
To: Inspector General of the Marine Corps

Subj: INSPECTOR GENERAL OF THE MARINE CORPS CASE #13098 /
OSC File Number DI-14-2444

1. Marine Corps Installations Command (MCICOM) conducted a comprehensive review of the civilian payroll standard operating procedures and associated policies and determined them to be in compliance with DoD FMR 70003.14-R, Volume 8, Chapter 2.


CHELE ROBERTSON
By direction



UNITED STATES MARINE CORPS
MARINE CORPS INSTALLATIONS WEST-MARINE CORPS BASE
BOX 555010
CAMP PENDLETON, CALIFORNIA 92055-5010

5041
INSP/aml
20 Aug 14

From: Commanding General
To: Commanding General, Marine Corps Installations Command
(MCICOM)

Subj: INSPECTOR GENERAL OF THE MARINE CORPS CASE #13098

Ref: (a) MCO 5430.1

Encl: (1) Hotline Completion Report Case #13098 of 18 Aug 14
(2) Legal Sufficiency Review of 19 Aug 14

1. Pursuant to the reference, the enclosures are forwarded.
2. The results of Hotline Completion Report Case #13098 have been reviewed. I concur with the Investigating Officer's conclusions: All 11 of the allegations investigated are unfounded.


Chief of Staff



UNITED STATES MARINE CORPS
MARINE CORPS INSTALLATIONS WEST-MARINE CORPS BASE
BOX 555010
CAMP PENDLETON, CALIFORNIA 92055-5010

5041
INSP/aml
18 Aug 14

HOTLINE COMPLETION REPORT

1. Name of Official Conducting Inquiry: [REDACTED]
2. Rank of Official: GS-11
3. Duty Position and Telephone Number: Assistant Inspector General (AIG) for Investigations: (760) 763-7402
4. Organization: Marine Corps Installations West-Marine Corps Base (MCIWEST-MCB) Camp Pendleton California
5. Hotline Control Number: Inspector General of the Marine Corps #13098
6. Scope, Findings of Fact, Conclusions, and Recommendations:

a. Scope.

(1) Background:

(a) An Inspector General hot-line complaint was submitted to the U.S. Office of Special Counsel, Washington D.C. by [REDACTED] [Confidential Information], formerly a Range Operations Officer, Range Operations Division, MCIWEST-MCB Camp Pendleton. The complaint was forwarded to the Secretary of the Navy for action on 25 July 2014.

(b) [REDACTED] alleges he was charged with reviewing and approving the time and attendance records of multiple civil servant employees. [REDACTED] disclosed that for the past six years multiple employees have consistently falsified their time sheets. [REDACTED] explained that since 2008 he has observed range controllers leaving early or not being present at the command desk during their scheduled overlap hours at least five times a week. [REDACTED] stated that despite leaving early, the employees submitted time and attendance records in which they claim to have worked their full shift.

(c) The Commanding General, MCIWEST-MCB Camp Pendleton directed an Inspector General Investigation on 4 August 2014. The investigation addresses allegations of improprieties committed by

Subj: HOTLINE COMPLETION REPORT #13098

Range Operations Division personnel concerning the falsification of time and attendance records.

(d) Applicable directives: and Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Civilian Pay Policy (DoDFMR), Chapter 2.

(2) Allegations:

(a) ALLEGATION #1: That, [REDACTED], Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(b) ALLEGATION #2: That, [REDACTED], Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(c) ALLEGATION #3: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(d) ALLEGATION #4: That, [REDACTED], Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(e) ALLEGATION #5: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(f) ALLEGATION #6: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(g) ALLEGATION #7: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(h) ALLEGATION #8: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

Subj: HOTLINE COMPLETION REPORT #13098

(i) ALLEGATION #9: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(j) ALLEGATION #10: That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(k) ALLEGATION #11: That, [REDACTED] Range and Air Space Manager, knowingly approved falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(l) ALLEGATION #12: That, [REDACTED] Supervisor Range Operations, knowingly approved falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present.

(3) [REDACTED]

[REDACTED]

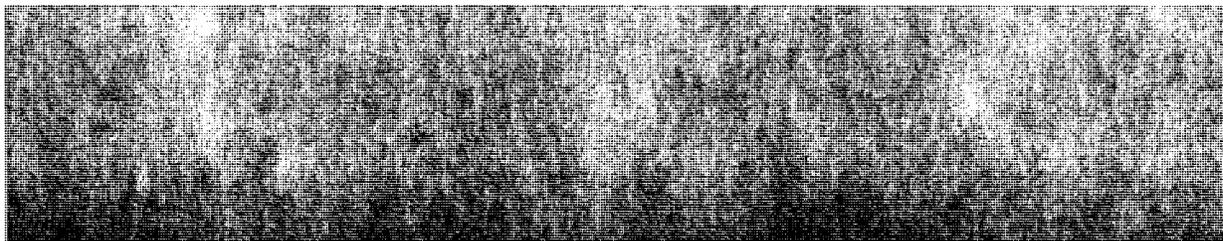
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098



Subj: HOTLINE COMPLETION REPORT #13093

[REDACTED]

b. Findings of Fact for Allegation #1. Not applicable. Subject is no longer affiliated with MCIWEST-MCB Camp Pendleton.

c. Analysis for Allegation #1. Not Applicable.

d. Conclusion for Allegation #1. Not Applicable.

e. Findings of Fact for Allegation #2.

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED]. [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED]' attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December

Subj: HOTLINE COMPLETION REPORT #13098

2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] [REDACTED] denies that [REDACTED] [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED] [REDACTED]

(26) [REDACTED] [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] [REDACTED] stated in 2010, [REDACTED] [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] [REDACTED] denies that [REDACTED] [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] [REDACTED] denies that he directed [REDACTED] [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] [REDACTED] which was at least a dozen times in 2013. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now; and he has not noticed a problem with [REDACTED] Range Controller, leaving early before her completed shift. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't----I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated she never left an hour or two early prior to her shift ending because her relief was in place. [REDACTED]

(48) [REDACTED] stated the only time she has secured early is by permission of her supervisor such as a 59 minute release for the holidays or something of this nature. [REDACTED]

(49) [REDACTED] has been working at the Range Operations Division since July 2008. [REDACTED]

f. Analysis for Allegation #2.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were

Subj: HOTLINE COMPLETION REPORT #13093

abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated [REDACTED] Range Controller, leaving early has never been a problem.

(7) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(8) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(9) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(10) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told

Subj: HOTLINE COMPLETION REPORT #13098

[REDACTED] [REDACTED] not to correct time sheets. [REDACTED] [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(11) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(12) [REDACTED] stated she never left an hour or two early prior to her shift ending because her relief was in place. [REDACTED] stated the only time she has secured early is by permission of her supervisor such as a 59 minute release for the holidays or something of this nature. [REDACTED] [REDACTED] has been working at the Range Operations Division since July 2008.

(13) The findings of fact do not support a preponderance of the evidence that a violation occurred.

g. Conclusion for Allegation #2. That, [REDACTED] [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

h. Findings of Fact for Allegation #3.

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] [REDACTED] interview, the Investigating Officer contacted [REDACTED] [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [Encl 5]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't----I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in

Subj: HOTLINE COMPLETION REPORT #13098

early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he plays hockey on Sunday and puts in leave time occasionally for Sundays. [REDACTED]

(48) [REDACTED] stated that he has never left early on overlapping shifts.

(49) [REDACTED] stated there are minor administrative things that get done during the overlap. [REDACTED]

(50) [REDACTED] started working at the Range Operations Division in June 2012. [REDACTED]

i. Analysis for Allegation #3.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

Subj: HOTLINE COMPLETION REPORT #13098

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a

Subj: HOTLINE COMPLETION REPORT #13098

counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED] Range Controller, stated he plays hockey on Sunday and puts in leave time occasionally for Sundays. [REDACTED] stated that he has never left early on overlapping shifts and that there are minor administrative things that get done during the overlap. [REDACTED] started working at the Range Operations Division in June 2012.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

j. **Conclusion for Allegation #3.** That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

k. **Findings of Fact for Allegation #4.**

Subj: HOTLINE COMPLETION REPORT #13098

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [Encl 16]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he has never left early on overlapping shifts unless for medical reasons and he would notify his chain of command. [REDACTED]

(48) [REDACTED] stated since 2009, he has left early three times and has notified his supervisor every time. [REDACTED]

(49) [REDACTED] started working at the Range Operations Division in December 2009. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

1. Analysis for Allegation #4:

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

Subj: HOTLINE COMPLETION REPORT #13098

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED] Range Controller, stated he has never left early on overlapping shifts unless for medical reasons, and he would notify his chain of command. [REDACTED] stated, since 2009, he has left early three times and has notified his supervisor every time. [REDACTED] started working at the Range Operations Division in December 2009.

Subj: HOTLINE COMPLETION REPORT #13098

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

m. Conclusion for Allegation #4. That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 3, Chapter 2 from January 2008 to present is UNFOUNDED.

n. Findings of Fact for Allegation #5.

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December

Subj: HOTLINE COMPLETION REPORT #13098

2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] [REDACTED] denies he told [REDACTED] [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] [REDACTED] denies that [REDACTED] [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]
[REDACTED]

(26) [REDACTED] [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]
[REDACTED]

(29) [REDACTED] [REDACTED] stated in 2010, [REDACTED] [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] [REDACTED] denies that [REDACTED] [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [Encl 16]

(31) [REDACTED] [REDACTED] denies that he directed [REDACTED] [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] [REDACTED] which was at least a dozen times in 2013. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [Encl 5]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't----I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED], certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED], Range Controller, stated he has left early on shifts and that he always notifies his supervisor. [REDACTED]

(48) [REDACTED] stated he usually comes in early to work 15 to 30 minutes and ensures he pulls his 10 hour shift; it comes down to integrity. [REDACTED]

(49) [REDACTED] produced a one-time counseling sheet which reflects [REDACTED] left work without notifying his supervisor on 6 January 2012. The counseling sheet is undated and not signed by [REDACTED]. [REDACTED]

(50) A review of [REDACTED] time sheet of 6 January 2012 reflects that he was paid for eight hours of regular graded, "RG". [REDACTED]

(51) [REDACTED] started working at the Range Operations Division in May 2008. [REDACTED]

c. Analysis for Allegation #5.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

Subj: HOTLINE COMPLETION REPORT #13098

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

██████ denies that ██████ brought to his attention current employees were leaving early on overlapping shifts and denies he told ██████ not to correct time sheets. ██████ stated the only employee he has counseled for time and attendance abuse has been ██████ which was at least a dozen times in 2013. Instances where ██████ missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of ██████ interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. ██████ could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) ██████ Range Controller, stated he has left early on shifts and that he always notifies his supervisor. ██████ stated he usually comes in early to work 15 to 30 minutes and ensures he pulls his 10 hour shift; it comes down to integrity. ██████ produced a one-time counseling sheet which reflects ██████ left work without notifying his supervisor on 6 January 2012. The counseling sheet is undated and not signed by ██████. A review of ██████ time sheet of 6 January 2012 reflects that he was paid for eight hours of regular graded, "RG". ██████ started working at the Range Operations Division in May 2008.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred, fraud from 2008 to present.

p. Conclusion for Allegation #5. That, ██████, Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

q. Findings of Fact for Allegation #6.

(1) ██████ stated he was employed by the Range Operations Department from 2001 to February 2014. ██████

(2) ██████ stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. ██████

(3) In ██████ written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. ██████

Subj: HOTLINE COMPLETION REPORT #13098

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts.

(16) [REDACTED] is the Deputy Director, Range Operations Department.

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts.

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED]' attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it."

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job.

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts.

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012.

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy.

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it."

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts.

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department.

Subj: HOTLINE COMPLETION REPORT #13098

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13093

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he has never left early on overlapping shifts without notifying his supervisor. [REDACTED]

(48) [REDACTED] stated he has left work early about four to five times in two years because his wife has medical issues and has been ill. [REDACTED]

(49) [REDACTED] stated that he had administrative problems with [REDACTED] handling his military leave submission to pay roll. [REDACTED]

(50) [REDACTED] stated [REDACTED] incorrectly processed his military leave through payroll and that [REDACTED] had to ensure it was done himself, an issue he felt was [REDACTED] responsibility. [REDACTED]

(51) [REDACTED] started working at the Range Operations Division in March of 2012. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

r. Analysis for Allegation #6.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

Subj: HOTLINE COMPLETION REPORT #13098

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED] Range Controller, stated he has never left early on overlapping shifts without notifying his supervisor. [REDACTED] stated he has left work early about four to five times in two years because his wife has medical issues and has been ill. [REDACTED] stated that he had administrative problems with [REDACTED] handling his military leave submission to pay roll. [REDACTED] stated [REDACTED] incorrectly processed his military leave through

Subj: HOTLINE COMPLETION REPORT #13098

payroll and that [REDACTED] had to ensure it was done himself, an issue he felt was [REDACTED] responsibility. [REDACTED] started working at the Range Operations Division in March of 2012.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

s. **Conclusions for Allegation #6.** That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

t. **Findings of Fact for Allegation #7.**

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In Mr. [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]
[REDACTED]

(26) [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]
[REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED], certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he has never left work early prior to his shift completion without approval from his supervisor. [REDACTED]

(48) [REDACTED] stated he has left early twice when directed by his supervisor. [REDACTED]

(49) [REDACTED] stated he usually comes to work 15 to 30 minutes prior to his shift start just to ensure he knows what is going on with the system. [REDACTED]

(50) [REDACTED] started working at the Range Operations Division in June of 2012. [REDACTED]

u. Analysis for Allegation #7.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED], Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told

Subj: HOTLINE COMPLETION REPORT #13098

██████████ not to correct time sheets. ██████████ stated the only employee he has counseled for time and attendance abuse has been ██████████, which was at least a dozen times in 2013. Instances where ██████████ missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of ██████████ interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. ██████████ could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) ██████████ Range Controller, stated he has never left work early prior to his shift completion without approval from his supervisor. ██████████ stated he has left early twice when directed by his supervisor. ██████████ stated he usually comes to work 15 to 30 minutes prior to his shift start just to ensure he knows what is going on with the system. ██████████ started working at the Range Operations Division in June of 2012.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

v. **Conclusions for Allegation #7.** That, ██████████ Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

w. **Findings of Fact for Allegation #8.**

(1) ██████████ stated he was employed by the Range Operations Department from 2001 to February 2014. ██████████

(2) ██████████ stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. ██████████

(3) In ██████████ written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. ██████████

(4) Six days prior to ██████████ interview, the Investigating Officer contacted ██████████ and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. ██████████

Subj: HOTLINE COMPLETION REPORT #13098

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED]. [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(17) [REDACTED] [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED]' attention and [REDACTED] [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED]. [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] [REDACTED] stated in 2011, [REDACTED] [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] [REDACTED] stated in 2011, it was brought to this attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED]. [REDACTED] denies he told [REDACTED] [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] [REDACTED] denies that [REDACTED] [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED] [REDACTED]
[REDACTED]

(26) [REDACTED] [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't----I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in

Subj: HOTLINE COMPLETION REPORT #13098

early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he never left work early without permission, worked his full shift. [REDACTED]

(48) [REDACTED] stated [REDACTED] secured him early twice when it was slow and he went upstairs to work on administrative duties. [REDACTED]

(49) [REDACTED] stated he had an incident with [REDACTED] in that [REDACTED] changed [REDACTED] schedule without a proper two week notice. [REDACTED]

(50) [REDACTED] started working at the Range Operations Division in March of 2012. [REDACTED]

x. Analysis for Allegation #8.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

Subj: HOTLINE COMPLETION REPORT #13098

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED], Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a

Subj: HOTLINE COMPLETION REPORT #13098

counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED], Range Controller, stated he never left work early without permission, worked his full shift. [REDACTED] stated [REDACTED] secured him early twice when it was slow and he went upstairs to work on administrative duties. [REDACTED] stated he had an incident with [REDACTED] in that [REDACTED] changed [REDACTED] schedule without a proper two week notice. [REDACTED] started working at the Range Operations Division in March of 2012.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

y. **Conclusions for Allegations #8.** That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

Subj: HOTLINE COMPLETION REPORT #13098

z. Findings of Fact for Allegation #9.

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again

Subj: HOTLINE COMPLETION REPORT #13098

from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED], certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] Range Controller, stated he

Subj: HOTLINE COMPLETION REPORT #13098

never left early unless released by proper authority, like an authorized 59 minutes or if he took leave. [REDACTED]

(48) [REDACTED] stated he never seen his coworkers leaving early. [REDACTED]

(49) [REDACTED] stated on five-eight hour shifts, there was no room for overlap. It was a safety issue because units were conducting live fire and there needed to be a turnover. [REDACTED]

(50) [REDACTED] started working at the Range Operations Division in March of 2010. [REDACTED]

aa. Analysis for Allegation #9.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

Subj: HOTLINE COMPLETION REPORT #13098

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED], Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and

Subj: HOTLINE COMPLETION REPORT #13098

time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED] Range Controller, stated he never left early unless he was released by proper authority, like an authorized 59 minutes or if he took leave. [REDACTED] stated he never seen his coworkers leaving early. [REDACTED] stated on five-eight hour shifts, there was no room for overlap. It was a safety issue because units were conducting live fire and there needed to be a turnover. [REDACTED] started working at the Range Operations Division in March of 2010.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

bb. Conclusions for Allegations #9. That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

cc. Findings of Fact for Allegation #10.

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [Encl 3]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED]' attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]. [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or

Subj: HOTLINE COMPLETION REPORT #13098

talking to somebody when they were gone: "It happens all the time".

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year.

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time.

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED], certifying official, [REDACTED], certifying official, and one-time certification by [REDACTED], certifying official.

(47) [REDACTED] Range Controller, stated he has left early on overlapping shift changes once or twice due to his wife being sick.

(48) [REDACTED] stated when he left early, he would call his supervisor and leave a message on their phone.

(49) [REDACTED] stated he has also left early on authorized 59s.

(50) [REDACTED] stated he doesn't recall leaving early and not notifying his supervisor.

(51) [REDACTED] stated he hasn't seen a recurring problem with employees leaving early.

(52) [REDACTED] started working at the Range Operations Division in March of 2010. [REDACTED]

dd. Analysis for Allegation #10.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him

Subj: HOTLINE COMPLETION REPORT #13098

employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED], Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and

Subj: HOTLINE COMPLETION REPORT #13098

that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED]: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) [REDACTED] Range Controller, stated he has left early on overlapping shift changes once or twice due to his wife being sick. [REDACTED] stated when he left early, he would call his supervisor and leave a message on their phone. [REDACTED] stated he has also left early on authorized 59s. [REDACTED] stated he doesn't recall leaving early and not notifying his supervisor. [REDACTED] stated he hasn't seen a recurring problem with employees leaving early. [REDACTED] started working at the Range Operations Division in March of 2010.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

ee. **Conclusions for Allegations #10.** That, [REDACTED] Range Controller, submitted falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

ff. **Findings of Fact for Allegation #11.**

(1) [REDACTED] stated he was employed by the Range

Subj: HOTLINE COMPLETION REPORT #13098

Operations Department from 2001 to February 2014. [REDACTED]

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim; and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED] Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED] after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(26) [REDACTED] is the Director, Range Operations Department since May of 2006 and has been a General Schedule employee since November 1999. [REDACTED]

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts. [REDACTED]

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED]

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees. [REDACTED]

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts. [REDACTED]

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets. [REDACTED]

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008. [REDACTED]

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013. [REDACTED]

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay. [REDACTED]

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses. [REDACTED]

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue. [REDACTED]

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) [REDACTED] stated he has not observed employees leaving early and not completing a full shift. [REDACTED]

(47) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

gg. Analysis for Allegation #11.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014

Subj: HOTLINE COMPLETION REPORT #13098

reflects certification by [REDACTED], certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to implement this schedule to alleviate overlapping shifts. However, both [REDACTED] Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to

Subj: HOTLINE COMPLETION REPORT #13098

not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED]: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED].

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

(11) The findings of fact do not support a preponderance of the evidence that a violation occurred.

hh. **Conclusions for Allegations #11.** That, [REDACTED] Range and Air Space Manager, knowingly approved falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

ii. **Findings of Fact for Allegation #12.**

(1) [REDACTED] stated he was employed by the Range Operations Department from 2001 to February 2014. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(2) [REDACTED] stated he was a First Line Supervisor and certified and corrected SLDCADA time sheets of all employees. [REDACTED]

(3) In [REDACTED] written complaint submitted to the U.S. Office of Special Counsel, he estimates the government has paid approximately \$187,200.00 for work that was not performed. [REDACTED]

(4) Six days prior to [REDACTED] interview, the Investigating Officer contacted [REDACTED] and requested that he produce any type of log books, personal time keeping records, or material evidence that might substantiate his claim and that such material be brought to his scheduled interview. [REDACTED]

(5) On the day of [REDACTED] interview, 8 August 2014, [REDACTED] provided no empirical data to help substantiate his allegations. [REDACTED]

(6) [REDACTED] stated all the employees have been committing fraud for years, since 2008 to present. [REDACTED]

(7) [REDACTED] stated all employees leave early during the week at 1400 before their work shift has completed at 1500. [REDACTED]

(8) [REDACTED] could not provide a specific date and time of personnel leaving early, only stated all employees and referenced previously published Range Operations Department schedules. [REDACTED]

(9) [REDACTED] stated employees worked overlapping shifts anywhere from one to two hours and would not complete their shift when their relief posted. [REDACTED]

(10) [REDACTED] stated [REDACTED], Range Controller and [REDACTED] Range Controller told him employees were leaving early from 2008 to 2011. [REDACTED]

(11) [REDACTED] stated he, personally, witnessed violations, with the current employees at Range Operations Department, starting in 2011. [REDACTED]

(12) The Range Operations Department implemented a five days a week, eight hour shift from March 2011 to September 2012; and again from July 2013 to September 2013 (government furlough) for all personnel. [REDACTED]

(13) [REDACTED] stated when the employees were on five-eight hour shift schedules, the schedules did not overlap and employees could not leave prior to their shift completion. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(14) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated. [REDACTED]

(15) [REDACTED] stated Range Operations Department implemented five-eight hour shifts to specifically alleviate overlapping shifts. [REDACTED]

(16) [REDACTED] is the Deputy Director, Range Operations Department Range Operations Division and assumed the duties in 2009. [REDACTED]

(17) [REDACTED] stated five-eight hour shifts were implemented due to shortage of manpower and during the 2013 mandated government furlough, not to alleviate overlapping shifts. [REDACTED]

(18) [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to [REDACTED] attention and [REDACTED] stated: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(19) [REDACTED] stated he did not correct the problem because [REDACTED] told him to let it go, and [REDACTED] was worried about keeping his job. [REDACTED]

(20) [REDACTED] stated in 2011, [REDACTED] told him not to provide the employees written counseling to correct overlapping shifts. [REDACTED]

(21) [REDACTED], after his interview, provided the Investigating Officer with two counseling sheets of range personnel named in this complaint: One is a policy letter dated 20 December 2011, and the second is a counseling of an incident occurring on 6 January 2012. [REDACTED]

(22) [REDACTED] stated in 2011, it was brought to his attention that Range Operations employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance policy. [REDACTED]

(23) [REDACTED] denies he told [REDACTED]: "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED]

(24) [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(25) [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED].

(26) [REDACTED] is the Director, Range Operations Department.

(27) [REDACTED] stated five-eight hour shifts were implemented due to personnel shortage and due to the 2013 furlough, not to alleviate overlapping shifts.

(28) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it.

(29) [REDACTED] stated in 2010, [REDACTED] told him not to do written counseling of the employees.

(30) [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts.

(31) [REDACTED] denies that he directed [REDACTED] not to correct time sheets.

(32) [REDACTED] stated he knew of one incident concerning employee abuse and that was prior to 2008.

(33) [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED] which was at least a dozen times in 2013.

(34) [REDACTED] stated there were several instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(35) [REDACTED] stated [REDACTED] and [REDACTED] are key witnesses.

(36) [REDACTED] stated in 2007, he had a problem with [REDACTED] certifying a time sheet, and [REDACTED] accused [REDACTED] of lying to him on a certification issue.

(37) [REDACTED] stated employees' leaving early on overlapping shifts has not been a problem, not now.

Subj: HOTLINE COMPLETION REPORT #13098

(38) [REDACTED] stated, three years ago, he felt employees were abusing the system by leaving earlier, but only a few (not a lot) employees. [REDACTED]

(39) [REDACTED] stated, previously, he was unaware if the employees checked out with a supervisor prior to departure. [REDACTED]

(40) [REDACTED] stated he began employment at the Range Operations Division 2010. [REDACTED]

(41) When asked if employees were leaving early on overlapping shifts, [REDACTED] stated: "It's possible. I couldn't---I can't give you a yes, and I can't give you a no; because I don't know what people are putting in the system. You know, I've seen people come in early, I've seen people leave early. I won't say it's a rampant problem." [REDACTED]

(42) [REDACTED] stated he witnessed employees leaving early four times a year, this was repeated during his interview on four instances; then [REDACTED] changed it to eight to nine times a year. [REDACTED]

(43) [REDACTED] stated he cannot give an exact date, but employees may have been taking care of administrative duties or talking to somebody when they were gone: "It happens all the time". [REDACTED]

(44) [REDACTED] confirmed Range Operations Department works three shifts in a 24 hour period approximately 360 days a year. [REDACTED]

(45) [REDACTED] confirmed if employees left early eight times a year, it would amount to .7% of the time. [REDACTED]

(46) Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED] certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official. [REDACTED]

(47) [REDACTED] stated from 2009 to 2011, the Department was on a four days a week, 10 hours per day schedule and the Department has gone back and forth between the five-eight schedule and the four-ten schedule [REDACTED]

(48) [REDACTED] stated he previously monitored the employees' scheduling due to [REDACTED] inability to manage it properly and would eventually give it back to [REDACTED]. [REDACTED]

Subj: HOTLINE COMPLETION REPORT #13098

(49) [REDACTED] stated the issue of employees leaving early has not been a systemic problem, and that he was unaware of any issues.

(50) [REDACTED] stated, when [REDACTED] certified time sheets, they would go straight to payroll and be done at that point. There was no other level of review prior to being forwarded to payroll.

jj. Analysis for Allegation #12.

(1) [REDACTED] was employed by the Range Operations Department from 2001 to February 2014 as a First Line Supervisor who certified and corrected SLDCADA time sheets for his assigned employees. Review of time sheets from January 2011 to January 2014 reflects certification by [REDACTED], certifying official, [REDACTED] certifying official, and one-time certification by [REDACTED] certifying official.

(2) [REDACTED] alleges all employees under his control committed time card fraud from 2008 to 2013 in that they did not remain in a work-related status throughout their overlapping shifts. He stated that [REDACTED] and [REDACTED] told him employees were leaving early starting in 2008, and that he personally witnessed these types of violations since 2011.

(3) [REDACTED] began employment at the Range Operations Division in 2010. Therefore, he could not have possibly conveyed any work observation prior to that date. However, his stated observation of fellow employees remaining in an on-duty status during their full shift was inconclusive. He did surmise that he did not feel like the issue was a rampant problem.

(4) [REDACTED] stated he had a problem with [REDACTED] certifying a time sheet, and accused [REDACTED] of lying to him on a certification issue. [REDACTED] further stated employees' leaving early on overlapping shifts has not been a problem. Although three years ago, he felt on a few instances that employees were abusing the system. But he also stated that he was previously unaware if employees checked out with a supervisor prior to departure.

(5) Both [REDACTED] and [REDACTED] testimony contradicts [REDACTED] allegation that all employees have been leaving early every day for years.

(6) [REDACTED] stated when five-eight hour shift schedules were implemented in the Range Operations Department, overlapping shifts were alleviated and that the department management decided to

Subj: HOTLINE COMPLETION REPORT #13098

implement this schedule to alleviate overlapping shifts. However, both [REDACTED], Director, Range Operations Department and [REDACTED] Deputy Director, Range Operations Department stated eight hour shifts were implemented due to manpower shortage and for the duration of the government furlough in 2013. These 5-8 shift dates covered the period of: March 2011 to September 2012; and July 2013 to September 2013.

(7) [REDACTED] stated all of the employees had left early on every day for years, but that would have been unlikely given the 5-8 shift in-place for an extended period of time. Yet [REDACTED] stated he personally witnessed the current employees leaving early from 2011 until his departure February 2014 (37 months). [REDACTED] stated, three years ago, he brought the abuse of overlapping shifts to both [REDACTED] and [REDACTED] attention, and that he had been told to not counsel employees appropriately, including written counseling. Yet, [REDACTED] provided two counseling sheets to the IO for review: One a policy letter dated 20 December 2011, and the second, a counseling sheet of an incident occurring on 6 January 2012, but testified he wasn't allowed to counsel anyone in writing.

(8) [REDACTED] stated in 2011, it was brought to his attention that employees were coming in late, abusing the break periods, and that he directed [REDACTED] to counsel employees accordingly in regards to time and attendance. [REDACTED] denies that [REDACTED] brought to his attention employees were leaving early on overlapping shifts. [REDACTED] denies he told [REDACTED] "Do not worry about it. Let it go. It would be bad for morale. Just, you know, ignore it." [REDACTED] stated that only person he has ever counseled concerning time and attendance issues has been [REDACTED]

(9) [REDACTED] stated he brought the abuse of overlapping shifts to [REDACTED] attention and he did nothing about it. [REDACTED] denies that [REDACTED] brought to his attention current employees were leaving early on overlapping shifts and denies he told [REDACTED] not to correct time sheets. [REDACTED] stated the only employee he has counseled for time and attendance abuse has been [REDACTED], which was at least a dozen times in 2013. Instances where [REDACTED] missed work, did not provide medical documentation, and had to be coded as absent without pay.

(10) At the time of [REDACTED] interview, he could provide no empirical data to support his allegation, such as: Log books, personal time keeping records of abuse, or internal tracking documents of daily wrongdoing. [REDACTED] could not provide a specific date and time of personnel leaving early prior to the completion of their shift, but stated all employees and referenced previously published Range Operations Department schedules.

Subj: HOTLINE COMPLETION REPORT #13098

(11) [REDACTED] stated he has been Deputy Director, Range Operations Division since 2009. From 2009 to 2011, the Department was on a four days a week, 10 hours per day schedule. [REDACTED] stated the Department has gone back and forth between the five-eight schedule and the four-ten schedule. [REDACTED] stated he previously monitored the employees' scheduling due to [REDACTED] inability to manage it properly and would eventually give it back to [REDACTED]. [REDACTED] stated the issue of personnel leaving early has not been a systemic problem and that he was unaware of any issues. [REDACTED] stated, when [REDACTED] certified time sheets, they would go straight to payroll and be done at that point. There was no other level of review prior to being forwarded to payroll.

(12) The findings of fact do not support a preponderance of the evidence that a violation occurred.

kk. Conclusions for Allegations #12. That, [REDACTED] Supervisor Range Operations, knowingly approved falsified time and attendance records in violation of Department of Defense Financial Management Regulation 7000.14-R, Volume 8, Chapter 2 from January 2008 to present is UNFOUNDED.

7. Criminal or Regulatory violations Substantiated: None.
8. Disposition: To be determined by the appropriate commander.
9. Security Classification: For Official Use Only (FOUO) with sensitive, personal information.
10. Location of working papers: Office of the Command Inspector General, MCIWEST-MCB, Camp Pendleton, California.



[REDACTED]
Command Inspector General



Approved

Disapproved

Other