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Closure Recommendation Memorandum

Case Number: 19-0041-I	Date of Entry: 02/06/2020
Primary Investigator: 	(b)(3)

Allegation Information

Narrative:
 (U//~~FOUO~~) The OIG received an allegation that a employee is mischarging her time by coming to work late and leaving early. (b)(3)

Last Investigative Step:
 (U//~~FOUO~~) On 3 February 2020, the OIG received notification from NRO OGC regarding suspension and debarment.

Resolution:
 Substantiated

Case Closure Recommendation Justification

Additional Information: (b)(3)

(U//~~FOUO~~) The NRO OIG received an allegation of labor mischarging by (Subject), a (b)(7)(c) employee performing work as a at the ADF-C. The OIG requested badge records and timecards for the period 4 February 2019 through 31 July 2019. SA interviewed Subject's co-workers and government supervisors to obtain time approved out of the facility that might explain unaccounted for hours. Analysis of the records showed that of 800 claimed by Subject, 211.51 hours or 26.4% of her time was unaccounted for. (b)(3)

(U//~~FOUO~~) On 12 September 2019, OIG agents interviewed Subject regarding the unaccounted for time. Subject admitted to rounding up her hours, justifying time commuting from home to her place of work and time at home conducting open-source research, as time she could charge to the contract. Subject was afforded the opportunity to look at the OIG's time and attendance analysis and take notes pertaining to the missing time. Subject relayed she could not account for the missing hours and provided a written statement. Subject admitted to loading her hours in the time-keeping application (b)(3) at the beginning of the day and not adjusting her hours for actual time worked. Subject admitted to conducting open-source research from school and home computers which accounted for approximately 1-5 hours of her time per week and stated that she was not specifically aware that she was not authorized to charge that time to the government. Subject stated it is her responsibility to understand what she is and is not allowed to charge to the contract. Subject admitted that she suffers from depression and was in need of mental health services. Subject stated that during depressive episodes, she made excuses to stay in bed and avoid personal and professional responsibilities. Subject relayed that while her depression and unhealthy home life contributed to her poor timekeeping, she accepted full responsibility for the unaccounted for time.

(U//~~FOUO~~) Based on additional information received from Subject's immediate government supervisor regarding Subject's time worked in August and September, the OIG requested additional badge records and timecards to cover the period 1 August 2019 – 13 September 2019. For the entire period of review from 4 February 2019 to 13 September 2019, of 1012.30 hours Subject claimed to have worked, 253.62 or 25.1% of her time was unaccounted for.

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(U//~~FOUO~~) SA relayed the time and attendance analysis to Subject's [redacted] Ethics Officer, Subject's [redacted] timecard approver, COTR on the affected contract, and ADF-C Chief of OS&CI. On 16 September 2019, ADF-C OS&CI suspended Subject's [redacted] to the ADF. [redacted] terminated Subject's employment was debriefed of all NRO access. [redacted] reimbursed the US government via US Treasury check on 14 November 2019 in the amount of [redacted]. The CO for the affected contract concurred with [redacted] actions. [redacted] performed duties as an Air Force Office of Investigation agent, therefore, a copy of the SROI was sent to HQ AFOSI for information and/or action. (b)(3) (b)(3) (b)(4) (b)(3) (b)(7)(c)

(U//~~FOUO~~) On 3 February 2020, the OIG received notification from NRO OGC that they did not recommend referral to the Air Force Suspension and Debarment Office (AFSDO) as the total amount mischarged is below the threshold for referral as set by the ADFSO. There are no further investigative actions required and the OIG considers this matter closed.

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