



At a Glance

Why We Did This Review

On August 27, 2013, Congress requested that the U.S. Environmental Protection Agency (EPA) Office of Inspector General (OIG) initiate work in connection with a fraud committed by John C. Beale, a former Senior Policy Advisor with the EPA's Office of Air and Radiation. In particular, Congress requested the OIG to determine EPA policies and processes that "facilitated" Beale's fraud.

We initiated an audit on EPA's employee vetting process. As part of the assignment, we also conducted an audit on the OIG's own employee vetting process.

This report addresses the following OIG goal:

- *To be responsible stewards of taxpayer dollars.*

Send all inquiries to our public affairs office at (202) 566-2391 or visit www.epa.gov/oig.

The full report is at:
www.epa.gov/oig/reports/2015/20150205-15-B-0076.pdf

Improvements Needed by EPA OIG to Reduce Risk in Employee Hiring Process

What We Found

The EPA OIG does not have a requirement to verify information in a job application, including job employment history or references. Once an applicant meets the minimum requirements and is considered eligible for the position, the office relies extensively on the applicant self-certifying the information they submitted on their resume and application. Without verification of prior employment or references for eligible job candidates, the potential exists that the OIG will not hire the best possible candidate, or hire a job applicant based on misleading information.

Without verification of prior employment or references the EPA OIG may not hire the best job candidates.

U.S. Office of Personnel Management and EPA policies and procedures do not have a requirement to verify prior employment or references for eligible job candidates. According to OIG guidance, the selecting official is responsible for ensuring that references are checked prior to making final selections and for maintaining all documentation used for selection. However, there is no assurance that the verifications are performed and documentation is consistently maintained. Like the guidance for the Office of Personnel Management and EPA, the OIG guidance does not require the verification of prior employment history.

Recommendations and Planned Corrective Actions

We recommend the Deputy Inspector General require selecting officials to verify prior employment and references prior to making final selection and retain documentation as outlined in OIG guidance and procedures. In addition, the Deputy Inspector General should establish OIG policies to enhance internal controls for employee vetting.

The Deputy Inspector General agreed with the recommendations and provided corrective actions with planned completion dates to address all recommendations.