



**U.S. Immigration
and Customs
Enforcement**

Ms. Carolyn N. Lerner
Special Counsel
U.S. Office of Special Counsel
1730 M Street, NW, Suite 300
Washington, D.C. 20036

Re: OSC File No. DI-14-0416

Dear Ms. Lerner:

In accordance with Title 5, United States Code (U.S.C.), section 1213(c) and (d), the enclosed report is submitted in response to your referral of allegations that employees of the Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement (ICE), Office of Enforcement and Removal Operations (ERO), Salem, Virginia, sub-office engaged in conduct that may constitute violations of law, rule, or regulation; gross mismanagement; a gross waste of funds; or an abuse of authority. Specifically, the Office of Special Counsel (OSC) received allegations from an individual who requested anonymity that employees claim Administratively Uncontrollable Overtime (AUO) on a daily basis but fail to perform duties that qualify for AUO, and that management knowingly approves of the improper AUO use. At the OSC's request, ICE's Office of Professional Responsibility (OPR) conducted an investigation into the allegations. I have been delegated the authority to review and sign this report.

ICE has enclosed two versions of its report along with a plan of action as a result of the investigatory findings. The first version of the report contains the names and positions of ICE law enforcement officers and is For Official Use Only (FOUO), as specified by 5 U.S.C. § 1213(e). Each page of the report has been marked accordingly. We understand that, as required by law, you will provide a copy of the unredacted version of the report to the President of the United States and the appropriate oversight committees in the Senate and House of Representatives for their review. In these legally required re-disclosures of the unredacted report, ICE respectfully requests that the OSC retain ICE's FOUO markings and convey the sensitivities of the identifiable information contained in the report.

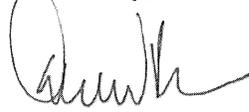
The second version of the report has been redacted to eliminate references to privacy-protected information and is suitable for release in accordance with the Freedom of Information Act (FOIA), 5 U.S.C. § 552. ICE has redacted the names and positions of law enforcement officers pursuant to FOIA exemptions (b)(6) and (b)(7)(C) because the release of this information would constitute a clearly unwarranted invasion of the law enforcement officers' personal privacy. Accordingly, these exemptions are specifically asserted to protect ICE's law enforcement officers from possible acts of threat, coercion, and bribery. ICE requests that only the redacted version of the report be made available on your website, in your public library, or in any other forum in which it will be accessible to persons not expressly entitled by law to a copy of the unredacted report.

For Official Use Only (FOUO)

OSC File Nos. DI-14-0416

Please do not hesitate to contact my office at (202) 732-3000 should you require any further information regarding these matters.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Ragsdale", written over a circular stamp or mark.

Daniel H. Ragsdale
Deputy Director

Enclosure

Cc: Chief Human Capital Officer
Principal Deputy General Counsel

U.S. Department of Homeland Security

500 12th Street, SW
Washington, D.C. 20536



**U.S. Immigration
and Customs
Enforcement**

Ms. Carolyn N. Lerner
Special Counsel
U.S. Office of Special Counsel
1730 M Street, NW, Suite 300
Washington, D.C. 20036

Re: Supplemental Report for OSC File No. DI-14-0416

Dear Ms. Lerner:

The enclosed report is submitted in response to your request for supplemental information relating to the Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement's (ICE) report regarding the Office of Special Counsel (OSC) File No. DI-14-0416. On October 3, 2014, ICE submitted the initial report containing its investigative findings. On November 21, 2014, the OSC requested a supplemental report from ICE. I have been delegated the authority to review and sign this supplemental report.

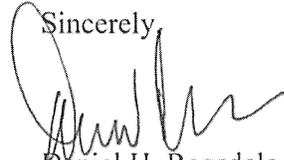
ICE has enclosed two versions of its supplemental report. The first version of the report contains the names and positions of ICE law enforcement officers and is For Official Use Only (FOUO), as specified by 5 U.S.C. § 1213(e). Each page of the report has been marked accordingly. We understand that, as required by law, you will provide a copy of the unredacted version of the report to the President of the United States and the appropriate oversight committees in the Senate and House of Representatives for their review. In these legally required re-disclosures of the unredacted report, ICE respectfully requests that the OSC retain ICE's FOUO markings and convey the sensitivities of the identifiable information contained in the report.

The second version of the report has been redacted to eliminate references to privacy-protected information and is suitable for release in accordance with the Freedom of Information Act (FOIA), 5 U.S.C. § 552. ICE has redacted the names and positions of law enforcement officers pursuant to FOIA exemptions (b)(6) and (b)(7)(C) because the release of this information would constitute a clearly unwarranted invasion of the law enforcement officers' personal privacy. Accordingly, these exemptions are specifically asserted to protect ICE's law enforcement officers from possible acts of threat, coercion, and bribery. ICE requests that only the redacted version of the report be made available on your website, in your public library, or in any other forum in which it will be accessible to persons not expressly entitled by law to a copy of the unredacted report.

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Supplemental Report for OSC File No. DI-14-0416

Please do not hesitate to contact my office at (202) 732-3000 should you require any further information regarding these matters.

Sincerely,

Daniel H. Ragsdale
Deputy Director

Enclosures

Cc: Chief Human Capital Officer
Principal Deputy General Counsel

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I. Summary of Supplemental Information Requested by the Office of Special Counsel

On November 21, 2014, the Office of Special Counsel (OSC) submitted a request to the U.S. Immigration and Customs Enforcement (ICE) for a supplemental report regarding the OSC File No. DI-14-0416. The OSC requested: (1) a revised cover letter stating that Deputy Director Daniel Ragsdale had been delegated authority to review and sign the report; (2) a copy of the field-issued form used by ICE's Office of Enforcement and Removal Operations (ERO) office in Washington, DC (ERO Washington) and its sub-office in Salem, Virginia (ERO Salem) to officially record, track, and approve Administratively Uncontrollable Overtime (AUO) and the basis for the use of this form instead of the form G-1012; (3) identifying information of employees referred to in the report, as opposed to referring to them only by titles; (4) identifying information of employees whose hours claimed in WebTA exceeded the number of hours claimed on their AUO form and the factual basis for determining that those discrepancies were not instances of misconduct; (5) and (6) clarification regarding why Supervisory Detention and Deportation Officer (SDDO) ██████████ requested additional detail on submitted AUO forms when he had never received formal training and guidance on AUO nor instructions on the completion of the AUO forms; (7) the basis for ERO Salem management's determination to approve AUO hours for tasks that do not appear to be mission critical; (8) reconciliation of any inconsistencies between SDDO ██████████ testimony regarding whether reports of improper AUO use had been brought to his attention and emails submitted by the OSC in its November 21, 2014, request for supplemental information; (9) a detailed description of the communication among Enforcement Removal Assistant (ERA) ██████████ ██████████ SDDO ██████████ and Assistant Field Office Director (AFOD) ██████████ ██████████ regarding Immigration Enforcement

Agent (IEA) [REDACTED] [REDACTED] concerns about what constitutes AUO; (10) the date of SDDO [REDACTED] report to the Joint Intake Center of IEA [REDACTED] alleged time and attendance misstatements; (11) and (12) the basis for the investigation of IEA [REDACTED] (13) the findings and/or status of the investigations referenced in requests (10)-(12); and (14) the basis for determining that assigning and approving pre-scheduled AUO is not a violation of 5 C.F.R. § 153(c)(2) and reconcile that basis with the report's finding that ERO Salem management did not knowingly approve improper AUO use.

II. Field-issued Form Used to Record, Track, and Approve AUO

In its request for a supplemental report, the OSC requested that the report include a copy of the field-issued form used to officially record, track, and approve AUO and the basis for the use of this form instead of the form G-1012. Pursuant to this request, please find attached to this report a copy of the field-issued AUO form (Attachment 1). The information collected on the field-issued form is virtually equivalent to the information collected on the standard G-1012. When asked for the basis for the use of the field-issued AUO form rather than the G-1012, Deputy Field Office Director (DFOD) [REDACTED] [REDACTED] indicated that since in or about October 2010, ERO Washington, of which ERO Salem is a sub-office, has used the field-issued AUO form. The investigation also revealed that none of the current ERO Washington management was in their current supervisory positions at that office when the field-issued AUO form was first used and, as such, did not know the reason for its introduction.

III. Identifying Information of Employees as Opposed to Referring to Them Only By Titles

In its request for a supplemental report, the OSC requested that the report include identifying information about the employees as opposed to referencing titles or the number of

employees who engaged in the activity mentioned (e.g., “IEA,” “one employee,” or “three employees”). The OSC listed specific references to employees in the report for whom the information was requested. The relevant portions of the original report are set forth below with the requested identifying information:

[Page 7]: OPR found AUO justifications provided by three of the six employees were repetitive in nature. Deportation Officer (DO) ██████████ used “Secure Community” as a justification 31 times out of 283 instances (11 percent); and “Preparation of State CAP Cases/Ordering of Conviction documents from appropriate Circuit Courts” as a justification 44 times out of 283 instances (16 percent) of total AUO claimed. IEA ██████████ used nearly identical justification phrases “[p]rocessing and preparation of local CAP cases” 11 times, “[p]rocessing related to Local CAP” 14 times, and “[p]reparation and processing of local CAP cases” 39 times, accounting for 64 out of 201 instances (32 percent) of total AUO claimed. SDDO ██████████ used nearly identical justification phrases “AUO for supervising CAP operations” 13 times, “AUO for CAP supervision” 83 times, “CAP supervision” 13 times, and “[s]upervising CAP operations” 23 times, accounting for 132 times out of 220 instances (60 percent) of total AUO claimed.

[Page 8]: The average AUO hours worked for each of the ERO Salem employees was over 604 hours for the 18 months examined (over 3,628 hours total among the six subjects whose records were reviewed). IEA ██████████ worked the least amount of AUO during this period (395.75 hours), while IEA ██████████ worked the greatest amount of AUO (738 hours).

[Page 8]: OPR found that two of the six employees, IEA ██████████ and IEA ██████████ were at the maximum 25 percent AUO certification allowance throughout the entire review period.

IV. Employees Whose Hours Claimed in WebTA Exceeded the Number of Hours Claimed on their AUO Form

As explained in ICE’s original report in response to the OSC’s referral of allegations, dated October 3, 2014, , OPR reviewed AUO forms and WebTA-certified Time and Attendance records for all of the employees in ICE’s ERO Salem sub-office for a period of 39 pay periods. In its request for a supplemental report, the OSC requested that the report identify the employees whose hours claimed in WebTA exceeded the number of hours claimed on their AUO form.

Furthermore, the OSC requested the factual basis for determining that these accounting discrepancies were not instances of misconduct possibly warranting further investigation and/or disciplinary action. The relevant portion of the original report is set forth below with the requested identifying information:

[Page 8]: OPR found that for two employees, IEA [REDACTED] and IEA [REDACTED] AUO hours claimed in WebTA exceeded the number of hours claimed on their AUO form. IEA [REDACTED] claimed a total of 5.5 more AUO hours in WebTA than what was claimed on two different AUO forms (2013 PP14 1 hour; 2013 PP 19 4.5 hours). IEA [REDACTED] claimed a total of three more AUO hours in WebTA than what was claimed on 3 different AUO forms (2012 PP22 1 hour; 2013 PP7 1 hour; 2013 PP21 1 hour).

Based only on a review of the documentation, OPR obtained no evidence to support that the two instances where IEA [REDACTED] claimed more AUO hours in WebTA than what he claimed on the AUO forms were not administrative errors. For example, on September 25, 2013, in pay period 19, IEA [REDACTED] claimed 0.5 hours of AUO on his AUO form but claimed 5 hours of AUO in WebTA. Based only on the documentation, this instance appears to be a circumstance where the employee inadvertently omitted a decimal point when reporting his time in WebTA. Based on the fact that there were only two instances of discrepancies with IEA [REDACTED] reported AUO over a period of 39 pay periods, OPR did not find any evidence to support the referral of these incidents for possible disciplinary action or identify a necessity for further investigation.

Similarly, OPR obtained no evidence to support that all three instances where IEA [REDACTED] claimed more AUO hours in WebTA for a particular day than what he claimed on the AUO forms were not administrative errors. In two of the instances, IEA [REDACTED] had incorrectly totaled the number of hours on the AUO forms. These incorrect totals on the AUO form matched the totals in WebTA. In each of those instances, there was one day that had one

hour less of AUO claimed on the AUO form than was claimed in WebTA. These instances appear to be an inadvertent addition error, combined with an inadvertent and inaccurate keying of AUO hours into WebTA. In the third instance, IEA ██████ claimed one hour of AUO for a particular Saturday in WebTA with no corresponding claim on the AUO form. Nevertheless, he had claimed one hour of AUO for the next day on the AUO form with no corresponding claim in WebTA. OPR did not find any evidence to support that this was done intentionally but the evidence suggests that IEA ██████ inadvertently claimed the one hour of AUO for Saturday, when it should have been claimed for the Sunday. Furthermore, while IEA ██████ did have these three instances of claiming more AUO hours in WebTA than what was claimed on the AUO form, he also had at least one instance of claiming *fewer* AUO hours in WebTA than what was claimed on the respective AUO form. For example, for the 2012 pay period 25, IEA ██████ claimed 26 hours in WebTA even though he had claimed 27 hours on the AUO form. This error was not caught because IEA ██████ had again incorrectly totaled the number of hours (matching the 26 hours that were claimed in WebTA). If added correctly, the total number of hours on the AUO form would have totaled 27 hours. As such, relying only on the documentary evidence, and given that there were only three instances of discrepancies with IEA ██████ reported AUO over a period of 39 pay periods, OPR did not obtain any evidence to support the referral of these incidents for possible disciplinary action or the necessity of further investigation.

V. Reasons that SDDO ██████ Requested Additional Details on Submitted AUO Forms

In its request for a supplemental report, the OSC requested that the report articulate on what basis SDDO ██████ determined that more detailed justifications were required on the

AUO forms and why did SDDO [REDACTED] instruct employees to put more detail in their AUO forms. During his interview, SDDO [REDACTED] stated that on occasion he found it necessary to solicit greater specificity from employees when they submitted their AUO forms and that he has previously advised his employees to provide more detail in the description of duties section of the AUO forms. SDDO [REDACTED] further explained that if an employee would use the justification "Processing Local CAP Cases," he would ask the employee to add an alien number or event number referring to the specific case, since the employee would likely have worked on several different cases during the period in question. SDDO [REDACTED] said that he would seek greater specificity when he did not have alternative means, such as enforcement databases, to verify independently the claims submitted by his subordinate employees. SDDO [REDACTED] said that he began seeking greater specificity related to hours claimed when he learned sometime in 2013, that IEA [REDACTED] may not have been working the hours he claimed in WebTA related to regular hours and AUO hours. Nevertheless, SDDO [REDACTED] said that in most circumstances he felt that he has never had reason to dispute or refute the AUO justifications submitted by employees in the ERO Salem office.

VI. Basis for Management's Determination to Approve AUO hours for Tasks that Did not Appear to be Mission Critical

In its request for a supplemental report, the OSC requested that the report articulate the basis for ERO Salem management's determination to approve AUO hours for tasks that do not appear to be mission critical. During the interviews, employees stated that due to the limited period allowed to process suspected aliens, AUO was claimed on a regular basis for administratively controllable tasks with impending deadlines and for which there was insufficient time to complete them during the course of their regularly scheduled duty hours.

The ERO Salem employees provided the following example: if they are normally scheduled to work 0700 hours to 1500 hours and needed to conduct an enforcement operation at 0600 hours, they would adjust their shift to 0600 hours to 1400 hours. After the enforcement action ended, the employees would conduct any remaining administrative duties that were required for that particular day. Administrative duties could include: computer related training, vehicle maintenance, building maintenance, and case file preparation. SDDO ██████ explained that enforcement actions were normally worked at the beginning of an employee's work shift and administrative duties were worked after enforcement duties were concluded. SDDO ██████ stated that it was his understanding that if the administrative duties could not be completed during normal duty hours but must be completed, he allowed and approved administrative duties to be claimed as AUO hours based on past practice.

As explained in the original report, the OPR investigation revealed that lack of training regarding the use of AUO may have contributed to ERO Salem managers approving AUO justifications that, in some circumstances, did not qualify for AUO premium pay. Nevertheless, the OPR investigation failed to develop evidence to substantiate the allegation of knowingly approving improper AUO use based on its findings that the ERO Salem management believed the approvals were justified at the time of submission given the prioritization of employee workload for a given day.

VII. Reconciliation of Any Inconsistencies Regarding Whether Reports of Improper AUO Use Had Been Reported; Communications Regarding IEA ██████ Concerns about AUO; and "Plentiful" AUO

In its request for a supplemental report, the OSC requested that the report reconcile any inconsistencies between SDDO ██████ testimony regarding whether reports of improper AUO use had been brought to his attention and emails submitted by the OSC in its November 21,

2014, request for supplemental information. The OSC also requested that the report describe in detail any communications ERA [REDACTED] had with SDDO [REDACTED] and/or AFOD [REDACTED] regarding IEA [REDACTED] concerns regarding what constituted AUO and whether ERO Salem management felt that it could assign or schedule AUO. (OSC Request for Supplemental Report, November 21, 2014, Attachments A and B at 1-3). When SDDO [REDACTED] was first interviewed by OPR on May 28, 2014, he was informed by OPR that OPR was aware of allegations of misconduct currently being investigated related to IEA [REDACTED]. OPR informed SDDO [REDACTED] that the focus of this interview was related to the general scope of AUO in the Salem office and how those duties were documented and worked. Therefore, OPR investigators did not delve into or explore the specific allegations related to misconduct being investigated as it related to IEA [REDACTED].

On December 16, 2014, SDDO [REDACTED] was re-interviewed by OPR to specifically address concerns related to potential inconsistencies between his earlier statements and emails provided by the OSC. SDDO [REDACTED] reviewed the emails provided by the OSC between himself and IEA [REDACTED] as well as emails between IEA [REDACTED] and ERA [REDACTED]. SDDO [REDACTED] stated that he recalled the correspondence between himself and IEA [REDACTED] dated January 13, 2014. SDDO [REDACTED] stated that he did not address these issues with OPR during his May 28, 2014, interview because the matter surrounding IEA [REDACTED] concerns about whether scrubbing court documents qualified as AUO was resolved over the course of only a few hours among himself, AFOD [REDACTED] and ERA [REDACTED] and, therefore, did not stick out in his mind. SDDO [REDACTED] stated that while IEA [REDACTED] raised concerns to him about the duties he was conducting -- specifically, the scrubbing of court documents -- ERO Salem management and IEA [REDACTED] union representative believed that the duties qualified for

AUO. As such, SDDO [REDACTED] did not recall IEA [REDACTED] email as a report of improper AUO, since everyone in ERO Salem management and ERA [REDACTED] agreed that they were proper AUO duties.

SDDO [REDACTED] articulated that IEA [REDACTED] duties required that he search computer court records and attempt to locate removable aliens within the ERO Salem area of responsibility. SDDO [REDACTED] stated that once a viable target was located, a series of additional events is triggered in order to promptly identify and locate the removable alien. Specifically, if IEA [REDACTED] located a removable alien toward the end of his shift, he should complete the requisite searches of multiple law enforcement computer databases in order to locate the alien. SDDO [REDACTED] said that these duties could sometimes take several hours to complete. SDDO [REDACTED] stated that AFOD [REDACTED] and he concurred that these duties were an investigative law enforcement function that attempted to identify, locate, and apprehend criminal aliens and, therefore, fell within the statutory guidelines governing AUO. SDDO [REDACTED] stated that union personnel were kept informed about IEA [REDACTED] duties and concerns and concurred that duties related to scrubbing court documents fell within the statutory guidelines governing AUO.

On December 15, 2014, ERA [REDACTED] was interviewed by OPR to address in detail any communications she had related to IEA [REDACTED] concerns regarding what constituted AUO. ERA [REDACTED] was provided with emails from January 9 and 10, 2014, between herself and IEA [REDACTED] (OSC Request for Supplemental Report, November 21, 2014, Attachment B). ERA [REDACTED] advised that she did not have extensive communications with SDDO [REDACTED] or AFOD [REDACTED] and that she could not recall the specifics of any telephone calls with them but they fell within the same issues addressed in the provided emails. ERA [REDACTED] said that

IEA ██████ took it upon himself to research the statutory guidelines governing AUO, and after his research, he raised concerns with her that the duties of scrubbing court documents would not qualify as AUO. ERA ██████ said she communicated with SDDO ██████ and AFOD ██████ about the duties IEA ██████ was conducting and his concerns that they did not fall within existing AUO guidelines. ERA ██████ said that in her correspondence with AFOD ██████ and SDDO ██████ they explained what the duties consisted of and conveyed their belief that the work performed by IEA ██████ fell within the guidelines of acceptable AUO. After being informed of the duties that IEA ██████ was conducting as it related to scrubbing court documents, ERA ██████ said that collectively, the union and ERO Salem management concurred that the duties of scrubbing court documents fell within the acceptable guidelines for AUO, given that the duties required that IEA ██████ search computer court records and attempt to locate removable aliens within the ERO Salem area of responsibility and once a viable target was located, a series of additional events would be triggered in order to promptly identify and locate the removable alien. Specifically, if IEA ██████ located a removable alien toward the end of his shift, he should complete the requisite searches of multiple law enforcement computer databases in order to locate the alien and begin to complete a Field Operations Worksheet, so that enforcement action could be taken as quickly as possible.

“Plentiful” AUO Work

In its request for supplemental information, OSC provided emails from the whistleblower in which ERA ██████ advised IEA ██████ that there was plenty of AUO to work and IEA ██████ replied to her that there was plentiful work. Neither SDDO ██████ nor AFOD ██████ were included in this email string. OSC requested clarification on the discussions

among ERA [REDACTED] and SDDO [REDACTED] and/or AFOD [REDACTED] as it relates to these emails.

During her interview on December 15, 2014, ERA [REDACTED] stated that either SDDO [REDACTED] or AFOD [REDACTED] stated to her during a telephone conversation that there was always plenty of work at the ERO Salem office. According to SDDO [REDACTED] this statement concerned the overall work for all officers assigned to the ERO Salem office and was not specific to AUO-eligible work. During his interview on December 16, 2014, SDDO [REDACTED] stated that any statement made that work was “plentiful” was made with the knowledge that there is always work to do in the ERO Salem office. SDDO [REDACTED] stated that processing aliens or post enforcement actions routinely require the completion of multiple layers of paperwork and documentation. SDDO [REDACTED] articulated that in lieu of one officer completing the paperwork over the course of six hours, three officers could complete the paperwork in two hours. During his interview on December 16, 2014, AFOD [REDACTED] stated that if he ever said that work was “plentiful,” it would have been made in a general sense knowing the workload of the ERO Salem office and their area of responsibility.

AFOD [REDACTED] and SDDO [REDACTED] both denied that the scheduling of AUO existed in ERO Salem. AFOD [REDACTED] and SDDO [REDACTED] both stated that the duties related to scrubbing court documents were not scheduled in advance, but differed each day dependent upon the number of criminal aliens IEA [REDACTED] could locate from his searches during his normal workday schedule. AFOD [REDACTED] and SDDO [REDACTED] reiterated that the amount of AUO that IEA [REDACTED] worked was based on his findings during the searches. SDDO [REDACTED] explained that if IEA [REDACTED] scrubbed court documents for his entire shift and located a viable target at the end of that shift, IEA [REDACTED] could then work AUO for the period necessary to

conduct the requisite research to complete field operations worksheets required for enforcement action. SDDO ██████ explained that if IEA ██████ found a good lead, he would not want to just drop it and leave it for the next day because surveillance would need to be performed to pick up the individual since such law enforcement information can go stale quickly. SDDO ██████ said that the duties involved could take anywhere from five minutes to several hours.

VIII. ICE's Investigation of IEA ██████

In its request for a supplemental report, the OSC requested that the report provide: (1) the date of SDDO ██████ report to the Joint Intake Center of IEA ██████ alleged time and attendance misstatements; (2) the basis for the investigation of IEA ██████ and (3) the findings and/or status of the investigations.

SDDO ██████ stated that in or about April 2013, he questioned the work hours claimed by IEA ██████ after possible time and attendance issues were brought to his attention by another employee of the ERO Salem office. SDDO ██████ explained that IEA ██████ claimed to be working at a specific jail or conducting a specific tasking during regular work hours and while claiming AUO but SDDO ██████ suspected that the those claims were false. On October 22, 2013, SDDO ██████ conducted an investigative interview of IEA ██████ with two union representatives present. Based on outcome of the investigative interview, SDDO ██████ forwarded his findings to DFOD ██████ On October 28, 2013, DFOD ██████ forwarded the information from SDDO ██████ to the Joint Intake Center, initiating an investigation of IEA ██████ Additionally, on October 28, 2013, based on numerous complaints concerning inappropriate actions and comments made by IEA ██████ to other ERO Salem employees, ERO Salem management placed IEA ██████ on administrative duties and took his service weapon and credentials. On November 17, 2014, a memorandum

OSC File No. DI-14-0416 (Supplemental Report)

documenting the investigation and its findings regarding the allegations of time and attendance abuse against IEA ██████ was prepared and forwarded to ICE ERO Headquarters. The investigation found that there was evidence to support that on twenty (20) occasions, IEA ██████ claimed hours that he failed to work. On December 5, 2014, the investigative report prepared by the designated fact-finder was forwarded to ICE Employee Relations for review for potential proposed discipline.

WASHINGTON FIELD OFFICE
AUO WORKSHEET

NAME		SSN (last 4)		PP#	FOR PERIOD FROM	TO	Title
Date	REG HRS. WRKD	AUO HRS. WRKD	EXCL.	REASON FOR AUO HOURS WORKED OR ABSENCE			
<i>EXAMPLE</i>	<i>0600</i>	<i>8.00</i>	<i>1400</i>		<i>Input what activity was performed during AUO Hours worked.</i>		
<i>1/1/2010</i>	<i>1400</i>		<i>1600</i>				
SUN							
01/00/00							
MON							
01/01/00							
TUE							
01/02/00							
WED							
01/03/00							
THU							
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WED							
01/10/00							
THU							
01/11/00							
FRI							
01/12/00							
SAT							
01/13/00							
TOTAL		0.00		0.00	0.00		
Certified True and Correct - Employee's Signature					Examined and Approved - Supervisor's Signature		