

PROVIDED TO THE HOUSE AND SENATE COMMITTEES ON VETERANS' AFFAIRS  
FOR OFFICIAL USE ONLY  
NOT FOR RELEASE OUTSIDE OF THE HOUSE AND SENATE COMMITTEES ON VETERANS' AFFAIRS

U.S. Department of Veterans Affairs

February 4, 2016

This document provides the Department's weekly report on adverse employment actions initiated since June 3, 2014 on any basis related to patient scheduling, record manipulation, appointment delays, and/or patient deaths.

When taking any adverse employment action, VA must ensure that the action is legally supportable and that the subject employee is afforded the appropriate protections under the law, including the right to review and respond to the evidence VA has relied upon to take the action. If a proposed personnel action is made public, the employee's justifiable perception is that the agency has already made its final decision without regard to the employee's due process rights. This may jeopardize the final outcome of the proposed action.

The Department is informed that VA OIG is currently investigating alleged manipulation of scheduling data at many VA sites. The Department cannot commence an administrative investigation or otherwise compile evidence to support an adverse employment action while OIG is actively involved in investigating the same subject. The Department stands ready to act promptly upon receipt of OIG's completed reports on any of these sites.

The adverse personnel actions proposed and taken since June 3, 2014 on the basis of patient scheduling, record manipulation, appointment delays, and/or patient deaths are set forth in the table below. VA is providing this information in recognition of the Committees' oversight interest and request that the Committees limit its use to those purposes consistent with the Committees' stated oversight purpose.

This report includes information in compliance with section 707 of the Veterans Access, Choice and Accountability Act of 2014

PROVIDED TO THE HOUSE AND SENATE COMMITTEES ON VETERANS' AFFAIRS  
FOR OFFICIAL USE ONLY  
NOT FOR RELEASE OUTSIDE OF THE HOUSE AND SENATE COMMITTEES ON VETERANS' AFFAIRS

SES Removal Actions under *The Veterans Access, Choice and Accountability Act of 2014*

Facility Name	Position Title	Sustained Offenses	Proposed Action	Date Proposed	Action Taken	Effective Date
Carl Vinson VA Medical Center	Director	N/A	Removal	9/25/2014	Employee Retired in lieu of	9/25/2014
upheld - Central Alabama Veterans Health Care System West Campus	Medical Center Director	Neglect of Duty and Failing to Provide Appropriate Information to your Supervisor	Removal	10/6/2014	Removal	10/24/2014
upheld - Phoenix VA Health Care System	Medical Center Director	Conduct Unbecoming a Senior Executive and Failing to Report Gifts	Removal**	11/10/2014	Removal	11/24/2014
Settlement - VA Pittsburgh Healthcare System	Medical Center Director	Conduct Unbecoming a Senior Executive and Wasteful Spending	Removal	10/3/2014	Removal	11/12/2014
VA Central Area Office	Deputy Chief Procurement Officer	N/A	Removal	10/3/2014	Employee Retired in lieu of	10/14/2014
Settlement - VA Illiana Health Care System	Medical Center Director	N/A	Removal	4/21/2015	Employee Resigned in lieu of	5/26/2015
Settlement - Tomah VA Medical Center	Medical Center Director	Conduct unbecoming a federal employee	Removal	8/7/2015	Employee resigned in lieu of	9/2/2015
Office of General Counsel	Regional Counsel	N/A	Removal	8/12/2015	Employee Resigned in lieu of	8/14/2015
Reversed - Philadelphia Regional Benefit Office	Director	Performance Issues	Demotion	12/3/2015***	Demotion (Penalty reversed by MSPB)	1/6/2016
Reversed - St. Paul Regional Benefit Office	Director	Performance Issues	Demotion	12/3/2015***	Demotion (Penalty reversed by MSPB)	1/6/2016
Reversed - Albany VA Medical Center: Samuel S. Stratton	Medical Center Director	Careless or negligent workmanship resulting in waste or delay.	Removal	11/9/2015	Removal	1/12/2016

\*\* On proposed action denotes a case involving patient wait time manipulation

\*\*\*Actions rescinded and reissued to cure due process issue resulting from administrative error