



U.S. OFFICE OF SPECIAL COUNSEL
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The Special Counsel

June 15, 2026

The President
The White House
Washington, D.C. 20050

Re: OSC File No. DI-25-000151

Dear Mr. President:

I am forwarding to you a report transmitted to the Office of Special Counsel (OSC) by the Department of the Army (Army) in response to the Special Counsel's referral of a disclosure of wrongdoing by employees at the U.S. Army Installation Management Command, Directorate of Plans, Training, Mobilization and Security, Fort Polk (formerly Fort Johnson), Louisiana.¹ OSC has reviewed the disclosure and agency report and, in accordance with 5 U.S.C. § 1213(e), I have determined that the report contains the information required by statute and the findings appear reasonable. The following is a summary of the allegations and Army's findings.

The whistleblower, [REDACTED], an Air Traffic Controller who consented to the release of her name, disclosed that Air Traffic Controllers (controllers) are not properly manning positions at the Fort Polk Army Radar Approach Control Facility (ARAC) to ensure the safe and efficient use of Maks Army Airfield airspace. [REDACTED] alleged that instead of manning positions for the required duration of their assigned shift, controllers are sleeping, playing games, or socializing in the control room. [REDACTED] also alleged that ARAC leadership does not properly document consolidated or combined positions despite routinely requiring one controller to cover all positions. [REDACTED] alleged that one controller is unable to manage all positions sufficiently, causing a substantial and specific danger to public safety.

The agency investigation partially substantiated the whistleblower's allegations, finding that controllers were consistently documented manning positions for only 4-6 hours per 8-hour shift. ARAC leadership indicated that when controllers are not signed onto a position, they are in "standby" status. Army Regulation (AR) 95-2 requires a 15-minute rest period after every 4 hours of continuous air traffic controller work, if traffic density and facility operations permit,

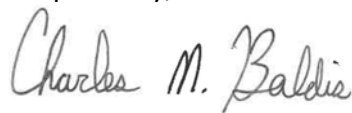
¹ The whistleblower's allegations were referred to then Army Secretary Christine E. Wormuth for investigation pursuant to 5 U.S.C. § 1213(c) and (d). The authority to review and sign the agency report was delegated to the then Acting Assistant Army Secretary for Manpower and Reserve Affairs Derrick Anderson. The Army Installation Management Command (IMCOM) conducted the investigation.

but Army guidance does not address controllers in an extended “standby” status. As directed by the Fort Polk Garrison Commander, the Radar Approach Manager established a local shift manning policy consistent with the requirements of AR 95-2, which is still under review for final approval. In addition, the agency completed a manpower study to reassess the manning requirements at the facility, resulting in authorization to hire two additional controllers.²

The investigation did not substantiate that ARAC controllers are not properly manning positions, finding that the only time controllers are not seated at their assigned positions while signed on is when they take short breaks to the restroom or kitchen. Controllers use headsets to enable their continued monitoring of air traffic activity during the brief periods away from the position seat or ensure coverage from another controller during a bathroom break. In addition, the investigation did not substantiate that ARAC leadership is not properly documenting consolidated or combined positions. During the investigation, a review of randomly selected position logs showed that ARAC leadership is combining positions in accordance with Facility Memorandum #24-17, *Position Consolidation/Manning Requirements*, February 23, 2024. The investigator also audited the accuracy of the position logs by comparing the position assignments documented on the logs to the corresponding daily air traffic activity recordings and did not find any discrepancies. [REDACTED] declined to comment on the agency report.

I thank the whistleblower for bringing this allegation to OSC. As required by 5 U.S.C. § 1213(e)(3), I have sent a copy of this letter and the agency report to the Chairmen and Ranking Members of the Senate and House Committees on Armed Services. OSC has also placed redacted copies of these documents and a copy of the referral letter in our public file, which is available at www.osc.gov. This matter is now closed.

Respectfully,



Charles N. Baldis
Chief Counsel

Enclosure

² The facility has not been able to hire the additional controllers at this time due to a department-wide hiring freeze.