

From: (b) (6)
To: [Mabus, Ray HON SECNAV](#); (b) (6) [.CNIC HQ. N00G](#)
Cc: (b) (6) [NAVSTA Newport. N3AT](#); (b) (6) [NAVSTA Newport. N37D](#); (b) (6) [NAVSTA Newport. N3AT](#); (b) (6) [NAVSTA Newport. N3AT](#); (b) (6) [NAVSTA Newport. N3AT](#)
Subject: [Non-DoD Source] SUPPLEMENTAL SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT OF ONGOING HARASSMENT, RETALIATION, FRAUD, WASTE & ABUSE AT NAVAL STATION NEWPORT – JUNE 2016
Date: Saturday, June 11, 2016 20:18:02
Attachments: [USAJOBS - SE60083-09-1692319PM370928.pdf](#)
[NAVSTA Newport Supervisory Police Complaint to Congress 09 JUN 2016.pdf](#)
[NAVSTA Newport Supervisory Police Complaint to Congress 10 JUN 2016 - FAX.pdf](#)

To:

Congressman David Cicilline
Rhode Island (D) 1st District

Senator Jack Reed
Rhode Island (D)

Congressman James Langevin
Rhode Island (D) 2nd District

Senator Sheldon Whitehouse
Rhode Island (D)

From:

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Naval Station Newport, RI

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Subj:

SUPPLEMENTAL SUPERVISORY CIVILIAN EMPLOYEE COMPLAINT OF ONGOING HARASSMENT, RETALIATION, FRAUD, WASTE & ABUSE AT NAVAL STATION NEWPORT – JUNE 2016

Date:

June 09, 2016

Ref:

- (a) Supplemental Supervisory Civilian Employee Complaint of Ongoing Harassment and Retaliation at Naval Station Newport, dated March 16, 2016
- (b) Supervisory Civilian Employee Complaint to the Secretary of the Navy (SECNAV), dated February 18, 2016
- (c) Command Investigation into the Operations and Manning of Naval Station (NAVSTA) Newport, Security Department, 5830 Ser 00J/042, dated January 22, 2016 (551 pages)
- (d) Supervisory Civilian Employee Complaint to Commander, U. S. Fleet Forces Command (COMFLTFORCOM) and Commander, Navy Installations Command (CNIC), dated October 20, 2015
- (e) Supervisory Civilian Employee Complaint to Commander, Navy Region Mid-Atlantic (CNRMA), dated September 17, 2015

Honorable Rhode Island Senate and Congressional Leaders,

As explained in all of our previous correspondence, we collectively comprise what remains of the Civilian GS-0083 (series) Supervisory Police Officers at Naval Station (NAVSTA) Newport, Rhode Island.

References (a-e) illustrate our repeated failed attempts to resolve; ongoing, intolerable and hostile working conditions, perceived harassment and fraud, waste and abuse that potentially jeopardize personal safety and the law enforcement and security mission at NAVSTA Newport. Despite reference (a) being sent to you on March 16, 2016 absolutely nothing has changed and in fact, matters have only become worse.

The inescapable and undeniable fact is that we have been targeted by Navy officials for our efforts. Our proverbial whistle blowing efforts to expose and challenge violations of law, regulations, fraud, waste and abuse, abuse of position and flagrant mismanagement have proven fruitless. Our collective faith in the Department of the Navy (DON) and/or Department of Defense (DOD) to rectify our issues is all but gone.

In addition to every other proven allegation raised in references (a) through (e), we respectfully ask that you also consider the following issues which have arisen since our last letter:

- In November 2015 Commander Navy Region Mid-Atlantic (CNRMA) finally sent a Navy Inspector General investigator to NAVSTA Newport to perform a 'Command Directed Investigation'. Over eighty (80) pages of the aforementioned investigation were omitted from our Freedom of Information Act (FOIA) request and the subsequent appeal to receive those documents was promptly denied by the Navy. The end result, reference (c) was essentially ignored and the recommendations ignored
- Holding steadfast to combat the wrongdoings at NAVSTA Newport, we collectively furthered our issues through the DON chain of command via references (a) and (b).

o Our complaint was submitted to the DOD Inspector General by Senator Reed and assigned DoD Hotline Complaint No. 20160303-036145 in March 2016. In April 2016 DOD Inspector General (b) (6), Whistleblower Reprisal Investigator assumed the complaint. This disposition - No action or intervention was taken by the DOD Inspector General. Our issues were reportedly deferred back to the DON Inspector General and the Office of Special Council (OSC) for action. As of this date, we have heard nothing from the OSC, but last month CNIC Inspector General Case No. 201601079 was assigned to DON/CNIC Inspector General (b) (6) to conduct a 'Preliminary Inquiry' into our complaint? Reference (d) was already submitted to CNIC back on October 20, 2015 and nothing was ever done. Consequently, we have absolutely no confidence in CNIC to investigate, discipline or rectify wrongdoings within itself or CNRMA. Time and again the DON has displayed an unparalleled ability to shield their military officers from accountability and discipline. One need look no further than the June 1, 2016 Navy Times article, "Undersea Warfare Center CO Fired for Leadership Problems" <http://www.navytimes.com/story/military/2016/06/01/undersea-warfare-center-co-fired-investigation/85248376/> to see the ethical disparity between military and civilian members in the DON. The Naval Officer in the article is the 11th Commanding Officer fired in 2016, but he will face no disciplinary action. Despite the tone of the article, he

was not “fired” but simply transferred to NAVSTA Newport, most likely until he can quietly retire. Under similar conditions, a supervisory civilian Federal employee would have actually been “fired” from employment, losing pay and benefits.

- As supervisory staff one of our major complaints has been the DON’s refusal to backfill the GS-0083-09 (Supervisory Police Officer, i.e., Lieutenant, Watch Commander) and GS-0083-07/08 (Supervisory Police Officer, i.e., Sergeant, Patrol Supervisor) vacancies at NAVSTA Newport. As a result of our collective complaints CNIC, CNRMA and NAVSTA Newport Commanding Officers have even acknowledged the necessity for these positions but took no action – until now.
- o On May 26, 2016 CNRMA reported that they had submitted requests to N1 to recruit and fill one (1) GS-0083-09 (Supervisory Police Officer, i.e., Lieutenant, Watch Commander) and one (1) GS-0083-08 (Supervisory Police Officer, i.e., Sergeant, Patrol Supervisor). However, rather than request these as permanent promoted positions, CNRMA decided to recruit with TERM Appointments, not to exceed three (3) years. This indignity is not only a malicious and retaliatory vendetta against the supervisors named in this complaint, it is a professional disgrace and blatant commission of fraud, waste and abuse.
- o Current GS-0083-08 Supervisory Police Sergeants at NAVSTA Newport are permanent/career civilian Federal employees with years, even decades of faithful service. Nobody in their right mind would sacrifice their career status for a TERM Appointment, not to exceed three (3) years. Recruiting under a TERM Appointment means that the selectee is no longer a current/permanent Federal employee and anytime within the next three (3) years the DON can abolish the TERM Appointment and the person is out of a job. If a GS-0083-08 Supervisory Police Sergeant applies and accepts the GS-0083-09 Supervisory Police Lieutenant position he/she is essentially throwing away their career, with no chance of reverting back to their previous rank/assignment. Furthermore, if these TERM Appointment positions are converted to permanent/career positions the person filling the TERM Appointment cannot even apply for the permanent position if the announcement is only opened to current Federal employees! Unlike Newport, CNIC just advertised and recruited a “permanent” GS-0083-09 position at NAVSTA Norfolk (Ref. USAJOBS Announcement SE60083-09-1692319PM370928).
- o As for the GS-0083-08 (Supervisory Police Officer, i.e., Sergeant, Patrol Supervisor) TERM Appointment, all non-supervisory police officers at NAVSTA Newport are GS-0083-03, 04 and 05. Even if one of them wanted to forfeit their permanent/career employment status for the appointment position, they cannot even apply. CNRMA intentionally placed the pay-grade out of their competitive reach.
- o The end result will be that these TERM Appointments will not be promoted and filled with skilled and qualified police officers already serving at NAVSTA Newport. They will be outsiders, with no knowledge, experience or training in law enforcement duties at NAVSTA Newport.

What federal, state or local police department recruits outside their agency for first and second line supervisory positions?

What federal, state or local police department temporarily recruits supervisory positions that terminate the employee at the end of the term or compels a currently serving police officer or supervisor to forfeit their career and tenure for short term promotion?

What federal, state or local police department hires individuals from outside the department, with a starting rank of Lieutenant and Sergeant?

Where is the fiscal responsibility for hiring a supervisor from outside the agency, then investing in their training only to terminate the employee at the conclusion of a designated term? As TERM Appointments, not to exceed three (3) years the newly hired Lieutenant and Sergeant positions can be eliminated at any time, wasting considerable time, effort and government funds with absolutely no return investment to the DON. As TERM Appointments, with no opportunity for permanent/career status there is a high probability that the appointees will resign after completing the FLETC-UPTP and seek permanent/career employment with other, higher paying, Federal law enforcement agencies.

- Basic police academy training at the Federal Law Enforcement Training Center, Uniform Police Training Program (FLETC-UPTP) for approximately 485 hours of training, over 13 weeks.
- After graduation from the FLETC-UPTP the TERM Appointment Lieutenant and Sergeant will be required to complete another 43.5 hour of Navy training.
- Upon completion of all academic training the TERM Appointment Lieutenant and Sergeant will need to be assigned to a non-supervisory police Field Training Officer (FTO) to become acclimated with basic police patrol operations.
- If the TERM Appointment Lieutenant and Sergeant successfully complete their Field Training and Evaluation Program (FTEP), they will have to be trained by the current/permanent supervisory police officers on how to perform their duties (the very same supervisory police officers blocked from promotion).

- o As TERM Appointments, not to exceed three (3) years the newly hired Lieutenant and Sergeant positions can be eliminated at any time, wasting considerable time, effort and government funds with absolutely no return investment to the DON. As TERM Appointments, with no opportunity for permanent/career status there is a high probability that the appointees will resign after completing the FLETC-UPTP and seek permanent/career employment with other, higher paying, Federal law enforcement agencies.
- The DON, i.e., CNIC has also recently revamped the recruitment process for all non-supervisory police officers.
- o Previously, all 0083 series police officers at NAVSTA Newport were recruited and hired at the GS-5 rate. Like all other law enforcement professions at the federal, state and municipal levels prospective applicants were subjected to pre-employment in-person oral interviews, background investigations, psychological screenings, etc.
- o CNIC) and CNRMA changed this long established and professional practice. NAVSTA Newport and all other CNIC installations have been mandated to:

Advertise new police officer positions at the GS-3 and GS-4 rate. A rate of pay equivalent to that of a laborer.

We are absolutely prohibited from conducting pre-employment applicant interviews! Hiring selections are to be made based solely on what the applicant submits in their application.

We are absolutely prohibited from conducting any pre-employment applicant criminal history or background checks!

No new police officer selectees will be submitted to any pre-employment psychological screening!

Whether it is TERM Appointments for police supervisor vacancies or lowering the general standards for initial police officer recruitment, even the lay person can recognize the ultimate goal of the Navy to sabotage the professionalism of civilian GS-0083 (series) federal police officers, with the ultimate goal to eliminate us and replace us with military Master-At-Arms. As the remaining of civilian GS-0083 (series) Supervisory Police Officers at NAVSTA Newport we cannot just sit by and watch everything we have worked for collapse. We owe it to ourselves and the population we serve to challenge these

In closing, as always, it is with great despair, humility and desperation that we keep appealing to you directly. We have been proverbially bounced from entity to entity with absolutely no resolution. We are pleading for and need your help to combat and cease the willful and malicious treatment we are being subjected to! We are proud federal civil service employees who want nothing more than to do our jobs and be treated fairly. This unrelenting and constant bombardment is really taking its toll physically and emotionally, so we look forward to hearing from you soon or possibly meeting with you in person to fully articulate all of the issues plaguing the Law Enforcement/Security Department at NAVSTA Newport.

Respectfully,

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