

# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

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WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074

MINORITY (202) 225-5051

<http://oversight.house.gov>

March 3, 2016

The Honorable Gene L. Dodaro  
Comptroller General of the United States  
U.S. Government Accountability Office  
441 G Street NW  
Washington, D.C. 20548

Dear Mr. Dodaro:

We are writing to request that the Government Accountability Office conduct a review of the Federal Emergency Management Agency's (FEMA) efforts to address employee misconduct. In 2012 and 2013, GAO reported on the Transportation Security Administration's and Customs and Border Protection's efforts to monitor, adjudicate, and mitigate the effects of employee misconduct. GAO identified a variety of areas where these agencies needed to make improvements, prompting officials to take actions to remedy the deficiencies that GAO identified.

FEMA is responsible for coordinating the federal government's role in preparing for, preventing, mitigating the effects of, responding to, and recovering from all domestic disasters, whether natural or man-made, including acts of terror. As GAO reported last year, FEMA's workforce more than doubled from fiscal year 2005 through 2014 and FEMA now has 15,000 employees across the country—at headquarters, ten regional offices, and other locations.

Given the broad scope of FEMA's mission, the growth of its workforce, the agency's \$10 billion annual budget, and the significant federal investment required to implement and sustain its programs for preparedness grants, disaster assistance, and flood mapping and insurance, among others, it is essential that effective systems and controls are in place to address any instances of employee misconduct. Specifically, the Committee requests that GAO:

1. Review FEMA's policies and procedures for addressing employee misconduct;
2. Assess data on FEMA employee misconduct cases and their outcomes;
3. Examine FEMA's actions to manage and oversee the investigations and adjudications processes related to employee misconduct;
4. Examine management training related to addressing employee misconduct, including resources available for management training; and

The Honorable Gene L. Dodaro

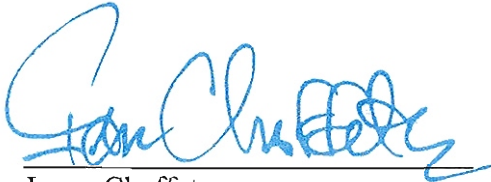
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5. Examine information sharing within the agency regarding serious misconduct cases, including communication and coordination between the IG or investigating officials and FEMA's human resources, general counsel, and other offices.

Please coordinate this work with Michael Kiko of the Majority staff at (202) 225-5074 and Courtney French of the Minority staff at (202) 225-5051. Thank you for your prompt attention to this matter.

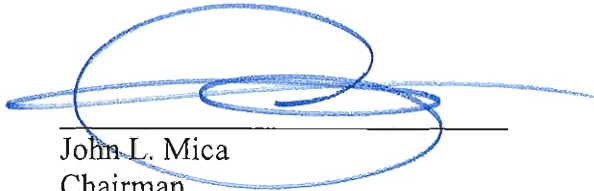
Sincerely,




Jason Chaffetz  
Chairman



Elijah E. Cummings  
Ranking Member



John L. Mica  
Chairman  
Subcommittee on Transportation  
and Public Assets



Tammy Duckworth  
Ranking Member  
Subcommittee on Transportation  
and Public Assets