

FROM: GRUBBS, PRESTON L

Sent: Wednesday, February 05, 2014 10:44 AM

To: Pagilarini, Raymond A.

CC: Grant, William L

Subject **RE:** Issues with Polygraph...

Ray: I will handle this. I will remind my people of their specific role in the hiring process. Certainly if you feel it appropriate and necessary to take it to Mr. Harrigan and Ms. Leonhart, go right ahead. Preston
Mr grant: Please call me. PLG

From: Pagilarini, Raymond A.

Sent: Wednesday, February 05, 2014 10:39 AM

To: Grubbs, Preston L

Subject FW: Issues with Polygraph...

Importance: High

Preston, Sent this before I wrote this note.

I wanted you to see this before I take it to Tommy and Michele.

This is almost the same issue that Fred G., except he didn't go this far.

I know you know this will not sit well with Michele.

Let me know how you want me to *proceed*.

Thanks

Raymond A. Pagaarini, Jr.

Assistant Administrator, Human Resources

Drug Enforcement Administration 202-307-

4195

From: Pagliarini, Raymond A.
Sent: Wednesday, February 05, 2014 10:37 AM
To: Grubbs, Preston L
Subject: FW: Issues with Polygraph...
Importance: High

Raymond A. Pagliarini, Jr.
Assistant Administrator, Human
Resources Drug Enforcement
Administration 202-307-4195

From: Morrison, Walter C.
Sent: Wednesday, February 05, 2014 10:19 AM
To: Pagliarini, Raymond A.; Battiste, David; Donnelly, Kevin M.; Murphy, Patricia A.
Cc: Filler, Diane E.
Subject: Issues with Polygraph...
Importance: High

Ray: (This is IMPORTANT...and to bring you into the loop; share my thoughts; and get your opinion on how we should proceed.)

Please see Mary Toomey's (GS-14 Unit Chief over the polygraph unit) email (below) regarding 3 Special Agent Applicants who have been approved for hire by the 1811 Hiring Panel (consisting of 3 GS-15s) and are being considered for an upcoming BAT class.

According to Mary, she and a GS-15 have decided they would take it upon themselves to review the decisions of 1811 Hiring Panel and recommend that previously approved SA Applicants should be removed from consideration...based solely on having received a Significant Response (SR) on the polygraph and on what Mary and the GS-15 believes are disqualifying polygraph admissions during the polygraph exam (NOTE: Mary and the GS-15 having no access to the entire applicant file/background.) This is much like a SAC not recommending an applicant and expecting that applicant to be removed from consideration solely because the SAC says so. Mary is so far out of her lane at this point!

Additionally, she indicates she may instruct her polygraph examiners to stop working so hard during the polygraph examinations to solicit information based on an SR that would aid the 1811 Hiring Panel in making a thorough and full-informed hiring decision. (Sounds like a threat to stop diligently doing her job and to influence other polygraph examiners to do likewise... I don't even know what to say about a statement like that.)

And she further indicated she will go to her boss if these individuals are slotted for a BAT class. I think that is a great idea...maybe it's time we have a high level discussion about the polygraph and the polygraph unit's role in the final hiring decision. (Remember the memos Deputy Assistant Administrator Fred Ganem would write not recommending applicants who received an SR on the polygraph?)

I fully understand Mary's concerns about the SR on the polygraph but until our agency's policy changes, the 1811 Hiring Panel will proceed as directed by DEA Senior Management and not reject SA Applicants solely on an SR. The 1811 Hiring Panel will continue to review the entire applicant background file and other pertinent documents (to include admissions made before, during, and after the polygraph examination) to render the best hiring decision possible that supports the needs of the agency by hiring only the most qualified applicants...within the agency hiring guidelines.

Pat/David/Kevin:

Since you are all members of the 1811 Hiring panel...please feel free to comment. Thanks.

Ray:

I have not responded to Mary on this matter. I await your guidance. Thanks.

'Making DEA Customer Service Job One in HRL'...Please notify me directly with positive comments or issues of concern.



WALTER C. MORRISON,
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From: Toomey, Mary C.
Sent: Wednesday, February 05, 2014 9:21 AM
To: Morrison, Walter C.; Battiste, David
Subject:

Good morning,

Myself and my 15 here are beginning to review all the SR applicants that are on the list to attend the BA 199 class and I have discovered (so far) the attached 3 DEA Gs whereby the examinee made significant admissions during their polygraphs.

SA-13-0080 John CAGIANELLO failed CRIMES and admitted that he raped a woman in college.

SA-13-0011 Sean LINEBERG failed INVOLVEMENT WITH ILLEGAL DRUGS and admitted while working for Border Patrol he destroyed drug evidence instance of processing it.

SA-10-0422 Brandon CAVANAUGH failed INVOLVEMENT WITH TERRORIST ACTIVITIES and admitted to making terrorist comments about putting a IED into a church.

These three individuals should under no circumstances be going to Quantico.

My understanding is if an applicant FAILS and give an admission (which is clear with the above 3) they will be removed from the process. If that is no longer the policy from the Administrator please let me know and I will stop having my examiners work so *hard* to get admissions from the applicants that lie on their polygraph examinations.

Please also let me know if these 3 above in particular will still be going into BA 199. I need to report to my bosses here. Thanks - Mary