

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Closure Recommendation Memorandum

Case Number: 20-0148-C	Date of Entry: 09/03/2020
Primary Investigator:	

(b)(3)

Allegation Information

Narrative:

On 20 July 2020, the National Reconnaissance Office (NRO), Office of Inspector General (OIG) received a complaint from a confidential source alleging an NRO Cadre employee is working as a security escort under the [redacted] contract while simultaneously claiming COVID-19 related Weather and Safety Leave (WSL).

(b)(3)

Last Investigative Step:

8/11/2020- Subject sent an unsolicited email to the OIG to notify OIG she was not authorized to work as an NRO contractor during her WSL hours.

Resolution:

Substantiated.

Case Closure Recommendation Justification

Additional Information:

Special Agent (SA) [redacted] observed Subject at NRO Westfields working as a [redacted] contractor during regular business hours. Subject informed an OIG employee and her cognizant security officer she was working on the [redacted] contract during her WSL hours. Subject asked her cognizant security officer to verify her authorization to work on the [redacted] contract during WSL.

(b)(3)

SA [redacted] reviewed relevant Office of Personnel Management (OPM) policies and guidance, as well as the Code of Federal Regulations (CFR). The review indicated Subject was not authorized to work at NRO Westfields as a contractor while she was on WSL as a government employee. According to OPM policies and 5 CFR, WSL is only authorized when it is unsafe to travel to or work at an employee's place of work. Furthermore, just as with annual leave, WSL can only be taken during the employee's regularly scheduled work hours. Therefore, Subject cannot take WSL while being physically present at her place of employment. Subject cannot work during the day at her place of employment as a contractor during her regularly scheduled government employment hours, then "shift" her WSL hours to the same evening. Separately, on August 3, 2020, in the "Ask the Director" online forum, the NRO Director's staff issued guidance stating NRO employees are not authorized to work "paid outside employment" while on WSL.

Although Subject was not authorized to work as a contractor at NRO Westfields during her paid WSL leave, there is no indication the violation was criminal in nature. Subject was transparent in her actions and her outside employment was known and approved by her supervisor. Subject is now aware she is not authorized to work as a contractor during her WSL hours. Given OIG resource limitations, a separate false claim investigation involving Subject, and at the request of the NRO OIG and AIGI, this case is considered resolved.

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~