

Feb. 25, 2009

Gregg Wilkerson  
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Disclosure Unit  
U.S. Office of Special Council  
1730 M. Street, N.W. Suite 300  
Washington, D.C. 20036-4505

OSC File No. DI-08-0145

Dear Mr. Wilson

Thank-you for your letter of Feb. 4, 2009 which I first received Feb. 11, 2009 and copy of Richard T. Cardinale's letter to Catherine McMullen dated Jan. 30, 2009.

Enclosed is the "Consent to Public Release" form you sent me.

I wish to comment on the Supplemental Investigative Report. I am going to need some additional time to copy documents to accompany these comments.

The information contained in the Supplemental Investigative Report contains several errors of fact.

Page 1. Paragraph 1.

The directions to miscode based on the annotated spreadsheet showing employees what funding codes to use in their Quick time entries were made by management to employees. The spreadsheet was given to all employees in the Minerals Division. When I asked my supervisor Patty Gradek about the spreadsheets, she ordered me to use them to make my Quick Time entries. This practice of using pre-planned coding schemes to balance budgets has been happening in the Bakersfield Office for the past 10 years. It has also been happening in other offices of BLM in California.

Page 1. Paragraph a.

I did not state to investigators that I had never been directly ordered to record time to a project that I did not work on. The opposite is true. I told investigators that whenever I complained about this practice to supervisor Patty Gradek, I was told to use the spreadsheets, regardless of the actual work I was doing. The investigators never questioned Patty Gradek during the investigation. I am perplexed that what I said to the investigators could be so badly misunderstood and misrepresented.

Page 1. Paragraph b.

Joanne Nunn's statements are not true. The practice of developing spreadsheets and distributing them to Division Managers and employees was not just a way to inform managers and employees about the

status of the budget. It was a standard practice to make budget allocations match expenditures to within 2%. That way the managers got their annual bonuses. The statement that the spreadsheet was not intended to be distributed to employees is not true. In the minerals division, they were always distributed to all employees. Why would all employees need to have that information? The employees needed it so they could code the way Nunn had planned expenditures to be made (regardless of what was actually done) so that management could use up all funding sources uniformly.

Page 2. Paragraph d.

First Section of d.

Nunn's statement that she prepares 2 spreadsheets a year is inaccurate. The minerals staff would receive spreadsheets from her every month, and sometimes every two weeks. That Nunn perjured herself when she said this is proven by the Investigative report itself. On the first paragraph of page 5, there is a discussion of an employee who received a spreadsheet "in the last month of the fiscal year". This document is reproduced in Document #4. The spreadsheet attached to this e-mail from Maria Soto directs several fire employees to charge to an Oil and Gas code: 1310. These employees should never charge to the Oil and Gas subactivity.

The investigators interviewed my current supervisor, Gabriel Garcia. He was not involved in the miscoding directives of 1997 to 2007 in the Bakersfield Office.

Garcia's statement that employees are assigned to different projects when funding in specific areas is exhausted is not true. What happens is Joanne Nunn makes adjustments in coding of past expenditures to "create" funding that was otherwise exhausted. For example, I used to have a vehicle assigned to me the cost of which was charged to the 1990 program element. In the summer, there would be no money in the 1990 account to do inspections required by the annual work plan. So Joanne Nunn would re-code the expenses for my vehicle to 1310, the oil and gas program element, which always had excess funds in it (Document #3). That way, the next time Gradek got a MIS report, it showed that there was still money in the 1990 account that I could use to charge my work to.

Garcia's statement that he directed employees to work on another project is not true. That has never happened in my experience. We do work required by the annual work plan even if we don't have the funds to do that work.

Nunn's statement that the annotation on the spreadsheet was to inform managers of what was left is not true. The spreadsheets showed amount of money left in each account, and indicated which accounts should be used and which should be avoided. This spending plan was engineered to apply to each employee.

Second section of d.

The statement that I answered "No" to the question if I had ever been directly ordered to record time to a project O did not work on during the pay period is not true. I told the investigators that I was told by Patty Gradek to use the spreadsheets to code my time. I complained about this practice to Patty Gradek during my performance evaluations from 1997 to 2007.

Page 3, first paragraph

The statement that I did not address the issue of miscoding with my supervisor is not true. I repeatedly told Patty Gradek that the practice of using the spreadsheets to code my time was wrong.

Page 3, second paragraph

The spreadsheet that I gave to investigators is one I kept and copied. But I have received dozens of them over the past 10 years from Patty Gradek. I spoke to Gradek after the spreadsheet was given to me and complained about it during my performance evaluation.

Page 3, third paragraph.

The statement that Gabriel Garcia made that he conveyed on several occasions that all employees that we were to enter project codes in Quick Time for work they had performed is not true. I do not recall him saying this even once.

Page 3, paragraph 4.

This paragraph describes the fact that I did exactly what I was told in regards to the spreadsheets. I put into Quick Time the subactivity codes shown on the spreadsheet, regardless of the work I really did. This sentence in paragraph 4 makes no sense to me:

“By never challenging the recording of hours under the subactivities allocated to him on the spreadsheet, Mr. Wilkerson could not validate that he was directed to record inaccurate hours into QuickTime”

I did challenge the hours. I changed them from coding from the subactivities I really worked on to the ones listed in the spreadsheet. I spoke to supervisor Patty Gradek about the practice of miscoding using these spreadsheets. The fact that I did as I was told cannot be used as a basis to say the mis-coding did not happen.

Once the data is entered and validated in QuickTime, it is not possible for employees to change the entries. But it is possible for Management to change them. Since management can change them, there is no way to prove fraud using those records.

Page 3, paragraph 5.

Management in the Bakersfield Office told the investigators that the spreadsheet were to be used as a guide. This is not true. The investigators did not ask any of my fellow employees about the spreadsheets or how they were instructed to use them. If the OSC investigators would do that, they would find out the truth. Spreadsheets were part of a standard business practice to spend within allocation limits of every subactivity. This practice extended to other BLM offices in California as well.

Since my complaint, we have received no more spreadsheets.

Page 4, paragraph g.

The statement by Nunn that the spreadsheet balances were meant for information purposes only is not true. These spreadsheets were part of a management-approved technique for making the balance sheets look good and show that allocations were uniformly spent.

Page 4, paragraph h.

The statement by Nunn that she only gave spreadsheets to Supervisors hides the fact that she was under direction from the Field Office Manager to make sure spending in all categories was within 2% of his allocation. The only way to do this was to orchestrate spending throughout the office. The spreadsheets were a critical component in that scheme.

Page 4, paragraph i.

The statements by three of the four Division Managers that none of them interpreted the message as either a direct order or explicit instruction to miscode their time in QuickTime and that they tell employees not to miscode is an invention. They are saying what they should have been doing. But that is not what happened.

Instead of interviewing employees about whether or not they were directed to use spreadsheets to code their time, the investigators did an analysis of reported time sheets from 10 employees.

The investigators found that ALL the employees interviewed had received spreadsheets from their supervisors.

The investigators found that one employee got a spreadsheet IN THE LAST MONTH OF THE FISCAL YEAR. But Nunn stated to investigators that she only prepared the spreadsheets twice a year, once at the beginning and once at mid year.

We never got these spreadsheets in the first or second quarter of the fiscal year. We began to get them in the Third Quarter, and got them monthly and sometimes weekly in the Fourth Quarter. This was because more and more directed reporting of pre-planned labor expenditures into QuickTime was needed in the final months of the fiscal year in order to get all subactivity accounts to balance within allocations.

Page 4. Paragraph j.

The employees who said they were not instructed to enter hours into QuickTime in accordance with the spreadsheet may have been from the Fire or Resources divisions. They could not have been from the Minerals Division, because Patty Gradek required her employees to follow the coding scheme illustrated on the spreadsheets.

Page 4, paragraph l.

Management knew that the practice of using pre-planned spreadsheets to code employee time was wrong. But they created this scheme, and directed Nunn to use it, to balance the budgets. I am not surprised that Nunn found no other annotations in her files.

If OCS investigators would make a through investigation of the Bakersfield Office, they would find several employees who objected to the practice as I did. Several other BLM employees from other BLM

offices have complained to me about the same practice. This is a wide-spread problem, and it is not reflected in the Supplemental Investigative Report. If asked, the local NFFE union can supply investigators with the names and documents of other employees in other offices that have been told to miscode their time into QuickTime.

Page 4 paragraph m.

The conclusion in this paragraph is based on inaccurate information. The investigation is concerned about the "message at the top of the spreadsheet". This is not the problem. The problem is that spreadsheets were used from 1997 to 2007 as a means of balancing the budget expenditures to match allocations.

Page 6. Paragraph a.

This paragraph contains several errors.

The expectations that the Investigators had for finding evidence that substantiated my allegations have been met.

The statement that I did not provide additional information to investigators is not true. They asked me what documents I had that proved the mis-coding. I said I had provided all my documentation to OSC in earlier correspondences.

These correspondences are reproduced as Document #1 and Document #2 of this present communication.

Document #1: Correspondence of Gregg Wilkerson to Sara Holt on Nov. 9, 2007

Document #2: Correspondence of Gregg Wilkerson to OSC Officer of the Week Oct. 11, 2007

Document #1 contains the following exhibits:

Attachment A: Whistleblower Disclosure Log

Attachment B1: Mis-Coding matrix and instructions, FY 2007 Labor Sheet Bakersfield FO with handwritten annotation "Effective PP008, these hrs should be used when entering your time worked JN 3/37/2007"

Attachment B2: Memo from Maria Soto 8/27/2007 directing employees to use pre-determined cost codes from Pay Period PP19 in reporting for Pay Period PP21.

Attachment B3: Memo from Myna Sarzoti 09/24/2007 directing employees to use pre-determined cost codes from Pay Period PP19 in Pay Period PP21.

Attachment 3: Issue Paper by Gregg Wilkerson Aug. 9, 2007, "Miscoding in the Bakersfield Field Office"

Attachment 4: Statement about moral and ethical practices in the Minerals Division of the Bakersfield Field Office.

Attachment 5: E-mail from Silvet Holcom: Gabriel Garcia's mentors and coaches

Document #2: contains the following exhibits

Exhibit 1: Actual time sheet printed 09/14/2004

Exhibit 2: Fraudulent time sheet printed 06/02/2005

Exhibit 3: Fraudulent time sheet for pay period 2006-21  
Exhibit 4: Fraudulent time sheet for week of June 26, 2006  
Exhibit 5: Fraudulent time sheet for pay period 2006-14

All these documents show a pattern of required mis-coding. The conclusion in the second paragraph of 2a. on page 6 is not supported by the documentation I provided OSC and to which I referred the investigators.

I have additional documents that prove additional mis-coding  
Document #3: Bakersfield FO FY Fleet Estimates, Last Updated 02/03/03

This document shows the fraudulent allocation of 1310 funds to my vehicle. I only work 10% of my time in the 13 10 (Oil and Gas) program. In 2003, almost all of my time was spent in the 1990 (Mining Law Administration Program).

Document #4. Memo of Maria Soto dated 08/27/2007 directing employees to mis-code

This memo was sent to all employees directing them to mis-coding in PP21 by reporting identical expenditures from PP19, with attached spread sheet showing that all employees are directed to charge to 1310, even fire program employees, who have nothing to do with the Oil and Gas Program.

Document #5. Mis-coding in the Redding Office of BLM, 2003 and 2004

These spread sheets show how the practice of mis-coding by requiring employees to put pre-determined charge codes on their time sheets extended to the Redding Office.

Document #6. Memo from Timothy Moore, May 25, 2008, Mis-coding in the Hollister office

Program leads at all levels within BLM know about mis-coding. The keeping of records, and adjusting of records to meet management directives is done by people like Joanne Nunn.

Page 6, paragraph b.

The investigators say that I was asked to produce evidence that I worked on projects with program elements different from the than the ones I actually coded to.

The only way I could have done that was to enter actual amounts into Quick time, print out the actual hours, then go back and put in the mis-coded hours following the directions from the spread sheet, and make a copy of that.

This type of documentation was provided in Document #2 to which I referred the investigators.

Page 6, paragraphs c and d.

The methodology used by the investigators to determine how closely employees followed the instructions to mis-code is invalid.

Employees do not always work 40 hours a week. Some take annual leave and sick leave. The methodology used by the investigating team assumes that

- 1) Employees would rigorously follow the orders to mis-code
- 2) They would take no sick leave
- 3) They would take no annual leave
- 4) Employees used the 03/27/2007 directives from pay period 3 to pay period 21

These assumptions cannot be justified, therefore the conclusions based on their analysis is invalid.

The data shown on pages 1 of 2 and 2 of 2 of "Comparison of Hours depicted on spreadsheet verses actual hours" is a comparison of apples and oranges. The total number of hours in listed depicts pay period 08 to 21. The spread sheet they used to compare, applied only to Pay Period 08. Other spread sheets were provided to employees throughout the year, showing different codes to charge in different pay periods.

The methodology used in the spread sheet analysis assumed that the directives to code on the Pay Period 08 spread sheet applied to all spread sheets from Pay 08 through 21, but this was not the case.

What is important to note in the data the investigators did obtain is that all employee time recording was *influenced* by the memo . Why was such a memo needed, if the policy and practice was to tell employees simply to code accurately for whatever work they did?

If the practice was to code time to work actually done, then memos and spread sheets like the ones I have given OSC and the investigators would not have been necessary. That employees received them at all shows that

Page 8, paragraphs a and b.

When I was interviewed, the I was asked what I would have done if I was a manager. I was asked, "If you had a choice between coding exactly as required by Washington Office directives, and laying off employees, what would you do?"

Questions like that made me think: "Why are they asking me that?". Those questions had nothing to do with the documents I provided that proved the mis-coding was occurring. The only conclusion I could come to was that the investigator has spoken to management and had been told that the practice of mis-coding was necessary in order to maintain positions without having layoffs.

Summary

The investigation finding are not supported by my documentation.

There are several documents I provided to OSC that the investigators did not review.

The report contains several errors of fact.

The report relies on the perjured testimony of Joanne Nunn. She said that spreadsheets were issued only twice a year, once at the beginning, and once at mid year. This testimony is shown to be a lie on page 5 of the investigation report and by the spreadsheet in Document #4 that shows the practice of providing spreadsheets to ALL employees took place in PP21 at the END of the fiscal year.

The report is almost all about Document #1, Attachment B-1. That document shows there is mis-coding on time sheets. This is only one part of my complaint. There is no discussion about my allegations of changing charge codes for procurements (Document #3)..

The assumptions used in the investigative report are not valid. Specifically the way time sheets were compared with spreadsheets for pay periods 8 to 21 contained several inaccurate assumptions. Those are listed on page 6 and 7, above.

Because the investigation relied on inaccurate information and on unsubstantiated assumptions, the conclusions cannot be correct.

I want to make some statements to the Agency Head, the President, and appropriate congressional oversight committees which you say in your letter will be given copies of this correspondence.

#### Comments to the head of the Agency

The problem of mis-coding is well known to the rank-and-file employees of the Bureau of Land Management. It is also known to your program leads. Almost every BLM conference or training event I attend, I bring up the subject of mis-coding. Officials that organize those conferences and training ALWAYS acknowledge that mis-coding is a problem. Yet your management says there is no problem. And they give misinformation to people conducting whistleblower investigations.

Your managers also know it is a problem. But they will not admit it.

#### Comments to the President

You want to have a transparent government. My experience in this whistleblower's investigation is that BLM management has done everything it can to avoid admitting that they use business practices that are anything but transparent. They hide their mis-coding and mis-spending of the money you give them in elegant ways. The current means that BLM uses to track expenditures is corrupted. You cannot rely on their systems to give you accurate information on where money is being spent.

#### Congressional Oversight Committees

When you vote for money to fund the Department of the Interior and BLM, the language in the appropriations bills are very generalized. Specific fund allocations are made to the field offices, through the State Offices, from the BLM Washington Office. This makes it impossible for investigations such as the one I am causing to have a finding that waste, fraud or abuse happened. The conclusions of the investigation of my complaint said that even though there are irregularities in coding, since the bills that funded DOI and BLM gave general guidance on how the money is to be spent, no violation of law happened. To correct this, you must give line item allocations in appropriations bills of where Congress wants money to be spent. You must specify that funds go only to those programs, and put in the law that there are civil and criminal penalties for managers that mis-code or otherwise mis-spend. BLM

managers are good at circumventing congressional will and spending your allocations on their pet projects, and not on the things you want them to spend money on. A recent example is the transfer of Navel Petroleum Reserve #4 (Buena Vista Hills, California) from Department of Energy to the Department of the Interior. The program lead for that transfer (John Kaiser) can tell you about many millions of dollars of mis-coding that has been done with money specifically allocated to that transfer. You must give the OSC more authority to expand their investigations, and put people under oath when performing investigations. The current rules for investigations do not allow this to happen, and so people lie to investigators to cover up their own actions that are contrary to law, policy and direction.

List of Attachments:

- Document #1: Correspondence of Gregg Wilkerson to Sara Holt on Nov. 9, 2007
- Document #2: Correspondence of Gregg Wilkerson to OSC Officer of the Week Oct. 11, 2007
- Document #3: Bakersfield FO FY Fleet Estimates, Last Updated 02/03/03
- Document #4. Memo of Maria Soto dated 08/27/2007 directing employees to mis-code.
- Document #5. Mis-coding in the Redding Office of BLM, 2003 and 2004

Sincerely,

Gregg Wilkerson

Document #1: Correspondence of Gregg Wilkerson to Sara Holt on Nov. 9, 2007

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Document #4. Memo of Maria Soto dated 08/27/2007 directing employees to mis-code.

Document #5. Mis-coding in the Redding Office of BLM, 2003 and 2004



Gregg  
Wilkerson/CASO/CA/BLM/DO

11/09/2007 12:01 PM

To sholt@ocs.gov

cc

bcc

Subject Wilkerson: OSC File No. DI-08-0145

Sarah:

Thank-you for our phone discussion yesterday.

Attached is a document with text, but without attachments of the information you requested on Nov. 8, 2007.

I faxed this document with attachments to 214-767-2764 on Nov. 9, 2007 at noon.

Please let me know if you received the fax with attachments. That complete document is 22 pages long.

Thanks

Dr. Gregg Wilkerson  
BLM  
3801 Pegasus Dr.  
Bakersfield, CA 93308  
661-391-6081  
gwilkers@blm.gov  
FAX 661-391-6156 or 661-391-6040  
Lab: 661-391-6070  
Cell: 661-246-9485



OSC Sarah Holt 2007-11-09.doc  
Certified DOI Mineral Examiner No. 85  
Registered California Geologist No. 4360

# Bureau of Land Management

Bakersfield Field Office

3801 Pegasus Drive

Bakersfield, California 93308

Phone: 661-391-6000

Fax: 661-391-6156

BLM



## Fax Cover Sheet

To: SARA HOLT

Phone: 214-747-1519 Fax: 214-767-2764

Office: OSC

From: GREGG WILKERSON

Phone: 661-391-6081

Number of pages including cover sheet: 22

Remarks: OSC FILE No. D1-08-0145

Documents showing fraudulent

MIS-coding of time sheets



Nov. 9, 2007

To: Sara Holt

Office of Special Council  
214-747-1519  
214-767-2764 (fax)  
sholt@osc.gov

From: Gregg Wilkerson

7005 Hooper Ave  
Bakersfield, CA 93308  
661-391-6081 (office)  
661-246-9485 (personal cell)  
[gwilkers@blm.gov](mailto:gwilkers@blm.gov) (office)  
[gwilkerson@bak.rr.com](mailto:gwilkerson@bak.rr.com) (home)

Subject: OSC File No. DI-08-0145: Documents showing mis-coding of time sheets.

Thank-you for our telephone conversation of Nov. 8, 2007. You asked me to fax you examples of mis-coding to inappropriate charge codes that I have been required to make by my supervisors. This fraud has been standard practice in the Bakersfield field office since 1994. Before that, mis-coding was occurring, but it was done by re-shuffling accounts by BLM managers and administrative staff. Now the fraud is so blatant, that all employees are required to participate in it. I

I offer the following:

Exhibit #1: Actual time sheet printed 09/14/2004. On page 2 of this document there is a record of my saving and submission of this time sheet.

Exhibit #2: Fraudulent time sheet printed 06/02/2005. On page 2 of this document is a record of changes to the time sheet that were made by supervisor Patricia Gradek on 4/29/2005. The dates on this exhibit show the practice of how Wilkerson would submit time sheets with a true description of the way he coded his time. Then Gradek falsified the time sheet to meet budget goals and directives by her supervisors as indicated on page 2 of this exhibit. Supervisors are required to have their budgets conform to planned expenditures by plus or minus 2% in order for them to qualify for annual performance awards.

Exhibit #3: Fraudulent time sheet for pay period 2006-21. Page 3 of this exhibit shows the percentages of time Wilkerson was directed to report on his time sheet for this pay period. These percentages are not accurate.

Exhibit #4: Time Sheet for week of June 26, 2006. The first page of this exhibit shows the fraudulent percentages that Wilkerson was directed to report on his time sheet. The times reported are not accurate.

Exhibit #5: Time Sheet for Pay Period 2006-14. The first page of this exhibit shows the fraudulent percentages that Wilkerson was directed to report on his time sheet. The times reported are not accurate.

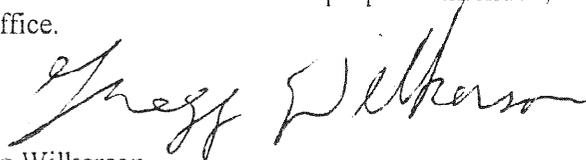
In our telephone conversation, you asked me where I got my information about mis-coding. I said that I know from my own experience, and from information provided to me periodically in the Management Information System (MIS). I explained how I received monthly or bi-weekly reports in this system. In some years, the MIS system would show that I had ten or hundreds of thousands of dollars in my program accounts (1990, 1330, 1640) in June or July. Then in August, the dollars would mysteriously vanish. When asked where the money went, I was told not to ask.

Other employees who give me information about similar fraudulent activities in their programs are :

Jeff Prude (Petroleum Engineer): 661-391-6140

John Kaiser (Petroleum Engineer): 661-391-6142

In Fiscal years 2006 and 2007, the Bureau of Land Management (BLM) Bakersfield Office was given money from Congress to complete transfer of the Naval Petroleum Reserve No. 2 (NPR-2: Buena Vista Hills) from the Department of Energy to the BLM. Kaiser and Prude have information about how \$2 million dollars directed for the transfer of NPR-2 was not used for the purposes intended, but used by other programs throughout the office.



Gregg Wilkerson

Nov. 9, 2007

ATTACHMENTS

Exhibit #1: Actual time sheet printed 09/14/2004

Exhibit #2: Fraudulent time sheet printed 06/02/2005.

Exhibit #3: Fraudulent time sheet for pay period 2006-21.

Exhibit #4: Fraudulent time sheet for week of June 26, 2006.

Exhibit #5: Fraudulent time sheet for pay period 2006-14

Exhibit #1: Actual time sheet printed 09/14/2004

*Actual*

Status: Not Sub

EXHIBIT #1, (page 1)

WEEK 1														
EMPLOYEE NAME			SOCIAL SECURITY #				PAY PERIOD		SUB BUR		ORG CODE		PAY PERIOD END DATE	
Gregg Wilkerson			XXX - XX - 5791				20		CA		CA16087		09/18/2004	
HRS CODE	S C	E H	SUN	MON	TUE	WED	THR	FRI	SAT	TOT	COST STRUCTURE			
			05	06 Holiday	07	08	09	10	11		SUBACT	PE	PROJ	ST/
010			1000							1000	1220	AL		
010					0800	0800				1600	1990	EY		
010							0800			0800	1640	HP		
050				0800						0800				
051				0200						0200				
TOTAL			1000	1000	0800	0800	0800	0000	0000	4400	<--- WEEK 1 TOTAL			

WEEK 2														
HRS CODE	S C	E H	SUN	MON	TUE	WED	THR	FRI	SAT	TOT	COST STRUCTURE			
			12	13	14	15	16	17	18		SUBACT	PE	PROJ	ST/
010				0400		0400		0800		1600	1990	EY		
010					0400					0400	1640	HP		
010						0400	0400		0800	1600	1220	AL		
TOTAL			0000	0400	0400	0800	0400	0800	0800	3600	<--- WEEK 2 TOTAL			
									8000			<--- PAY PERIOD TOTAL		

WORK SCHED	AWS	PAY PLAN	HOURS SCHED	FLSA CODE	TIMEKEEPER	SUPERVISOR
F		GS		E	Wanda Oats	Patricia Gradel

Only Timekeepers and admins can access the special pay options.  
 Note: A maximum of three selections with a \* in front of them can be set to "Yes" at a time.

Only Timekeepers and admins can access the 990 messages. Only the first 68 characters of each line will be sent.  
**Employee: Gregg Wilkerson**

T&A Log Messages -----  
9/8/2004 9:01:43 AM CN=LMNIP1/OU=BLM/O=DOI Created T&A from Process Menu  
9/9/2004 2:12:12 PM Gregg Wilkerson Saved

**Employee: Gregg Wilkerson**

**Note: Do not edit these values. For display only.**

Annual Leave Accrual Rate :	8
Annual Leave Balance :	339:30
Annual Leave - Advanced :	000:00
Annual Leave - Use or Lose :	179:30
Sick Leave Balance :	1638:00
Sick Leave - Advanced :	000:00
Comp Time Balance :	000:00
LWOP Balance :	0000:00
Military Leave YTD :	00
Credit Hours Balance :	0009:30
Employee Name (FPPS) :	WILKERSON, GREGG N
Last Update (YYMMDD) :	040821

Exhibit #1, Page 2

Exhibit #2: Fraudulent time sheet printed 06/02/2005.

Status:

WEEK 1														
EMPLOYEE NAME			SOCIAL SECURITY #				PAY PERIOD		SUB BUR	ORG CODE		PAY PERIOD END DATE		
Gregg Wilkerson			XXX - XX - 5791				10		CA	CA16087		04/30/2005		
HRS CODE	S C	E H	SUN 17	MON 18	TUE 19	WED 20	THR 21	FRI 22	SAT 23	TOT	COST STRUCTURE			
											SUBACT	PE	PROJ	ST/
010				0800	0800					1600	1640	BH		
010						0800				0800	1330	NF		
020								0800		0800	0999	77		
010							0800			0800	1310	DO		
TOTAL			0000	0800	0800	0800	0800	0800	0000	4000	<--- WEEK 1 TOTAL			

WEEK 2														
HRS CODE	S C	E H	SUN 24	MON 25	TUE 26	WED 27	THR 28	FRI 29	SAT 30	TOT	COST STRUCTURE			
											SUBACT	PE	PROJ	ST/
020				0800						0800	0999	77		
010					0800		0800			1600	1640	BH		
010						0800		0800		1600	5320	DP	1000	
TOTAL			0000	0800	0800	0800	0800	0800	0000	4000	<--- WEEK 2 TOTAL			

										8000	<--- PAY PERIOD TOTAL			
WORK SCHED	AWS	PAY PLAN	HOURS SCHED	FLSA CODE	TIMEKEEPER		SUPERVISOR		DATE					
F		GS		E	Wanda Oats		Patricia Gro...							

Alternate Timekeeper: Not Assigned

Employee Gregg Wilkerson

Exhibit #2, page 1

Advanced Leave Indicator No  
 Employee Death No  
 Fighting Fires (not subject to biweekly maximum) No  
 FEGLI Calc at Higher Rate No  
 Temporary Tour of Duty Change No  
 Hired/separated within 4 days of beginning/ending of pay period No  
 Treat as NonExempt for Week 1 No  
 Treat as NonExempt for week 2 No  
 Reroute Check Code N

**Employee: Gregg Wilkerson**

990	
990	
990	

T&A Log Messages -----

4/19/2005 4:54:09 PM CN=LMNIP1/OU=BLM/O=DOI Created T&A from Process Menu  
 4/27/2005 9:09:04 AM Gregg Wilkerson Changed Status to Submitted  
 4/28/2005 9:08:49 AM Wanda Oats Approved  
 4/29/2005 2:34:22 PM Patricia Gradek Saved  
 4/29/2005 2:34:47 PM Patricia Gradek Certified  
 5/2/2005 8:57:52 AM Wanda Oats Reset T&A to Not Submitted  
 5/2/2005 9:01:43 AM Patricia Gradek Saved  
 5/2/2005 9:50:06 AM Patricia Gradek Saved  
 5/2/2005 9:53:41 AM Wanda Oats Changed Status to Submitted  
 5/2/2005 9:53:57 AM Wanda Oats Approved  
 5/2/2005 9:54:33 AM Patricia Gradek Certified  
 5/2/2005 3:59:19 PM CN=LMNIP1/OU=BLM/O=DOI Swept T&A data

**Employee: Gregg Wilkerson**

<b>Annual Leave Accrual Rate :</b>	8
<b>Annual Leave Balance :</b>	229:30
<b>Annual Leave - Advanced :</b>	000:00
<b>Annual Leave - Use or Lose :</b>	141:30
<b>Sick Leave Balance :</b>	1665:30
<b>Sick Leave - Advanced :</b>	000:00
<b>Comp Time Balance :</b>	027:00
<b>LWOP Balance :</b>	0000:00

Exhibit # 2, page 2

**Exhibit #3: Fraudulent time sheet for pay period 2006-21.**







Payroll Week 1

WILKERSON GREGG NMN

Current Pay Period: 2006 - 19

08/20/2006 - 09/02/2006



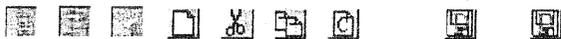
Exhibit #3, page 3



Status

Week 1	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Total:	13:30	08:00	08:00	08:00	12:30	09:00	00:00
Status:	VAL						

Week Total: 59:  
Period Total: 93:



LookUp

OVERTIME-REGULAR

Select	Hrs	Sun 08/20	Mon 08/21	Tue 08/22	Wed 08/23	Thu 08/24	Fri 08/25	Sat 08/26	Sub	PE	Prj	S
	010	13:30	03:15			01:15			1310	EI		
	010		02:45	02:00	08:00	01:15	04:30		1990	EY		
	030		02:00	06:00		01:00						
	110					09:00	04:30		1651	IU		

™ Panther is a registered trademark of Prolifics

$34 \times 42\% = 14.28$   
 $34 \times 42\% = 14.28$   
 $13 \leftarrow 16\%$   
 $1310 = 18 + 17\frac{1}{2} = 35.5$   
 $1990 = 18\frac{1}{2} + 17 = 35.5$   
 $1651 = 13\frac{1}{2}$   
84.5



**Exhibit #4: Fraudulent time sheet for week of June 26, 2006.**

TIMESHEET PERCENTAGE  
WILKERSON, GREGG

EXHIBIT #4 p. 1

WEEK OF JUNE 26			
HOURS IN WEEK 1		33	
Annual Leave		0	
Sick Leave		0	
Holiday Leave		0	
Credit Hours		7	
Comp Time		0	
Total		40	
SUBACTIVITY	PERCENT TARGET		
1010-JK	8	2.64	3
1310-EI	42	13.86	14
1330-EP	17	5.61	5
1990-EY	33	10.89	11
		33	33
WEEK OF JULY 3			
HOURS IN WEEK 2		24	
Annual Leave		0	
Sick Leave		0	
Holiday Leave		8	
Credit Hours		8	
Comp Time		0	
Total		40	
SUBACTIVITY	PERCENT TARGET		
1010-JK	8	1.92	2
1310-EI	42	10.08	10
1330-EP	17	4.08	4
1990-EY	33	7.92	8
		24	24



Print Checks

Print

Remarks

Week 1

Week 2

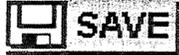
### Payroll Week 2

No need to change status from VER to VER.

**WILKERSON GREGG NMN**

Current Pay Period: 2006 - 15

06/25/2006 - 07/08/2006



Status

Week 2	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Total:	00:00	08:00	08:00	08:00	08:00	08:00	00:00
Status:	VER						

Week Total: 40:00  
Period Total: 80:00



LookUp

#### REGULAR

Select	Hrs	Sun 07/02	Mon 07/03	Tue 07/04	Wed 07/05	Thu 07/06	Fri 07/07	Sat 07/08	Sub	PF			
<input type="checkbox"/>	010				02:00				1010	JK			
<input type="checkbox"/>	010				06:00	04:00			1310	EI			
<input type="checkbox"/>	010					04:00			1330	EP			
<input type="checkbox"/>	010						08:00		1990	EY			
<input type="checkbox"/>	050			08:00									
<input type="checkbox"/>	231		08:00										
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													

EXHIBIT #4, p.3

**Exhibit #5: Fraudulent time sheet for pay period 2006-14**

TIMESHEET PERCENTAGE  
WILKERSON, GREGGG

PAY PERIOD 2006-14

HOURS IN WEEK			
SUBACTIVITY	PERCENT TARGET		
1010-JK	8	3.2	3
1310-FV	42	16.8	17
1330-EP	17	6.8	7
1990-EY	33	13.2	13
		40	40

EXHIBIT #5, P.1

Print Checks

Leave

Remarks

Week 1

Week 2

Payroll Week 1

WILKERSON GREGG NMN

Current Pay Period: 2006 - 14

06/11/2006 - 06/24/2006



Status

Week 1	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Total:	00:00	08:00	08:00	08:00	04:00	00:00	12:00
Status:	VER						

Week Total: 40:00  
Period Total: 80:00



LookUp

REGULAR

Select	Hi	Sun 06/12	Mon 06/13	Tue 06/14	Wed 06/15	Thu 06/16	Fri 06/17	Sat 06/18	Sun	PT			
<input type="checkbox"/>	010		03:00						1010	JK			
<input type="checkbox"/>	010		05:00	08:00	02:00				1310	JK			
<input type="checkbox"/>	010				06:00	01:00			1330	EP			
<input checked="" type="checkbox"/>	010					03:00		12:00	1990	EY			
<input type="checkbox"/>													
<input type="checkbox"/>													
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<input type="checkbox"/>													
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<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													
<input type="checkbox"/>													

EXHIBIT #5, P. 2

File Checks

Logout

Remarks

Week 1

Week 2

Payroll Week 2

W-PAY-043=> Subactivity 1310 in combination with PE JK is not valid. Week 1.  
Payroll status updated.

WILKERSON GREGG NMN

Current Pay Period: 2006 - 14  
06/11/2006 - 06/24/2006



Status

Week 2 Sun Mon Tue Wed Thu Fri Sat

Total: 00:00 08:00 08:00 08:00 00:00 08:00 08:00

Status: VER VER VER VER VER VER VER

Week Total: 40:00  
Period Total: 80:00



LookUp

REGULAR

Select	Emp	Sun 06/18	Mon 06/19	Tue 06/20	Wed 06/21	Thu 06/22	Fri 06/23	Sat 06/24	Sun	Mon		
<input type="checkbox"/>	010		03:00						1010	JK		
<input type="checkbox"/>	010		05:00	08:00	05:00				1310	FJ		
<input type="checkbox"/>	010				03:00		04:00		1330	EP		
<input type="checkbox"/>	010						04:00	08:00	1990	EY		
<input type="checkbox"/>												
<input type="checkbox"/>												
<input type="checkbox"/>												
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<input type="checkbox"/>												
<input type="checkbox"/>												
<input type="checkbox"/>												
<input type="checkbox"/>												

EXHIBIT #5, P.3

Oct. 11, 2007

Gregg Wilkerson  
7008 Lisa Ct.  
Bakersfield, CA 93308  
661-399-6264  
gwilkerson@bak.rr.com

OSC Officer of the Week  
Disclosure Unit  
U.S. Office of the Special Council  
1730 M Street, NW (Suite 300)  
Washington, DC, 20036-4505  
(800) 872-9855; 202-653-7188  
Fax: 202-653-5151

I am filing a Whistleblower Disclosure. This disclosure evidences violations of law, regulation, gross mismanagement, gross waste of funds, and abuse of authority.

- 1. Name of person requesting OCS action: Gregg Wilkerson**
- 2. Phone numbers: 661-246-9485 (cell), 661-391-6081 (work), 661-399-6254 (home)**
- 3. Name and address and location of the government agency involved:**

Bureau of Land Management  
Bakersfield Field Office  
3801 Pegasus Dr., Bakersfield, CA 93308

- 4. Job Title, pay grade and employment status of employee(s) affected by the allegedly prohibited actions:**

Gregg Wilkerson, Geologist, Solid Minerals Team Leader, GS-12, step 10; full time permanent career

- 5. Reason for Disclosure: Prohibited personnel practices and violations of law**

**6. Brief and Accurate Statement of the facts supporting the report of a prohibited activity:**

A history of my case is provided in **Attachment 1**.

***Fraudulent Cost Coding in the Bakersfield Office, Bureau of Land Management: 1988 to Present***

The Bureau of Land Management (BLM) uses authorization and accounting practices that do not accurately track expenditures of federal funding allocations. BLM tracks expenditures through an Annual Work Plan (AWP) process and through a computerized Management Information System (MIS). Different categories of work are assigned "Program Element Codes" that are used for planning, monitoring and tracking of funds. Some funds are allocated to specific projects by Congressional directive, and those directives change from year to year. Other funds for BLM are allocated to various general program areas. I have been a BLM program specialist since 1988 and have observed changes in the way BLM makes expenditures in California and the way those expenditures are tracked and reported. When program elements for certain projects or programs run out, BLM does not stop working on that project or program. They do the work anyway and charge the costs to other program elements that still have money. This practice is called "mis-coding." In some years, I would have 10's of 100's of thousands of dollars in my Mining Program accounts in August, and then get a MIS report in September that all the funds were used. I was never told where the money went. It just "disappeared." For several years, JoAnne Nun has been the specialist that the Bakersfield Office has used to re-shuffle accounts and implement the mis-coding that BLM Management wants.

The biggest annual costs to BLM are labor and vehicles. To shift labor costs from under-funded programs to over-funded ones, staff is routinely given directions on what program elements to charge their time to, regardless of the kind of work they actually do. Two recent examples of these kinds of directions are shown in **Attachment 2**. Another way that BLM shifts money between accounts is through reporting of vehicle expenses. Since 1990, the Mining Programs in the Bakersfield Office never had enough money to pay for salaries, contracts and supplies and also pay for vehicles. So vehicle costs in the Mining Programs I managed were re-coded to oil and gas program elements. In this way the oil and gas program subsidized the mining program. This procedure continues to this day.

The effects of this mis-coding are that the actual cost of performing work is misrepresented. Because mining programs have been funded by oil and gas allocations for years, the cost of doing mining work is represented in the MIS system as being cheaper to do than it actually is. Likewise, the cost to do oil and gas work (leasing, production verification, etc) is represented to be more expensive than it actually is in the MIS system. Similar mis-coding of costs are made between all other programs in the Bakersfield Field Office. The practice is common throughout the state.

### ***Requirement to Falsify Payment Records in Order to be promoted to Manager***

In his job interview with Tim Smith on Aug. 9, 2007, Wilkerson give Smith the Issue Paper shown in **Attachment 3**. He also showed the Minerals Staff statement of morality and ethics (**Attachment 4**). He and Smith discussed the current situation in the office that employees are required to lie on their time sheets. They are required to claim time spent working on projects and programs that they do not work in. Wilkerson asked Smith if he would be required to sign and authorize time sheets that had mis-coded information on them. Smith answered "Yes, it is a problem, but I believe in fixing problems by taking baby steps". The meaning was, yes, Wilkerson would be required to follow the present long-term practice of BLM managers by approving mis-coded time sheets.

### ***Fraudulent Hiring Practices: Pre-Selection and Favoritism***

BLM has created a procedure whereby the employees are denied their rights to merit promotion because other employees are given preferential treatment in leadership training programs.

An example of this practice is illustrated by the promotion of Gabriel Garcia to the position of Assistant District Office Manager for Minerals (AFOM Minerals) on Aug.27, 2007. This selection violated Department of Interior hiring procedures. Mr. Garcia was not qualified for the position. The position required a college degree in the physical sciences (geology, engineering, or hydrology). Mr. Garcia's college degree is in the life sciences (biology). Garcia joined BLM 6 years ago as a GS-5 student trainee. He was hired instead of senior staff members who have over 25 years of experience (Gregg Wilkerson, Jeff Prude). Wilkerson and Prude are victims of BLM management pre-selection and favoritism.

Gabriel Garcia was trained to be an oil and gas inspector by George Garcia (not a relation). Gabriel Garcia was promoted to the GS12/13 AFOM Minerals position in August, 2007 and now is George Garcia's supervisor.

Mr. Garcia was pre-selected for the position by BLM management. He was groomed to be placed in the position by the former ADM Minerals (Gradek and the Associate State Director, Jim Abbot). The BLM as devised a system of institutional favoritism. It is called the Emerging Leaders Program. It sends it young employees to management training, but denies this training to older employees. This system of favoritism has "mentors", "coaches" and "advocates". Garcia's mentor was Gradek. Garcia's "coach" was Steve Larson. He is the ADM (later AFOM) for Resources in the Bakersfield Office. Garcia's advocate was the Deputy State Director (Jim Abbott). For documentation of these relationships, see **Attachment 5**. Wilkerson asked Gradek in 2002 to receive the same leadership training that Garcia was given, but was denied. Wilkerson has never been assigned a Coach or a Mentor by BLM. As part of the Emerging Leaders Program, Abbott arranged for Garcia to have a detail as acting Assistant Field Office Manager (AFOM) for the Susanville office of BLM. Similar requests for details by Wilkerson

were denied. Requests by Wilkerson for similar training as provided to Garcia were also denied.

In 1996, shortly after Gradek became acting ADM for Minerals, Wilkerson complained that BLM was not using funds as prescribed by law and regulation. He complained that he and all other employees were required to falsify time payroll sheets and procurement payments. He was required to charge expenditures for work he was doing in the Mining Program to non-mining programs, particularly the oil and gas program. Wilkerson made these complaints regularly as part of the Annual Work Plan preparation and for Year-End accounting and accomplishment reporting.

Because Wilkerson voiced concern about the legality of charges for labor and non-labor cost payments, he was denied management training. Specifically, he was denied the opportunity to participate in the Emerging Leaders training granted to Gabriel Garcia. He was denied his repeated requests for detail assignments. He made requests for details annually during his performance evaluations and individual development plan (IDP) reviews.

### ***History of Discrimination***

The BLM has a history of filling the positions through fraud and favoritism in the Bakersfield Field Office. In 1997, the ADM position was filled without competition. This was an illegal pre-selection. Gradek was acting in the position of the ADM for Minerals over a year and a half in violation of BLM and DOI policy. Acting assignments are not supposed to extend beyond 90 days, and should be rotated between qualified staff. The GS-13 ADM position was "advertised" for local-area only, in violation of BLM and DOI policy, which requires GS-13 positions to be advertised nationally for at least 30 days. No general announcement was given to staff that the vacancy was being advertised. When Wilkerson found out that the job announcement had been advertised he spoke to Abbott. Wilkerson asked Abbott how the position was advertised. Abbott said a paper copy of the announcement was placed in a public employment opportunity box in the public room. This technique was not a common use for advertising any jobs at the time. E-mail notifications to staff for local job openings was the normal way job opportunities were conveyed to staff. Abbott was told by Wilkerson that Gradek's pre-selection was unethical and immoral. This created a hatred of Wilkerson by Abbott and Gradek that continued up to the present time. The hatred and prejudicial treatment is most recently exhibited in the selection of Garcia over Wilkerson in 2007. Gradek and Abbott have worked together to destroy Wilkerson's career and advancement opportunities since that date.

In 1997, Wilkerson collected signatures and got a union established in the Bakersfield Field Office. Ever since then, he has used his office as Union Steward to complain about mis-coding. He has also been denied training, and has not been promoted, despite his 25 years of experience, and despite applying for promotions on a regular basis. Wilkerson is the victim of on-going reprisal by BLM management for his union activities.

### *Performing GS-13 duties, 1994 to 2003*

Wilkerson was assigned GS-13 duties on January 30, 1994, as Team Leader for the Mining Patent Backlog Reduction program and the Bodie Bowl Mining Claim Validity examination. He performed those duties from January, 1994 to August, 2003. In April, 1998, Wilkerson asked that his position description be re-written and re-classified to allow for a promotion through accretion of duties. Gradek approved the new Position Description and forwarded it to the State office May 18, 1998. This Position Description was never classified by BLM. On September 6, 2000, Wilkerson made a second request to have a new Position Description prepared and classified. Wilkerson was required to prepare his own new Position Description in October, 2000. On June 30, 2003, Wilkerson complained to Gradek that the re-write and classification of his Position Description had not taken over 5 years. All this time, Wilkerson was performing GS-13 duties, but not being paid for them. BLM (Gradek) delayed approving the new Position Description until August 7, 2002. A history of the re-write of Wilkerson's Position Description from August, 1998 to August 7, 2002 is provided in **Attachment 6**. During this 4-year period, Wilkerson worked on the re-write for a total of 15 days. BLM worked on the Position Description for 4 years and a day (**Attachment 6**). In July, 2003, a contract classifier was hired to classify Wilkerson's Position Description. The contract classifier met with Wilkerson and Gradek in September, 2002 and classified Wilkerson's at GS-13 in November, 2002. BLM accepted this work as accurate and paid the contractor for his classification. In November, 2002, Gradek did not inform Wilkerson that his Position Description had been classified at GS-13. Instead, Gradek worked with Stu McCarthy, BLM classifier in the State Office, to make amendments to Wilkerson's Position Description between November 2002 and August, 2003. In August, 2003, the amended Position Description, which Wilkerson was never given a chance to see, was classified by Stu McCartney at GS-12.

By amending the Position Description approved August 7, 2002 in re-classifying it in August, 2003, BLM took away a promotion through accretion of duties to which Wilkerson was entitled. It also denied Wilkerson back pay for performing the GS-13 duties from January, 1994 through November, 2003, a 9-year period. Wilkerson appealed the classification of his Position Description to the Department of Interior in 2003. On June 29, 2004, Carolyn Cohen made a decision that Wilkerson's position should be classified as GS-1350-12. The Position Description of August 7, 2003 was not classified because duties had been re-assigned since that Position Description was prepared. The decision accepts contract classifiers assignment of GS-13 as correct in Nov. 2002

Had Wilkerson's Position Description of May, 1998 been processed in a timely fashion, he would have received, on the average, \$15,000 more per year from 1994 to 2003. He thus lost \$135,000 due to BLM delay in processing his request for a re-write and re-classification of his Position Description

Denial of the promotion through accretion of duties occurred because of Wilkerson regularly complained that expenditures were being mis-coded within the Bakersfield Field Office and as reprisal for his union steward activities.

## **7. Personnel actions taken or proposed involving prohibited personnel practices:**

- Jan. 30, 1994 Gregg Wilkerson assigned as Team Leader for the Bodie Validity Examination. This team had several GS-12 and one GS-13 member on the team. This was a 5-year long project.
- Nov. 11, 1994 In Performance Review, Wilkerson provides Whistleblower disclosure to Nick Douglas for misuse of government funds by mis-coding the Bodie and other projects.
- May 15, 1995 In Performance Review, Wilkerson provides Whistleblower disclosure to Nick Douglas for misuse of government funds by mis-coding the Bodie and other projects. This was a group performance review.
- Unknown date, pre-March, 1996 Gradek appointed Assistant Manager for Minerals, Bakersfield District office, then selected for the position without competition. Gregg Wilkerson was qualified for the position, but not notified by management that there was a job announcement for the position.
- Aug. 14, 1996 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- Oct. 30, 1997 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- May 18, 1998 Position Description for Gregg Wilkerson approved and sent to BLM California State Office for classification
- Oct. 1, 1998 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding. Wilkerson assigned State-Wide duties as co-leader of the Mining Patent Backlog reduction program with Jim Evans (GS-13).
- May 18, 1999 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding.
- Sept. 6, 2000 Wilkerson makes second request to have his Position Description re-written and re-classified.
- Sept. 22, 2000 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding..
- May 10, 2002 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding.
- Aug. 1, 2002 PD's for Gregg Wilkerson and Anne Falcon approved and sent by Gradek to CSO
- Sept. 4, 2002 Gregg Wilkerson has desk audit with Valentine Varela, former chief of classification for the Department of Energy
- Nov. 2002 Contract classifier Valentine completes his review, recommends GS-13 Classification for Wilkerson's PD.
- November 2002 to August 2003: Gradek works with Stew McCartney to amend Wilkerson's PD and change the classification to GS-12.

- Nov. 20, 2002 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- Feb. 5, 2003 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- Aug. 11, 2003 Patty Gradek informs Gregg Wilkerson that contract classifier Recommended PD classification at GS-13. She explained to Wilkerson that she thought this classification was inaccurate and wrote a memo explaining errors and gave reasons why the position should be a GS-12. She also gave Gregg Wilkerson a copy of Stew McCartney's review and his recommendation of July 30, 2003 that the position be a GS-12. Gregg Wilkerson asks for information on how to appeal the classification decision to the Department of Interior.
- Nov. 6, 2003 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- Dec. 26, 2003 Wilkerson sends appeal of BLM's PD classification to the Department of the Interior.
- June 29, 2004 Decision by Carolyn Cohen that Wilkerson's position should be classified as GS-1350-12. The original PD of Aug. 1, 2002 was not classified, as duties had been re-assigned in August, 2003 in order to downgrade the PD to GS-12. Decision accepts Contract Classifiers assignment of GS-13 to the PD of Aug. 1, 2002 as correct in Nov. 2002. No decision is made about back-pay request.
- Oct. 22, 2004 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- April 17, 2005 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- June 21, 2006 In Performance Review, Wilkerson provides Whistleblower disclosure to Gradek for misuse of government funds by mis-coding the Bodie and other projects.
- March 1 to 20, 2007 Vacancy Announcement CA-Merit-2007-0107 for Vice-Gradek position as Assistant Field Office Manager for minerals
- April 9-13, 2007 Interviews in Bakersfield. Gregg Wilkerson, Gabriel Garcia and Jeff Prude are interviewed by the Panel.
- April 11, 11:00 AM. Panel interviews Gregg Wilkerson (John Skibinski, Gradek, Steve Kupferman)
- May 4: Wilkerson told by John Skibinski that he is best qualified, but CSO wants there to be at least 10 applicants.
- June, 2007 Second advertisement for CA-Merit-2007-0107.
- Aug. 9, 2007 Tim Smith interviews Wilkerson. Wilkerson delivers issue paper on miscoding. Wilkerson told that he must be willing mis-code time sheets and other expenditures to be a manager for BLM

Aug.27, 2007, 8:55 AM

Tim Smith announces that Gabriel Garcia is selected to the ADM Minerals position by e-mail.

**8. Was complaint covered by a collective bargaining agreement?**

No. selections or non-selections of candidates for a position, and classification of a Position Description by BLM are not grievable by the NFFE collective bargaining agreement for Local 2152 (see page 109 of the agreement).

**9. Has the matter reported been appealed, grieved or reported under any other procedure?**

The amendment to Wilkerson's Position Description (PD) and its classification were appealed to the Merit System Protection Board December 26, 2003. MSPB ruled that the PD prepared in Aug. 1, 2002 and which accurately described Wilkerson's work activities from January 1, 1994 through August, 2003 was GS-13 level work. MSPB affirmed classification of the PD of August, 2003 at GS-12. No ruling was made on back-pay and no ruling made on favoritism or legality of the "Emerging Leaders Program" and the selection of Gabriel Garcia as Assistant Field Office Manager for Minerals in August, 2007. No ruling was made on the legality of BLM's practice of requiring BLM managers to falsify time sheets and procurement approvals as a pre-condition for promotion to management positions. No ruling was made on Wilkerson's complaint for loss of opportunity due to the 4-year delay in processing his request for a revised and re-classified PD.

**10. Damages**

Because BLM requires its candidates for promotion to be willing to mis-code the way funds are spent, it has created a situation where it is impossible for Wilkerson to receive promotion.

BLM has been unfair to Wilkerson in the way it prepared, classified and re-classified his position description. In doing so, it cost Wilkerson \$135,000 in lost back pay from 1994 to 2003. It also cost Wilkerson \$20,000 every year since 2003, because his salary would not have been reduced, even if his was re-assigned GS-12 duties in 2003. So he has lost another  $(14 \times \$20,000) = \$280,000$  in salary since 2003.

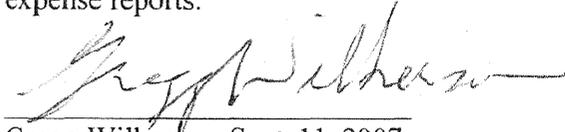
Because Wilkerson was not promoted to GS-13 in 1998, he had no opportunity to compete for GS-14 positions during the 17 years between 2000 and the present.

It is likely that Wilkerson would have received a GS-14 job within BLM or another agency between 2000 and present had he been promoted to GS-13 in 1998.

## 11. Remedy

I ask that I be promoted to GS-14 and given back pay for all lost wages to August, 1998 when my original re-write of my Position Description was lost by the BLM. I ask that the promotion duty station be the Bakersfield Field Office.

I ask that BLM be required to stop requiring me to file fraudulent time sheets and expense reports.



Gregg Wilkerson  
Gregg Wilkerson, Sept. 11, 2007

Attachment 1:WHISTLEBLOWER DISCLOSURE LOG FOR GREGG WILKERSON

<u>DATE</u>	<u>DESCRIPTION OF ACTION OR EVENT</u>
Jan 30, 1994	GW assigned to lead Bodie Bowl Validity Exam
Oct. 1, 1994 to Sept. 30, 1995	PIPR includes Bodie Bowl Lead
Nov. 11, 1995	In Performance Review, Wilkerson provides Whistleblower disclosure to Nick Douglas for misuse of government funds by mis-coding for projects in the Bakersfield office.
May 15, 1995	In Performance Review, Wilkerson provides Whistleblower disclosure to Nick Douglas for misuse of government funds by mis-coding the Bodie and other projects. This was a group performance review.
Nov. 12, 1995	IB 96-23 Performance Management System
Dec. 14, 1995	PIPR training and update memo
Oct. 1, 1995 to Sept. 30, 1996	PIPR includes Bodie Bowl Lead
Unknown date, pre-March, 1996	Patricia Gradek appointed Assistant Manager for Minerals, Bakersfield District office, then selected for the position without competition. Gregg Wilkerson was qualified for the position, but not notified by management that there was a job announcement for the position.
Aug. 14, 1996	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Oct. 1, 1996 to Sept. 30, 1997	PIPR includes Bodie Bowl Lead, PIPR includes Hyytinen case <b>PIPR includes Solid Mineral Lead function beginning</b>
Feb. 1997	
Oct. 30, 1997	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
May 18, 1998 Patricia Gradek	PD updated and sent to State Director by
Aug. 26, 1998	Wilkerson asks Mike Rosnack about status of May 18,1998 PD submission. He gets no reply
Oct. 1, 1998 In	Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects. Wilkerson assigned State-Wide duties as co-leader of the Mining Patent Backlog reduction program with Jim Evans (GS-13).

Oct. 1, 1998 to Sept. 30, 1999	PIPR includes Solids Team Leader function PIPR includes Co-Leader function for California Patent Program PIPR includes Southern Clay, Hyytinen and Campagna cases
May, 1999	Larry Vredenburg becomes GIS lead within the Solids Group.
May 18, 1999	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Oct. 1, 1999 to Sept. 30, 2000	PIPR includes Solids Team Leader function PIPR includes Co-Leader function for California Patent Program PIPR includes Southern Clay, Hyytinen and Campagna cases
Sept. 6, 2000	Gregg Wilkerson asks Stewart McCartney about PD requirements
Sept. 6, 2000	Memos from Stewart McCartney describing required contents and format of PD
Sept. 22, 2000	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Undated post-Sept. 2000	Memo from Patty Gradek to George Garcia and Gregg Wilkerson about information obtained from Stewart McCartney about "Accretion of Duties"
Oct. 2000	Larry Vredenburg begins re-write of his Position Description
Oct. 1, 1999 to Sept. 30, 2000	PIPR includes Solids Team Leader function PIPR includes Co-Leader function for California Patent Program PIPR includes Southern Clay, Hyytinen and Campagna cases
Sept. 12, 2000	PD changes made by Wilkerson
Oct. 1, 2000 to Sept. 30, 2001	PIPR includes Solids Team Leader function WILKERSON IDENTIFIED AS HAVING STATE-WIDE DUTIES
April 27, 2001	PIPR includes Southern Clay and Campagna cases Discussions with Richard Gabrowski about Co-Lead, functions for Gregg Wilkerson
Oct. 21, 2001 Oct. 1, 2001 to Sept. 30, 2002	Larry Vredenburg promoted to GS-12 for his GIS duties  PIPR includes Solids Team Leader function

PIPR includes Southern Clay and Campagna cases  
WILKERSON IDENTIFIED AS HAVING STATE-  
WIDE DUTIES

January 25, 2002	PD changes made by Wilkerson
May 13, 2002	PD changes made by Wilkerson
May 21, 2002	PD final changes made by Wilkerson
July 24, 2002	Patty Gradek informs Gregg Wilkerson that she has spoken with HR staff and wants to make further changes in performance factors.
July 29, 2002	Gregg Wilkerson prepares documentation to support phrases in PD questioned by Patty Gradek
July 30, 2002	Gregg Wilkerson scheduled to meet with Patty Gradek to discuss PD
Aug. 1, 2002	PD's for Gregg Wilkerson and Anne Falcon approved and sent by Patty Gradek to CSO
Aug. 7, 2002	E-mail from Patty Gradek indicating that PD's were sent to CSO and that meetings would be scheduled with contract classifier.
Sept. 4, 2002	Gregg Wilkerson has desk audit with Valentine Varela, former chief of classification for the Department of Energy
Sept. 9, 2002	Letter to Valentine Varela from Gregg Wilkerson supplying additional documentation about GW's position description. The letter also contained documentation of duties preformed, staff supervised, and Annual Work Plan for FY 2002.
Oct. 8, 2002	Valentine classifies Wilkerson's PD at GS-13
November, 2002	Valentine completes his review, recommends GS-13 classification for Wilkerson's PD.
November 2002 to August 2003	Gradek works with Stew McCartney to amend Wilkerson's PD and change description of duties and hence the classification to GS-12.
Nov. 20, 2002	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Feb. 5, 2003	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Feb. 24, 2003	John Skibinski contacted Stew McCartney in CSO. Was told PD were being worked on.
Feb. 26, 2003	Patty Gradek leaves voice mail message for GW and Anne Falcon that she spoke with Patty Gradek and indicated that Stew McCartney in CSO was still processing the PD classifications.
June 30, 2003	Gregg Wilkerson asks Patty Gradek about status of PD

June 30, 2003	classification and for information on how to appeal the PD to the Department of Interior or OPM. Gregg Wilkerson asks Patty Gradek about status of classification and expresses frustration that this process has taken 5 years.
July 7, 2003	Patty Gradek tells Gregg Wilkerson that she spoke with Stew McCartney's boss, Fedrika Lee. Gradek relates that Ms. Lee was not aware of the delay and assured Gradek that classification by McCartney would be completed soon. A final decision, Gradek said was "imminent."
August 11, 2003	Patty Gradek informs Gregg Wilkerson that contract classifier recommended PD classification at GS-13. She explained to Wilkerson that she thought this classification was inaccurate and wrote a memo explaining errors and gave reasons why the position should be a GS-12. She also gave Gregg Wilkerson a copy of Stew McCartney's review and his recommendation of July 30, 2003 that the position be a GS-12. Gregg Wilkerson asks for information on how to appeal the classification decision to the Department of Interior.
August 12, 2003	Fredrika Lee is phoned by Gregg Wilkerson. They discuss the PD review process. Gregg Wilkerson asks for information on how to appeal his PD's classification. Lee faxes information about how to appeal to Wilkerson
August 15, 2003	Gregg Wilkerson speaks with Stew McCartney. Wilkerson asks about getting a copy of the score sheet for his classification. McCartney says that no score sheet was used because the classification standards in Physical Scientist 1300P are subjective. McCartney and Wilkerson agree to go over the 1300P standards together. Wilkerson is told that McCartney and Gradek worked together over a several month long period to create the documentation that overturned the consultant's recommendation.
August 18, 2003	Wilkerson discusses the PD classification with Patty. He asks for official time to prepare a grievance.
August 25, 2003	Wilkerson finished grievance. He sends electronic version to Ron Fellows and speaks to Ron Fellows on the phone. Ron acknowledges receipt of the grievance and directs Wilkerson to place grievance in a blue envelope and place on his desk
August 27, 2003	Note from Ron Fellows indicating that grievance should be given to Patty Gradek for a step 1 determination. "After that it goes to mgt"
August 27, 2003	Wilkerson presents grievance to Gradek.
Sept. 19, 2003	Wilkerson and Steward Varvel meet with Gradek Gradek decision: no resolution

Nov, 2004	Gregg Wilkerson applies for position of Field Office Manager for the Bakersfield Office, Announcement GS-034-14.
Dec. 10, 2004	Gregg Wilkerson files grievance for improper process used in filling announcement GS-034-14
Dec. 2004	Gregg Wilkerson applies for position as Instructor, Phoenix Training Center
Dec. 2004	Selection for made for announcement NTC Merit-2004-0041. Wilkerson is not notified
Jan. 12, 2005	Gregg Wilkerson inquires about status of announcement.
Jan 13, 2005	Gregg Wilkerson informed by Stela Francos that selection was for 2004-0041 was made.
April 17, 2005	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
March 1 to 20, 2007	Vacancy Announcement CA-Merit-2007-0107 for Vice-Gradek position as Assistant Field Office Manager for minerals
April 9-13, 2007	Interviews in Bakersfield. Gregg Wilkerson, Gabriel Garcia and Jeff Prude are interviewed by the Panel.
April 11, 11:00 AM.	Panel interviews Gregg Wilkerson (John Skibinski, Patty Gradek, Steve Kupferman)
May 4:	Wilkerson told by John Skibinski that he is best qualified, but CSO wants there to be at least 10 applicants.
June, 2007	Second advertisement for CA-Merit-2007-0107.
Aug. 9, 2007	Tim Smith interviews Wilkerson. Wilkerson delivers issue paper on miscoding
Aug.27, 2007, 8:55 AM	Tim Smith announces that Gabriel Garcia is selected to the ADM Minerals position by e-mail.
Oct. 11, 2007	Wilkerson appeals to the Office of Special Council

Sept. 29, 2003	Wilkerson and Varvel prepare Response at Step 2. Deliver step 2 grievance to John Skibinski.
Oct. 6, 2003	Date by which John Skibinski was to schedule a meeting.
Oct. 8, 2003	Skibinski meets with Wilkerson and Varvel to schedule meeting, 2 days late.
Oct. 8, 2003	Skibinski has Step 2 meeting with Wilkerson and Varvel
Oct. 18, 2003	Step 2 Decision Due from Skibinski
Oct. 20, 2003	Skibinski presents his Step 2 decision letter to Wilkerson and Varvel in Bakersfield. Grievance documentation and Standard Grievance Record (SGR) remained in Sacramento with Dave Wheeler and are not presented to Varvel. The decision was 2 days late and incomplete. It did not have the SGR.
Oct. 23, 2003	Varvel and Wilkerson prepare Step 2 response and send to CSO.
Nov. 2, 2003	DI-50 showing Wilkerson's classification at GS-12.
Nov. 6, 2003	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.
Nov. 17, 2003	Reply at Step 3 denying Wilkerson's request for classification at GS-13 and finding of no breach of contract by Patricia Gradek
Dec. 26, 2003	Wilkerson sends appeal of BLM's PD classification to the Department of the Interior.
Dec. 30, 2003	Appeal received by the Department of the Interior
March 1, 2004	Letter of Inquiry from Wilkerson to the Department of the Interior asking about status of appeal.
March 6, 2004	Letter of Inquiry received by the Department of the Interior
March 17, 2004	Letter of Reply stating that appeal would be processed in four weeks.
May 7 and 10, 2004	Telephone interview of Gregg Wilkerson by DOI classifier John Curry 254-420-1844.
May 17, 2004	Wilkerson provides additional information by telephone to John Curry about research projects.
June 29, 2004	Decision by Carolyn Cohen that Wilkerson's position should be classified as GS-1350-12. The original PD of Aug. 1, 2002 was not classified, as duties had been re-assigned in August, 2003 in order to downgrade the PD to GS-12. Decision accepts Contract Classifiers assignment of GS-13 to the PD of Aug. 1, 2002 as correct in Nov. 2002. No decision made on Wilkerson's back-pay request.
Oct. 22, 2004	In Performance Review, Wilkerson provides Whistleblower disclosure to Patricia Gradek for misuse of government funds by mis-coding the Bodie and other projects.

Attachment 2: Mis-coding matrix and instructions, 2008





Maria  
Soto/CASO/CA/BLM/DOI  
08/27/2007 03:59 PM

To Amy Kuritsubo/CASO/CA/BLM/DOI@BLM, Anne  
Falcon/CASO/CA/BLM/DOI@BLM, Charles  
Sutton/CASO/CA/BLM/DOI@BLM, Chris  
cc  
bcc  
Subject PP19 early T&A submittal

**Non-fire employees,**

We are considering PP19 an early payperiod for all non-fire employees.

The supervisors have been provided a handout identifying subactivity and hours for employees to use when entering data for PP19.

Also, hours code 010 (regular hours worked) in PP19 is being used to project the labor costs for PP21. You need to print your PP19 T&A to use when you enter your hours code 010 time for PP21 so those payperiods will be coded the same to the greatest extent possible.

Please have your timesheets entered and verified NLT COB 8/30.

**Fire employees:**

Hours code 010 (regulars hours worked) in PP19 is being used to project the labor costs for PP21. You need to print your PP19 T&A to use when you enter your hours code 010 time for PP21 so those payperiods will be coded the same to the greatest extent possible.

T&A for fire should be certified NLT 11:00 on 9/4.

Direct any questions to your timekeeper.



Myna  
Sarzotti/CASO/CA/BLM/DOI  
09/24/2007 09:42 AM

To Amy\_Kuritsubo@ca.blm.gov@BLM, Anne  
Falcon/CASO/CA/BLM/DOI@BLM, Chris  
Ryan/CASO/CA/BLM/DOI@BLM, David  
cc  
bcc

Subject Coding your timesheet for PP 21

Remember to code your times to the same thing you coded them to in PP19. If you were on Fire numbers, you need to do the same. What I am saying, is that you will still be coding your base 2810 HU \_\_\_\_\_. Not necessarily the same fire number.

Some people were given specific charge codes. Please use them again.

For the Fire people, if you do not have a copy of what you put down for PP 19, see Lucia or write me.

Thanks,

Myna

Attachment 3: Issue Paper Wilkerson: Mis-coding practices in the Bakersfield Field Office

ISSUE PAPER  
MISCODING IN THE BAKERSFIELD FIELD OFFICE

***Issue:***

The Bureau of Land Management (BLM) Bakersfield Field Office (BFO) is using financial practices that are violations of law and regulation. These practices cause funds that are distributed from the Washington Office (WO) and California State Office (CSO) to the BFO to be used for designated projects and programs to be used for other, often very dissimilar projects and programs. Funding is tracked in BLM's accounting systems by subactivity, program elements and project codes. Miscoding by the BFO is done at all three accounting levels.

This miscoding applies to payroll and procurement actions.

***Payroll:***

The BFO has a practice of giving employees direction on what program elements to code their time to. Attachment 2 contains an example of a chart given to employees. The employees and their supervisors are instructed to code their time to these charge codes regardless of the kind of work they actually do.

I have been keeping track of my pay roll charge coding since 1988. In my records I have several examples of miscoding that I have been directed by my supervisor to make. This is practice has been happening for a very long time in the BFO.

***Procurement***

The BFO routinely uses funds from one subactivity to support projects and programs in other subactivities.

For example, the mining programs 1990 (mining law administration) and 1330 (other minerals, including sand and gravel sales) never have enough funds to cover payroll and vehicle costs.

The major non-labor cost for the BFO is vehicle use. BLM mining specialists require vehicles to do their work, but there is not enough money in annual allocations from WO/CSO in the mining sub activities to pay for those vehicles. So in the 3<sup>rd</sup> and 4<sup>th</sup> quarters of Balm's fiscal year, vehicle charges against the 1990 and 1330 accounts are backed out, and replaced by charges from the 1310 (oil and gas) subactivity which always has more money.

Office equipment, phones, and computers in the Minerals Division are almost always paid for with 1310 funds, even though the employees work in mining programs.

## ***Consequences***

The miscoding over several years has produced inaccurate information in BLM's financial management systems for the true costs of performing work. Because mining projects are subsidized by oil and gas funds, it makes the cost of doing those projects appear much lower than their true costs. Likewise, the costs of doing oil and gas work elements is represented as being higher than the actual costs to perform that work.

Another consequence of years of miscoding practice, is that the staff has grown used to it. In a recent all-employees meeting, when asked what the office should stop doing, I said "We should stop miscoding". To this the employees gave a gentle chuckle.

This practice of miscoding, when applied throughout BFO amounts to several million dollars a year in violation of law and regulation.

The practice of miscoding also occurs in other BLM offices in California. Over the several years that this practice has taken place, billions of dollars in misuse of government funds could be documented. The long practice tells employees that being dishonest is OK. It tells employees that dishonesty is rewarded.

The practice of miscoding has resulted in several positions in BFO becoming insupportable without continued miscoding. So it is a trap. BFO must either eliminate or transfer positions, or continue to miscode.

Transferring employees is costly, and hard on the employee and their families, so directed reassignments have seldom been used in BFO to solve the miscoding dilemma.

## ***Recommendation***

BFO must perform a study to see what funding it has and then form a table of organization which that funding can support without miscoding. BFO should ask for a one-time allocation through the BPS system to redistribute the workforce to places where funding exists to support those positions.

When funding for a subactivity is exhausted, work should be stopped in that subactivity until the next fiscal year. Employees in that under-funded subactivity should be assigned other duties in subactivities that are funded. This may require people to travel to other offices of extended details, and that will increase travel costs. Extended travel will reduce efficiency. But is it more important to do the job legally and consistent with annual allocation than to do it efficiently. When miscoding stops, efficiency will also improve, over the long term.

By Gregg Wilkerson

Delivered to Tim Smith, BFO manager, 10:15 AM, Thursday Aug. 9, 2007

By Gregg Wilkerson

Attachment 4: Statement about moral and ethical practices in the Minerals Division of the Bakersfield Field Office

*We, the members of the Minerals Team, recognize and affirm these  
fundamental rights and responsibilities:*

*Each of us has a right:*

*Each of us has a responsibility:*

*Communication*

- ◆ *to free expression, to be told the truth, and to speak the truth...*
- ◆ *to be heard and understood...*
- ◆ *to disagree and say no...*
- ◆ *to be informed and involved in decisions which could affect us and our program...*
- ◆ *to tell the truth and act on the truth in a tactful, open-minded, and responsible manner...*
- ◆ *to listen and strive to understand...*
- ◆ *to seek reconciliation to resolve misunderstanding and differences in perceptions...*
- ◆ *to be active and involved in making decisions which could affect us and our program...*

*Ethics/Morality*

- ◆ *to be treated with dignity, respect, fairness, and equality...*
- ◆ *to follow our personal convictions...*
- ◆ *to learn and perform our jobs to the best of our ability without unnecessary constraints...*
- ◆ *to treat each other with dignity, respect, fairness, and equality...*
- ◆ *to exercise our personal convictions in a manner which contributes to the work of the team...*
- ◆ *to set aside differences, and focus on common goals...*
- ◆ *to guard against coercion, repression, harrassment, and other subversive acts which work against our team...*

*Opportunities/New Solutions*

- ◆ *to equal and fair availability of employment opportunities and career enhancement...*
- ◆ *to have our talents recognized, developed, utilized, appreciated, and rewarded...*
- ◆ *to ask for assistance when we need it, and to network with co-workers inside and outside the minerals team...*
- ◆ *to find solutions by recognizing potential and developing it in ourselves and others...*
- ◆ *to integrate our talents with those of our coworkers to maximize team effectiveness...*
- ◆ *to willingly help others when they need assistance, and accept help in the spirit in which it's given...*
- ◆ *to learn from the past, but to focus on solutions for the future...*

*Work Habits*

- ◆ *to meet our customers needs, both inside and outside BLM, in a fair and timely manner...*
- ◆ *to work with dedication, enthusiasm, honesty, efficiency, and responsibility, and to follow through with team decisions...*
- ◆ *to understand and adhere to policies, procedures, rules and regulations so we can produce quality work that meets Bureau objectives...*
- ◆ *to eliminate cultural and language barriers in the workplace by developing our proficiency in communication and empathy...*

Attachment 5: E-mail from Silvet Holcomb: Gabriel Garcia's mentors and coaches

Silvet  
Holcomb/CASO/CA/BLM/DOI  
10/10/2007 07:37 AM

To Gregg Wilkerson/CASO/CA/BLM/DOI@BLM  
cc Timothy Moore/CASO/CA/BLM/DOI@BLM  
bcc  
Subject Re: Wilkerson: Need memo from you: Garcia promotion

Hi Gregg: Sorry for the delay;

The MOA meeting with the Hollister staff was held on August 22, 2007. What you wrote in your email below is true and was a conversation among several of us including Gabe Garcia while travelling to Hollister. Regards. Silvet

Silvet S. Holcomb  
Bureau of Land Management  
Petroleum Engineer  
661-391-6137 office  
661-619-0113 cell

Gregg Wilkerson/CASO/CA/BLM/DOI



Gregg  
Wilkerson/CASO/CA/BLM/DOI  
10/09/2007 03:49 PM

To Silvet Holcomb/CASO/CA/BLM/DOI@BLM  
cc Timothy Moore/CASO/CA/BLM/DOI@BLM  
Subject Wilkerson: Need memo from you: Garcia promotion

Silvet:

You told me you attended a meeting a few months ago in Hollister, California.

At that meeting, you said that Gabriel Garcia said that he was in the "Emerging Leaders" program for BLM.

He said his "coach" was Steve Larson (Assistant Field Office Manager for Resources, Bakersfield)

He said his "mentor" was Patricia Gradek (Assistant Field Office Manager for Minerals, Bakersfield)

He said that Jim Abbott (Assistant State Director, California) arranged for him to have a detail assignment to the Susanville Field Office.

I am making an appeal to the Office of the Special Council, and want to make this information an attachment in my complaint.

Please respond to this e-mail indicating if what I have presented is what you heard at the meeting. The date of the meeting in Hollister would also be helpful

Thanks

Dr. Gregg Wilkerson  
BLM  
3801 Pegasus Dr.  
Bakersfield, CA 93308

Attachment 6: History of Position Description Re-write

<b>Dates PD with GW for corrections</b>	<b>Dates PD held by Patty Gradek or BLM Human Resources</b>
August 1998 (initial draft)	August 1998 to May 1998: 5 months
	May 1998 PD sent to CSO
	May 1998 to Sept. 04, 2000 PD held by CSO without action: 2 years, 4 months
Sept 6, 2000 to Sept. 12, 2000: 6 days	Sept 12, 2000 to January 23, 2002: 1 year, 4 months
January 23 to January 25, 2002: 2 days	January 25, 2003 to May 11, 2003: 3 months 17 days
May 11 to May 13, 2002: 2 days	May 13 to May 20, 2002: 7 days
May 20, 2002 to May 21, 2002: 1 day	May 21-July 22, 2002: 2 months
July 29, 2002 to July 30, 2002: 1 day	July 30, 2002: 1 day
July 30, 2002: 1 day	July 30-July 31, 2002: 2 days
July 31-Aug. 1, 2002: 2 days	Aug. 1, 2003: 1 day
	Aug 1, 2003: PD e-mailed to CSO for classification
Total: 15 days after initial draft prepared in August 1998	Total: 4 years, no months, one day

Wilkerson made his initial request to have his Position Description re-written in August, 1998. BLM and Gradek delayed processing the request for re-write for 4 years.

BAKERSFIELD FO FY FLEET ESTIMATES

Should be 1990

Last Updated 02/03/03

Staff	License #	Type	1010	1020	1040	1050	1110	1120	1150	1210	1220	1310	1330	1430	1630	1640	1651	1652	1620	1990	2610	2823	Vehicle Totals		
Rowland	G41 49474	2X4 compact	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,485	100%	
Davis, J.	G43 67915	Blue Van 12 passenger	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	4,212	100%	
Garcia	G61 05258	Ford Explorer	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,978	100%	
Larson	G61 09945	4X4 Dakota	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4,948	100%	
Garcia	G61 12205	4X4 Blazer	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,092	100%	
Garcia	G61 12206	4X4 Blazer	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4,640	100%	
Robinson, J	G61 36047	Jeep Cherokee	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,038	100%	
Garnand	G61 36048	Jeep Cherokee	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,300	100%	
Hartman	G62 04303	4X4 Mid Size	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	5,557	100%
Wilkinson	G62 06351	Expedition	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7,243	100%	
Davis	G62 06352	4X4 Expedition	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	8,210	100%	
Saslaw	G62 08786	4X4 full size 1500	0%	0%	0%	0%	30%	0%	30%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5,398	60%	
Varvel	G62 08787	4X4 full size 1500	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4,300	100%	
Fellows	G62 13994	4X4 Tahoe	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6,806	100%	
Garcia	G62 27760	1/2 Ton	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3,747	100%	
Martinez	G63 03477	Stakeside Ran3500	0%	0%	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6,921	100%	
Davis	G63 07854	4X4 Excursion	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	8,406	100%	
Jonson	G63 09825	4X4 Truck 2500	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4,858	100%	
Bogacki	I149431	Grader	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	8,315	100%	
Wylie	I158966	Dozer D6 H	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	16,856	100%	
Sarzotti	I158972	4X4 4800 Model 5	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	13,306	100%	
Sarzotti	I160400	Transport 3182	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	6,993	100%
Bogacki	I160405	Dump Truck	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	6,908	100%	
Sarzotti	I162490	Heavy Engine	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	21,319	100%	
Sarzotti	I162491	Heavy Engine	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	20,255	100%	
Heitack	I162506	Helitack F800	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	8,695	100%	
Sarzotti	I162873	Dozer D 7 H	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	14,036	100%	
Sarzotti	I165361	WT-3191 L9000	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	19,693	100%	
Wylie	I165531	Trailer 3180	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	3,285	100%	
Bogacki	I168584	Backhoe 410d	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	4,889	100%	
Martinez	I168614	Elec. Forklift	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	1,285	100%
Sarzotti	I168666	Trailer 3182	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	6,708	100%	
Napoles	I168669	Crew Bus	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	9,465	100%	
Napoles	I168670	Crew Bus	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	9,945	100%	
Brinsfield	I256134	Heavy Engine	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	26,047	100%	
Wylie	I256342	Transport 3180	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	7,790	100%	
Wylie	I256515	1 Ton	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	5,555	100%	
Martinez	I256621	Stakeside	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	6,041	100%	
Ruth	I258837	4X4 Expedition	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	8,715	100%	
Sarzotti	I258939	4X4 Expedition	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	9,731	100%	
Sarzotti	I259299	WT-3192	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	22,354	100%	
Larson	I262054	4X4 Explorer	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	5,591	100%	
Ruth	I262215	4X4 F-150	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	10,924	100%	
Minnick	I262454	4X2 F-450	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	0%	4,898	100%	
Larson	I266317	4X4 Club Cab	0%	0%	0%	0%	0%	0%	25%	0%	0%	75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4,738	100%	
Chambers	I266395	4X4 F-250	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	5,477	100%	





**Maria**  
Soto/CASO/CA/BLM/DOI  
08/27/2007 03:59 PM

To Amy Kuritsubo/CASO/CA/BLM/DOI@BLM, Anne  
Falcon/CASO/CA/BLM/DOI@BLM, Charles  
Sutton/CASO/CA/BLM/DOI@BLM, Chris  
cc  
bcc  
Subject PP19 early T&A submittal

**Non-fire employees,**

We are considering PP19 an early payperiod for all non-fire employees.

The supervisors have been provided a handout identifying subactivity and hours for employees to use when entering data for PP19.

Also, hours code 010 (regular hours worked) in PP19 is being used to project the labor costs for PP21. You need to print your PP19 T&A to use when you enter your hours code 010 time for PP21 so those payperiods will be coded the same to the greatest extent possible.

Please have your timesheets entered and verified NLT COB 8/30.

**Fire employees:**

Hours code 010 (regulars hours worked) in PP19 is being used to project the labor costs for PP21. You need to print your PP19 T&A to use when you enter your hours code 010 time for PP21 so those payperiods will be coded the same to the greatest extent possible.

T&A for fire should be certified NLT 11:00 on 9/4.

Direct any questions to your timekeeper.



										Subtotal						Subtotal				
1630	1640	1651	1652	1653	1770		1820	1990	MLR	2810	2822	2823	2824	2881	Fire	1492	1920	3130	5440	
=====	=====		=====	=====		=====	=====	=====	=====	=====	=====	=====	=====	=====		=====		=====	=====	
									0						0					
									0	0.23					0.23					
									0						0					
			0.46						0.46						0					
									0	0.46					0.46					
									0	0.46					0.46					
									0.46						0					
									0.46						0					
									0.46						0					
									0	0.46					0.46					
									0.46						0					
			0.46						0.46						0					
									0	0.46					0.46					
	0.46								0.46						0					
									0.46						0					
									0						0					
									0	0.46					0.46					
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									0.46						0					
									0	0.46					0.46					
									0						0					
									0	0.46					0.46					

					Subtotal	CA160	GRAND
5700	7122	7123	8100	9641	Other	TOTAL	TOTAL
=====	=====		=====	=====	=====	=====	=====
					0	0	0
					0	0.23	
					0	0	
					0	0.46	
					0	0.46	
					0	0.46	
					0	0.46	0.46
					0	0.46	
					0	0.46	
					0	0.46	
					0	0.46	0.46
					0	0.46	
					0	0.46	0.46
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					0	0.46	
					0	0.46	0.46
					0	0	
					0	0.46	













Plng Fellow	160	INT																
Seasonals (Fire)	160	SEAS																
Hofsteen, B. (vice)	160	TEMP																
Plng Lead	160	TERM																
Vera, C.	160	TEMP																
Barrow, S.	160	TERM																
Rec Seasonal (SJR)	160	TEMP																
Realty Spec NPR2	160	TERM																
Admin Asst	160	TEMP																
Rec Tech (NPR2)	160	TEMP																
Subtotals			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals			0.46	0	0.46	0	0	0	0	0	0	0.46	0.92	0	8.97	0.46	0.23	2.53







# Fax

<b>To:</b> Gregg Wilkerson	<b>From:</b> Andy
<b>Fax:</b> 661-391-6166	<b>Date:</b> March 25, 2008
<b>Phone:</b> 661-391-6081	<b>Pages:</b> 17 530-224-2183
<b>Re:</b> Pay Codes	<b>CC:</b> NA

Urgent     For Review     Please Comment     Please Reply     Please Recycle

•Comments: Confidential

831-637-8014

## Charge Codes for PayCheck FY 2003

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. **USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.**  
Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1020	Tyler	1652
Borgic	1030	Velarde	1220
Cook	1030	Williams	1220
Crothers	1652	Bennett	1770
Emry	1430	Wayne	see Andy
Fernandez	1120		
Hagan	1220		
Hallstrom S.	1990		
Hallstrom T.	1990		
Hanson	1990		
Herzog	appropriate fire code		
Isola	appropriate 7123 code		
Kopp	1220		
Kuntz	1220		
Lytle	1220 or 7123		
Matzat	1492		
Mikesch	1060		
Miller	appropriate fire code		
Molter	1020		
Mullett	1430		
Riley	1220		
Ritter	1430		
Rodriguez	1430		
Rogers	1990 or 1330		
Schultz	1030		
Simmons	1030		
Suppiger	1030		

## Charge Codes for PayCheck FY 2003

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. **USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.**

Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1020	Tyler	1652
Borgic	1150	Velarde	1651
Cook	1810	Williams	1150
Crothers	1652	Bennett	1770
Emry	1430	Wayne	see Andy
Fernandez	1120		
Hagan	1630		
Hallstrom S.	1990		
Hallstrom T.	1990		
Hanson	1990		
Herzog	appropriate fire code		
Isola	7123		
Kopp	1220		
Kuntz	1230 or 7123		
Lyle	7123		
Matzat	1492		
Mikesell	1060		
Miller	appropriate fire code		
Molter	1020 or 1150		
Mullett	1430		
Riley	1630		
Ritter	1430		
Rodriguez	1430		
Rogers	1990 or 1330		
Schultz	1330		
Simmons	1150		
Suppiger	1030		

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. **USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.**  
 Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1020	Tyler	1652
Borgie	1150	Velarde	1651
Cook	1810	Williams	1150
Crothers	1652	Bennett	1770
Emry	1430	Wayne	see Bill K.
Fernández	1120		
Hagan	1630		
Hallstrom S.	1990		
Hallstrom T.	1990		
Hanson	1990		
Herzog	appropriate fire code		
Kopp	1220		
Kuntz	1230 or 7123		
Lytle	7123		
Matzat	1492		
Mikesell	1060		
Miller	appropriate fire code		
Molter	1150		
Mullett	1430		
Riley	1630		
Ritter	1430		
Rodriguez	1430		
Rogers	1330		
Schultz	1610		
Simmons	1150		
Suppiger	1610		

6/12/2003

## Charge Codes for PayCheck FY 2003

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. **USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.**  
Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1020	Tyler	1651
Borgic	1150	Velarde	1651
Cook	1810	Williams	1150
Crothers	1651	Bennett	1770
Emry	1430	Wayne	see Bill K.
Fernandez	1120		
Hagan	1640		
Hallstrom S.	1150		
Hallstrom T.	1150		
Hanson	1150		
Herzog	appropriate fire code		
Kopp	1651		
Kuntz	9420/1230/ 7123		
Lytle	7123		
Matzat	1492		
Mikesell	1430		
Miller	appropriate fire code		
Molter	1150		
Mullett	1430		
Riley	1640		
Ritter	1430		
Rodriguez	1430		
Rogers	1330		
Schultz	1610		
Simmons	1150		
Suppiger	1610		

7/7/2003

## Charge Codes for PayCheck FY 2003

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. **USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.**  
Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1120	Tyler	1651
Borgic	1150	Velarde	1651
Cook	1110	Williams	1120
Crothers	1651	Bennett	1770
Emry	1430	Wayne	see Bill K.
Fernandez,	1120		
Hagan	7123-6121		
Hallstrom S.	1110		
Hallstrom T.	1110		
Hanson	1110		
Herzog	appropriate fire code		
Kopp	1651		
Kuntz	9420/1230/ 7123		
Lytle	7123		
Matzat	1430		
Mikesell	1430		
Miller	appropriate fire code		
Molter	1010		
Mullett	1430		
Riley	1120		
Ritter	1430		
Rodriguez	1430		
Rogers	1654		
Schultz	1610		
Sirmons	1654		
Suppiger	1110		

8/18/2003

Charge Codes for PayCheck FY 2003

Here are some charge codes for you to use. Exceptions to the below codes would be if you are working with someone that gives you a special code to use such as 7123, fire, 5101, etc. Use the appropriate PE for the work you are doing. If you have any questions see me. USE THESE UNTIL I GIVE YOU SOMETHING DIFFERENT.  
Thanks, Kelly H.

Barnes, James Barnes	7123		
Berg	1120	Tyler	1654
Borgic	1640	Velarde	1652
Cook	1110	Williams	1120
Crothers	1652	Bennett	1770
Emry	3130	Wayne	see Bill K.
Fernandez	1120	Zaffarano	7123
Hagan	7123-6121	Carter	Appropriate fire code
Hallstrom S.	1110		
Hallstrom T.	1110		
Hanson	1110		
Herzog	appropriate fire code		
Kopp	1652		
Kuntz	9420/1230/7123		
Lytte	7123		
Matzat	3130		
Mikezell	1640		
Miller	appropriate fire code		
Molter	1640		
Mullett	1654		
Riley	1120		
Ritter	1640		
Rodriguez	3130		
Rogers	1640		
Schultz	1640		
Simmons	1654		
Suppiger	1110		

9/17/2003



Kelly Williams

06/07/2004 11:16 AM

To: CA REFO ALL

CC:

Subject: IMPORTANT -- please read

Due to the changing environment in budgeting and the distribution of MLR funds, Steve has directed us all to charge only to "priority Program Elements" (PE's). Starting with this current pay period make sure that the PE that you attach to your time is on the priority list attached. For example, if you are charging to 1150 the associated PE needs to be CB, DK, JP, or MR.

Supervisors that are certifying time sheets need to assure that this is being done.

I am placing a paper copy of the attachment in each employee's mail box.

Thanks for your help.

kw



CAIM2004-041ATT1.xls

**CHARGE CODES FOR PAYCHECKS FY 2004**

Try not to use A, P, X's except Dave can use X's

Berg	1010, 1220 Week 1 8hrs. 1120 Week 1 24 hrs. 1020 Week 2 16 hrs. 1040 Week 2 24 hrs.	Tyler	1651 Week 1 1652 Week 2
Borgic	1030 Both Weeks	Velarde	1651 Week 1 1652 Week 2
Cook	0777 Both Weeks	Williams	1040 Week 1 1220 Week 2
Crothers	1652 Both Weeks	Bennett	1770 Both Weeks
Emry	1430 Both Weeks		
Fernandez	1120 Week 1 24 hrs. 1110 Week 1 16 hrs. 1110 Week 2	Zaffarano	7123-6121 Both Weeks
Hagan	1220 Week 1 1220 Week 2	Carter	2824-PJ02
Hallstrom S.	1630 Week 1 1990 Week 2	Wright	1430 Both Weeks
Hallstrom T.	1630 Week 1 1990 Week 2		
Hanson	1820 Both Weeks		
Herzog	2824-PJ02		
Kopp	1220 Week 1 40 hrs. 1651 Week 2 40 hrs.		
Kuntz	1210 Week 1 8 hrs. 1220 Week 1 32 hrs. 1220 Week 2		
Lytle	1020		
Matzat	1430 Both Weeks		
Mikesell	1060 Week 1 1430 Week 2		
Miller	2824 -PJ04 Both Weeks		
Molter	1020 Week 1 1150 Week 2		
Riley	1220 Week 1 1330 Week 2		
Ritter	1050 Week 1 1150 Week 2		
Rodriguez	1430 Both Weeks		
Rogers	1330 Week 1 16 hrs. 1990 Week 1 24 hrs. 1990 Week 2		
Suppiger	1110 Week 1 24 hrs. 1430 Week 1 16 hrs. 1430 Week 2 8 hrs. 1220 Week 2 32 hrs.		

**CHARGE CODES FOR PAYCHECKS FY 2004****Try not to use A, P, X's except Dave can use X's**

Anderson	1020 Wk 1 32 hrs., 1040 8 hrs. 1030, 1040, 1220, 1820, 1990		
Berg	1030 Week 1030 Week 2 16 hrs. 1010 & 1220 Week 2 8 hrs. 1990 Week 2 8 hrs.	Tyler	1651 Week 1 1652 Week 2
Borgic	1030 Both Weeks		
Cook	0777 Both Weeks	Williams	1220 Both Weeks
Crothers	1652 Week 1 1220 Week 2		
Emry	1430 Both Weeks		
Fernandez	1040 both Weeks		
Hagan	1220 Wk 1 24 hrs. 7123-6134 1990 Wk 2 24 hrs. 1430 & 1330 8hrs.		
Hallstrom S.	1820 Both Weeks		
Hallstrom T.	1820 Both Weeks		
Carter	2824-PJ02		
Herzog	2824-PJ02		
Kopp	1652 Both Weeks		
Kuntz	7123-6135 Wk 1 7123-6135 Wk 2 8 hrs. 1652 24 hrs. 9620 8 hrs.		
Lytte	7123-6135		
Matzat	1430 Wk 1 1492 Wk 2		
Mikesell	1060 Wk 1 1060 Wk 2 24 hrs. 1430 16 hrs.		
Miller	2824 -PJ04 Both Weeks		
Molter	1020 Week 1 1150 Week 2 24 hrs. 1020 Wk 2 16 hrs.		
Wright	1430 Both weeks		
Riley	1220 Week 1 1990 Week 2		
Ritter	1150 Week 1 1050 Week 2 24 hrs. 1220 Week 2 16 hrs.		
Rodriguez	1430 Both Weeks		
Rogers	1330 Week 1 16 hrs. 1990 Week 1 24 hrs. 1990 Week 2		
Zaffarano	7135-6135		
Bennett	1770 Both weeks		
Suppiger	1020 Week 1. 1020 Week 2 16 hrs. 1220 Week 2 16 hrs.		

June 24, 2004



Timothy  
Moore/CASO/CA/BLM/DOI  
03/25/2008 03:18 PM

To Elaine Downing/CASO/CA/BLM/DOI@BLM, Ken  
Downing/CASO/CA/BLM/DOI@BLM, Gregg  
Wilkerson/CASO/CA/BLM/DOI@BLM

cc

bcc

Subject Fw: Miscoding info for gregg

FYI -

The Hollister has a similar issue, albeit not to the funding level as other offices, we get only about \$37K, lord only knows where this goes.....oh wait a minute, Joann Nunn in Bakersfield has all CenCal Budget numbers, she could tell where this money is spend (for Folsom and Bishop offices as well)

Tim Moore  
Union President  
NFFE Local 2152

----- Forwarded by Timothy Moore/CASO/CA/BLM/DOI on 03/25/2008 03:14 PM -----



"Elaine & Ken Downing"  
<kdowning@uneedspeed.net  
>

03/25/2008 03:12 PM

To "Elaine work Downing" <Elaine\_Downing@ca.blm.gov>,  
<Timothy\_Moore@ca.blm.gov>

cc

Subject Miscoding info for gregg

Tim/Elaine,

Can one of you forward the following to Gregg and tell him it's from me for his discussion with the MMS person.

I am a geologist. Funds under sub-activity 1330, Other Minerals, have been distributed to the Needles FO. As the office staff geologist I have some obligation to perform work in that sub-activity and the office management has established several Workload Targets for 1330. The FO Manager, Mr. Sterling White has distributed worksheets to employees which define specific sub-activities to which they must code (Attachment 23). Although I have questioned the appropriateness of the coding distribution I have been not been allocated any time for performance of what I believe to be my duties under subactivity 1330. The funds appear to have been primarily spread to an Archeologist SCEP. Mr. White often expresses his expertise in budgetary affairs – having come from the WO budget shop – but refuses to allocate funds to me in a sub-activity for which I have responsibility. I am supposed to be content to code only to Mining Law (1990) and Hazmat (1640) even though I may have occasion to do work with other solid minerals. Hazmat is not part of my Position Description. Mining Law is very restrictive as

to what is appropriate coding. BLM is notorious for not coding with integrity but Mr. White has an attitude that goes beyond normal limits.

Ken

June 15, 2008

2008 JUN 18 PM 1:59

Gregg Wilkerson  
7005 Hooper Ave  
Bakersfield, CA 93308  
661-246-9485 (cell)  
[gwilkerson@bak.rr.com](mailto:gwilkerson@bak.rr.com)

Kevin Wilson  
Attorney  
Disclosure Unit  
U.S. Office of Special Council  
1730 M. Street, N.W. Suite 300  
Washington, D.C. 20036-4505

Dear Mr. Wilson

Thank-you for your letter of June 3, 2008 and copy of C, Stephen Allred's letter to the Honorable Scott J. Bloch dated May 28, 2008.

Enclosed is the "Consent to Public Release" form you sent me.

I wish to comment on the report by Mr. Allred.

The information contained in Mr. Allred's letter is incorrect.

The statement that "the spreadsheets are distributed to employees from the BLM's budget office, and are intended to be a guide to inform employees as to where their annual workload measures are budgeted" is incorrect.

That information is available at any time through on-line budget websites (especially the MIS, Management Information System). The spreadsheets were given to me, and other employees, with direction from management to code to those subactivities regardless of what we actually did during those pay periods. BLM's representation to the investigators that the spreadsheets were guidelines and not direction is a lie.

I was hoping that the BLM would interview other employees in the Bakersfield Office and in other offices throughout the California. If they had done that, a pattern of miscoding going back several years would have been uncovered. The spreadsheets were for FUTURE coding, not for coding for work already done. Current information on budget expenditures is available in MIS, and cost targets are known at the beginning of the budget cycle. Program specialists look at that data and can discover if funds have been used or not. The problem is, even if a program is out of money, the programs and projects still go on, using money taken from other programs, using the miscoding process. The spreadsheets are an easy way for management to re-allocate money into areas for which it was never intended to be used. It is a way to avoid the clear guidance provided in Washington Office budget memoranda. When a program or project runs out of money, that program should stop until additional funds are received for it the next fiscal year. That does not happen. BLM robs Peter to pay Paul. The projects are completed, and appear to be completed within budget targets. But those completed projects have been subsidized by other programs. As a consequence there is no accountability for managing the funds, and no way to accurately track true costs for the projects and programs.

During my interview with the investigators for my complaint, I was told by the investigators that when the investigators asked BLM management about the miscoding, they said that the miscoding was necessary to avoid laying off personnel. The investigator explained to me that if BLM follows the law and regulation rigorously, as required by law and Washington Office instructional memoranda, they would have to lay off employees. To avoid this, (I was told by the investigator) that miscoding was used as a technique to keep people employed. The investigator asked me what I would do if I was a manager. Would I choose to charge to the correct codes and lay people off? My answer to the investigator was that this would not be necessary, as there were always plenty of funds to cover salaries, just not in the areas where people normally worked. This is a failure of management to make the hard decisions to hire, re-assign or lay off personnel based on budget allocations. Instead, staffing is a function of office preferences, not national priorities.

The report and its recommendations are based on false information and so they cannot fix the problem. To fix the problem, accurate information has to be documented through the Quick Time system and the other cost tracking systems that BLM uses to measure how much it costs to run different projects and programs. The current system cannot possibly provide correct information to decision makers on the cost of doing business, because the miscoding possibilities are too easy and numerous for BLM managers to use.

The use of spreadsheets is a tool for abuse. It confuses the employees and indicates to employees that it is OK to lie about what they do in order to get the job done. Employees are told that if they do not miscode, the way the spreadsheet s indicated, that they might loose my jobs, or projects may be terminated or suspended. To fix the problem, just stop using the spreadsheets. Have employees do their work and charge their time accurately. The spreadsheets decrease accuracy, they do not improve it.

I would like the President and Congress to know, that the current system and business practices that BLM uses, as described and defended in Mr. Allred's letter, reflect institutionalized corruption. The use of subactivities to micro-manage BLM's diverse programs is a failed effort to create a method of accountability within the agency. The BLM has discovered creative ways to avoid accountability, and avoid making difficult staffing and procurement decisions. One key method in his avoidance is to plan expenditures based on available funding (using spreadsheets) and stick to those funding plans, regardless of what work is really done.

There is a wide gap between what the President and Congress authorize and what actually takes place on the ground. The system will be fixed, only when BLM managers adopt a higher standard of ethics that will lead them to do the will of the President and Congress instead of funding their own pet projects. In the absence of ethics, the only thing managers will understand is threat of termination or imprisonment.

Sincerely,



Gregg Wilkerson