

Arizona Department of Administration –Human Resources Division

CONFIDENTIAL

**ADMINISTRATIVE INQUIRY
SUMMARY REPORT**

Agency Name : AZ Lottery
480.921.4429

Agency Contact & Phone: Kimberly Siddall

Complainant Name: Anonymous Letter

Date Received: 1/4/16

Complaint: Anonymous complaint alleging a variety of infractions on the part of Arizona Lottery Director Tony Bouie was sent to the Governor's Office, New Times, Arizona Republic, state legislators & the Arizona Department of Administration Director.

Lead Investigator: Jan Plank

Phone: 602.364.0126

Witness Names:

[REDACTED]

Title:

[REDACTED]

EXECUTIVE SUMMARY OF FINDINGS

- Mileage records as well as security videos confirmed extensive use of State vehicles by Director Bouie, including for personal use. Director Bouie was warned by several staff members that he was in violation of state policy related to state vehicle use for personal reasons.
- Director Bouie hired 16 staff during his 11 month tenure. 23 staff resigned or were involuntarily terminated during the same period. 3 new hires were previously known to the Director from his college football career at the University of Arizona.
- Director Bouie brought his children into work approximately 10 times, according to witnesses, for multiple hours at a time. He was simultaneously performing child care duties and working.
- Invoices in the amount of \$62,000 were recovered related to Director Bouie's remodeling of his office and waiting area.

- Director Bouie provided an override exception to the hiring of two individuals in 2015 who did not pass the credit portion of the pre-employment background check conducted on all potential new hires at the Arizona Lottery. One individual was previously known to the Director; the other was not.
- Allegations of violations of the state Procurement Code were investigated separately by the ADOA State Procurement Office.

REMEDIES

- Director Tony Bouie resigned from his position on January 13, 2016.
- ADOA Deputy Director Kevin Donnellan was assigned as Interim Director for the Arizona State Lottery.
- Danielle Salomon, from the ADOA Human Resources Division, has been temporarily assigned to the Lottery to ensure all policies and practices related to standards of conduct and personnel matters are communicated and enforced.

Prepared by: Jan Plank , Chief Human Resources Officer/Shared Services
Date: 1/25/2016

Reviewed by: Nancy Gomez, Deputy Director ADOA Human Resources