



**U.S. OFFICE OF SPECIAL COUNSEL**  
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### Questionnaire

#### Instructions

You are receiving this questionnaire because you served on an April 2006 reconstituted selection board convened to recommend individuals for promotion to the Senior Foreign Service.

You are obligated by law to answer questions truthfully. An attachment to this questionnaire outlines the Office of Special Counsel's authority to conduct investigations and your obligation to cooperate with such.

You should answer questions fully and provide as much detail as possible.

You may write or type your answers.

You may attach additional pages if the space provided is insufficient to answer the question.

#### Questions

- (1) How many selection boards did you serve on in 2006?
  - a. If you do not recall the exact number, please circle one of the below options to indicate the approximate number of selection boards you served on in 2006: one to five, six to ten, eleven to twenty, twenty-one or more.

Response: I served on two selection boards in 2006.

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- (2) Describe the characteristics and experiences that an individual should possess in order to be recommended for promotion to the Senior Foreign Service.

Response: An individual must fully meet the qualities and characteristics delineated in the Precepts. The record of the individual must show experiences that indicate an increasing level of responsibility and outstanding execution of those duties. I followed the Precepts closely as a reference while reading the files for the selection panel.

- (3) As a member of an April 2006 reconstituted selection board, did you recommend Joan Wadelton for promotion?

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Response: I did not recommend Ms Wadelton for promotion.

(4) Of eight candidates considered by the April 2006 selection board, where did you rank  
Ms. Wadelton?

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- a. If you contend that you do not remember precisely where you ranked Ms. Wadelton, please characterize where she was ranked generally (e.g., top quarter, second quarter, third quarter, fourth quarter).

Response: Fourth quarter.

- (5) Explain the basis for your recommendation of Ms. Wadelton and describe her qualifications relative to her peers.

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Response: In order to give specific details, I would need to reread the files to refresh my memory. I do recall that there were several strong candidates in the group reviewed who had successful patterns of policy implementation, supervision of large staffs, and challenging working environments that called out good judgment and strategic vision.

(6) To whom, and how, did you communicate your recommendation?

Response: My recommendations were in writing and were provided to Jacqueline Smith and other HR/PE officials.

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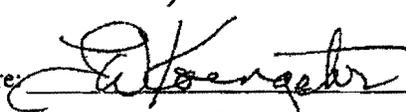
(7) Did you sign and certify your recommendation for the April 2006 selection board?

- i. If not, why not?
- ii. If you did not sign and certify, did someone else sign on your behalf?  
Who?

iii. If you did not sign and certify, was it common practice to have someone sign on your behalf?

Response: I did sign my written recommendations; I was unable to directly sign the final certifying document owing to my departure on official travel to Africa. Ms. Smith and Mr. Mario Cantu asked formal permission via email to sign in my place and I responded by email to give permission for the signature. It is common practice in the preparation of EERs and other selection documents to give official written permission for someone else to sign for you because of the unique nature of foreign service duties in which many of us frequently travel to new duties abroad.

Lindamarie Koengeler hereby attest to the truthfulness of the answers provided above.

Signature: 

Date: Sept 24, 2008

**Pertinent Provisions of Sections 1212, 1214, and 1303 of Title 5, United States Code**

Sec. 1212(b)(1): "The Special Counsel and any employee of the Office of Special Counsel designated by the Special Counsel may administer oaths, examine witnesses, take depositions, and receive evidence."

Sec. 1214(a)(1)(A): "The Special Counsel shall receive any allegation of a prohibited personnel practice and shall investigate the allegation to the extent necessary to determine whether there are reasonable grounds to believe that a prohibited personnel practice has occurred, exists, or is to be taken."

Sec. 1214(a)(5): "In addition to any authority granted under paragraph (1) of this subsection, the Special Counsel may, in the absence of an allegation, conduct an investigation for the purpose of determining whether there are reasonable grounds to believe that a prohibited personnel practice (or a pattern of prohibited personnel practices) has occurred, exists, or is to be taken."

Sec. 1303: "The Office of Personnel Management, Merit Systems Protection Board, and the Special Counsel may investigate and report on matters concerning—

(1) the enforcement and effect of the rules prescribed by the President under this title for the administration of the competitive service and the regulations prescribed by the Office of Personnel Management under section 1302(a) of this title; and

(2) the action of an examiner, a board of examiners, and other employees concerning the execution of the provisions of this title that relate to the administration of the competitive service.

Civil Service Rule 5.4 (5 C.F.R. § 5.4) provides as follows:

"When required by the Office [of Personnel Management], the Merit Systems Protection Board, or the Special Counsel . . . or by authorized representatives of these bodies, agencies shall make available to them, or their authorized representatives, employees to testify in regard to matters inquired of under the civil service laws, rules, and regulations, and records pertinent to these matters. All such employees, and all applicants and eligibles for positions covered by these rules, shall give to the Office, the Merit Systems Protection Board, the Special Counsel, or to their authorized representatives, all information, testimony, documents, and material in regard to the above matters, the disclosure of which is not otherwise prohibited by law or regulation. These employees, applicants, and eligibles shall sign testimony given under oath or affirmation before an officer authorized by law to administer oaths. Employees are performing official duty when testifying or providing evidence pursuant to this section."