

Statement of Craig E. Leen
Nominee to be the Inspector General of the U.S. Office of Personnel Management
Senate Committee on Homeland Security and Governmental Affairs

June 2, 2020

Chairman Johnson, Ranking Member Peters, Members of the Committee:

It is a true honor to appear before you today as the nominee for Inspector General (IG) of the U.S. Office of Personnel Management (OPM). I thank the President for nominating me and this Committee for considering me. I commit to you without reservation that if confirmed to this position that I will serve with integrity, independence, and a commitment to transparency and truth in government. I understand what it means to be an Inspector General and the great trust it entails. I am ready to take up that charge if confirmed by the Senate.

Before continuing, I would like to say a few words about myself. I am married to my college sweetheart. We live in Georgetown only a fifteen minute walk from where we first met. My wife, Dr. Ana Maria Muniz-Leen, is a double board certified psychiatrist, and she works at our alma mater providing psychiatric services to Georgetown students.

We have two children we are very proud of, Alex and Pierce. Both were diagnosed on the autism spectrum as young children.

Our daughter Alex, who is 15 years old, has profound autism and a substantial intellectual disability. She loves the outdoors, music, and Disney movies. She attends St. Coletta of Greater Washington, a wonderful school here in the District. I have struggled and fought for accommodations for her for over a decade, on an almost daily basis. From countless hours seeking to ensure her school Individualized Education Program (IEP) was sufficient, to asking for accommodations in restaurants and movie theaters so my daughter could enjoy quality of life, to serving on the DC Schools Special Education Advisory Board, these experiences led me to be an advocate for individuals with disabilities. This is something you should know about me, as it has been a significant focus of every public job I have held, including my most recent one at the Office of Federal Contract Compliance Programs (OFCCP) at the U.S. Department of Labor (DOL), and it would assuredly continue if I become the OPM IG.

Our son Pierce is 9 years old. He is a walking miracle. He was not supposed to live past 19 weeks in utero, but through an amazing procedure called the amniopatch, he is here today. He was diagnosed on the autism spectrum when he was almost two years old. He benefitted significantly from early Applied Behavior Analysis (ABA), speech, and occupational therapies, and is now succeeding in a typical class in third grade and intends to be a historian. He also is our daughter's best friend and often her voice.

Following time as a federal law clerk and in the private sector, I have served continuously in government for the past 15 years. For the first 12 and ½ of those years I served in apolitical, non-partisan roles: Miami-Dade Assistant County Attorney (including Chief of the Appeals Section followed by Chief of the Federal Litigation Section), and then Coral Gables City Attorney. As City

Attorney, I answered to the City Commission and was responsible for issuing legal opinions, serving as chief ethics officer and chief legal officer, overseeing code enforcement prosecutions and police legal, and conducting internal reviews. I was a leading proponent of transparency and ethics in government, and there are over 400 City Attorney Opinions issued by me that you can still read on the City's website. I also sought to impart these values and the knowledge I gained to law students in my local area through teaching on the adjunct law faculties at Florida International University and the University of Miami (and most recently in Washington, D.C. at The George Washington University). The City, County, and Local Government Law Section of The Florida Bar awarded me the Paul S. Buchman Award for outstanding Legal Public Service, and both the City of Coral Gables and Miami-Dade County recognized and commended me through proclamations when I completed my service as City Attorney to come to Washington. I always believed, and continue to believe, that transparency and ethics is key to good government.

I came to Washington to make a positive mark on the federal level at OFCCP, one of the primary civil rights enforcement agencies in the United States. I have given my heart and soul to making the most of this opportunity. OFCCP had its most successful year in history in fiscal year 2019, with over \$40 million in recoveries to adversely impacted workers, almost double any other year. The agency had a record year for compliance assistance to regulated businesses as well. OFCCP's bread and butter is neutrally scheduled audits, along with complaint investigations, and I have been devoted to improving the economy, efficiency, and effectiveness of those audits and investigations, and we've had excellent results. One of the main Directives I issued was a Transparency Directive, and I have made publishing transparent guidance a hallmark of my tenure. This has been great preparation for being an Inspector General.

I would love the opportunity to serve as OPM Inspector General. As Inspector General, I would focus on the following immediate priorities:

- Closing open IG recommendations and establishing a public dashboard to track my office's progress
- Addressing improper payments and seeking to eliminate them
- Evaluating OPM's guidance related to COVID-19 and learn from what went well and what could be improved
- Increasing the amount of evaluations done by OPM Office of the Inspector General (OIG)
- Ensuring equal employment opportunity for all protected classes, including ensuring inclusion and accommodations of individuals with disabilities (the federal government should follow the same guidance it gives federal contractors in how to ensure equal employment opportunity)

I would like to take a moment to focus on the first and last priorities. The OPM OIG has over 300 open recommendations going back many years. This is a common issue for IGs. I am concerned about what open IG recommendations does to public trust in government; a problem has been specifically identified, but not corrected. I would make closing these open recommendations a primary focus as Inspector General.

Also, I have had the opportunity to be OFCCP Director. I learned so much about ensuring equal employment opportunity in this role and have noticed that a number of employment practices that we ask federal contractors to follow are not followed by the federal government. I would want to bring this experience to my role as OPM Inspector General, where I will have the duty to provide oversight to ensure that the federal civil service system advances employees based on merit, and merit alone.

Finally, I have had the opportunity to meet many Senators and staff members of this Committee through the confirmation process. I have really enjoyed it. I assure you that if confirmed, we will continue to engage with each other frequently. I am looking forward to fulfilling my dual reporting obligation, and will expect robust and prompt engagement by my office with Congress.

Thank you for this opportunity to tell you about myself and the goals I would have to be a successful OPM Inspector General if confirmed by the Senate.