



Federal Election Commission
Office *of the* Inspector General

INVESTIGATIVE SUMMARY I22INV00035

DATE: December 14, 2022

Allegation of Improper Hiring Practices in the Office of General Counsel

The Federal Election Commission (FEC) Office of the Inspector General (OIG) received an anonymous hotline complaint that alleged improprieties concerning a recent hiring action for a vacant position within the Office of General Counsel (OGC). The complaint alleged that OGC failed to follow proper procedures in recruiting for the position. Specifically, the complaint alleged the vacancy was not competed, was not posted on USAJOBS, and that OGC did not solicit interest in the position on an acting basis as has purportedly become the customary practice within OGC.

The OIG initiated an investigation after receiving the allegation. Since the complaint was anonymous, the OIG was unable to contact the complainant for additional details. As such, the OIG conducted the inquiry with the information provided in the complaint. The OIG inquiry found no evidence to substantiate the allegations.

In the course of reviewing the facts and circumstances surrounding the hiring action in question, the OIG obtained and reviewed relevant records, and interviewed the Human Resources (HR) Director. The HR Director's testimony, which was corroborated by the relevant records, established that the selection for the vacancy generally followed applicable federal guidelines and internal policies for federal hiring.

Specifically, the OIG found that HR followed customary practices and posted the vacancy announcements on USAJOBS months prior to the selection for the position. Moreover, contrary to the allegation that OGC did not solicit interest on an acting basis, the OIG found that OGC made multiple email announcements to all staff for temporary detail opportunities related to the position.

Accordingly, the OIG found no evidence to support the complaint and closed this matter with no recommendations for FEC management.