



UNITED STATES GENERAL ACCOUNTING OFFICE  
WASHINGTON, D.C. 20548

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GENERAL GOVERNMENT  
DIVISION

APRIL 3, 1984

B-202245



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The Honorable Ike F. Andrews  
Chairman, Subcommittee on Human  
Resources  
Committee on Education and Labor  
House of Representatives

Dear Mr. Chairman:

Subject: Propriety of Personnel Actions and Use of  
Consultants By The Office of Juvenile  
Justice and Delinquency Prevention  
(GAO/GGD-84-45)

This letter is one of a series which will address the concerns in your April 29, 1983, request about the manner in which the Office of Juvenile Justice and Delinquency Prevention, Department of Justice, is implementing the Juvenile Justice and Delinquency Prevention Act of 1974 (42 U.S.C. 5601 et seq.). In response to one of your concerns, we reviewed recent personnel actions and procurements of consultants by the Office to determine if they were proper.

As requested, we reviewed (1) personnel actions involving employees at the GS-12 level and above and (2) use of consultants for contracts costing more than \$500, approved by the Office's current Administrator during the period from November 1, 1982, through September 30, 1983. We also reviewed relevant personnel and procurement regulations. We discussed these matters with Office of Juvenile Justice and Delinquency Prevention officials and with the Office of Justice Assistance, Research, and Statistics' personnel and contracting offices.<sup>1</sup> Our work was performed at the Office of Juvenile Justice and Delinquency Prevention in Washington, D.C., and was done in accordance with generally accepted government auditing standards.

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<sup>1</sup>The Office of Justice Assistance, Research, and Statistics provides personnel and contracting assistance to the Office of Juvenile Justice and Delinquency Prevention pursuant to the Juvenile Justice and Delinquency Prevention Act.

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Personnel Actions

Twenty-two personnel actions affecting 19 employees at the GS-12 level and above were initiated from November 1982 through September 1983--8 promotions, 7 reassignments, 6 temporary details, and 1 separation. (See enc. I.) We determined that 20 of the Office's personnel actions for GS-12's and above were proper and in accordance with relevant personnel regulations. However, two Office employees had filed grievances questioning the propriety of their reassignments from supervisory to non-supervisory positions. Both employees claimed that their reassignments were punishment for past differences with Office management. In both instances, the employees retained the same grade and salary. The Office Administrator told us that the two actions had been taken in order to make the Office function more efficiently. Because the employee grievances had not been resolved at the time of our review, we did not determine the propriety of these two personnel actions. Subsequently, the agency's action in one grievance was upheld by a factfinder and the Associate Attorney General, and the second grievance was terminated without the need for remedial action.

Consulting Contracts

From November 1982 through September 1983 the Office contracted with eight consultants for 11 contracts costing more than \$500 each and totaling about \$107,000. (See enc. II.) We found that the consultants were procured to do specific tasks and to provide expert advice and assistance. Office officials told us that these procurements were made because the consultants were uniquely qualified to do the proposed work and because the Office needed the work product in a short time frame. Our review was limited to an analysis of contract files and discussions with Office officials. We did not verify whether the consultants were uniquely qualified to do the proposed work or whether the work was needed in a short time span. However, our review found no improprieties in the use of these consultants.

Agency Comments

In commenting on our draft report, the Department of Justice generally agreed with our findings. The Department also provided updated information on the status of the two employee grievances which were unresolved at the time of our review. We have revised the report to reflect the disposition of the two grievance actions.

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We would be pleased to meet with you or your staff if you desire any additional information on this matter. As arranged with your office, we are sending copies of this report to the Attorney General and the Administrator, Office of Juvenile Justice and Delinquency Prevention. Copies will also be sent to other interested parties who request them.

Sincerely yours,

*W. J. Anderson*

William J. Anderson  
Director

Enclosures - 3

Personnel Actions For GS-12's And  
Above From November 1982  
Through September 1983

<u>Promotions</u>	<u>Date</u>	<u>Action</u>
T. Dailey (GS-12)	February 1983	To GS-13
J. Winkfield (GS-13)	February 1983	To Deputy Administrator
P. Steiner <sup>1</sup> (GS-11)	April 1983	To GS-13
L. Brown <sup>1</sup> (GS-11)	May 1983	To GS-13
A. Regnery (ES)	May 1983	To Administrator
S. Wagner (GS-13)	June 1983	To GS-14
R. Heck (GS-13)	June 1983	To GS-14
P. Swain (GS-13)	August 1983	To GS-14
<u>Temporary details</u>		
B. Shapiro (GS-13)	February 1983	Ended June 1983
J. Lewis (GS-13)	March 1983	Ended May 1983
P. Swain (GS-13)	March 1983	Ended July 1983
A. Driscoll (GS-12)	May 1983	Ended June 1983
K. Costin (GS-12)	May 1983	Ended June 1983
R. Dorn (GS-13)	June 1983	Ended October 1983

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<sup>1</sup>Promoted to GS-13 after downgraded from GS-13 to GS-11 in a 1982 RIF.

<u>Separation</u>	<u>Date</u>	<u>Action</u>
N. Smith (GS-13)	April 1983	Relocated to Illinois
<u>Reassignments</u>		
C. Lauer (ES)	November 1982	Acting Administrator to former position as General Counsel.
A. Regnery (ES)	December 1982	To Deputy Administrator
P. Freivalds (GS-14)	March 1983	At same grade
D. West <sup>2</sup> (GS-15)	May 1983	At same grade
I. Slott (GS-15)	May 1983	At same grade
V. McKinney <sup>2</sup> (GS-14)	August 1983	At same grade
R. Heck (GS-14)	August 1983	At same grade

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<sup>2</sup>Grievance filed by employee.

Consulting Contracts For \$500 Or More  
From November 1982 Through September 1983

<u>Name</u>	<u>Date</u>	<u>Amount</u>	<u>Work product</u>
M. Mattingly	January 1983	\$ 9,861	Planning State Advisory Group National Conference
J. Haas	January 1983	\$ 9,860	Program plan for action concerning families and hispanic groups
W. Pindar	February 1983	\$ 9,985	Review and analyze five cities' law enforcement capabilities
J. Haas	March 1983	\$ 29,921	Technical assistance on role of family in delinquency prevention and rehabilitation
F. Hanelt	March 1983	\$ 884	Report on management and activities at an assessment center
F. Carrington	March 1983	\$ 9,900	Research on victims, juvenile justice codes, and chronic offenders
J. Wootton	April 1983	\$ 22,050	Report on restitution programs and reauthorization issues
R. Tuset	April 1983	\$ 5,532	Conduct training sessions
C. Cummings	April 1983	\$ 2,992	Conduct training sessions
R. Tuset	May 1983	\$ 3,532	Conduct training sessions
C. Cummings	May 1983	\$ 2,256	Conduct training sessions
	Total cost	<u>\$106,773</u>	



## U.S. Department of Justice

March 12, 1984

Washington, D.C. 20530

Mr. William J. Anderson  
Director  
General Government Division  
United States General Accounting Office  
Washington, D.C. 20548

Dear Mr. Anderson:

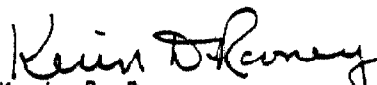
This letter responds to your request to the Attorney General for the comments of the Department of Justice (Department) on your proposed letter report to Congressman Ike F. Andrews entitled "Propriety of Personnel Actions and Use of Consultants by the Office of Juvenile Justice and Delinquency Prevention."

The Department has reviewed the draft report and generally agrees with the conclusions reached. However, with respect to the two grievances mentioned in the first paragraph on page 2, we believe it is appropriate to state in the report that the two actions are now completed. Accordingly, we suggest that the last sentence in the paragraph be deleted and the following sentences added:

In one grievance, the agency action was upheld by a factfinder and the Associate Attorney General. Proceedings in the second were terminated by stipulation, without the need for any remedial action by the agency.

We appreciate the opportunity to provide our comments on the report while in draft form. Should you have need for any additional information, please feel free to contact me.

Sincerely,

  
Kevin D. Rooney  
Assistant Attorney General  
for Administration