

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
Research Triangle Park, NC 27711

March 22, 1993

Mr. Ralph Eddy  
Assistant Special Council,  
U.S. Office of Special Council  
Complaints Examining Unit  
1730 M Street, N.W. Suite 300  
Washington, D.C. 20036-4505

OFFICE OF  
ADMINISTRATION  
AND RESOURCES  
MANAGEMENT

Dear Mr. Eddy:

My name is Larry Fisher (GM14/Accountant) and I am employed with the Environmental Protection Agency, National Contract Payment Division, Research Triangle Park, NC. 27711. The purpose of this letter is to seek corrective action from the Office of Special Council for reprisals that I have received for whistleblowing. I would also appreciate your office's investigating other instances involving documented waste, verbal threats, and other forms of abuse of authority on the part of my supervisor, Dennis Schur (Director, NCPD), during the period March 1990 thru February 1993.

On January 21, 1993, I became aware of a verbal agreement between Mr. Schur and Ralph Mazza, a contractor for Keene Corporation, to provide free services during the period October 1992 thru January 1993. On February 8, 1993, I made Mr. Schur aware of the information that I had gained regarding his acceptance of free services in violation of the Anti-Deficiency Act (Attachment 1). This information was also made known to the EPA's Office of the Inspector General (Attachment 2). Within three weeks, I was relieved of my position as Chief, Systems and Accounting Branch and placed in an unclassified position. My new responsibilities now include a menial job copying indirect cost rates from 700 contracts to worksheets.

In addition to the above, during the period, March 1990 thru February 1993 while I was the Chief, Systems and Accounting Branch, I was placed in the awkward position of being organizationally responsible for the Financial Systems Section (FSS) while having no input over its operation. This responsibility was assumed by Mr. Schur whose degree is in engineering and previous work experience is in computers (EPA, National Data Processing Division). Mr. Schur routinely failed to delegate work through me to the FSS Section Chief, Ms. Aline Rolaff, or the CSC contractor (until their termination in June 1992).

Over the course of the three year period, I made known to Mr. Schur on several occasions my desire to supervise FSS in accordance with my job description. Despite this, my branches' quarterly

goals/objectives were routinely modified by Mr. Schur and I was excluded from any involvement in FSS (Attachment 3). In addition to the above, I also made it known to Mr. Schur and others my concern over:

- \* the lack of system flow charts (Attachment 4),
- \* the increased emphasis on processing documents as fast as possible with no regard for accounting or system controls,
- \* examples of government waste including:
  - the system resources required to design and program three different document tracking systems, Focus, OTS/Codes, and Travel (Attachment 5),
  - the operational resources required to enter all data twice, once into Mr. Schur's document tracking system and then into the agency's accounting system (Attachment 6),
- \* CSC's (EPA contractor) increasing role in EPA's operation. This included one incident where Mr. Schur requested additional responsibilities be turned over to CSC. When I resisted (Attachments 7 & 8), Mr. Schur directed CSC to set up a meeting where my staff was required to attend and they (CSC) dictated the policy direction that my staff would take (Attachment 9).

*accountants*

On one occasion, I placed myself in charge of a project Mr. Schur had assigned directly to the FSS Section Chief. Shortly after, I was taken off the project and verbally threatened by Mr. Schur that unless I adapted to his management style that I could forget about any future with the organization and that he would consider transferring me to another organization. This was no idle threat as a similar fate had befallen my predecessor, Harry Richardson, who now works in the Facilities Management Services Division. In another instance, Rick Lloyd was transferred from Chief, Operations Support Section to a certifying officer position under another section after a similar series of events.

After being placed in this untenable position for three years for voicing legitimate concerns, I was forced to endure Mr. Schur's various forms of retribution. This included fully successful performance ratings when I had met/exceeded written outstanding performance standards, assignment of demeaning projects including an analysis of the division's paper usage, copying of

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organizational codes to related telephone directory organization charts, and exclusion from management staff meetings. In February 1993, my office was relocated to the mailroom in the basement, complete with the buildings electric circuit breaker boxes, and far removed from my (now former) staff.

If you have any questions regarding this memo, please call me on 919-541-4790.

Sincerely Yours,

*Larry Fisher*

Larry Fisher

cc: Emmett Dashiell, OIG  
Stephen Drewes, OIG