

STATE OF OHIO
OFFICE OF THE INSPECTOR GENERAL

RANDALL J. MEYER, INSPECTOR GENERAL

REPORT OF
INVESTIGATION



**AGENCY: OHIO DEPARTMENT OF REHABILITATION
AND CORRECTION**
FILE ID NO.: 2012 CA-00003
DATE OF REPORT: NOVEMBER 20, 2012

The Office of the Ohio Inspector General The State Watchdog

“Safeguarding integrity in state government”

The Ohio Office of the Inspector General is authorized by state law to investigate alleged wrongful acts or omissions committed by state officers or state employees involved in the management and operation of state agencies. We at the Inspector General’s Office recognize that the majority of state employees and public officials are hardworking, honest, and trustworthy individuals. However, we also believe that the responsibilities of this Office are critical in ensuring that state government and those doing or seeking to do business with the State of Ohio act with the highest of standards. It is the commitment of the Inspector General’s Office to fulfill its mission of safeguarding integrity in state government. We strive to restore trust in government by conducting impartial investigations in matters referred for investigation and offering objective conclusions based upon those investigations.

Statutory authority for conducting such investigations is defined in *Ohio Revised Code §121.41* through *121.50*. A *Report of Investigation* is issued based on the findings of the Office, and copies are delivered to the Governor of Ohio and the director of the agency subject to the investigation. At the discretion of the Inspector General, copies of the report may also be forwarded to law enforcement agencies or other state agencies responsible for investigating, auditing, reviewing, or evaluating the management and operation of state agencies. The *Report of Investigation* by the Ohio Inspector General is a public record under *Ohio Revised Code §149.43* and related sections of *Chapter 149*. It is available to the public for a fee that does not exceed the cost of reproducing and delivering the report.

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The Inspector General’s Office remains dedicated to the principle that no public servant, regardless of rank or position, is above the law, and the strength of our government is built on the solid character of the individuals who hold the public trust.



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REPORT OF INVESTIGATION

FILE ID NUMBER: 2012 CA-00003

SUBJECT NAME: Melody Haskins
Darcy Turner-Olinger

POSITION: Corrections Warden Assistant
Business Administrator

AGENCY: Ohio Department of Rehabilitation and Correction (ODRC)

BASIS FOR INVESTIGATION: Complaint

ALLEGATIONS: Improper hiring practices

INITIATED: January 11, 2012

DATE OF REPORT: November 20, 2012

INITIAL ALLEGATION AND COMPLAINT SUMMARY

The Office of the Ohio Inspector General received an email complaint alleging improper hiring practices at Madison Correctional Institution (MaCI). The complainant claimed that Business Administrator Darcy Turner-Olinger hired Amber Haskins, the daughter of the warden's assistant Melody Haskins, through a temporary employment agency. The complainant also alleged that Melody Haskins and her daughter, Amber, work for Turner-Olinger's food cart side business.

Additionally, the complainant alleged that Turner-Olinger hired another individual, Julie McGraw, through a temporary employment agency to fill a position of a regular employee who was temporarily absent from work and on medical leave. The complainant alleged that McGraw had a disqualifying criminal charge listed on her background check, but Melody Haskins "... made that go away too."

BACKGROUND

The Ohio Department of Rehabilitation and Correction (ODRC) operates 28 adult felony prisons across Ohio. One of those, Madison Correctional Institution, is mostly a minimum-medium security level prison housing more than 2,300 inmates. MaCI is located in western Madison County, approximately 30 miles west of Columbus, Ohio.

Proteam Staffing is a division of Proteam Solutions, Inc., a provider of technology, workforce management, and professional staffing to government clients to fulfill operational needs based in Columbus, Ohio. In this case, Proteam Staffing provided temporary replacement worker, Amber Haskins, to fill an account clerk position in the MaCI business office, and Julie McGraw to fill a secretary position in the special services section.

ATC Healthcare Services Inc. (ATC) is located in Columbus, Ohio, and provides temporary healthcare personnel to a variety of healthcare facilities. During a subsequent temporary assignment, ATC also provided Julie McGraw to fill a health information technician position in the MaCI Medical Department.

The Ohio Department of Administrative Services (ODAS) enters into negotiated, non-competitive bid contracts with vendors agreeing to exclusively sell specific goods or services to agencies of the State of Ohio under the loosely held business concept of “most favored customer pricing.” Vendors under such contracts are said to hold a “State Term Schedule” agreement and ODAS provides a list of these exclusive vendor companies other state agencies must use to purchase specific goods or services. Both Proteam Staffing and ATC are approved State Term Schedule companies. The contract with Proteam Staffing was valid from November 1, 2008, through April 30, 2012. The contract with ATC is valid from July 1, 2011, through June 30, 2014.

INVESTIGATIVE SUMMARY

On December 19, 2011, the Office of the Ohio Inspector General received an email complaint alleging improper hiring practices at the Madison Correctional Institution. The complaint did not identify the name of Haskins’ daughter; however, the investigation looked into whether Amber Haskins could be the daughter of Melody Haskins. A review of voucher payments from MaCI to companies that provide temporary work services revealed invoices from Proteam Staffing for work performed by Amber Haskins during the 2010 calendar year. State of Ohio employee history records revealed Amber Haskins acquired permanent employment as an Account Clerk 2 in the Ohio National Guard Adjutant General’s Office on December 20, 2010. Additionally, investigative research revealed invoices from ATC Healthcare Services, Inc. for work performed by Julie McGraw in 2011.

The email of the complainant was structured to appear that the complaint was sent by an individual named Shawn Grooms. The email address of “Lisa Lisa <lkw5400@gmail.com>” was listed as the sender. Several attempts were made to obtain more information about these allegations from Shawn Grooms, without success.

On April 10, 2012, the Office of the Ohio Inspector General interviewed MaCI Business Administrator Turner-Olinger regarding the employment of Amber Haskins and Julie McGraw. Before the complaint had been filed with the Office of the Ohio Inspector General, it had been sent to MaCI, and Turner-Olinger was already aware of the allegations. Turner-Olinger said that

in 2009, the MaCI business office had several open positions, but due to ODRC budget restraints, MaCI was not permitted to hire anyone in full-time positions. On August 11, 2009, Turner-Olinger made a request to use a temporary agency to fill an Account Clerk 2 position, which was approved by ODRC.

Turner-Olinger explained that the temporary employment agency provides a list of employees who possess the skills needed to fill a vacant position and the employer can then choose the temporary employee best suited for the position. Amber Haskins was selected and worked in the business office as an Account Clerk 2 from August 17, 2009, until December 20, 2010. The approval to use temporary employees must be renewed quarterly, and in the case of Amber Haskins, renewals were approved through December 2010. After December 2010, the position was filled by a current state employee who transferred into the Account Clerk 2 position previously held by Haskins.

Turner-Olinger said it was more economical to hire employees through the temporary agency because the hourly rate of pay tends to be less and temporary employees are not paid benefits. Turner-Olinger admitted that she told Amber to apply through the Proteam Staffing agency and she then picked Amber from a Proteam list of possible employees. Turner-Olinger said she has known Amber Haskins for years because Amber's mother is also an employee at MaCI. Turner-Olinger stated that many times when she randomly picked people from the Proteam list to fill a position, the temporary employees eventually found the commute to the Madison Correctional Institution as being too far and they would eventually quit. Turner-Olinger said she was advised to choose someone from the Proteam list that she knew was willing to commute to the institution and eliminate repeatedly training temporary employees. Turner-Olinger stated that Amber's mother, Melody Haskins, an assistant to the warden, had no part in the selection or supervision of Amber Haskins while she was working at MaCI.

Turner-Olinger acknowledged that she operates a food cart business and that Amber Haskins has worked for her and that Melody Haskins has not. Turner-Olinger said that Amber began working for her food cart business during the summer of 2010.

Turner-Olinger provided copies of the July 15, 2011, request for approval to use a temporary employment agency which was submitted and approved to fill a secretary position in the MaCI Special Services Section. McGraw was hired through Proteam for a position to begin work on August 1, 2011, through September 18, 2011. When MaCI conducted a background check on McGraw, a disqualifying violation was found, and McGraw was denied the position. Upon further investigation by MaCI, it was discovered the disqualifying violation was for a Wendy S. Terry, who when arrested in 2007 in Columbus, Ohio, used Julie McGraw's name and date of birth. Wendy Terry is the sister of McGraw. Julie McGraw went before Franklin County Municipal Court Judge Ted Barrows who corrected the identity issue. Julie McGraw was then permitted to fill the secretary position until September 18, 2011, at which time the permanent secretary returned to work from disability leave. McGraw then filled an Office Assistant 3 position in the MaCI Medical Department through the ATC temporary agency from October 31, 2011, through December 7, 2011.

Turner-Olinger was asked if she knew why this complaint may have been made. Turner-Olinger stated she believed it was retaliation. Turner-Olinger stated she saw the complaint when it came into the institution and stated she did not know Shawn Grooms; however, she did know Lisa Wolffe who was an employee at MaCI. A review of Lisa Wolffe's personnel file revealed that Shawn Grooms was listed as next of kin for Lisa Wolffe. Turner-Olinger said that prior to this complaint, Lisa Wolffe was found to have been making numerous personal calls from the institution telephone and was required to repay the cost of the telephone calls.

On May 4, 2012, the Office of the Ohio Inspector General interviewed Julie McGraw about her temporary employment at MaCI. McGraw confirmed the information stated by Turner-Olinger. After first applying to Proteam Staffing, McGraw was placed into the secretary position at MaCI. McGraw then applied to ATC, and was placed into the health information technician position at MaCI.

CONCLUSION

In 2009, MaCI had several administrative staff vacancies, but due to budget restraints, was not able to fill the positions with permanent employees. Upon request, MaCI received permission from ODRC to fill some of these vacancies with workers from a temporary employment agency.

Amber Haskins was an employee of the Proteam Staffing temporary agency, and was placed in a temporary position at MaCI. While Melody Haskins is an employee at MaCI and the mother of Amber Haskins, Melody Haskins had no supervisory role in her daughter's temporary employment at MaCI.

The fact that Turner-Olinger knew Amber Haskins prior to her assignment to work at MaCI through temporary employment agencies would not preclude her from selecting Amber for employment. The use of these temporary employees was approved quarterly by ODRC.

Julie McGraw was an employee of the Proteam Staffing temporary agency when she was placed into a secretarial position of an employee absent on disability leave. When the employee on disability returned back to work, Julie McGraw then became an employee of the ATC temporary agency and filled a position in the MaCI Medical Department.

In response to the allegation against Julie McGraw indicating that she had a criminal history that would have prevented her from working at MaCI, the investigation determined that Julie McGraw was a victim of identity theft.

Accordingly, the Office of the Inspector General finds no reasonable cause to believe a wrongful act or omission occurred in this instance.



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**NAME OF REPORT: Ohio Department of Rehabilitation
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KEEPER OF RECORDS CERTIFICATION

**This is a true and correct copy of the report which is required to be prepared
by the Office of the Ohio Inspector General pursuant to Section 121.42 of the
Ohio Revised Code.**

A handwritten signature in black ink, appearing to read "Jill Jones".

Jill Jones
KEEPER OF RECORDS

CERTIFIED
November 20, 2012

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