



DEPARTMENT OF THE ARMY  
OFFICE OF THE INSPECTOR GENERAL  
1708 ARMY PENTAGON  
WASHINGTON DC 20310-1708

MAY 17 2013

US ARMY INSPECTOR GENERAL AGENCY  
PRELIMINARY INQUIRY  
(Case 12-00056)

**NAMES/POSITIONS:** Mr. William R. Gable, former Deputy Auditor General  
Installations, Energy and Environment Audits, Army Audit Agency (AAA), (b)(7)(C)  
(b)(7)(C) AAA, Alexandria, VA

[IO Note: Mr. Gable and (b)(7)(C) were married on 6 December 2012 and (b)(7)(C)  
has since changed her name to Ms. Gable.]

**ALLEGATIONS AND CONCLUSIONS:**

1. The allegation that Mr. Gable and (b)(7)(C) engaged in an inappropriate relationship was substantiated. The preponderance of the evidence indicated that Mr. Gable had an inappropriate relationship with (b)(7)(C) a married subordinate. This relationship caused Mr. Gable's leadership and some peers to lose trust and confidence in him as a senior executive. As a result of this relationship, on 15 July 2012, Mr. Gable was removed from his Senior Executive Service (SES) position as a Deputy Auditor General and assumed a GS-15 position in a different AAA directorate. (b)(7)(C) was also reassigned to a separate AAA directorate at her request. Actions to reassign them to different positions impacted the AAA agency with a minor loss of productivity. Although the witnesses considered the impact of their relationship to be minimal, it was a self-reported inappropriate relationship between a subordinate and her rater. The relationship resulted in a loss of trust and confidence in Mr. Gable, as well as a minor loss of productivity through their agency reassignments.

(b)(7)(C)

(b)(7)(C)

**BACKGROUND:**

1. On 5 April 2012, DAIG received official notification from Mr. Randall Exley, The Auditor General, AAA, that Mr. Gable had self-reported his involvement in an inappropriate relationship to Mr. Joseph Mizzoni, Principal Deputy Auditor General, AAA. Mr. Gable reported that the inappropriate relationship was with (b)(7)(C) a married subordinate. Mr. Gable indicated that the relationship started in February 2012 and resulted in (b)(7)(C) pregnancy. Their daughter was born on (b)(7)(C)

2. Mr. Mizzoni summarized Mr. Gable's admission in a memorandum for record (MFR) that he sent to Mr. Exley on 5 April 2012 and forwarded to DAIG on the same day. The MFR was also sent to the Secretary of the Army, who on 19 April 2012, directed the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA(M&RA)) to review the matter and to take action as he deemed appropriate. On 23 April 2012, the ASA (M&RA) further directed Mr. Roy Wallace, Assistant Deputy Chief of Staff, G-1 and a member of the SES Corps, to review the matter. The ASA (M&RA) further directed that should Mr. Wallace, in the exercise of his independent judgment, determine that corrective/disciplinary action was warranted against Mr. Gable; Mr. Wallace was to serve as initiating official.

(b)(7)(C)

4. On 11 July 2012, having reviewed Mr. Mizzoni's MFR, Mr. Wallace directed that Mr. Gable be removed from his SES position and from the SES Corps, effective 15 July 2012. Mr. Wallace indicated that Mr. Gable was within his one-year probationary period and had demonstrated a lack of good judgment and professionalism and violated the trust placed in him. Mr. Gable has since assumed a GS-15 position in a different AAA directorate as the Program Director for Supply Audits.

**ALLEGATION #1: Mr. Gable and (b)(7)(C) engaged in an inappropriate relationship.**

**STANDARD:** Title 5, Code of Federal Regulation (CFR), section 735.203, Conduct Prejudicial to the Government, states that an employee shall not engage in criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct, or other conduct prejudicial to the Government.

**ANALYSIS/DISCUSSION:**

1. Mr. Mizzone testified that on 5 April 2012, Mr. Gable came to his office and revealed that he was in a romantic relationship with (b)(7)(C) that started in February 2012. Mr. Gable's wife died in October 2011 and a close friend of his died a few months later. As a result, he was under a lot of emotional stress. (b)(7)(C) was apparently in a bad marriage. Mr. Gable told him that his relationship with (b)(7)(C) was real and not just a fling. Mr. Mizzone immediately changed (b)(7)(C) rating scheme so that he, rather than Mr. Gable, was now her senior rater. He also moved (b)(7)(C) from the forensic auditing team that Mr. Gable led. Mr. Mizzone thought the only negative impact on the organization was that (b)(7)(C) was removed from the audit that she was working and that her experience and case knowledge would be missed. He thought Mr. Gable had been performing reasonably well given all that was going on in his life. He admitted to some disappointment with Mr. Gable's behavior and that he had lost some trust and confidence in him. He also knew Mr. Exey had expressed his own disappointment with Mr. Gable. Mr. Mizzone was not aware of any morale issues in the organization associated with Mr. Gable's and (b)(7)(C) relationship and thought that as of 7 June 2012, very few people knew of their relationship.

B7C and B7D

B7C and B7D

(b)(7)(C) testified that in February 2012, (b)(7)(C) Then, in May 2012, he found out that she was having an affair with Mr. Gable and that she was pregnant with Mr. Gable's baby. He was totally shocked and had no indication of their affair before she told him. He thought (b)(7)(C) and Mr. Gable had worked together frequently in 2011 and their relationship had adversely affected the AAA. (b)(7)(C)

(b)(7)(C)

3. (b)(7)(C) AAA testified that he was shocked in August 2012 when he heard rumors from (b)(7)(C) AAA, of a romantic relationship between Mr. Gable and (b)(7)(C) He thought that if it was true, Mr. Gable and (b)(7)(C) did a good job keeping it a secret. (b)(7)(C) recalled an instance that could have been an indication of how their relationship may have started. In

November 2011, Mr. Gable apparently drove with (b)(7)(C) to a TDY site instead of flying separately. He was not aware of any significant impact on the organization based on their relationship.

4. (b)(7)(C) testified that in May 2012, she saw (b)(7)(C) in the Huntsville, AL, office and that she appeared to be pregnant. (b)(7)(C) was surprised because she knew that (b)(7)(C). After that day, she did not see (b)(7)(C) in the office again and heard that she had been allowed to telework. She was shocked when she later found out about the affair between (b)(7)(C) and Mr. Gable. By October 2012, many in the agency knew of the relationship and that (b)(7)(C) was pregnant. Prior to that, she thought the management kept their relationship quiet for a long time and that it had a minimal impact on the organization.

5. (b)(7)(C) AAA, testified that (b)(7)(C) contacted him in April 2012 and told him that (b)(7)(C) was in an inappropriate relationship with Mr. Gable. (b)(7)(C) indicated that he played football with (b)(7)(C) in high school and that (b)(7)(C) knew that he worked for AAA. Furthermore, (b)(7)(C) assumed that (b)(7)(C) knew he (b)(7)(C) could not just "sit on the information," and would have to tell the AAA management. (b)(7)(C) thought the AAA management was put in a very difficult position and discretely controlled the situation for as long as they could. He also gave Mr. Gable some credit for self-reporting the relationship.

6. (b)(7)(C) AAA, testified that he had been (b)(7)(C) rater since January 2012. On 6 April 2012, Mr. Gable called him and explained the nature of his relationship with (b)(7)(C). Mr. Gable also stated that he would no longer senior rate (b)(7)(C). (b)(7)(C) was a little disappointed with Mr. Gable over the situation and thought it put somewhat of a burden on him (b)(7)(C) as (b)(7)(C) rater. Later in April 2012, (b)(7)(C) transitioned to a new job under a new Audit Manager and started to telework the majority of the time. He remained her rater throughout the evaluation period ending in September 2012, and he knew the AAA management approved her telework status. In May 2012, she was seen in the office scanning some paperwork and appeared to be pregnant. Shortly thereafter (b)(7)(C) approached him individually to ask about (b)(7)(C) and her pregnancy. (b)(7)(C) did not divulge to them what he knew about the situation. In August 2012, Mr. Gable started to let some of his closer friends and his SES colleagues know about his relationship with (b)(7)(C). He also told them that he was not going to leave the agency as he had previously considered doing, but that he would assume a GS-15 position in a different AAA directorate. Until then, only a few senior people knew about their relationship and kept it quiet. (b)(7)(C) thought the effect on the agency was minimal. People liked to work for Mr. Gable and were concerned for him. Many initially assumed that he took the GS-15 job because the stress of being an SES was difficult after the death of his wife.

7. (b)(7)(C) AAA, testified that she had known and worked with Mr. Gable for many years. Mr. Gable appeared to be happily married prior to the unexpected death of his wife in October 2011. Evidently

(b)(7)(C)

(b)(7)(C) learned of Mr. Gable's involvement with (b)(7)(C) in April 2012. (b)(7)(C) thought she was one of the first to hear of the situation because he approached her to get her advice on what to do. In his words, "I fell in love with a subordinate and we are having a baby." Mr. Gable explained that he and (b)(7)(C) were both at low points in their life because of his wife's death and because (b)(7)(C) was in a bad marriage. She thought Mr. Gable probably came back to work too soon after the death of his wife and made an error in judgment with (b)(7)(C). Initially, only a few people knew of their relationship, but there were some rumors that circulated. She thought Mr. Mizzoni did the right thing by allowing (b)(7)(C) to move to the Pentagon office in February 2012 (at (b)(7)(C) expense) to fill a job vacancy. She knew Mr. Mizzoni was concerned that his decision may have been viewed as preferential treatment; however, he also did not want to deny (b)(7)(C) the position just because of her circumstances. (b)(7)(C) thought the decision made sense because the Huntsville office was well staffed and the Pentagon office was understaffed.

8. Mr. Gable testified he first met (b)(7)(C) in 2003, but did not start to work with her until he graduated from the Army War College in June 2011. After graduation, he assumed responsibility as the Program Director for Forensic Audits and Applied Technology. (b)(7)(C) was working on a forensic audit of the Army RAP program. On 3 October 2011, his wife tragically passed away and it was a very difficult time for him. Mr. Gable testified that as he worked with (b)(7)(C) on the RAP audit, they did get to know each other better, but their romantic relationship did not start until 31 January 2012. On that date, they went out socially and ended up talking on a personal level and expressing feelings for each other.

9. Mr. Gable self-reported his inappropriate relationship with (b)(7)(C) on 5 April 2012. The Army leadership took action on 15 July 2012 and removed him from the SES Corps and from his SES duty position. The AAA management handled the situation discretely such that each of the witnesses were surprised to learn of the relationship between Mr. Gable and (b)(7)(C). As a result, the witnesses also thought the relationship had a minimal impact on the AAA agency. Mr. Mizzoni thought that the only impact to the organization was the requirement to reassign Mr. Gable and (b)(7)(C) within the agency.

10. The evidence indicated that Mr. Gable had an inappropriate relationship with (b)(7)(C) a married subordinate. This relationship caused Mr. Gable's management officials and some peers to lose trust and confidence in him as a senior executive.

SAIG-IN (DIG 12-00056)

Mr. Gable was removed from his SES position as a Deputy Auditor General and assumed a GS-15 position in a separate AAA directorate and was removed from the SES Corps during his probationary period. (b)(7)(C) was also reassigned to a different AAA directorate at her request. Actions to reassign them to different positions impacted the AAA agency with a minor loss of productivity. Although the witnesses considered the impact of their relationship to be minimal, it was a self-reported inappropriate relationship between a rater and his subordinate. The relationship resulted in a loss of trust and confidence in Mr. Gable, as well as a minor loss of productivity through their agency reassignments. As her rater from the point that the relationship began until he self-reported the relationship and was reassigned, there was a nexus between their relationship and their official duties.

[IO Note: (b)(7)(C) was notified of DAIG's intention to substantiate this allegation and declined to be interviewed or provide a written response.]

(b)(7)(C)

SAIG-IN (DIG 12-00056)

(b)(7)(C)

FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 26-1.

SAIG-IN (DIG 12-00056)

(b)(7)(C)

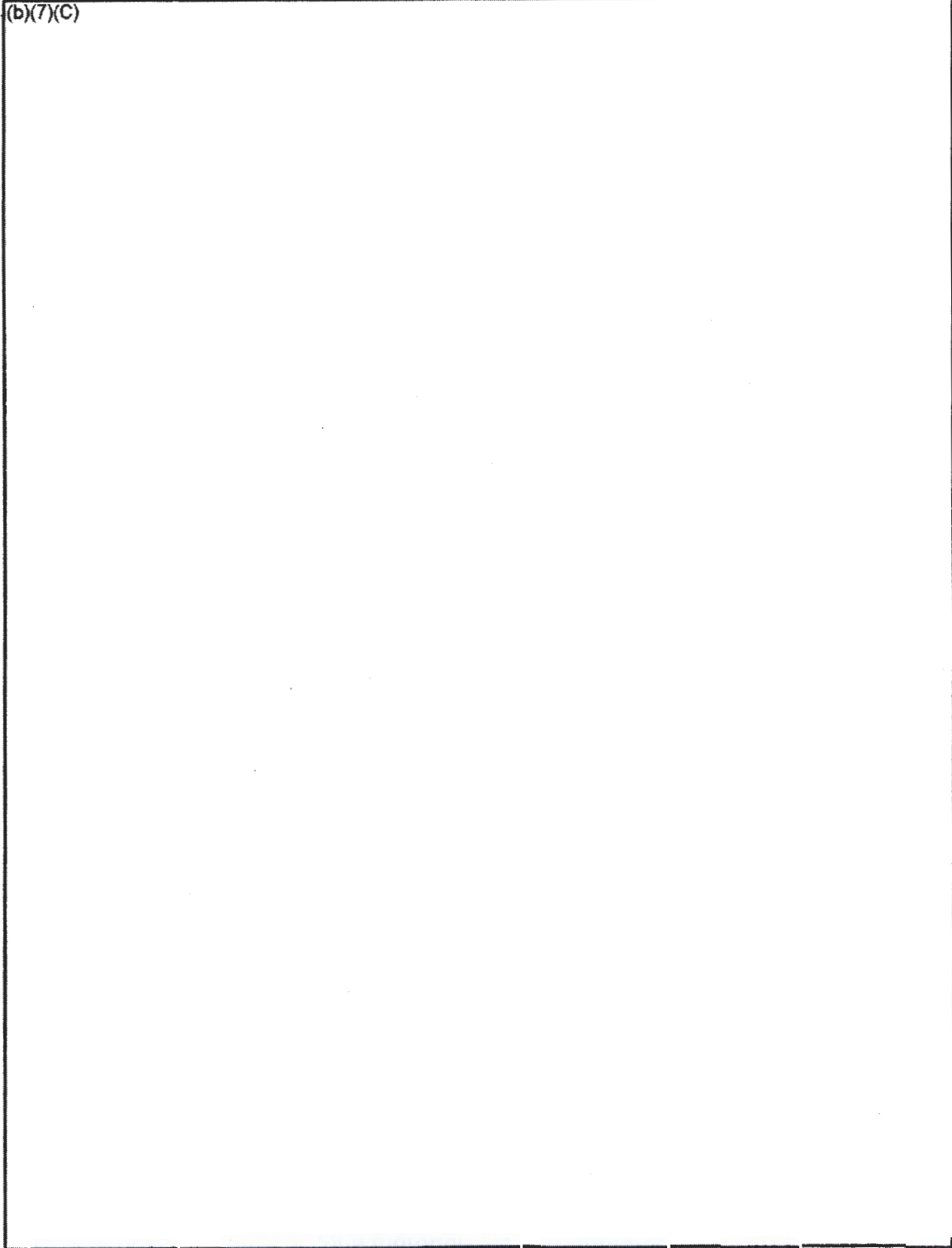


FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 20-1.

SAIG-IN (DIG 12-00058)

14 APR 2011

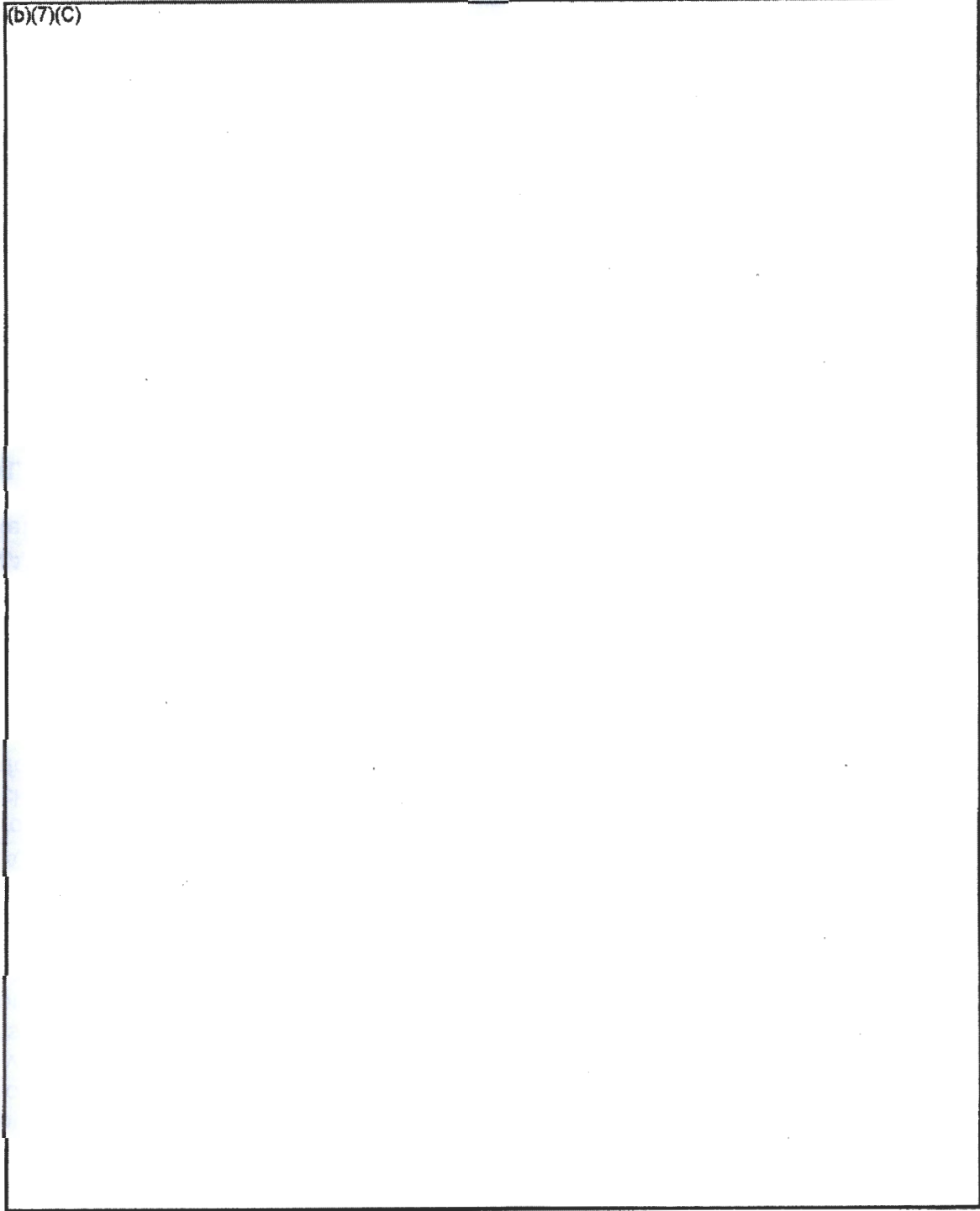
(b)(7)(C)



FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 20-1.

SAIG-IN (DIG 12-00056)

(b)(7)(C)



FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 20-1.

SAIG-IN (DIG 12-00056)

(b)(7)(C)



**FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 20-1.**

(b)(7)(C)

[Redacted]

**OTHER MATTERS:**

1. The Army leadership has taken action against Mr. Gable for his inappropriate relationship with (b)(7)(C) by removing him from his SES position and removing him from the SES Corps. (b)(7)(C)

(b)(7)(C)

2. (b)(7)(C)

(b)(7)(C)

SAIG-IN (DIG 12-00056)

1 1 1 1 1 1 1 1 1 1

(b)(7)(C)



FOR OFFICIAL USE ONLY. DISSEMINATION IS PROHIBITED EXCEPT  
AS AUTHORIZED BY AR 20-1.

SAIG-IN (DIG 12-00056)

**RECOMMENDATIONS:**

1. Record the allegation that Mr. Gable and (b)(7)(C) engaged in an inappropriate relationship as substantiated.


(b)(7)(C)

4. (b)(7)(C)  
(b)(7)(C)

(b)(7)(C)

LTC, IG  
Investigator

**APPROVED:**

  
ROSS E. RIDGE  
Major General, USA  
Deputy The Inspector General

**COORDINATION:** (b)(7)(C)  
IN, Legal Initials:  
Chief, PI Br Initials:  
IG, Legal Initials:  
Chief, IN Div Initials:

Date: 28/30/2006  
Date: 18 Mar 13  
Date: 15 MAY 13  
Date: 15 May 13

Encls

LIST OF EXHIBITS

<u>EXHIBIT</u>	<u>ITEM</u>
A	Complaints/Allegations:
A-1	Mr. Mizzone's Memorandum for Record
A-2	(b)(7)(C) IGAR complaint
A-3	(b)(7)(C) complaint
A-4	Legal Reviews
B	Standards:
B-1	5 CFR 735.203
B-2	5 USC 2301 and 2302
B-3	5 CFR 2635.704(a) and 2635.705(b)
C	Documents:
C-1	Timeline of events
C-2	Memorandum from Mr. McHugh, Secretary of the Army, dated 19 Apr 12
C-3	Memorandum from Mr. Lamont, ASA(M&RA), dated 23 Apr 12
C-4	Memorandum from Mr. Wallace, Acting Deputy Chief of Staff, G-1, dated 11 Jul 12
C-5	AAA organizational chart
C-6	(b)(7)(C) Memorandum for Record, dated 25 Sep 12, with enclosures
C-7	(b)(7)(C) evaluation documents
C-8	AR 690-400, Chapter 4302, Total Army Performance Evaluation System, dated 18 Oct 98
C-9	E-mail between Mr. Gable and (b)(7)(C), dated 13 Oct 11, and Mr. Gable and (b)(7)(C) dated 24 Oct 11
C-10	Mr. Gable's and (b)(7)(C) DTS records
C-11	Records search results for Mr. Gable's e-mails
C-12	E-mail from (b)(7)(C)
C-13	(b)(7)(C)
C-14	(b)(7)(C)

SAIG-IN (DIG 12-00056)

**D Testimony:**

D-1	<div style="border: 1px solid black; padding: 5px;">(b)(7)(C)</div>	FOIA: Yes
D-2		FOIA: Yes
D-3		FOIA: Yes
D-4		FOIA: No
D-5		FOIA: Yes
D-6		FOIA: Yes
D-7		FOIA: Yes
D-8		Mr. William Gable

**E Notifications:**

- E-1 Initial notification of Mr. Gable by MG Ridge
- E-2 Notification of Mr. Gable for rights warning/waiver
- E-3 Notification of (b)(7)(C) of DAIG's intention to substantiate
- E-4 (b)(7)(C) e-mail to decline an interview or written response