Department of Justice

Comprehensive Assessment of Law Enforcement Classification Status

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BACKGROUND

The Department of Justice (DOJ) plays a critical role in maintaining and strengthening the rule of law that forms the foundation of our nation's liberty, safety, and prosperity. As such, DOJ is a primary employer of Law Enforcement Officers (LEOs) within the Federal government. DOJ employs both primary and secondary law enforcement positions as defined in Title 5 Code of Federal Regulations 831.902. A LEO is an employee whose position is primarily the investigation, apprehension, or detention of individuals suspected or convicted of offenses against the criminal laws of the United States, including an employee engaged in this activity who is transferred to a supervisory or administrative position. To help advance this critical role, DOJ has entered into an agreement with the National Academy of Public Administration (the Academy) to conduct an independent study to examine a series of matters related to LEO classification status.

PROJECT DESCRIPTION

- Assess the current use of law enforcement classification status at Headquarters and Field levels
- Evaluate the extent and degree to which law enforcement status in statute has been applied to positions at Headquarters and Field levels
- Benchmark DOJ's current practices, protocols, and procedures for designating positions as law enforcement against best practices of other federal law enforcement agencies
- Recommend revisions to ensure compliance with evidence-based classifications
    - Develop implementation plan for specific revisions, to assess program success, and monitor program fidelity.

The Academy has assembled a Panel of Fellows to oversee and guide this study. Information on the Panel and study team is provided on the next page.

Chair- Kimberly Walton*
Executive Assistant Administrator, Enterprise Support, Transportation Security Administration, Department of Homeland Security, 2017, 2022; Assistant Administrator, Civil Rights & Liberties, Ombudsman and Traveler Engagement, Transportation Security Administration, Department of Homeland Security, 2012, 2017; Special Counselor, Administrator Office, Transportation Security Administration, Department of Homeland Security, 2006, 2011; Ombudsman, Administrator Office, Transportation Security Administration, Department of Homeland Security, 2003, 2006; Deputy Special Counselor, Administrator Office, Transportation Security Administration, Department of Homeland Security, 2006, 2006; Deputy Chief Administrative Officer, Office of Chief Financial Officer, U.S. Patent and Trademark Office, Department of Commerce, 2000, 2003; Director of Civil Rights, Office of the Secretary, Department of Commerce, 1997, 2000; Compliance Division Director, Office of Civil Rights, Department of Commerce, 1994, 1997; Attorney, Office of Federal Operations, Equal Employment Opportunity Commission, 1990, 1994.

Scott Cameron*
Principal Deputy Assistant Secretary for Policy, Management and Budget, Office of the Secretary of the Interior, U.S. Department of the Interior, 2017, 2021; President, Reduce Risks from Invasive Species Coalition, 2014, 2017; Senior Advisor, Dawson and Associates, 2016, 2017; Senior Advisor for Strategic Planning, Pathfinder Consultants LLC, 2016, 2017; Executive Advisor, R3 Government Solutions, 2015, 2017; Former Director of Strategic Development, Tuknik Government Services, 2016, 2016; Former Senior Vice President and Partner, R3 Government Solutions, 2012, 2015; Director, Global Public Sector, Grant Thornton LLP, 2006, 2012; Deputy Assistant Secretary for Performance, Accountability and Human Resources, U.S. Department of Interior, 2004, 2006; Deputy Assistant Secretary, Performance and Management, U.S. Department of Interior, 2001, 2004; Director of Government and Regulatory Affairs, CHEP International, 1999, 2001; Former Washington D.C. Representative, Office of the Governor of California, 1996, 1999; Deputy Chief, Interior Branch, U.S. Office of Management and Budget, 1989, 1995; Legislative Assistant, US Senator Chic Hecht, 1985, 1989.

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John Palguta*
Adjunct Professor, McCourt School of Public Policy, Georgetown University, 2008, 2018; Vice President, Policy and Research, Partnership for Public Service, 2001, 2016; Former Director, Policy and Evaluation, U.S. Merit Systems Protection Board, 1997, 2001; Deputy Director, Policy and Evaluation, U.S. Merit Systems Protection Board, 1992, 1997; Supervisory Research Analyst, U.S. Merit Systems Protection Board, 1980, 1992; Branch Chief, Personnel Office, U.S. Office of Personnel Management, 1979, 1980; Personnel Management Advisor, Bureau of Personnel Management Evaluation, U.S. Office of Personnel Management, 1976, 1979.

David Williams*
Distinguished Visiting Professor, Schar School of Public Policy, George Mason Unversity, 2016, Present; Former Vice Chairman, Board of Governors, US Postal Service, 2018, 2020; Inspector General, Office of Inspector General, US Postal Service, 2003, 2016; Deputy Assistant Administrator, Transportation Security Administration, Department of Homeland Security, 2002, 2003; Inspector General, Treasury Inspector General for Tax Administration, US Treasury, 2000, 2002; Inspector General, Office of Inspector General, US Treasury, 1998, 2000; Inspector General, Office of Inspector General, Social Security Administration, 1996, 1998; Inspector General, Office of Inspector General, Nuclear Regulatory Commission, 1989, 1996; Director, Office of Special Investigations, General Accountability Office, 1986, 1989; Director,, Office of Inspector General, US Department of Labor, 1979, 1986; Special Agent, US Secret Service, US Treasury, 1975, 1979; Special Agent, US Army, 1967, 1970.

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