



OFFICE OF INSPECTOR GENERAL

2022-0016-INVI-P – AOC Management Conducted Unfair Hiring Process

Suspected Violations of the AOC “Standards of Conduct,” and AOC “Career Staffing Plan” policies. **Not Substantiated.**

On August 12, 2022, the Architect of the Capitol (AOC) Office of Inspector General (OIG), received an anonymous complaint via the AOC OIG Hotline alleging that AOC Capitol Power Plant management committed violations and engaged in unfair hiring processes pertaining to vacancy announcement CPP-2022-051-BQ. The Capitol Power Plant advertised the vacancy announcement for the position of Power Plant Operator Assistant Supervisor and accepted applications from December 2, 2021, to December 30, 2021. The complainant stated that a current AOC employee was selected for this position but that they did not meet the requirements for the position because they did not hold a First-Class Power Engineer License. The complainant clarified that a First-Class Power Engineer License was a requirement listed in the vacancy announcement and that there were other applicants with the appropriate licensing that were not selected for the position. The complainant stated that this was a case of favoritism within the hiring process thus creating low morale among the employees of the Capitol Power Plant.

The OIG determined through testimonial evidence from an AOC Supervisor, the hiring manager for this vacancy announcement, that the candidate selected for the position was selected based on their performance during the interview phase of the hiring process. Additionally, the candidate was working toward their First-Class Power Engineer License at the time of hire and the Position Description provided to the candidate upon hire stated that the employee had one year to obtain the appropriate licensing. The candidate’s effective date of hire for this position was March 13, 2022, therefore, the candidate has until March 13, 2023, to obtain the required license. As such, the OIG did not substantiate charges regarding violations of AOC Standards of Conduct or violations of the AOC Career Staffing Plan.

The case is closed.