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Federal Bureau of Prisons
Washington, DC

**Office of Internal Affairs
Report for Fiscal Year 2024**



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Executive Summary of Findings

This report from the Office of Internal Affairs (OIA) for Fiscal Year 2024 provides information concerning the types and frequency of misconduct occurring within the Bureau of Prisons (FBOP or Bureau) operations. The report is intended for managers and supervisors to address any trends and to identify the need for training to prevent misconduct from occurring.

The report examines all aspects of FBOP operations, and therefore data is examined for FBOP employees; Public Health Service (PHS) staff who work in FBOP facilities; contractors and volunteers who work in FBOP facilities; and contractors that manage inmates in outside facilities such as Residential Reentry Centers (RRC) and secure private facilities.

OIA tracks several data points, to include the number of allegations received; the number of cases treated as complaints; the number of cases opened; the number of cases closed (i.e., OIA has determined whether an allegation is sustained or not sustained); and the number, type, and gender of employees involved.

The data is tracked through broad categories of misconduct, which includes behavior of varying levels of seriousness. The offenses included in these broad categories, as well as representative examples of some cases, can be found in the Appendices.

Please note, the data system used by OIA is dynamic, i.e., subject to change as new allegations are discovered, cases are closed, etc. In addition, as some matters continue from one fiscal year to another, it is difficult to provide exact figures for the reporting period. Therefore, this report is meant to provide a “snapshot” which will be instructive for agency management. The information provided in this report pertains only to cases opened in Fiscal Year 2024 (October 1, 2023, to September 30, 2024).

Findings from FY 2024 include the following:

- There was a 48.67 percent increase in the total number of misconduct allegations reported in Fiscal Year 2024, as compared with Fiscal Year 2023. The rate of reported misconduct allegations specifically for FBOP employees increased 51.58 percent from Fiscal Year 2023.
- There was a 50.85 percent increase in the number of cases opened in Fiscal Year 2024, as compared with Fiscal Year 2023.
- Cases classified as Classification 1 offenses showed an increase of 70.31 percent; cases classified as Classification 2 offenses showed an increase of 69.51 percent; and cases classified as Classification 3 offenses showed an increase of 36.83 percent.

Executive Summary of Findings

- The most frequently reported type of misconduct in Fiscal Year 2024 was Abuse of Inmates. Personnel Prohibitions and Unprofessional Conduct placed second and third, respectively.
- The most significant increase in reported misconduct was the allegation of Unprofessional Conduct. Failure to Follow Policy saw the second highest increase in reporting.
- During Fiscal Year 2024, no case involved Patriot Act violations.
- The most frequently sustained categories of misconduct among FBOP employees with a sustained decision as of January 8, 2025, were Failure to Follow Supervisor's Instructions and Personnel Prohibitions.
- For those FBOP employees with a sustained decision as of January 2025, the rate was highest among Correctional Services staff.
- As of January 8, 2025, the most frequently sustained category of misconduct for Residential Reentry Center employees was Inappropriate Relationships with Inmates, followed by Investigation Violations.
- During Fiscal Year 2024, 674 allegations of Introduction of Contraband were reported. As of January 8, 2025, 6 of these allegations were sustained. There were 6 individuals involved in the sustained allegations of Introduction of Contraband.
- During Fiscal Year 2024, 1327 allegations of Sexual Abuse were either reported to the OIA or detected during the course of an investigation. As of January 8, 2025, seven of these allegations were sustained.

Reporting Incidents of Misconduct

Staff Reporting

In accordance with the Bureau's Standards of Employee Conduct, staff who become aware of any violation or alleged violation of the Standards of Employee Conduct must report said allegations/violations to the Chief Executive Officer (CEO), the Office of Internal Affairs (OIA), or the Department of Justice (DOJ), Office of the Inspector General (OIG).

Additionally, the OIG has established a toll-free hotline (1-800-869-4499) which is available to report DOJ employees' misconduct, to include potential areas of fraud, waste, or abuse in government. Bureau Staff are encouraged to use the OIG hotline if they wish to remain anonymous, and/or perceive fear of retaliation/reprisal.

To report violations directly to the OIA Central Office, please submit a written complaint to:

Federal Bureau of Prisons
Office of Internal Affairs
320 First Street, NW, Room 600
Washington, DC 20534

Written complaints may also be emailed to BOP-DIR-InternalAffairs-S@bop.gov or sent via fax to (202) 514-8625.

CEO Reporting

Upon becoming aware of any possible violation of the Standards of Employee Conduct (either through a report from staff or personal knowledge), the CEO at the institution, Regional Office or Central Office Division, or his/her designee, is to report the violation to the OIA **within 24 hours**. Details and definitions are as follows:

- Classification 1 cases are defined as allegations, which, if substantiated, would constitute a prosecutable offense (other than offenses such as misdemeanor arrests).
- Classification 2 cases are defined as allegations which involve violations of rules, regulations, or law that, if substantiated, would not likely result in criminal prosecution, but constitute serious misconduct.
- Classification 3 cases are defined as allegations of misconduct, which ordinarily have less impact on institutional operations.

Note: Classification 1 and 2 cases must be reported to the OIA immediately. As a particular investigation unfolds, the severity of misconduct may increase or decrease, thereby moving it into another classification.

Reporting Incidents of Misconduct

Again, written notification to the OIA will be made **within 24 hours** (not to include weekends and holidays) from the time management official(s) learn of the matter. When there is suspected criminal conduct, the CEO may refer the matter *simultaneously* to the OIA and the local OIG or Federal Bureau of Investigation (FBI) office.

Submitting Initial Information

A Referral of Incident form (BP-A715.012) is used to organize the information to be provided (for contract employees form BP-A774.012 is used). Be sure to include the following information:

- The identity of the complainant(s), subject(s), witness(es), and victim(s);
- The details of the allegation(s); and
- All corroborating evidence.

The subject of the allegation or complaint must not be questioned or interviewed prior to receiving clearance from the OIG and the OIA. This is to ensure against procedural errors, as well as to safeguard the rights of the subject(s).

Supporting Documentation

A Referral of Incident form (BP-A715.012) and all supporting documentation (e.g., victim or witness statements, medical reports, photos, BP-583/586, and related memoranda), must be sent to the OIA immediately.

If an inmate alleges physical or sexual abuse by a staff member, and has not received a medical examination, the CEO **must** arrange an immediate, confidential medical examination and forward a copy of the results to the OIA as soon as possible. PREA related protocols must be followed, accordingly.

Contact the OIA immediately if there is any question as to the classification of the misconduct. It is important to note, case classifications are often based upon limited information.

All signed Referral of Incident forms (BP-S715.012 or BP-S774.012), in tandem with appropriate predating information, should be scanned as a single file (via .pdf, Adobe Acrobat) and sent directly to the OIA via e-mail: OIA mailbox, "BOP-DIR/InternalAffairs-Referrals-S." The signed Referral of Incident form should appear on the top of the file with all supporting documentation underneath.

Reporting Incidents of Misconduct

Complaints

Matters designated by the OIA as complaints are forwarded to the CEO via memorandum. Such complaints will be categorized as follows: Complaint for Information and Complaint for Disposition.

Additionally, correspondence received by the OIA, which has been determined to not include any discernable allegation of staff misconduct, will be forwarded to the CEO directly.

Upon review, if the OIA determines an incoming correspondence does not contain any discernable allegation(s) of staff misconduct, the matter is forwarded directly to the CEO for appropriate handling.

A **Complaint for Information** will be sent via memorandum in the event the OIA has reviewed a referred matter and determined the allegations do not rise to a level of staff misconduct.

During Fiscal Year 2024, the OIA opened 3,723 matters as a Complaint for Information. (This value does not include additional information received by the OIA concerning Complaints for Information which were previously opened).

A **Complaint for Disposition** will be sent via memorandum for CEO edification and review. A summary of the CEO's findings is not required by the OIA. Should the CEO determine that any misconduct might have occurred, he/she will make an appropriate referral back to the OIA in accordance with policy. These complaints are generally received from external sources (e.g., deferred by OIG) for OIA review.

During Fiscal Year 2024, the OIA opened 1,715 matters as Complaints for Disposition. (This value does not include additional information received by the OIA concerning Complaints for Disposition which were previously opened).

Review of Local Staff Misconduct Investigations

The investigator must receive OIA approval prior to initiating a local investigation. The investigator must forward the complete investigative packet for all misconduct investigations directly to the OIA for approval prior to forwarding it to the CEO for action. These procedures apply to all staff misconduct investigations in which FBOP employees are the subject (Classification 1, 2, and 3 allegations), regardless of whether any misconduct will be sustained.

Where to Send Local Investigative Packets

Local investigative packets should be sent via e-mail to the OIA Outlook mailbox: "BOP-DIR/Internal Affairs-Local Investigative Packets-S" (not to be confused with OIA's main resource mailbox, "BOP-DIR/Internal Affairs-S"). The subject of your e-mail message should include the OIA case number and the facility mnemonic code (e.g., 2020-00001 - BUX).

To ensure local investigative packets are reviewed by the OIA in a timely manner, packets should not be sent to either any individual OIA staff member or directly to any OIA field office.

Format for Local Investigative Packets and What to Send

Local investigative packets should include the investigative report (signed by the investigator) and all supporting documentation (e.g., affidavits, memorandums, video files, etc.).

Documents must be scanned as .pdf format (Adobe Acrobat), and saved as follows:

Investigative Report (OIA Case Number)
Affidavits and MOIs (OIA Case Number)
Supporting Documentation (OIA Case Number)

Do not send documents in other formats (e.g., .tif files, .docx files). Photo and graphic images should be forwarded in .pdf, .jpg, or .gif format and must be in color.

Do not send an e-mail that exceeds 50.0 MB in size (including attachments).

Affidavit files should include the "Warning and Assurance to Employee Required to Provide Information" (BP-A194.012/Form B), if applicable, as well as the Affidavit and signed Oath for each individual. The investigative packet should not include national policy or any documents not specifically related to the investigation (e.g., staff rosters, inmate SENTRY information, etc.).

Review of Local Staff Misconduct Investigations

Time Guidelines

Investigators must complete investigative packets and forward them to the OIA within **120 calendar days** of the date a local investigation was authorized by the OIA.

Once received, the OIA will complete their review of the local investigative packet within ten business days. The local investigator will be advised as to whether the investigative packet is approved, or if additional information is required. This information will be sent via e-mail to the local investigator. If additional information is required, the local investigator should forward the additional information to the OIA within 30 calendar days, who will again notify the local investigator if the packet has been approved. Once the investigative packet has been approved, the local investigator should forward the investigative packet to the CEO for appropriate action, with **all** requisite “Review of Local Investigative Packet” forms attached.

No disciplinary proceedings or other notifications to subject(s) should occur prior to the OIA's approval of the investigative packet.

Reports from the OIA

The OIA sends the CEO a monthly report of all local staff misconduct investigations which have been authorized. Special Investigative Agents (SIAs) should continue to work with the OIA monitoring agent assigned to their facility on an ongoing and recurring basis. SIAs should provide updates on any outstanding matters. The OIA monitoring agent will provide guidance, as needed.

Reported Misconduct

All allegations of misconduct received by the OIA are reviewed and classified. Allegations classified as Category 1 or 2 matters are immediately referred to the OIG for review and disposition. The OIG determines which matters they will accept for investigation and possible criminal prosecution and defers other matters to the OIA for investigation. The OIA coordinates with the OIG and/or the FBI when investigations may lead to criminal prosecution or when there

are allegations involving the deprivation of an individual's rights under color of law. For those matters deferred for investigation, the OIA determines, after consulting with relevant FBOP management officials, whether an on-site investigation is warranted, or if the matter can be investigated at the local institution level.

Allegations categorized as Classification 3 offenses are referred to the OIG via computer extract on a monthly basis.

During Fiscal Year 2024, the OIA opened 7,504 cases involving 10,067 FBOP employees, 44 contract employees working in FBOP facilities, 3 drug treatment contractors, 17 Public Health Service (PHS) employees working in FBOP facilities, 307 contract/residential reentry center employees, and fifteen other individuals.

These 7,504 cases represent a 48.67 percent increase from the 4,909 cases opened during Fiscal Year 2023 (October 1, 2022, to September 30, 2023). The rate of reported misconduct among FBOP employees increased 51.58 percent from Fiscal Year 2023.

The 7,504 cases opened during Fiscal Year 2024 were classified as follows:

Classification 1	1,882
Classification 2	2,163
Classification 3	3,459

NOTES

Due to the dynamic nature of the OIA database, figures in this report are subject to change. During the course of an investigation, evidence may indicate circumstances other than those initially reported, causing data to be added, deleted, and/or changed. There is no nexus between reported and sustained allegations. This report contains information solely related to matters opened in Fiscal Year 2024 (October 1, 2023, to September 30, 2024),

The number of subjects exceeds the number of cases throughout this report as some cases have multiple subjects. Also, some subjects may be charged with multiple types of misconduct in a single case, causing the number of allegations to be higher. Finally, individual employees may be subjects in more than one case.

Allegations referred to as "Inmate Related" included some type of inmate involvement, while allegations referred to as "Non Inmate Related" occurred in the workplace but did not include inmate involvement. For a complete list of the types of misconduct included in each category, please reference the Appendices section of this report.

Reported Misconduct

Cases classified as Classification 1 offenses showed an increase of 70.31 percent, cases classified as Classification 2 offenses showed an increase of 69.51 percent, and cases classified as Classification 3 offenses showed an increase of 36.82 percent.

Table 1: Types of Reported Misconduct - Fiscal Year 2024					
Types of Misconduct	Number of Reported Allegations				
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL	% Change from 2023
Total	8,993	10,787	828	20,608	+ 1,275.34
Abuse of Inmates	2,243			2,243	+ 70.57
Sexual Abuse of Inmates	1,327			1,327	+ 34.72
Introduction of Contraband	511	163		674	+ 115.33
Discrimination	57	58		115	+ 360.00
Fiscal Improprieties	54	282		336	- 9.18
Bribery	65	9		74	- 1.33
Inappropriate Relationships With Inmates	750			750	+ 66.29
Investigative Violations		278		278	+ 113.84
Personnel Prohibitions		1,942	31	1,973	+ 53.66
Unauthorized Release of Information	98	67		165	+ 194.64
Inattention to Duty	313	611		924	+ 25.88
Breach of Security	75	142		217	+ 38.21
Unprofessional Conduct	831	979		1,810	+ 42.85
Failure to Follow Policy	725	1,021		1,746	+ 29.14
Failure to Follow Supervisor's Instructions		1,241		1,241	+ 46.34
Other On-Duty Misconduct	1,944	3,994		5,938	+ 36.25
Other Off-Duty Misconduct			797	797	+ 58.13

Table 1 provides a breakdown of those categories of misconduct reported during Fiscal Year 2024.

Note: A single case may contain multiple allegations; therefore, the number of misconduct allegations exceeds the number of opened cases.

Reported Misconduct

USA Patriot Act

In the aftermath of September 11, 2001, Congress passed the USA PATRIOT Act, signed into law by President George W. Bush on October 26, 2001. One of the provisions of the Patriot Act addressed reporting any potential abuse(s) of individual civil rights and liberties by DOJ employees involving violence, discrimination, or threats. Accordingly, the Patriot Act mandated that the OIG widely advertise receiving allegations and any associated investigations of violence, discrimination, or threats on the part of a DOJ employee; particularly when such cases are directed toward individuals or groups associated with the public's perception of “extremist ideology” pertaining to an individual’s religious beliefs, place of birth, and/or appearance. Patriot Act allegations typically reported to the OIA involve alleged mistreatment or unprofessional behavior of FBOP staff toward/around certain inmates, their visitors, or members of the public.

Due to the sensitivity of these allegations, they are automatically classified as Classification 2 or higher offenses; they should be forwarded immediately to the OIA. All Patriot Act violation allegations are referred to a Special Operations Unit at OIG Headquarters, devoted to reviewing and investigating such alleged misconduct.

During Fiscal Year 2024, there were no cases involving potential Patriot Act violations.

Closed/Sustained Misconduct

NOTES

All figures in this section relate to cases, which were opened during Fiscal Year 2024 (October 1, 2023, to September 30, 2024) and were closed as of January 8, 2025. The Fiscal Year 2023 report also included a figure of cases opened close to when the report was finalized. This report adjusts that change to reflect figures for actual Fiscal Year 2023 and 2024 dates. Figures are subject to change as additional cases are closed, and only relate to cases which were sustained and not sustained.

On October 1, 2023, prior to any FY24 cases being opened, OIA had a total of 8,126 open matters pending investigation. By September 30, 2024, the total number of open matters pending investigation was reduced to 6,645. OIA completed more than 8,400 investigations throughout FY24.

7,504 cases were opened during Fiscal Year 2024. As of January 8, 2025, 2,415 (32.18 percent) were closed. The remaining 5,089 cases (67.81 percent) were still open pending investigation.

Of the 2,415 cases closed: 2,255 (93.37 percent) were investigated at the institution level (“local investigation”) with authorization and monitoring provided by the OIA; 113 (4.67 percent) were OIA on-site investigations; and 19 (0.78 percent) were investigated by the OIG.

Of the 2,415 cases closed, 367 (15.19 percent) were sustained. Misconduct was sustained against 315 FBOP employees, 8 contractors working in a FBOP facility, 1 drug treatment contractor, 63 halfway house contractors, and 1 other.

Out of 36,442 active-duty FBOP employees, there were 10,067 FBOP employees identified as subjects of alleged misconduct in cases opened during Fiscal Year 2024. As of January 8, 2025, the cases had been closed for 29.40 percent of those employees. Of the 29.40 percent (or 2,960 employees), 3.12 percent (315 employees) had a sustained decision (0.86 percent of total FBOP employees).

Table 2 (on the following page) reflects the categories of FY 2024 misconduct sustained against FBOP employees in cases closed as of January 8, 2025. The most frequently sustained categories of Failure to Follow Supervisor’s Instructions and Personnel Prohibitions. Please note, the number of sustained allegations will vary, as some FBOP employees were involved with multiple allegations.

Closed/Sustained Misconduct

Table 2: Types of Sustained Misconduct for FBOP Employees FY 2024 With 32.18 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	121	515	32	668
Abuse of Inmates	3			3
Sexual Abuse of Inmates	5			5
Introduction of Contraband	5	0		5
Discrimination	0	1		1
Fiscal Improprieties	0	9		9
Bribery	1	0		1
Inappropriate Relationships With Inmates	28			28
Investigative Violations		19		19
Personnel Prohibitions		77	5	82
Unauthorized Release of Information	4	1		5
Inattention to Duty	5	27		32
Breach of Security	2	6		8
Unprofessional Conduct	7	25		32
Failure to Follow Policy	17	28		45
Failure to Follow Supervisor's Instructions		102		102
Other On-Duty Misconduct	44	220		264
Other Off-Duty Misconduct			27	27

Closed/Sustained Misconduct

Table 2.1: OIA closed 7,557 cases in FY24. Of those, 1,822 cases were sustained, resulting in 3,592 sustained allegations. The breakdown of sustained allegations is listed below.					
Type of Misconduct	Number of Allegations				
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL	SUSTAINED
Total	6,333	7,409	487	14,229	3,592
Abuse of Inmates	990			990	60
Sexual Abuse of Inmates	822			822	33
Introduction of Contraband	188	116		304	85
Discrimination	19	15		34	1
Fiscal Improprieties	134	244		378	87
Bribery	59	4		63	16
Inappropriate Relationships With Inmates	469			469	93
Investigative Violations		204		204	106
Personnel Prohibitions		1,166	33	1,199	386
Unauthorized Release of Information	79	52		131	19
Inattention to Duty	280	379		659	220
Breach of Security	94	143		237	58
Unprofessional Conduct	849	661		1,510	192
Failure to Follow Policy	598	610		1,208	376
Failure to Follow Supervisor's Instructions		1,123		1,123	429
Other On-Duty Misconduct	1,752	2,692		4,444	1,196
Other Off-Duty Misconduct			454	454	235

Closed/Sustained Misconduct

Disciplinary Process

Once a subject is investigated and the allegations are sustained, the type of disciplinary action taken is left to the deciding official, generally the CEO. Since each case is unique, with varying degrees of seriousness attached to the allegation of misconduct, disciplinary actions may vary from case-to-case. In addition, a subject may be charged with multiple types of misconduct in any particular incident(s). The *Douglas* factors¹ must be considered when deciding the appropriate penalty to impose on employees if the penalty will be an adverse action.

Douglas Factors

The *Douglas* factors derive from the Merit Systems Protection Board (MSPB) decision, *Douglas v. Veterans Administration*. In *Douglas*, the MSPB identified a non-exhaustive list of twelve factors which deciding officials must evaluate in determining the appropriate penalty to impose in cases of sustained employee misconduct. The specific *Douglas* factors are as follows:

- The nature and seriousness of the offense;
- The employee's job level and type of employment;
- The employee's disciplinary record;
- The employee's past work record, including length of service and duty performance;
- The effect of the offense on the employee's ability to perform and its effect on the supervisor's confidence in such ability;
- The consistency of the penalty with penalties imposed upon others for like or similar misconduct;
- The consistency of the penalty with the FBOP's table of penalties (Program Statement 3420.12, Standards of Employee Conduct);
- The notoriety of the offense or its impact on the FBOP's reputation;
- The clarity with which the employee was on notice of any rules violated or warned about the conduct in question;
- The employee's potential for rehabilitation;

¹See *Douglas vs. Veterans Administration*, 5 M.S.P.R. 280 (1981).

Closed/Sustained Misconduct

- Any and all mitigating circumstances surrounding the offense (e.g., job stress/tension, personality problems, mental impairment, harassment or bad faith, malice or provocation on the part of others involved);
- The adequacy and effectiveness of alternative sanctions.

The CEO is required to consider only relevant *Douglas* factors, and need not consider all the *Douglas* factors in every case. In addition, some of the *Douglas* factors may weigh in favor of a serious penalty, while others may weigh in favor of mitigation. It is incumbent upon the CEO to choose the appropriate penalty within these guidelines.

Statistics

As of January 8, 2025, the following actions were taken for those FBOP employees with a sustained finding in Fiscal Year 2024.

Written Reprimand.....	23.80%
Resignation.....	23.17%
Suspension	26.98%
No Action.....	4.12%
Retirement.....	9.52%
Termination.....	9.84%
Demotion.....	0.31%
Reassignment	0.00%
Other	2.22%

The specific type of misconduct most frequently sustained against those individuals for whom no disciplinary action was taken was Failure to Follow Supervisor's Instructions.

Closed/Sustained Misconduct

Gender

Tables 3 and 4 (on the following pages) reflect the categories of sustained allegations for male and female FBOP employees as of January 8, 2025. The most frequently sustained category of misconduct among male FBOP employees was Other On-Duty Misconduct, followed by Failure to Follow Supervisor Instructions. The most frequently sustained category of misconduct for female FBOP employees was Other On-Duty Misconduct, followed by Failure to Follow Supervisor's Instructions.

Closed/Sustained Misconduct

Table 3: Types of Sustained Misconduct for Male FBOP Employees FY 2024 With 32.18 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	2			2
Sexual Abuse of Inmates	3			3
Introduction of Contraband	2	8		10
Discrimination	0	1		1
Fiscal Improprieties	0	7		7
Bribery	1	0		1
Inappropriate Relationships With Inmates	6			6
Investigative Violations		8		8
Personnel Prohibitions		58	5	63
Unauthorized Release of Information	3	0		3
Inattention to Duty	3	18		21
Breach of Security	0	5		5
Unprofessional Conduct	7	18		25
Failure to Follow Policy	7	21		28
Failure to Follow Supervisor's Instructions		80		80
Other On-Duty Misconduct	23	162		185
Other Off-Duty Misconduct			25	25

Those categories of misconduct highlighted in pink were sustained with greater frequency among male FBOP staff than among female FBOP staff.

Closed/Sustained Misconduct

Table 4: Types of Sustained Misconduct for Female FBOP Employees FY 2024 With 32.18 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	1			1
Sexual Abuse of Inmates	1			1
Introduction of Contraband	3	1		4
Discrimination	0	0		0
Fiscal Improprieties	0	2		2
Bribery	0	0		0
Inappropriate Relationships With Inmates	17			17
Investigative Violations		11		11
Personnel Prohibitions		19	0	19
Unauthorized Release of Information	1	1		2
Inattention to Duty	2	9		11
Breach of Security	2	1		3
Unprofessional Conduct	0	7		7
Failure to Follow Policy	9	7		16
Failure to Follow Supervisor's Instructions		22		22
Other On-Duty Misconduct	20	58		78
Other Off-Duty Misconduct			2	2

Those categories of misconduct highlighted in pink were sustained with greater frequency among female FBOP staff than among male FBOP staff.

Closed/Sustained Misconduct

Job Discipline

As of January 8, 2025, 311 FBOP employees identified as misconduct subjects during Fiscal Year 2024 had a sustained decision.

Table 5 reflects the rate of misconduct among the various job disciplines.

Table 5: Discipline of FBOP Employees With Sustained Misconduct FY 2024 With 29.40 Percent Closed			
Discipline	Total Employees	Number of Employees With Sustained Misconduct	Rate Per 100 Total Employees
Human Resources	952	3	0.31
Mechanical Services	2,453	11	0.44
Psychology Services	1,290	1	0.07
Recreation	802	4	0.49
CEOs Office and Staff	908	12	1.32
Food Service	1,622	13	0.80
Computer Services	362	0	0.00
Correctional Services	15,192	207	1.36
Health Services/Safety	3,485	28	0.80
Unit Management	2,776	6	0.21
Religious Services	340	1	0.29
Records/Inmate Systems	1,555	2	0.12
Education & Vocational Training	1,070	7	0.65
Financial Management	1,435	4	0.27
Central Office/Staff Training Centers	1,441	4	0.27
UNICOR	712	2	0.28
Inmate Services	497	1	0.20
Other*	47	5	10.63

* "Other" staff includes those assigned to work areas other than those listed (e.g., NIC).

Closed/Sustained Misconduct

Residential Reentry Center Employees and Drug Treatment Contractors

There were 307 contract/residential reentry center employees identified as misconduct subjects in Fiscal Year 2024. As of January 8, 2025, OIA closed cases for 76.87 percent of those 236 contractors. Of the 77.87 percent (or 236 contractors), 26.69 percent (or 63 contractors) had a sustained decision.

There were 3 drug treatment contractors identified as misconduct subjects in Fiscal Year 2024. As of January 8, 2025, OIA closed cases for 100% percent of those 3 contractors. Of the 100% (or 3 contractors), 33.33% percent (or 1 contractor) had a sustained decision.

Table 6: Sustained Misconduct – Residential Reentry Center Employees / Drug Treatment Contractors FY 2024 With 86.03 Percent Closed			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Inappropriate Relationship with Inmates	19		
Investigative Violations		19	
Unauthorized Release of Information	0	1	
Inattention to Duty	5	1	
Failure to Follow Policy	11	7	
Unprofessional Conduct	3	1	
Personnel Prohibitions		1	
Breach of Security	0	0	
Falsification of Documents	0	1	
Abuse of Inmates	2	0	
Bribery	0	0	

Closed/Sustained Misconduct

Contractors in Privatized Facilities

There were 0 contractors working in privatized facilities identified as misconduct subjects during Fiscal Year 2024. Consistent with the President’s January 26, 2021, Executive Order on “Reforming Our Incarceration System to Eliminate the Use of Privately Operated Criminal Detention Facilities,” the Bureau of Prison (FBOP) has ended all contracts with privately managed prisons, McRae, Georgia, ended on November 30, 2022.

Table 7: Types of Sustained Misconduct for Staff in Privatized Facilities FY 2024 With 100.0 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	0			0
Sexual Abuse of Inmates	0			0
Introduction of Contraband	0	0		0
Discrimination	0	0		0
Fiscal Improprieties	0	0		0
Bribery	0	0		0
Inappropriate Relationships With Inmates	0			0
Investigative Violations		0		0
Personnel Prohibitions		0	0	0
Unauthorized Release of Information	0	0		0
Inattention to Duty	0	0		0
Breach of Security	0	0		0
Unprofessional Conduct	0	0		0
Failure to Follow Policy	0	0		0
Failure to Follow Supervisor’s Instructions			0	0
Other On-Duty Misconduct	0	0		0
Other Off-Duty Misconduct			0	0

Closed/Sustained Misconduct

Contractors and Volunteers Working in FBOP Facilities

There were 44 contractors working in FBOP facilities identified as misconduct subjects during Fiscal Year 2024.

As of January 8, 2025, OIA closed cases for 24 contractors. Eight contract employees had a sustained decision.

Table 8: Sustained Misconduct - Contract Employees/Volunteers FY 2024			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Sexual Abuse of Inmates	0	0	
Introduction of Contraband	0	0	
Inappropriate Relationship with Inmates	0		
Investigation Violation	0	2	
Fiscal Improprieties	0	0	
Bribery	0	0	
Failure to Follow Policy	1	4	
Other On-Duty Misconduct	2	7	
Other Off-Duty Misconduct			0

Closed/Sustained Misconduct

PHS Employees Working in FBOP Facilities

Of the approximately 386 PHS employees working in FBOP facilities, 17 were identified as misconduct subjects during Fiscal Year 2024. As of January 8, 2025, OIA closed 47.05 percent of cases involving those 17 PHS employees. Of the 47.05 percent (or 8 PHS employees), none had a sustained decision.

Table 9: Sustained Misconduct – PHS Employees FY 2024 With 47.05 Percent Closed			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Introduction of Contraband	0	0	
Personnel Prohibitions	0	0	
Unprofessional Conduct	0	0	
Failure to Follow Supervisor's Instructions	0	0	
Failure to Follow Policy	0	0	

Physical Abuse of Inmates

Title 18, United States Code, Chapter 13 - Civil Rights

§241 Conspiracy against rights

If two or more persons conspire to injure, oppress, threaten, or intimidate any inhabitant of any State, Territory, or District in the free exercise or enjoyment of any right or privilege secured to him by the Constitution or laws of the United States, or because of his having exercised the same; or

If two or more persons go in disguise on the highway, or on the premises of another, with intent to prevent or hinder his free exercise or enjoyment of any right or privilege so secured --

They shall be fined under this title or imprisoned not more than ten years, or both; and if death results from the acts committed in violation of this section or if such acts include kidnapping or an attempt to kidnap, aggravated sexual abuse or an attempt to commit aggravated sexual abuse, or an attempt to kill, they shall be fined under this title or imprisoned for any term of years or for life, or both, or may be sentenced to death.

§242 Deprivation of rights under color of law

Whoever, under color of any law, statute, ordinance, regulation, or custom, willfully subjects any inhabitant of any State, Territory, or District to the deprivation of any rights, privileges, or immunities secured or protected by the Constitution or laws of the United States, or to different punishments, pains, or penalties, on account of such inhabitant being an alien, or by reason of his color, or race, than are prescribed for the punishment of citizens, shall be fined under this title or imprisoned not more than one year, or both.

If bodily injury results from the acts committed in violation of this section or if such acts include the use, attempted use, or threatened use of a dangerous weapon, explosives, or fire, shall be fined under this title or imprisoned not more than ten years, or both; and if death results from the acts committed in violation of this section or if such acts include kidnapping or an attempt to kidnap, aggravated sexual abuse, or an attempt to commit aggravated sexual abuse, or an attempt to kill, shall be fined under this title, or imprisoned for any term of years or for life, or may be sentenced to death.

Physical Abuse of Inmates

Statistics

During Fiscal Year 2024, 1,192 allegations of Physical Abuse of Inmates were either reported to the OIA or detected during an investigation. As of January 8, 2025, OIA closed cases for 29.69 percent (or 354) of those allegations.

Allegations of Physical Abuse are tracked by the degree of injury sustained by the inmate(s)-- life threatening injury, serious injury, minor/slight injury, minor/no injury (harassment), and superficial injury (injuries associated with the normal use of restraints).

Four allegations of Physical Abuse reported during Fiscal Year 2024 were sustained as of January 8, 2025.

Introduction of Contraband

Title 18, United States Code, Chapter 87 - Prisons

§1791 Providing or possessing contraband in prison

(a) Offense.-Whoever-

(1) In violation of a statute or a rule or order issued under a statute, provides to an inmate of a prison a prohibited object, or attempts to do so; or

(2) being an inmate of a prison, makes, possesses, or obtains, or attempts to make or obtain, a prohibited object;

shall be punished as provided in subsection (b) of this section.

(b) Punishment.-The punishment for an offense under this section is a fine under this title or-

(1) imprisonment for not more than 20 years, or both, if the object is specified in subsection (d)(1)(C) of this section;

(2) imprisonment for not more than 10 years, or both, if the object is specified in subsection (d)(1)(A) of this section;

(3) imprisonment for no more than 5 years, or both, if the object is specified in subsection (d)(1)(B) of this section;

(4) imprisonment for no more than one year, or both, if the object is specified in subsection (d)(1)(D) or (c)(1)(E) of this section; and

(5) imprisonment for not more than six months, or both, if the object is specified in subsection (d)(1)(F) of this section.

(c) Any punishment imposed under subsection (b) for a violation of this section by an inmate of a prison shall be consecutive to the sentence being served by such inmate at the time the inmate commits such violation.

(d) Definitions.-As used in this section-

(1) the term “prohibited object” means:

(A) A firearm or destructive device or a controlled substance in Section I or II, other than marijuana or a controlled substance referred to in subparagraph (C) of this subsection;

Introduction of Contraband

(B) marijuana or a controlled substance in schedule III, other than a controlled substance referred to in subparagraph (C) of this subsection, ammunition, a weapon (other than a firearm or destructive device), or an object that is designed or intended to be used as a weapon or to facilitate escape from a prison;

(C) a narcotic drug, methamphetamine, its salts, isomers, and salts of its isomers, lysergic acid diethylamide, or phencyclidine;

(D) a controlled substance (other than a controlled substance referred to in subparagraph (A), (B), or (C) of this subsection) or an alcoholic beverage;

(E) any United States or foreign currency; and

(F) any other object that threatens the order, discipline, or security of a prison, or the life, health, or safety of an individual;

(2) the terms “ammunition,” “firearm,” and “destructive device” have, respectively, the meanings given those terms in section 921 of this title;

(3) the terms “controlled substance” and “narcotic drug” have, respectively, the meanings given those terms in section 102 of the Controlled Substances Act (21 USC, §802); and

(4) the term “prison” means a Federal correctional, detention, or penal facility or any prison, institution, or facility in which persons are held in custody by direction of our pursuant to a contract or agreement with the Attorney General.

Introduction of Contraband

Statistics

During Fiscal Year 2024, 674 allegations of Introduction of Contraband were either reported or detected during the course of an investigation. As of January 8, 2025, OIA closed cases for 19.58 percent (or 132) of those allegations. Of closed cases, 12.12 percent (or 16) were sustained:

Table 10: Introduction of Contraband		
Type of Contraband	Inmate Related	Non Inmate Related
Soft Item	0	0
Weapons	0	7
Unauthorized Electronic Device	3	3
Cigarettes/Tobacco	1	
Heroin and Derivatives	0	0
Alcoholic Beverages	0	0
Other Unspecified Drugs	1	1

There were 16 individuals involved in the sustained allegations of Introduction of Contraband. Fifteen of these individuals were FBOP employees (11 male and 4 female), the majority worked in Correctional Services. One individual was a halfway house employee.

Sexual Abuse of Inmates

Title 18, United States Code, Chapter 109A - Sexual Abuse

§2241 Aggravated Sexual Abuse

(a) By force or threat. - Whoever, in the special maritime or territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract agreement with the head of any Federal department or agency, knowingly causes another person to engage in a sexual act -

(1) by using force against that other person, or

(2) by threatening or placing that other person in fear that any person will be subjected to death, serious bodily injury, or kidnapping;

or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.

(b) By other means. - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly -

(1) renders another person unconscious and thereby engages in a sexual act with that other person; or

(2) administers to another person by force or threat of force, or without the knowledge or permission of that person, a drug, intoxicant, or other similar substance and thereby -

(A) substantially impairs the ability of that other person to appraise or control conduct; and

(B) engages in a sexual act with that other person;

or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.

§2242 Sexual Abuse

Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly -

(1) causes another person to engage in a sexual act by threatening or placing that other person in fear (other than by threatening or placing that other person in fear that any person will be subjected to death, serious bodily injury, or kidnapping); or

Sexual Abuse of Inmates

(2) engages in a sexual act with another person if that other person is -

(A) incapable of appraising the nature of the conduct; or

(B) physically incapable of declining participation in, or communicating unwillingness to engage in, that sexual act;

or attempts to do so shall be fined under this title and imprisoned for any term of years or for life.

§2243 Sexual Abuse of a Ward

(b) Of a ward - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in a sexual act with another person who is -

(1) in official detention; and

(2) under the custodial, supervisory, or disciplinary authority of the person so engaging;

or attempts to do so, shall be fined under this title, imprisoned not more than 15 years, or both.

§2244 Abusive Sexual Contact

(a) Sexual contact in circumstances where sexual acts are punished by this chapter. - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in or causes sexual contact with or by another person, if so to do would violate -

(1) subsection (a) or (b) of section 2241 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than ten years, or both;

(2) section 2242 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than three years, or both;

(3) subsection (a) of section 2243 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than two years, or both;

(4) subsection (b) of section 2243 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than two years, or both.

(5) subsection (c) of section 2241 of this title had the sexual contact been a sexual act, shall be fined under this title and imprisoned for any term of years or for life.

Sexual Abuse of Inmates

(b) In Other Circumstances. - Whoever, in the special maritime and territorial jurisdiction of the United States, or a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of our pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in sexual contact with another person without that other person's permission shall be fined under this title, imprisoned no more than two years, or both.

§ 2246 Definitions

(1) the term “prison” means a correctional, detention, or penal facility;

(2) the term “sexual act” means -

(A) contact between the penis and the vulva or the penis and the anus, and for the purposes of this subparagraph, contact involved the penis occurs upon penetration, however slight;

(B) contact between the mouth and the penis, the mouth and the vulva, or the mouth and the anus; or

(C) the penetration, however slight, of the anal or genital opening by another by a hand or finger or by any object, with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(D) the intentional touching, not through the clothing, of the genitalia of another person who has not attained the age of 16 years with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(3) the term “sexual contact” means the intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person with intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(4) the term “serious bodily injury” means bodily injury that involves a substantial risk of death, unconsciousness, extreme physical pain, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

(5) the term “official detention” means -

(A) detention by a Federal officer or employee, or under the direction of a Federal officer or employee, following arrest for an offense; following surrender in lieu of an arrest for an offense; following a charge or conviction of an offense, or an allegation or finding of juvenile delinquency; following commitment as a material witness; following civil commitment in lieu of criminal proceedings or pending resumption of criminal

Sexual Abuse of Inmates

proceedings that are being held in abeyance, or pending extradition, deportation, or exclusion; or

(B) custody by a Federal officer or employee, or under the direction of a Federal Officer or employee, for purposes incident to any detention described in subparagraph (A) of this paragraph, including transportation, medical diagnosis or treatment, court appearance, work, and recreation; but does not include supervision or under control (other than custody during specified hours or days) after release on bail, probation, or parole, or after release following a juvenile delinquency.

The FBOP's policy concerning compliance with the Prison Rape Elimination Act is in Program Statement 5324.12, Sexually Abusive Behavior Prevention and Intervention Program.

Sexual Abuse of Inmates

Statistics

During Fiscal Year 2024, 1,346 allegations of Sexual Abuse were either reported to the OIA or detected during an investigation. Of the 1,346 allegations, 1,277 involved FBOP employees, 1 involved a PHS employee working in a FBOP facility, 65 involved contract staff working in residential reentry facilities, and 3 involved contract staff working in a FBOP facility.

The allegations that appeared with the most frequency were Unprofessional Conduct of a Sexual Nature between male staff and male inmates, with 397 allegations reported, and Abusive Sexual Conduct of a Sexual Nature between male staff and male inmates, with 200 allegations reported.

As of January 8, 2025, seven allegations of Sexual Abuse reported during Fiscal Year 2024 were sustained. These allegations involved five FBOP employees and two contract staff working in residential reentry facilities; 707 allegations were not sustained; 632 allegations are pending.

Representative Case Summaries

The following are brief summaries of some of the cases which were completed recently:

- **Endangering the Safety of an Inmate; Inattention to Duty; Failure to Properly Supervise Inmates; Failure to Follow Policy**
A local investigation revealed a male correctional officer was in the officer's station of a housing unit when approached by an inmate. The officer departed the office and can be seen looking in the directions of the top tier. Nice Vision footage from the top tier revealed one inmate being physically controlled by other inmates, being dragged across the floor, and placed in a cell by inmates. The correctional officer never reported the incident. There was sufficient evidence to sustain the allegation of Endangering the Safety of an Inmate, Inattention to Duty, Failure to Properly Supervise Inmates, and Failure to Follow Policy. The subject received a 13-day suspension. (OIA Case No. 2024-00013)
- **Failure to Follow Supervisor Instructions; Appearance of an Inappropriate Relationship**
A local investigation revealed a female attorney was given instructions by her supervisor regarding communications and boundaries with inmate orderlies. After receiving the instruction she was observed having approximately 10-minute conversations with orderlies while they were not actively cleaning in her office. Additionally, the subject admitted to being in her vehicle in the parking lot and near the front entrance to the building having conversations with inmate orderlies. The subject resigned prior to discipline. (OIA-2024-00024)
- **Absent Without Leave (AWOL); Refusing to Cooperate**
A local investigation revealed a male correctional captain had been Absent Without Leave (AWOL). The subject's supervisor reached out to him on multiple occasions to discuss his status and request updated information. Subject failed to provide documentation. The subject was terminated from employment with the BOP. (OIA-2024-00103)
- **Falsification of Documents; Inattention to Duty; Failure to Follow Policy**
A local investigation revealed a male correctional officer assigned to the (SHU) Special Housing Unit on the morning watch shift failed to conduct 30-minute rounds. Camera video footage revealed 58 minutes had elapsed between rounds. Additionally, the subject signed the range round sheet reflecting that 30-minute rounds were conducted. The subject received a 21-day suspension. (OIA-2024-00112)
- **Theft/Misuse of Government Property**
A local investigation revealed a male warden approved a government van to be used by staff to attend a retreat (fishing trip). The subject admitted to approving the government vehicle to be used for the retreat. The subject received a letter of reprimand. (OIA-2024-00117)
- **Conduct Unbecoming a Management Official; Unprofessional Conduct**
A local investigation revealed a male warden made unprofessional comments to a staff member in the presence of others. On at least one occasion the subject threatened the victim with physical harm. The subject received a 14-day suspension. (OIA-2024-00143)

Representative Case Summaries

- **Improper Contact with an Inmate/Inmate's Family; Unprofessional Conduct of a Sexual Nature – Male Staff/Female Inmate**
A local investigation revealed a male behavioral systems Residential Reentry Center (RRC) employee provided his snapchat contact information to an inmate and started corresponding with her by sending messages and pictures. Additionally, on at least on occasion, the subject admitted to kissing the inmate. The subject was removed from service from the RRC. (OIA-2024-00186)
- **Failure to Follow Supervisors Instructions**
A local investigation revealed a male correctional officer refused to work two separate mandated shifts on two separate occasions. The subject admitted to refusing both mandates. Additionally, the subject had previously received a 2-day suspension for inattention to duty. The new charges of failure to supervisor's instructions were within the reckoning period. The subject received a 12-day suspension. (OIA-2024-00227)
- **Arrest and Conviction; Discreditable Behavior**
A local investigation revealed a male correctional officer was arrested and charged with 5 counts of possession child pornography. The subject pled Nolo-Contendere and was adjudicated guilty. The subject was sentenced to 5 years incarceration at a state facility, followed by 5 years of probation, 200 hours of community service, a fine, and ordered to register as a sex offender. The subject separated from the BOP prior to discipline. (OIA-2024-00229)
- **Failure to Follow Policy**
A local investigation revealed a male supervisory correctional officer while working the morning watch shift was notified of an inmate complaining of difficulties breathing. The subject failed to provide any medical assistance for over 4 ½ hours. The subject separated from the BOP prior to discipline. (OIA-2024-00258).
- **Falsification of Documents**
A local investigation revealed a male correctional supervisor signed a subordinate's evaluation as the subordinate in four separate sections of the evaluation. The subject admitted to signing the subordinate's signature on the evaluation. The subject received a 14-day suspension. (OIA-2024-00290)
- **Appearance of an Inappropriate Relationship; Improper Contact with an Inmate/Inmate's Family**
A local investigation revealed a female correctional officer had scanned and emailed a handwritten letter to an inmate. The subject admitted to writing, scanning, and emailing the letter. The subject separated from the BOP prior to discipline. (OIA-2024-00385)

Representative Case Summaries

- **Marijuana Introduction; Bribery; Lying During an Investigation; Arrest and Conviction**
A local investigation revealed a male correctional officer introduced marijuana, rolling papers, and cigarettes into a correctional facility. The subject was found with these items in a vacuum sealed clear plastic bag in the crotch area of his pants. Witness testimony and CashApp records revealed the subject received separate transactions totaling over \$13,000 from an inmate's former girlfriend. The subject was arrested, pled guilty to possession of marijuana with the intent to distribute, and was sentenced to 4 years of probation. The subject separated from the BOP prior to discipline. (OIA-2024-00407)
- **Unauthorized Electronic Device Introduction**
A local investigation revealed a male electrical worker supervisor located at a prison camp was in the possession of his personal cell phone. The subject admitted to being in the possession of his personal cell phone when it was ringing, and the acting warden asked if someone had a cell phone. The subject received a letter of reprimand. (OIA-2024-00458)
- **DWI/DUI**
A local investigation revealed a female nurse was charged with a misdemeanor DUI and impeding traffic after failing a field sobriety test. The subject pled guilty to one count of fourth degree driving while impaired. The subject received a 1-day suspension. (OIA-2024-00473)
- **Appearance of an Inappropriate Relationship; Sexual Abuse of Inmates; Soft Item Introduction, Weapon Introduction – Other; Offering/Giving Anything of Value**
A local investigation revealed a male correctional treatment specialist communicated with an inmate via TruLincs. The subject admitted to being in a relationship with the inmate and bringing items in for her. Additionally, the subject admitted to bringing a knife into the institution. The subject separated from the BOP prior to discipline. (OIA-2024-00504)
- **Breach of Security; Failure to Follow Policy**
A local investigation revealed a female human resources specialist plugged her iPhone into her government computer. The subject admitted to plugging her iPhone into her computer to charge it. The subject received a letter of reprimand. (OIA-2024-00533)
- **Weapons Introduction**
A local investigation revealed a male correctional officer placed his personal bag into the x-ray machine to be searched at the entrance to the facility. The x-ray machine revealed inside the subject's bag was a handgun. The subject's handgun was secured. The subject was shown pictures from the X-ray machine and confirm the handgun as belonging to him. The subject received a 21-day suspension. (OIA-2024-00774)

Representative Case Summaries

- **Failure to Report Violation of Rules/Regulations; Endangering the Safety of Others; Failure to Properly Supervise Inmate**

A local investigation revealed a male case manager was sent to the local hospital with a government van to retrieve an inmate being discharged. The subject drove the van back to the institution with the inmate inside while a male correctional officer followed behind in his personal vehicle. The second subject's vehicle was unable to make it back to the facility. The operations lieutenant was notified and had staff meet the van upon arrival with the inmate. Subject one received a 2-day suspension. Subject two received a 10-day suspension. (OIA-2024-00787)

- **Failure to Properly Supervise Inmates; Inattention to Duty**

A local investigation revealed two male cook supervisors had released the food service inmates back to their housing units, turned the food service lights off, secured the food service doors, and departed the institution. After the subjects departed, medical staff were looking for an inmate to provide him his medication. Control Center staff, utilizing the Nice Vision system, reviewed the cameras in the food service area to find two inmates waving their arms at the camera and turning the food service lights on and off. Both subjects received letters of reprimand. (OIA-2024-00787)

- **Theft/Misuse of Contractor Property**

A local investigation revealed a male correctional officer, while working the front entrance post, went over to a mannequin on display from a local vendor and removed a belt from one of the mannequins. The subject admitted to removing and taking the belt from the mannequin. The subject separated from the BOP prior to discipline. (OIA-2024-01022)

- **Discreditable Behavior; Off-Duty Misconduct**

A local investigation revealed a male materials handler supervisor was involved in a physical altercation at a bar resulting in local police responding. The subject without being asked, told the responding officer that he worked at a prison, and provided him with his Bureau of Prisons PIV card. Video camera footage from the responding officer displayed the subject yelling, grunting, balling his fist, and using profanity while speaking with the officer. The subject received a 4-day suspension. (OIA-2024-01296)

- **Theft/Misuse of Government Funds (\$100)**

A local investigation revealed a male electronics technician ordered size 6 boots from the boot mobile. Prior year documentation showed the subject previously ordered a size 11 boot. The subject admitted to purchasing the size 6 boots to make gloves out of them. The subject received a letter of reprimand. (OIA-2024-01332)

- **Theft/Misuse of Government Funds (\$100)**

A local investigation revealed a male cook supervisor ordered size 7 boots from the boot mobile. Prior year documentation showed the subject previously ordered size 9 boots. The subject admitted to purchasing the size 7 boots for his wife. The subject received a letter of reprimand. (OIA-2024-01334)

Representative Case Summaries

- **Inattention to Duty**

A local investigation revealed a female correctional officer was observed in the complex security vehicle, with her head leaning against the window and eyes closed. The subject admitted to having her eyes closed. The subject received a 1-day suspension. (OIA-2024-01456)

- **Unprofessional Conduct**

A local investigation revealed a female financial program specialist sent the business administrator an email which included the abbreviation “IDGAF”. The subject confirmed “IDGAF” to mean “I don’t give a fuck.” The subject received a letter of reprimand. (OIA-2024-01524)

- **Failure to Follow Leave Procedures; Absent Without Leave (AWOL)**

A local investigation revealed a male pharmacist scheduled to work 8-4 pm, completed firearms training early. When contacted by his supervisor by phone, the subject admitted to leaving when training was complete. The phone conversation took place over an hour prior to the subject’s end of shift. The subject separated from the BOP prior to discipline. (OIA-2024-01595)

- **Unprofessional Conduct**

A local investigation revealed a male cook supervisor observed an inmate attempt to go through the serving line twice for a second tray. The subject did not provide the inmate with a second tray, but admitted to saying, “I don’t care if you ate your tray, sold it, or traded it for booty.” The subject confirmed he meant sex when using the word booty. The subject received a letter of reprimand. (OIA-2024-02115)

- **Failure to Follow Policy – OC Spray; Unprofessional Conduct**

A local investigation revealed a male correctional officer administered his Oleoresin Capsicum (OC) Aerosol Spray through an open food slot in the direction of an inmate who was physically secured, with hand restraints, behind a locked cell door, in the Special Housing unit after the inmate spit at him. The subject received a 2-day suspension. (OIA-2024-02418)

- **Use/Abuse of Illegals Drugs/Alcohol**

A local investigation revealed a male correctional officer claimed Safe Harbor and agreed to the terms of the contract. When local Human Resources reached out to the subject’s social worker for an update, she was notified the subject had revoked his release of information and no information was able to be provided. Also, the subject had been discharged from inpatient care. The subject was removed from employment with the BOP. (OIA-2024-02703)

- **Unprofessional Conduct; Failure to Follow Supervisor Instructions**

A local investigation revealed a male cook supervisor moved a government owned Gator vehicle from the rear food service dock area used by inmate orderlies for trash disposal and left it in the desert. The subject, when directed by his supervisor to return the vehicle to the rear food service dock area failed to do so. The subject received a 3-day suspension. (OIA-2024-02740)

Representative Case Summaries

- **Breach of Security; Inattention to Duty; Failure to Follow Policy; Failure to Properly Supervise Inmates**
A local investigation revealed a male correctional officer working the Camp Message Center had left the office door unsecure and his equipment on the desk. Inside of the computer was the subject's PIV card. The subject departed the institution and was headed home when contacted by institutional staff. The subject was removed from employment with the BOP. (OIA-2024-03156)
- **Physical Abuse of Inmates; Sexual Abuse of Inmates**
A local investigation revealed a male food service specialist working in the kitchen walked behind an inmate and took a metal pole, placed it between the legs of an inmate, and struck the inmate in the testicles. Five days after the incident, the inmate was transported to the local hospital due to severe pain and swollen testicles. The subject separated from the BOP prior to discipline. (OIA-2024-04130).
- **Misuse of Official Position/Badge; Discreditable Behavior; Providing Inaccurate Info Other Than During an Official Investigation.**
A local investigation revealed a male correctional officer was pulled over by police for a traffic violation. Video surveillance revealed the subject faced the police officer and lift the right side of his jacket and shirt and said, "I am armed bro, I'm armed." while displaying a pistol, followed by, "I'm fucking law enforcement." When the subject was asked for identification, he presented his correctional officer ID and displayed his badge located inside of wallet. The subject's initial report of the incident failed to mention a traffic stop. The subject was removed from service with the BOP. (OIA-2024-04783)
- **Failure to Follow Supervisor Instructions**
A local investigation revealed a male correctional officer was provided a memorandum from his supervisor directing him to provide responses and/or required documentation to his background investigator within 14 calendar days. The subject failed to pay financial obligations, which resulted in documentation not being provided to the background investigator within the required timeframe. The subject separated from the BOP prior to discipline. (OIA-2024-04791)
- **Failure to Follow Supervisor Instructions**
A local investigation revealed a male correctional officer was notified by his supervisor he was mandated to work an additional shift. The subject refused to work the mandated shift. The subject received a 1-day suspension. (OIA-2024-04881)
- **Off- Duty Misconduct**
A local investigation revealed a male correctional officer was found in a ditch intoxicated at a FBOP training facility. After being seen by Emergency Medical Services, the subject was escorted back to his dorm, and told to report to a supervisor's office at 7:30 a.m. in the morning. The subject failed to show, was located, and administered two breathalyzer tests. Both tests provided readings exceeding .135. The subject separated from the FBOP prior to discipline. (OIA-2024-06083)

**Table 11: Types of Sustained Misconduct for FBOP Employees FY 2023
With 54.96 Percent Closed
(4,910 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	247	1,005	86	1,338
Abuse of Inmates	11			11
Sexual Abuse of Inmates	19			19
Introduction of Contraband	9	26		35
Discrimination	0	0		0
Fiscal Improprieties	3	33		36
Bribery	1	0		1
Inappropriate Relationships With Inmates	23			23
Investigative Violations		31		31
Personnel Prohibitions		188	6	194
Unauthorized Release of Information	3	4		7
Inattention to Duty	21	42		63
Breach of Security	4	6		10
Unprofessional Conduct	21	40		61
Failure to Follow Policy	33	63		96
Failure to Follow Supervisor's Instructions		173		173
Other On-Duty Misconduct	99	399		498
Other Off-Duty Misconduct			80	80

Table 11: Types of Sustained Misconduct for FBOP Employees FY 2022
With 68.34 Percent Closed
(4,950 Total Opened)

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	533	1,946	125	2,604
Abuse of Inmates	26			26
Sexual Abuse of Inmates	15			15
Introduction of Contraband	25	39		64
Discrimination	0	1		1
Fiscal Improprieties	1	20		21
Bribery	1	1		2
Inappropriate Relationships With Inmates	59			59
Investigative Violations		52		52
Personnel Prohibitions		329	3	332
Unauthorized Release of Information	2	5		7
Inattention to Duty	38	124		162
Breach of Security	11	21		32
Unprofessional Conduct	22	93		115
Failure to Follow Policy	95	159		254
Failure to Follow Supervisor's Instructions		290		290
Other On-Duty Misconduct	238	812		1,050
Other Off-Duty Misconduct			122	122

Table 11: Types of Sustained Misconduct for FBOP Employees FY 2021
With 80.63 Percent Closed
(5,206 Total Opened)

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	897	2,767	169	3,833
Abuse of Inmates	33			33
Sexual Abuse of Inmates	11			11
Introduction of Contraband	20	37		57
Discrimination	0	0		0
Fiscal Improprieties	10	74		84
Bribery	6	0		6
Inappropriate Relationships With Inmates	70			70
Investigative Violations		54		54
Personnel Prohibitions		474	11	485
Unauthorized Release of Information	7	10		17
Inattention to Duty	114	149		263
Breach of Security	15	42		57
Unprofessional Conduct	45	138		183
Failure to Follow Policy	142	231		373
Failure to Follow Supervisor's Instructions		423		423
Other On-Duty Misconduct	424	1135		1,559
Other Off-Duty Misconduct			158	158

Table 12: Types of Sustained Misconduct for FBOP Employees FY 2020
With 87.60 Percent Closed
(5,260 Total Opened)

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	1,349	2,790	164	4,303
Abuse of Inmates	24			24
Sexual Abuse of Inmates	17			17
Introduction of Contraband	40	56		96
Discrimination	1	1		2
Fiscal Improprieties	7	87		94
Bribery	8	0		8
Inappropriate Relationships With Inmates	106			106
Investigative Violations		54		54
Personnel Prohibitions		434	9	443
Unauthorized Release of Information	10	9		19
Inattention to Duty	170	148		318
Breach of Security	51	41		92
Unprofessional Conduct	45	149		194
Failure to Follow Policy	225	254		479
Failure to Follow Supervisor's Instructions		396		396
Other On-Duty Misconduct	645	1,161		1,806
Other Off-Duty Misconduct			155	155

Table 13: Types of Sustained Misconduct for FBOP Employees FY 2019
With 93.12 Percent Closed
(4,410 Total Opened)

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	981	2,745	225	3,951
Abuse of Inmates	48			48
Sexual Abuse of Inmates	23			23
Introduction of Contraband	39	47		86
Discrimination	0	0		0
Fiscal Improprieties	9	90		99
Bribery	10	2		12
Inappropriate Relationships With Inmates	107			107
Investigative Violations		53		53
Personnel Prohibitions		414	11	425
Unauthorized Release of Information	11	8		19
Inattention to Duty	105	135		240
Breach of Security	27	31		58
Unprofessional Conduct	31	173		204
Failure to Follow Policy	149	224		373
Failure to Follow Supervisor's Instructions		408		408
Other On-Duty Misconduct	422	1,160		1,582
Other Off-Duty Misconduct			214	214

**Table 14: Types of Sustained Misconduct for FBOP Employees FY 2018
With 96.08 Percent Closed
(4,678 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	1,371	2,875	259	4,505
Abuse of Inmates	52			52
Sexual Abuse of Inmates	32			32
Introduction of Contraband	52	63		115
Discrimination	0	0		0
Fiscal Improprieties	15	109		124
Bribery	18	1		19
Inappropriate Relationships With Inmates	142			142
Investigative Violations		67		67
Personnel Prohibitions		415	17	432
Unauthorized Release of Information	11	15		26
Inattention to Duty	152	200		352
Breach of Security	58	54		112
Unprofessional Conduct	49	207		256
Failure to Follow Policy	200	259		459
Failure to Follow Supervisor's Instructions		294		294
Other On-Duty Misconduct	590	1,191		1,781
Other Off-Duty Misconduct			242	242

Table 15: Types of Sustained Misconduct for FBOP Employees FY 2017
With 97.94 Percent Closed
(4,388 Total Opened)

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Total	1,647	3,166	221	5,034
Abuse of Inmates	58			58
Sexual Abuse of Inmates	18			18
Introduction of Contraband	48	81		129
Discrimination	0	0		0
Fiscal Improprieties	15	166		181
Bribery	14	0		14
Inappropriate Relationships With Inmates	162			162
Investigative Violations		78		78
Personnel Prohibitions		429	14	443
Unauthorized Release of Information	16	16		32
Inattention to Duty	151	227		378
Breach of Security	88	90		178
Unprofessional Conduct	72	227		299
Failure to Follow Policy	252	320		572
Failure to Follow Supervisor's Instructions		220		220
Other On-Duty Misconduct	753	1,312		2,065
Other Off-Duty Misconduct			207	207

Types of Misconduct

Abuse of Inmates

Physical Abuse of Inmates
Excessive Use of Force
Threatening an Inmate/Verbal Abuse
Retaliation

Sexual Abuse of Inmates

Aggravated Sexual Abuse - §2241
Sexual Abuse/Sexual Abuse of a Ward - §2242/2243
Abusive Sexual Contact - §2244
Unprofessional Conduct of a Sexual Nature

Introduction of Contraband

Soft Item Introduction
Weapons Introduction
Escape Paraphernalia Introduction
Money Introduction
Marijuana Introduction
Heroin & Derivatives Introduction
Cocaine Introduction
Other Unspecified Drugs Introduction
Alcoholic Beverages Introduction
Unauthorized Electronic Device Introduction
Creatine/Weightlifting Supplement Introduction
Cigarettes/Tobacco Introduction

Discrimination

Disability
Ethnicity
Gender
Gender Identity
National Origin
Race
Religion
Sexual Orientation

Fiscal Improprieties

Time and Attendance Irregularities
Abuse of Sick Leave

Fiscal Improprieties (Cont.)

Voucher Falsification
Theft/Misuse of Government Funds
Theft/Misuse of Government Property
Misuse of Government Computers Improper
Procurement Procedures
Failure to Pay Government Charge Card
Misuse of Travel Charge Card
Misuse of Purchase Charge Card
Misuse of SmartPay 2 Credit Card
Theft/Misuse of Employees' Club Funds
Theft/Misuse of AFGE/Union Funds
Theft of Inmate Funds
Theft/Destruction of Inmate Property
Theft/Misuse of Contractor Funds
Theft/Misuse of Contractor Property
Failure to Account for Inmate Funds/Property
Theft of Employee Funds/Property
Misuse of UNICOR Resources
Contract Fraud

Bribery

Bribery

Inappropriate Relationship With Inmates

Soliciting/Accepting Anything of Value
Offering/Giving Anything of Value
Improper Contact With an Inmate/Inmate's Family
Appearance of an Inappropriate Relationship
Misuse of Inmate Labor
Preferential Treatment of Inmates
Conduct Unbecoming a Correctional Worker

Investigative Violations

Concealing a Material Fact
Refusing to Cooperate
Lying During an Investigation
Providing a False Statement
Altering/Destroying Evidence/Documents
Refusing to Submit to a Search
Interfering With/Impeding an Investigation

Investigative Violations (Cont.)

Advising Someone to Violate Policy
Conducting an Unauthorized Investigation
Lack of Candor

Personnel Prohibitions

Threatening/Intimidating Employees (relates to personnel actions)
Failure to Report Violation of Rules/Regulations
Falsification of Employment Records
Misuse of Official Position/Badge
Inappropriate Supervisor/Subordinate Relationship
Engaging in Prohibited Personnel Practices
Use/Abuse of Illegal Drugs/Alcohol
Absent Without Leave
Failure to Follow Leave Procedures Retaliation
Refusing to Take a Drug Test

Unauthorized Release of Information

Unauthorized Release of Information
Violation of FOIA/Privacy Acts

Other On-Duty Misconduct

Unprofessional Conduct of a Sexual Nature^{1, 2}
Inattention to Duty¹
Failure to Respond to an Emergency
Failure to Properly Supervise Inmates
Breach of Security¹
Breach of Computer Security^{1, 3}
Falsification of Documents
Unprofessional Conduct¹
Failure to Follow Policy¹
Failure to Follow Policy – OC Spray
Gambling/Promotion of Gambling
Endangering the Safety of an Inmate
Endangering the Safety of Others
Providing Inaccurate Information Other Than During an Official Investigation
Insubordination
Accidental Discharge of a Firearm
Soliciting/Sale of Goods on Government Property
Job Favoritism
Workplace Violence

Other On-Duty Misconduct (Cont.)

Failure to Meet Performance Standards
Failure to Follow Supervisor's Instructions¹
Retaliation Against Those Who Report Allegations of Misconduct
Fraudulent Workers' Compensation Claims
Conduct Unbecoming of a Management Official
Sexual Misconduct
Conduct Unbecoming of a Correctional Worker

Off-Duty Misconduct

Arrest and Conviction
Failure to Report Arrest
Failure to Pay Just Debts
Failure to Obtain Outside Employment Approval
DWI/DUI
Domestic Violence
Traffic Citation
Carrying an Unregistered/Concealed Firearm
Discreditable Behavior
Falsification of Records/Documents
Other Citation (Hunting, etc.)
Conflict of Interest
Other Off-Duty Misconduct

¹ Due to the frequency of this type of misconduct, it is identified distinctly throughout this report.

² The data for Unprofessional Conduct of a Sexual Nature (Non-Inmate Related) is combined with Unprofessional Conduct throughout this report.

³ The data for Breach of Computer Security is combined with Breach of Security throughout this report.

Monitoring Assignments

Alderson, WV(Brian Mason)
Aliceville, AL(Christi Malone)
Allenwood, PA(Brian Mason)
Ashland, KY (Michael McAlister)
Atlanta, GA (Sherita Walsh)
Atwater, CA (Karl Kuznecow)
Bastrop, TX(Josh Brown)
Beaumont, TX(Joy Walters)
Beckley, WV(Brian Mason)
Bennettsville, SC (Sondra Miller)
Berlin, NH (Michael McAlister)
Big Sandy, KY (Michael McAlister)
Big Spring, TX (Christopher Ricciardi)
Brooklyn, NY (Chace Farrel)
Bryan, TX(Josh Brown)
Butner, NC(Derrick Lee-Lo)
Canaan, PA(Trent Kiichler)
Carswell, TX(Joy Walters)
Chicago, IL(Brian Mason)
Coleman, FL (Sondra Miller)
Community Corrections(Brian Damm)
Cumberland, MD(Derrick Lee-Lo)
Danbury, CT (Michael McAlister)
Devens, MA (Chace Farrell)
Dublin, CA(Christi Malone)
Duluth, MN(Derrick Lee-Lo)
Edgefield, SC(Derrick Lee-Lo)
El Reno, OK (Damon Sayers)
Elkton, OH (Adrienne Hayes)
Englewood, CO (Karl Kuznecow)
Estill, SC (Michael McAlister)
Fairton, NJ (Michael McAlister)
Florence, CO (Karl Kuznecow)
Forrest City, AR (Heather Zabitosky)
Fort Worth, TX(Adrienne Hayes)
Fort Dix, NJ (Norman Reid)
Gilmer, WV(Derrick Lee-Lo)
Grand Prairie, TX(Joy Walters)
Greenville, IL (Damon Sayers)
Guaynabo, PR (Sherita Walsh)
Hazelton, WV(Derrick Lee-Lo)
Herlong, CA (Karl Kuznecow)
Honolulu, HI(Joshua Brown)

Houston, TX(Christopher Ricciardi)
Jesup, GA(Sherita Walsh)
La Tuna, TX (Josh Brown)
Leavenworth, KS (Brian Damm)
Lee, VA(Bethany Harris)
Lewisburg, PA (Brian Mason)
Lexington, KY(Bethany Harris)
Lompoc, CA(Heather Zabitosky)
Loretto, PA(Michael McAlister)
Los Angeles, CA(Heather Zabitosky)
Manchester, KY(Bethany Harris)
Marianna, FL(Sherita Walsh)
Marion, IL(Damon Sayers)
Mendota, CA(Karl Kuznecow)
McCreary, KY(Bethany Harris)
McDowell, WV (Brian Mason)
McKean, PA(Michael McAlister)
Memphis, TN(Heather Zabitosky)
Miami (FDC & FCI), FL (Adrienne Hayes)
MXRO, MD (Andy Tietjen)
Milan, MI (Brian Mason)
Montgomery, AL (Brian Damm)
Morgantown, WV (Derrick Lee-Lo)
New York, NY(Norman Reid)
NCRO, KS (Steven Steiber)
NERO, PA (James LeClair)
Oakdale, LA(Christopher Ricciardi)
Oklahoma, OK(Damon Sayers)
Otisville, NY (Adrienne Hayes)
Oxford, WI(Christopher Ricciardi)
Pekin, IL (Damon Sayers)
Pensacola, FL(Sherita Walsh)
Petersburg, VA(Norman Reid)
Philadelphia, PA (Brian Damm)
Phoenix, AZ (Josh Brown)
Pollock, LA(Christi Malone)
Ray Brook, NY(Bethany Harris)
Rochester, MN (Derrick Lee-Lo)
Safford, AZ (Christi Malone)
San Diego, CA (Josh Brown)
Sandstone, MN (Derrick Lee-Lo)
Schuylkill, PA (Brian Damm)
Seagoville, TX (Adrienne Hayes)

Monitoring Assignments

SeaTac, WA(Joy Walters)
Sheridan, OR(Joshua Brown)
SCRO, TX(James LeClair)
SERO, GA (Warren Hawkins)
Springfield, MO(Joy Walters)
Talladega, AL(Brian Damm)
Tallahassee, FL.....(Adrienne Hayes)
Terminal Island, CA (Heather Zabitosky)
Terre Haute, IN (Damon Sayers)
Texarkana, TX..... (Christopher Ricciardi)
Thomson, IL (Damon Sayers)
Three Rivers, TX..... (Christopher Ricciardi)
Tucson, AZ.....(Christi Malone)
Victorville, CA(Rachel Chamberlain)
Waseca, MN (Bethany Harris)
WXRO, CA (Steven Steiber)
Williamsburg, SC (Bethany Harris)
Yankton, SD(Rachel Chamberlain)
Yazoo City, MS(Trent Kiichler)

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