

Congressional Inquiry

Please provide for the last 3 years the number of employees that have been let go, aka fired, due to performance or for cause. We would like the broken up by administration, if the employees was a career SES or on the GS scale, and if this was during their probationary period of employment.

Response: The response below provides data for 2012 and 2013.

Senior Executive Service:

Removal from the Senior Executive Service (SES).

Three (3) “probationary” (i.e. first year) career senior executives were “removed” for performance.

- One (1) remains in VA as a GS-15, because their status entitled them to placement in a GS-15 position (again per the government-wide regulation that governs removals).

Three (3) “non-probationary” career senior executives were “removed” for performance/conduct.

- One (1) remains in VA as a GS-14 after they were removed from an SES position.
- One was temporarily reinstated to SES by a Merit Systems Protection Board (MSPB) ruling on their appeal of the removal. VA appealed the MSPB decision and a 3-judge panel reinstated the removal. This person is no longer employed by VA.

Resign/Retire. Senior executives who voluntarily resigned or retired in the face of an on-going investigation or disciplinary decision before VA decided upon the action. These senior executives are no longer in VA.

Eight (8) senior executives resigned or retired in this manner over 2012 – 2013.

- One (1) was from VACO.
- Seven (7) were from VHA.

Pay Reduction. Up to 10% pay reduction.

Two (2) senior executives faced pay reductions in 2012 – 2013, both in VACO.

- One (1) decided to resign and is included in the numbers for Resign/Retire.
- One (1) was reassigned and is no longer in VA

Suspension. For a senior executive the minimum suspension by regulation is 15 days. This is suspension without pay.

Two (2) senior executives received suspensions of 15 or more days over 2012-2013.

- One (1) was from VHA – Suspended for 60 days
- One (1) was from VBA – Suspended for 15 days.

