UNITED STATES GOVERNMENT

U.S. SECRET SERVICE

203,110

memorandum

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DATE: January 17, 2025

REPLY TO

- ATTN OF: Deputy Chief Integrity Officer
- SUBJECT: Proposed Suspension
  - TO: Assistant to the Special Agent in Charge ATSAIC Pittsburgh Pittsburg Field Office

This is to inform you that I propose that you be suspended from duty without pay for ten (10) calendar days. This suspension, if effected, will take place no sooner than thirty (30) calendar days from the date you receive this notice. The reason(s) for this proposed action are outlined below.

1. Background

On July 13, 2024, Thomas Crooks attempted to assassinate Former President of the United States (FPOTUS) Donald J. Trump at a campaign rally in Butler, Pennsylvania. During the attack, one person was killed, and three were injured, including FPOTUS Trump. In response to the incident, the Secret Service's Office of Professional Responsibility, Inspection Division, conducted a Mission Assurance Inquiry into the factors that contributed to the assassination attempt. In addition, an investigation was conducted by the U.S. Senate Committee on Homeland Security & Governmental Affairs, as well as by the House Task Force on the Attempted Assassination of Donald Trump.

On July 13, 2024, you were assigned as the Site Supervisor/Field Office Supervisor from the Pittsburg Field Office (PIT) for the Butler Farm Show visit. For this event, PIT Senior Special Agent (SSA) Lead Agent was the assigned Lead Advance Agent and PIT SSA Site Counterpart was the assigned Site Counterpart Agent. In addition, Donald Trump Protective Division (DTD) Special Agent (SA) Site Agent was the assigned Site Agent. Your duties included facilitating the resolution of any matter(s) that occurred at the site and to managing any issues that arose between local law enforcement and Secret Service personnel.

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# 2. Negligence in the Performance of Official Duties, Offense Code 1.8

On October 16, 2024, you were interviewed by the House of Representatives Task Force on the Attempted Assassination of Donald Trump. During that interview, you stated that your duties as "site supervisor" were to "respond to any critical incident and then also to mediate if there's a disagreement between our personnel and campaign staff or local or state law enforcement." You stated that you became aware that you would be the site supervisor on July 2, 2024, or July 3, 2024.

However, during a July 30, 2024, interview with Inspector Inspections Office and Assistant Inspector Inspections Office Office of Inspections, you admitted that you did not prepare for your role as site supervisor and had little to no understanding of the security plan for the Butler Farm Show site prior to the July 13, 2024 visit. You admitted that you did not meet with SSAsLead Agentor counterpart to discuss the visit prior to July 13, 2024. You stated that during the week leading up to the visit, you were working on numerous manpower requests, to include the First Lady's visit and dealing with your other supervisory duties. You stated that you did not participate in the site briefing that was scheduled at 1000 hours on the day of the event and that you did not request a briefing from SSAs lead Agentor Counterpart of the site diagram for the event. Additionally, you admitted that you did not participate in any of the site walkthroughs with the other Advance Team members, so you were unaware of where local assets were posted.

The Secret Service Office of the Director Manual, ITG-03(01), "Standards of Conduct – General," says that "Secret Service employees are responsible for conducting themselves in a manner that reflects the highest standards of the United States Government and must maintain an appropriate state of awareness and mission preparedness."

The Secret Service Table of Penalties (TOP) Offense Code 1.8, "Negligence in Performance of Official Duties," states it is a disciplinable offense to:

[n]egligently perform[] your official duties. . . . Examples of negligent performance include, but are not limited to, . . . inattention to duty . . . .

You admitted that you were aware that you would be acting as site supervisor for approximately ten days prior to the July 13, 2024 visit, yet you failed to familiarize yourself with the Butler site, security plans, local law enforcement assets, and post-stander locations prior to visit. As a result, you lacked the necessary background information to effectively deal with critical incidents or mediate matters with local law enforcement.

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- 2. I find that there is a nexus between your conduct described in paragraph 1 of this notice and the efficiency of the service. There is a clear and direct relationship between the grounds for the charge and your ability to accomplish your duties in a satisfactory manner. Your misconduct adversely affects the Agency's trust and confidence in your job performance, and the misconduct adversely affected the mission of the Secret Service.
- In proposing this action, I have considered the factors set out in <u>Douglas v. Veterans</u> <u>Administration</u>, 5 M.S.P.B. 313; 5 M.S.P.R. 280 (April 10, 1981) (Douglas Factors) and the Secret Service Table of Penalties (TOP) as guidance.

The TOP states that the Proposing Official should also consider any mitigating or aggravating factors. A finding that aggravating factor(s) exist will yield a higher penalty; a finding that mitigating factors exist will yield a lesser penalty.

With regard to the TOP, the offense of "Negligence in the Performance of Official Duties," Offense Code 1.8, provides for a standard penalty of a 5-day suspension, a mitigated penalty of a Letter of Reprimand to a 3-day suspension, and an aggravated penalty of a 7-21 day suspension. The applicable aggravating factor is "disruption of the mission." It does not appear that any of the mitigating factors listed under this offense code are applicable.

With regard to the Douglas Factors, I have considered the nature and seriousness of the offenses and their relation to your duties, position, and responsibilities and the clarity with which you were on notice of the rules you violated in committing this offense. As a supervisory law enforcement officer, you are held to a higher standard of conduct than other Federal employees.

I find that you failed to ensure that you were fully committed to performing the full range of your duties in support of a protectee visit. I have considered that you were engaged in managing the visit of the First Lady of the United States to a nearby venue and were otherwise unavailable to attend the pre-event meetings leading up to the July 13th rally. However, I find that you failed to adequately prepare for your duties on the day of the rally. To be effective in your duties, you needed to have prior awareness of the site and the security planning. As you have admitted, you failed to review any planning materials before the Butler visit. I have taken into great consideration the fact that a protectee was shot, and that there was one civilian death and two more critically injured with gunshot wounds. Your failure to properly prepare led to your lack of awareness of multiple significant factors to include the line-of-sight and communication issues.

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In mitigation, I have considered your twenty-four (24) years of service and that you have no prior discipline record. I have also considered your performance record wherein your performance was rated as Outstanding for the 2023, 2022, and 2021 rating periods. Additionally, I have considered the manpower constraints that PIT was facing, which may have contributed to your failure to appropriately prepare for the visit. I believe that you have the potential for rehabilitation and that a suspension will serve as an adequate sanction.

In light of the above and consistent with the Secret Service's TOP, I propose that you be suspended for ten (10) calendar days. This action, if effected, will promote the efficiency of the service.

- 4. The documentation on which this proposal is based is attached. The documentation consists of:
  - a. Your Official Transcripts from the July 30, 2024, interview with the Inspection Division;
  - b. Your Official Transcript from the October 16, 2024, interview with the U.S. House of Representatives Task Force;
  - c. The Office of the Director Manual, ITG-03(01), "Standards of Conduct General;" and
  - d. The Office of the Director Manual, section ITG-04, "United States Secret Service Table of Penalties."
- 5. The deciding official in this matter is Deputy Assistant Director (DAD)/Chief Integrity Officer **PII** and the submit affidavity. You have the right to reply to this notice orally and/or in writing and to submit affidavits and other documentary evidence in support of your reply. You may also be represented by an attorney or other representative at your own expense.
- 6. You have fifteen calendar days from the day you receive this notice to reply to DAD
  PII
  PII<

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response period. Unless otherwise specified, your oral reply will be held virtually via Microsoft Office Teams. You will receive a written decision regarding this proposal from DAD **Pilou** after the expiration of the fifteen-day response period.

- 7. If the decision regarding this proposal is that you be suspended for fourteen (14) days or less, or issued a letter of reprimand, you will have the right to request administrative review of the action by filing a grievance with the Secret Service's Discipline Review Board (DRB). Specific details for filing a grievance will be included in the final decision.
- 8. If you believe that this proposal or any subsequent action is being taken based on reprisal for whistleblowing or other protected activities, you have the right to seek corrective action under subchapters II and III of 5 U.S.C. chapter 12 by filing a complaint with the U.S. Office of Special Counsel (OSC) at www.osc.gov. A complaint filed with OSC can be followed by an Individual Right of Action (IRA) appeal to the Merit Systems Protection Board (MSPB). In an IRA appeal, the MSPB will be limited to considering the issues outlined in 5 U.S.C. § 1221(e), i.e., whether you have demonstrated that whistleblowing or other protected activity was a contributing factor in a covered personnel action and, if so, whether the agency has demonstrated that it would have taken the same personnel action in the absence of the whistleblowing or other protected activity.
- 9. Allegations that this proposal is based on discrimination due to a protected status may be raised as an Equal Employment Opportunity (EEO) complaint through the Secret Service Discrimination Complaints System. Please note that while EEO complaints regarding proposals will be counseled during the informal EEO process, formal EEO complaints generally must be dismissed except under certain circumstances where reprisal for prior protected EEO related activity is being alleged or the proposal itself is alleged to be part of a pattern of harassment or a hostile work environment.

Allegations that the decision on this proposal is based on discrimination due to a protected status may be brought in an EEO complaint through the Secret Service Discrimination Complaints System.

10. If you feel that you have an emotional, personal, and/or family problem which may have contributed to, or caused, your conduct as described above, I encourage you to contact the Secret Service Employee Assistance Program. Program counselors may be reached at PI

# PII

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- 11. If you wish the deciding official to consider any medical condition(s), which you believe may have contributed to your conduct as described above, please submit to DAD **Plum** medical documentation (i.e., a copy of a dated, written, and signed statement, and/or a dated copy of actual medical office or hospital records, from a licenses physician or other health practitioner) which provides, in detail, the following information:
  - a. Diagnosis, including the current clinical status;
  - b. The history of the medical condition(s), including references to findings from previous examinations, treatment and responses to treatment;
  - c. Prognosis, including an estimate of the expected date of full or partial recovery; and
  - d. An explanation of the impact of the medical condition(s) on overall health and activities, including the basis for any conclusion as to whether restrictions or accommodations are necessary.

The medical documentation must be provided to DAD PI within the fifteen-calendar day reply time limited described above whenever possible. The documentation, if timely submitted, will be considered in reaching a decision on the proposed action along with any written and/or oral reply to the notice of proposal which you may make.

- 12. No decision to effect this proposed action has been made or will be made until the time allowed for your reply. If you submit a reply, it will be given full and impartial consideration before a final decision is made.
- 13. If you have questions concerning this proposed action, please contact Integrity Office of Integrity, at PI

ATSAIC Pittsburgh		PII PII	Digitally signed by PI Date: 2025.01.18 17:22:04 -05'00'
Receipt Acknowledgment		Date	

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# united states government memorandum

U.S. SECRET SERVICE 203.110

DATE: April 24, 2025

REPLY TO ATTN OF: Deputy Assistant Director/Chief Integrity Officer

SUBJECT: Suspension Decision

- TO: Assistant to the Special Agent in Charge ATSAIC Pittsburg Pittsburg Field Office
- 1. This is in reference to Deputy Chief Integrity Officer Planta and provide an otice to you dated January 17, 2025, which informed you that he proposed that you be suspended from duty for ten (10) calendar days based on the information cited in that notice.
- 2. I have carefully reviewed the proposal and the documentation upon which the proposal was based. I have considered your written reply submitted by your representative, Counsel and the determinant of the proposal dated February 21, 2025. I have also considered your February 25, 2025, oral reply, at which you were represented by Mr. Counsel A copy of the transcript from the oral reply was sent to Mr. Counsel on March 20, 2025. I have further considered the Douglas Factors analysis submitted by then Acting/Assistant Director (A/AD) PII

In your replies, you discussed the negligence charge and your understanding of the duties and responsibilities of a Site Supervisor. You disagreed with the Deputy Chief Integrity Officer's overall assessment that you were not fully committed to performing the full range of your duties as a Site Supervisor in support of now President of the United States (POTUS) Donald J. Trump's visit to the Butler Farm site on July 13, 2024.

You argued that the proposal was logically inconsistent because it acknowledged that you were busy preparing for then First Lady of the United States (FLOTUS) Jill Biden's visit to the Pittsburgh district on July 13, 2024, while simultaneously faulting you for being unavailable to attend meetings and walkthroughs for POTUS Trump's visit to the Pittsburgh district that day.

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Although you admitted that you did not attend the post-stander briefing at 1000 hours on July 13, 2024, you claimed that attending the meeting was unnecessary because site supervisors do not always attend post-stander briefings. You also suggested that the record as a whole did not make any reference to specific instructions that describe what is expected of a Site Supervisor, other than to respond to critical incidents and resolve disputes regarding on scene operations on the day of the event. You stated that local field office Site Supervisors never attended countdown meetings or walkthroughs, other than the manpower walkthroughs, when you were a site agent in the past.

You also asserted that the Secret Service Protective Operations Manual, Donald Trump Protective Division (DTD), stated that at the discretion of the DTD Special Agent in Charge (SAIC), DTD would send a second supervisor in advance of a trip to assess the security plan and provide additional support to the working shift. It was your understanding that the DTD supervisory chain sent Assistant Special Agent in Charge DTD 2nd Sup. and Inspector DTD Campaign Sup. To conduct the second supervisor walkthrough on July 12, 2024, which you said was in accordance with Secret Service policy and past practice. You also explained that you did not attend the second walkthrough on July 12, 2024, because the DTD manual did not instruct or require you to do so, and you were thoroughly engaged in preparation for the FLOTUS visit. You further stated that notwithstanding the lack of clear evidence of training, knowledge, customary practices, or the existence of site supervisor procedures, you diligently completed your duties based on your personal knowledge, customary practice over your years of service, and the standards as you understood them in fulfilling those duties.

Furthermore, as proof that you were prepared for your role as site supervisor, you stated that you were fully aware of the number of Secret Service and local law enforcement personnel assigned to the site. However, you admitted that you did not know where these assets were placed until you arrived at the site on the day of the rally, which you admitted was too late to make any changes if they were needed. You also admitted that you never knew how the assets were instructed to respond in case of an emergency. You admitted that you did not meet with Senior Special Agent (SSA) Lead Agent and Site Counterpart; however, you stated that it was not common practice to do so.

With regard to your failure to review the site diagram for the event, you stated that, when you reported to the security room after you arrived at the site, you requested a copy of the site diagram and the post stander instructions. You stated that there were no copies available; however, the Pennsylvania State Police had a picture of the site on the wall, so you reviewed that instead.

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You stated that the circumstances described in the proposed suspension were misleading. You acknowledged that you did not specifically review the documents prior to arriving to the site; however, you thought that the proposal did not consider your prior conversations with SAIC SAIC Pittsburgh for that Lead Advance Agent Lead Agent and Site Counterpart Agent Site Counterpart did not come to you with any issues about the site.

Finally, you noted your twenty-five (25) years of service, outstanding performance, awards, and lack of prior discipline as significant mitigating factors. You therefore requested that the penalty be rescinded.

I find that the charge of Negligence in Performance of Official Duties, Offense Code 1.8, is fully supported by the evidence.

I further find that there was a nexus between your actions referenced in the proposed suspension and the efficiency of the service. There is a clear and direct relationship between the grounds for the charge and your ability to accomplish your law enforcement duties in a satisfactory manner. These circumstances were egregious, and the misconduct interfered with and adversely affected the mission of the Secret Service.

In reaching my decision, I have considered the factors set out in <u>Douglas v. Veterans</u> <u>Administration</u>, 5 M.S.P.B. 313; 5 M.S.P.R. 280 (April 10, 1981) (Douglas Factors) and the Secret Service Table of Penalties (TOP) as guidance.

The TOP provides that the Deciding Official will consider any mitigating or aggravating factors. A finding that aggravating factors exist will yield a higher penalty; a finding that mitigating factors exist will yield a lower penalty.

With regard to the TOP, the offense of "Negligence in Performance of Official Duties," Offense Code 1.8, provides for a standard penalty of a 5-day suspension, a mitigated penalty of a Letter of Reprimand to a 3-day suspension, and an aggravated penalty of a 7-21 day suspension.

With regard to the Douglas Factors, I have considered the nature and seriousness of the offense and its relation to your duties, position, and responsibilities, and the clarity with which you were on notice of any rules that were violated in committing the offense. As a law enforcement officer and supervisor, you are held to a higher standard of conduct than other Federal employees.

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On July 13, 2024, Thomas Crooks attempted to assassinate POTUS Trump at a campaign rally in Butler, PA. This attempt tragically resulted in the death of Corey Comperatore and injuries to David Dutch, James Copenhaver, and POTUS Trump.

I find that as the Site Supervisor for the July 13, 2024 event, you were responsible for supporting the visit, which included assisting and guiding the Advance Team both on the day of the visit and during the advance. Based on the following, I conclude that you negligently performed your duties as the Site Supervisor for the Butler rally.

It is self-evident that, before you could effectively perform your duties as the Site. Supervisor for the Butler rally, you first had to familiarize yourself with the site's security plan. Yet, you failed to do so. During your interview with Inspector Inspections Office and Assistant Inspector Inspections Office, you said that you "knew it was going to be hectic" and that "there were going to be a lot of people and that a lot of them weren't going to be prepared for the heat," but "as far as, like, the actual site" was concerned, you "did not receive the brief or ask for a brief or [see] any of the site diagrams or anything like that" prior to the rally. You explained that "if [the Lead and Site Advance Agents] didn't have an . . . issue, then [you] didn't request that they . . . give [you] a briefing." This was because you thought that "as supervisors," you were only there "to back them up and answer any questions they have."

During your oral reply, you admitted that you did not attend the second supervisor walkthrough the day before the visit. When asked by your attorney why this was, you said that you were "not invited." Moreover, you admitted to inspectors that you did not arrive on site until after the post-stander briefing, again missing an opportunity to possibly learn vital information about the site, to include the local law enforcement postings and the emergency action (EA) plan. Because of this, when asked by inspectors what the security plan was for the area around the AGR building you responded, "I don't know," which I find to be an unacceptable response given that the AGR building was the closest line-of-sight threat to POTUS Trump.

You also admitted to inspectors that, instead of focusing your experience and knowledge on ensuring the site was secure, you spent a large amount of time assisting local emergency medical services with victims of heat exhaustion and screening those individuals with a handheld magnetometer before they were allowed to re-enter the secure area. Although commendable, I find that this activity distracted from your role as the site supervisor, effectively delaying your response to any EA or providing resolution to possible conflicts.

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In your replies, you claimed that you were busy during the lead up to the Butler rally. You said that you were busy ordering "supplies and things that the office needs," reviewing special agents' casework, approving EPS timecards, approving leave, scheduling overtime, and fielding requests from INV to fill assignments outside of the Pittsburgh District. I find this argument meritless. The Secret Service has a zero-fail protective mission, and nothing, especially administrative duties, should interfere with the execution of that mission.

Furthermore, you claimed that neither the Lead Advance Agent nor the Site Counterpart Agent came to you with any issues about the site. However, as a supervisor, you knew, or should have known, that it is your responsibility to be proactive. Under no circumstances should you simply wait until problems or concerns are raised before addressing a matter.

In summary, your lack of knowledge of the Butler Farm Show site's security plan, prevented you from effectively carrying out your site supervisor responsibilities and demonstrated a blatant disregard for Secret Service policies and procedures. Furthermore, I cannot ignore that, as an agency, we fell short of our zero-fail mission. This incident, which resulted in death and injury, received extensive media attention and negatively impacted this agency's reputation and eroded confidence in our ability to execute our core mission.

Your career history is impressive and reflects the necessary skills to perform these duties successfully. In making my decision, I must consider that more engagement from you during the advance phase of this event may have resulted in a more positive outcome. As the site supervisor you are mandated to coordinate with the lead and site advance for the duration of the visit. You are responsible for supporting the visit, to include facilitating resolution of matters specific to the local jurisdiction. It is my opinion that your actions failed to meet this very basic mandate.

In mitigation I have considered your twenty-five (25) years of service with this agency, with no prior disciplinary actions. I have further considered your performance ratings of Outstanding for the 2023 and 2021 rating periods and an Exceeds Expectations for the 2024 rating period. Finally, I acknowledge that you have had an impressive career with the Secret Service.

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In balancing the above factors against the nature and seriousness of the offense, I find it appropriate to uphold the proposed ten (10) calendar day suspension. Therefore, you will be suspended from duty without pay for ten (10) calendar days on dates to be determined by your office. You are also reminded that employees are not eligible to work overtime in the pay period in which they are suspended in accordance with the Office of the Director Manual, ITG-06(04). This action promotes the efficiency of the Federal service.

- 3. If you feel this action is being taken based on reprisal for whistleblowing or other protected activities, you have the right to seek corrective action under subchapters II and III of 5 U.S.C. chapter 12 by filing a complaint with the U.S. Office of Special Counsel (OSC) at <u>www.osc.gov</u>. A complaint filed with OSC can be followed by an Individual Right of Action (IRA) appeal to the Merit Systems Protection Board (MSPB). In an IRA appeal, the MSPB will be limited to considering the issues outlined in 5 U.S.C. § 1221(e), i.e., whether you have demonstrated that whistleblowing or other protected activity was a contributing factor in a covered personnel actions and, if so, whether the agency has demonstrated that it would have taken the same personnel action in the absence of the whistleblowing or other protected activity.
- 4. You may request administrative review of this decision by filing an administrative grievance with the Secret Service's Discipline Review Board (DRB) as specified in the Office of the Director Manual, ITG-06(04). You should present your grievance in writing on the attached Secret Service Administrative Grievance Form, SSF 3112. You may e-mail this grievance to the Office of Integrity at Integrity Office The Office of Integrity will refer your grievance to the DRB. If you wish to file a grievance, it must be submitted to the Office of Integrity no later than fifteen (15) calendar days after the date of your receipt of this decision.
- 5. If you feel this action is being taken based on discrimination due to race, color, religion, sex (including pregnancy and sexual orientation), national origin, disability, genetic information, age (40 or older), parental status, or reprisal for prior protected Equal Employment Opportunity (EEO) related activity, you may file a complaint through the Secret Service Discrimination Complaints System. To initiate an EEO complaint, you must contact EEO Case Management within forty-five (45) calendar days of the effective date of this action. EEO Case Management may be contacted by calling PII or emailing ContactEEO@usss.dhs.gov.

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6.	If you have any questions about the contents of this notice, you may contact Integrity Office
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	ATSAIC Pittsburgh Digitally signed by Pitsburgh Date: 2025.04.25 13:36:41 -04'00'
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UNITED STATES GOVERNMENT

memorandum

U.S. SECRET SERVICE

203.110

DATE: June 2, 2025

- ATTN OF: Discipline Review Board
- SUBJECT: Grievance Decision
  - TO: Assistant to the Special Agent in Charge ATSAIC Pittsburgh Pittsburgh Field Office
    - This is in reference to your grievance dated May 9, 2025. Through your grievance, you requested a review of Deputy Assistant Director (DAD)/Chief Integrity Officer
       Pill decision of a ten (10) calendar day suspension for Negligence in the Performance of Official Duties.
    - The Discipline Review Board (DRB) met on June 2, 2025, and reviewed your written grievance and the case file. The DRB also considered the factors set out in <u>Douglas v. Veterans Administration</u>, 5 M.S.P.B. 313; 5 M.S.P.R. 280 (April 10, 1981) (Douglas Factors) and the Secret Service Table of Penalties as guidance.

After reviewing this matter, the DRB finds that the evidence in this case supports DAD **PII** decision. The DRB determined that the charges were sustained by a preponderance of the evidence. The DRB also determined that DAD **PII** appropriately balanced the Douglas Factors in determining an appropriate penalty for the charges. Therefore, the DRB has decided to uphold DAD **PII** decision in this matter, and you will be suspended for ten (10) calendar days. This action promotes the efficiency of the Federal service.

