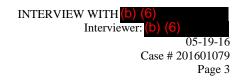
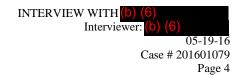
INTERVIEW WITH (b) (6) Interviewer: (b) (6) 05-19-16 Case # 201601079 Page 1

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2		
3		
4		
5		
6		
7		INTERVIEW WITH (b) (6)
8		Q = (b) (6)
9		A = (D) (G)
10		
11	_	
12	Q:	Okay, so today is May 19, 2016 and I'm <sup>(b)</sup> <sup>(6)</sup> I I'm an
13		investigator with the Commander Navy Installations Command, Inspector
14		General Office. And, um, you understand the tape recorders running, is that
15		correct?
16		
17	A:	Yep, yes.
18	0	
19	Q:	Yes, and you have no objections to that?
20	۸.	No
21	A:	No.
22	0.	Okey And up could you state your name and shall it for me place?
23 24	Q:	Okay. And, um, could you state your name and spell it for me please?
24 25	A:	(b) (6) . (b) (6) , middle initial (, last name (b) (6)
26	л.	(b) (6)
20		•
28	Q:	Okay. And, um, the case number is 201601079. Um, and I understand you've
29	×۰	already signed a confidentiality statement and privacy act statement, correct?
30		aneady signed a confidentiality statement and privacy act statement, correct.
31	A:	Yes.
32		
33	Q:	And I'm gonna have you sign one more form before we get started. This one
34	C .	is the importance of presenting truthful testimony and reminder of being
35		candid and honest during an IG int- interview. And if you could raise your
36		right hand please? Do you swear or affirm the information you will provide is
37		true and correct to the best of your knowledge?
38		
39	A:	Yes, I do.
40		
41	Q:	Okay. Thank you. Okay. Thank you. All right, so like I said, um, I'm in
42		receipt of this package that was sent from DODIG to NAVYIG on April 8th.
43		Um, and it includes some correspondence signed by you in March 2016 to
44		various members of Rhode Island Congress. Um, and also some emails
45		between yourself and (b) (6) about concerns here at Naval Station

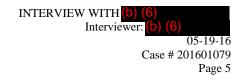
46 47		Newport. And also, um, it includes this - these five separate reprisal allegation forms that were submitted to DOD.
48 49 50	A:	Okay.
50 51 52	Q:	Uh, one of them was signed by you, I believe. Is that correct?
53 54	A:	Correct.
55 56 57	Q:	Um, and I just want to clarify for you that I am definitely not investigating the reprisal aspect of this
57 58 59	A:	Okay.
60 61 62 63	Q:	because that is handled by DODIG or Office of Special Council. And, um, so they're gonna be taking care of that. They had that - you - you may or - hear from them. If not, you can follow up with them but, um, that's not in the scope of what I'm looking at.
64 65 66	A:	Okay.
67 68 69	Q:	I just want to make that clear. And, um, so if you have questions about that there's a f- um, fo- paper with some guidelines that I can give to you
70 71	A:	Okay.
72 73 74 75 76 77 78	Q:	about how to follow up with them and so forth. Um, but I had some questions - there were some - there's two s- aspects to this. One is to follow up on where we stand now with the overtime. Has it been improved? Has the situation been resolved? And then the second thing is there's a few new items that were raised in this March '16 correspondence that I'd like to go over with ya.
79 80	A:	Okay.
81 82 83 84 85	Q:	Okay, so, um, as far as the overtime situation, um, I - I had previously looked at the (Silcatta) time cards for yourself and your - the other supervisors; um, $(b)(6)$ ), $(b)(6)$ ), $(b)(6)$ ), and, uh, $(b)(6)$ ). That's - that's all of you, correct?
85 86 87	A:	Correct.
87 88 89 90	Q:	Yeah. Um, and I could that you do work, you know, report, uh, quite a number of overtime periodically. Sometimes double shifts, 16 hours, in the past. Um, but as far as, like, recently since () issued his report in December



91		has that improved or changed in any way?
92		
93	A:	No, it hasn't.
94	0	
95 96	Q:	Okay.
90 97	A:	Because, um, like I said, on my - on my shift - the E watch - my days off is
98	А.	Friday and Saturday and it needs to be covered so I'm usually working six
99		days a week. I cover one of the shifts.
100		
101	Q:	Okay, your - so you're usually doing at least one extra shift each pay period,
102	Č.	or two.
103		
104	A:	E- each week I do
105		
106	Q:	Each week, okay.
107	Č.	
108	A:	usually - I usually do two a pay period.
109		
110	Q:	And, um, do you ever have to work more, like, a double shift where it's 16
111		hours in a row?
112		
113	A:	Yes, that's what I work.
114		
115	Q:	Oh, you do?
116		
117	A:	I work - I work a 16-hour day - sometimes a 16-hour overtime or we work, uh,
118		if a supervisor's on a vacation - 'cause we're short staffed - we either work the
119		16 hours or we'll split and only work 12.
120		· ·
121	Q:	Okay. And, so as far as how recently this been the case - right up to this pay
122		period, like, you'll still be doing that?
123		
124	A:	Yes
125		
126	Q:	Yes.
127		
128	A:	I'm work- I worked last Saturday and I'm working it again this Saturday.
129		Yep, it's cont- continuous.
130		
131	Q:	And you work Friday also so that's why it's a double.
132		
133	A:	No, Friday I get one day off.
134		
135	Q:	Oh okay, Friday you get off.

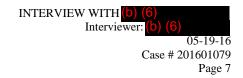


136		
137	A:	That's the day I spend with my grand babies. I don't work.
138		
139	Q:	That's good. Um, so on Saturday you'll work - when is it that you work the 16
140		hours? The double shift?
141		
142	A:	If - if a supervisor's on
143		
144	Q:	Oh, if a supervisor's on
145	-	-
146	A:	supervisor's on vacation.
147		-
148	Q:	That's what would prompt you to have to work a double.
149		
150	A:	Yes.
151		
152	Q:	And has that been an issue for you? Like, I mean, how much sleep are you
153		getting on a day that you work a double?
154		
155	A:	Well, if I work a double shift I'll go home, it's, like I say, takes me - I'll - I'll
156		get about - about six hours sleep.
157		
158	Q:	Yeah, okay. You work - you live pretty close by?
159		
160	A:	I live a half hour away.
161		•
162	Q:	Yeah.
163		
164	A:	Yeah.
165		
166	Q:	I mean, has it been a problem for you? Uh, the amount overtime you've had to
167		work? I want to hear, like, from you personally as opposed to reading in the
168		
169	A:	Well, with - with me I was working E watch - okay, that's my normal shift -
170		but I put a memo into the Major. I went - I requested day shift, so a change
171		'cause I was working the six constantly, okay? And I needed some rest. I
172		needed two off. I mean, I'd like to have, you know what I mean, I got - do
173		have family, you know what I mean
174		
175	Q:	Mm-hm. Yes.
176		
177	A:	so I wanted to spend time with them. And I did the - I went to - I can't
178		remember it was end of January - so I did three months on day shift. I just
179		came off day shift. 'Cause I been here 32 years, 28 of the years I've been on
180		nights.



181		
182	Q:	Oh wow.
183		
184	A:	So when I went to days getting' up 3:30 in the mornin' you don't need to
185		come to work - I mean it - it was - it was weird for me. It wasn't - 'cause I
186		mean
187		
188	Q:	You're not used to it.
189		
190	A:	I'm used - I'm - I'm so used to a routine of workin' nights so I requested - I
191		was supposed to do six - me and the Captain switched - we were supposed to
192		do it for six months.
193		
194	Q:	Mm-hm.
195	-	
196	A:	To give me a little break but my sleep was all messed up and I couldn't - I
197		wasn't gettin' sleep or I'd go home at - I get off work at (b) in the (b) (5)
198		I'd go home, by (b) I'm sleeping. I'm up at (b) (5). I don't come to work 'til
199		(b) in the morning.
200		
201	Q:	It just throws ya off.
202		5 5
203	A:	You know - you know what I mean? So
204		
205	Q:	Yeah.
206		
207	A:	I requested to go back and so now I'm back on my regular shift and it's
208		fantastic.
209		
210	Q:	Oh so you're working nights again?
211		
212	A:	I'm back to E watch, yeah, working (b) to (b) (5), yes.
213		
214	Q:	Oh, I see.
215		
216	A:	So I did it for three months. Uh, February, March and April. And now I'm
217		back.
218		
219	Q:	Okay. All right, so do y- you know if there's any - my understanding is that
220		your down some manning from what you used to have in the past.
221		
222	A:	Yes.
223		
224	Q:	And do you know if there's any plan in place to hire some new people so you
225	-	won't have to work all this overtime?

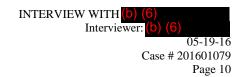
226		
220	A:	I - we were told - I, uh, <sup>(b)</sup> (6) came down, the assistant regional
228	л.	director, and he came down and sat with me and told me he was here to fix the
229		problem which I never seen the man in my whole entire career here, okay, and
230		then all of a sudden we file a complaint and he's comin' down here and
231		inform me that he was here to fix it. And, uh, I don't know if you know all the
232		story after that, but now they want us to go to (unintelligible) they want us to
233		do an agility test, change our uniforms and stuff like that all of a sudden, you
234		know what I mean? But, I was, uh, by the commanding officer I was, uh, put
235		on a sub-committee
236	_	
237	Q:	Oh, good. I'm
238		
239	A:	Okay.
240		
241	Q:	glad. Can I have a copy of this? Can
242		
243	A:	Sure can.
244		
245	Q:	I take this?
246		
247	A:	We're two - two other employees out of building one plus a HRO rep, which
248		I'd never seen her. Okay. And we came up with a
249		
250	Q:	That was $\binom{(b)}{6}$ )?
251	-	
252	A:	Right. We came up with a solution and, uh, <sup>(b)</sup> (6) submitted it to
253		the XO and one of them was hire supervisors and he was totally against it.
254		"We're not hiring supervisors," and this - so
255		
256	Q:	So the ORM committee that you were on, one of the recommendations that
257		came out of that was to hire some new people.
258		
259	A:	Correct, hire supervisors, yes.
260		
261	Q:	H- hiring - is it two supervisors that
262	C.	
263	A:	It was two.
264		
265	Q:	Okay, at least two. And so now tell me again what happened there today? You
266	<.	delivered those recommendations to the XO
267		
268	A:	(b) (6) was the head - he was the head of the, uh, committee. He
269	•	submitted it to the XO and the XO said, "Nope, this ain't happenin'. We're
270		not hiring supervisors. Come up with a better plan." And, I guess, my
270		not ming supervisore. Come up whit a better plan. Thia, I guess, my



271 272		supervisor, the Major was told by the XO, if I'm not mistaken, don't quote me on it, but to get me back in one day and - when I've already left for the day to
273 274		get me back in to make, uh, come up with a SOP or somethin' to - for supervisors and that ain't in job description to make SOP's.
275 276 277	Q:	Okay, she told, um - and let me make sure I have this right - she told (b) (6) to tell you to write an SOP.
278		
279 280 281	A:	Yep, to get him to write a SOP and come up with a - somethin' to correct the issues and one, I don't work for $\binom{(b)}{6}$
281 282 283	Q:	Yeah.
284 285	A:	Okay. My boss is the Major.
286 287	Q:	Okay, and we're talkin' about the XO now, I just wanna
288 289	A:	Yes.
290 291	Q:	The XO told $\binom{(b)}{(6)}$ to tell you
292 293	A:	That I need to write an S
294 295	Q:	to write an SOP
296 297	A:	SOP to come up with
298 299	Q:	to find a way to alleviate this overtime without hiring two new people.
300 301	A:	Yes.
302 303 304	Q:	Okay. And is that possible in your mind? Like, if you wanted to write the O-SOP could you come with something?
305 306	A:	To alleviate the overtime?
307 308	Q:	Yeah.
309 310	A:	No way possible.
311 312 313	Q:	Okay. So, and have you - the only person that told you was (())? Or did someone else direct you?
314 315	A:	He - he told it to my - my command and I believe it was (b) (6), he was the actin' director at the time.

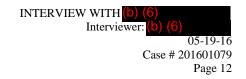
316		
317	Q:	Okay so $(b)$ $(6)$ told $(b)$ $(6)$ , I mean, $(b)$ $(6)$ .
318		
319	A:	Yep.
320		
321	Q:	And then ((b) (6)) told you?
322		
323	A:	Yeah.
324		
325	Q:	And you haven't done it, right?
326		
327	A:	No. I wasn't given an order - an order from my chain of command.
328		
329	Q:	Okay. So, yeah, ((b) (6))) didn't actually say, "I'm telling you to write the
330		SOP." He just told you
331		5 5
332	A:	What was
333		
334	Q:	the XO told (b) (6) she wanted you to write the SOP. It didn't come out as a
335	C.	clear direction.
336		
337	A:	Correct.
338		
339	Q:	Yeah, okay. Okay and what you're telling me is even if they did tell you to do
340	C.	it, you'd be kind of at a loss to come up with something? Or is that what
341		you're saying?
342		
343	A:	Right, 'cause I mean I don't - one, I don't make policy, two, I'm, uh, obtuse
344		come up with something that I'm gonna switch supervisors days off or come
345		up with a different schedule, you know what I mean, to make it work. I mean,
346		its - it's almost impossible with the supervisor staff that we have.
347		
348	Q:	Okay. Did the XO ever talk to you directly about it?
349	×.	
350	A:	No.
351	11.	
352	Q:	Okay. You know, as a committee member, like, she might, you know, not go
353	Q٠	through the normal chain of command if she was dealing with you directly as
354		a member of this committee. But she never did talk to you about it directly?
355		a member of any commutee. But she never and ank to you about it directly.
356	A:	No, and that assignment was given to me by the CO.
357	11.	Two, and that assignment was given to me by the CO.
358	Q:	By who?
359	<b>ب</b>	
360	A:	Commanding Officer.
300	17.	Commanding Officer.

361		
362	Q:	Oh, the CO. Yeah, you're right. You're right. Yeah. Did you ever talk to CO
363		about it?
364		
365	A:	No.
366		
367	Q:	Okay.
368	-	•
369	A:	I deal with my chain of command. I don't just go to the top.
370		
371	Q:	Yeah, but I mean he never contacted you as a member of the committee either,
372		said
373		
374	A:	No.
375		
376	Q:	"What's - what's the plan?
377	C.	
378	A:	He had $-\frac{(b)}{(b)}$ (6) was the head of the - and he submitted it and I
379		
380	Q:	Did you see (b) (6) 's report?
381	<b>X</b> ·	
382	A:	I have, uh, yeah, I - I - I should of brought it but I - I didn't. I have it in my
383		
384	Q:	Okay, yeah, 'cause as a committee member you would see it.
385	<b>X</b> ·	
386	A:	Yeah.
387		i vuli.
388	Q:	Did you agree with it? Did you have input to the writing of the report at all?
389	χ.	Or?
390		
391	A:	Yes, I gave him - we met and I gave him my input. Again, one - my input was
392		to hire supervisors and that was in there. That was one of our
393		recommendations to alleviate the problem.
394		
395	Q:	Okay. And, uh, did (b) (6) any input along those lines? The HR person.
396	×٠	any input doing those intest. The fire person.
397	A:	I never - never
398	11.	
399	Q:	Never s- heard from her? Or?
400	×٠	
401	A:	No.
401		
402	Q:	So she - as far as you know she didn't really participate?
404	<b>X'</b>	so she us fur us you know she dian trouily puricipute.
405	A:	As far as I know. I only - I met with the committee. We sat down 'cause they
	•	The first way a second of the



406 407		only gave us - well I don't know how long it was but - a couple weeks to get it done. I met with the two guys there once for an hour or so - a little over an
408		hour - and we hashed out - I showed 'em different things that I had of how
409		much overtime was - that supervisors worked and the hours we worked and I
410		gave 'em my input on how to correct the situation and he submitted his report
411		and that was it.
412		
413	Q:	Okay, so you never heard anything from (b) (6). She didn't sit in on the
414		meetings over the phone or?
415		
416	A:	Nope, like - like I said, I sat in on one - one meeting we had.
417		
418	Q:	And it was just the three of you?
419		
420	A:	Correct.
421		
422	Q:	Okay. This is good to have this. Um, okay. So as far as you know, is there a
423		plan to follow those recommendations and hire some supervisors? No. I don't
424		know.
425		
426	A:	I can't answer that. Like I said is all I know is that nothing's changed since
427		our recommendations came out and again, like I say, I heard that CO - XO
428		said that wasn't gonna happen and that's all I know.
429		
430	Q:	Okay.
431		
432	A:	And again
433		
434	Q:	And you only heard that through (b) (6). You didn't hear her say that yourself?
435		
436	A:	Correct.
437		
438	Q:	Okay. Do you know why it wouldn't happen, like, what would be the reason
439		behind not wanting to hire some new supervisors?
440		
441	A:	I - I don't know.
442		
443	Q:	You don't know.
444		
445	A:	I mean, I get
446	0	
447	Q:	Yeah.
448	•	ті 5, 1 — т, 5 — 11 — т — т — т — т — т — т — т — т — т — т
449	A:	I don't know. It's, like I say, I mean, you seen how much overtime they paid -
450		paid us, you know, I mean, last - just last year. I mean, I think it was just for

451 452 453		the four su- supervisors was - was over a \$100,000. I mean, or close to that, you know what I mean and
453 454 455	Q:	Mm-hm.
456 457 458 459 460 461	A:	I think it would be cost efficient to hire - 'cause if you hire a - a sergeant is a GS-8, I mean if we made promotions, you know what I'm sayin'? Again, I'm a GS-9. You know what I mean? So if you hired a - a sergeant they'd be an 8 step 1 or whatever, you know what I mean? So they'd have to work their way up
462 463	Q:	Mm-hm.
464 465 466	A:	you know what I mean? And then it would be a cost efficient, I think, you know what I mean?
467 468	Q:	Right. So not only would it make everyone's, um
469 470	A:	We wouldn't have to work as much.
471 472 473	Q:	all these risk factors go down that were in that ORM report, but it would also be cheaper for the tax payer right? To just hire another person.
474 475	A:	That's what I think, like I say, but I mean I don't make them decisions.
476 477	Q:	Okay.
478 479 480 481 482	A:	'Cause I do- I, like I say, I don't if payin' overtime is cheaper than hirin' somebody. I mean I know you gotta pay benefits to, you know somebody's already in the system and ya - ya just makin' a promotion, you know what I mean?
483 484 485	Q:	Right, they're more cheaper, you know? Er, lower level, lower graded. Okay. Okay. Um
483 486 487 488 489 490 491 492 493 494	A:	But to get back on that question - why they wouldn't hire supervisors, I guess it isn't in the MVPP that we don't - they did away with supervisors 'cause we had a sergeant and then a lieutenant retire and they never - never hired him again. I guess through attrition that they gonna - like I say, 'cause I - I can retire any day. Okay, and if I left my - my - my coworkers would really be in trouble, you know what I mean? If I was to retire tomorrow, you know what I mean? And they're not gonna fill my position, you know? So. And I wouldn't do that to 'em, you know what I mean?
494 495	Q:	All right.



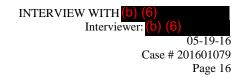
<ul> <li>A: Not that I'm ready to retire anyway yet but</li> <li>So you wouldn't wanna, like, leave and leave them in that situation where there's even yet another sh- shift</li> <li>Right. I wouldn't do that.</li> <li>a: Right. I wouldn't do that.</li> <li>a: I wouldn't put that - I wouldn't put that burden on 'em. 'Cause to cover my shift then it would be seven days a week that they'd have to cover.</li> <li>A: I wouldn't put that - I wouldn't put that burden on 'em. 'Cause to cover my shift then it would be seven days a week that they'd have to cover.</li> <li>Q: Yeah. There would be another seven shifts.</li> <li>A: Right.</li> <li>C: Okay, um, is that a factor in your decision of - of whether to retire or not? That you don't want to leave your coworkers in a lurch?</li> <li>A: Well, it - it is, like I say, say - say I - I, you know, I'm on - I don't want to do this job anymore I can go do something else, you know Mat I mean? And not worry about bein' a boss I can just go work at Walmart or something, put sticky smiley faces on people - Welcome to Walmart - you know I mean? And not have no</li> <li>Q: Right, and not have to work overtime.</li> <li>a:no overtime, no stress, and I'd, you know, I'd live like a normal human being, you know what I mean? And even if I was thinkin' about retirin' I wouldn't do it 'cause I wouldn't leave them to hold the bag, you know what I mean?</li> <li>A: Until they got the property, uh, proper supervision in there to</li> <li>Mm, okay. All right, well I guess I can kinda see that. So, um, this here I'm going to - I don't think I need to talk to you about. This one - oh, yes, um, one of things that I heard came up - a new issue in this March complaint that was just field has to do with ' hat there's a requirement for physical agaility tests that's not been enforced before but it's in the instruction. Um, and also there's that's not been enforced before but it's in the instruction. Um, and also there's that's not been enforced before but it's in the instruction.</li></ul>	496		
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<ul> <li>A:no overtime, no stress, and I'd, you know, I'd live like a normal human being, you know what I mean? And even if I was thinkin' about retirin' I wouldn't do it 'cause I wouldn't leave them to hold the bag, you know what I mean?</li> <li>wouldn't do it 'cause I wouldn't leave them to hold the bag, you know what I mean?</li> <li>Q: Yeah.</li> <li>Yeah.</li> <li>Writi they got the property, uh, proper supervision in there to</li> <li>Mm, okay. All right, well I guess I can kinda see that. So, um, this here I'm going to - I don't think I need to talk to you about. This one - oh, yes, um, one of things that I heard came up - a new issue in this March complaint that was just filed has to do with - that there's a requirement for physical agility tests that's not been enforced before but it's in the instruction. Um, and also there's</li> </ul>		Q:	Right, and not have to work overtime.
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<ul> <li>wouldn't do it 'cause I wouldn't leave them to hold the bag, you know what I mean?</li> <li>mean?</li> <li>Yeah.</li> <li>Wutil they got the property, uh, proper supervision in there to</li> <li>Until they got the property, uh, proper supervision in there to</li> <li>Wm, okay. All right, well I guess I can kinda see that. So, um, this here I'm going to - I don't think I need to talk to you about. This one - oh, yes, um, one of things that I heard came up - a new issue in this March complaint that was just filed has to do with - that there's a requirement for physical agility tests that's not been enforced before but it's in the instruction. Um, and also there's</li> </ul>		A.	
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536just filed has to do with - that there's a requirement for physical agility tests537that's not been enforced before but it's in the instruction. Um, and also there's			
537 that's not been enforced before but it's in the instruction. Um, and also there's			
538 certain uniform requirements that's not being enforced and I just. um. wanted	538		certain uniform requirements that's not being enforced and I just, um, wanted
539 to I guess clarify what's happening with that too. Have they actually - has the			
540 management actually said you're gonna start doing these physical agility tests			



541		on a certain date, like in a formal
542		
543	A:	No.
544		
545	Q:	notification? Or?
546		
547	A:	No, we're, like I said, that was when (b) (6) was down here. He
548		met with the, I mean, when they were - when they were - (b) (6)
549		came down for three days or whatever it was and he was leaving we met with
550		him and the CO, the supervisors and the CO told us that yes, he was trying to
551		get us supervisors. Okay, and
552		
553	Q:	To hire new ones.
554		
555	A:	To hire additional supervisors. Then I guess they had a meeting with [9]
556		(b) (6) . They left and the Chief came and let u- informed us that, "Yep, th-
557		this is comin' down, you guys are gonna be agility tests and this and that, and
558		new uniforms." And I guess it came out from the XO that we were supposed
559		to go f- go for a physical or some - some type of thing at the (unintelligible)
560		and I guess the Major got into contact with (b) (6) over there. The head - head
561		person over there at the hospital and she says, "We don't do that type - type of
562		screening. And you know, but 'cause my opinion on - with the agility test,
563		okay, when I was hired here I never had to do an agility test. It wasn't on the
564		application to - to get the job.
565		
566	Q:	Mm-hm.
567		
568	A:	Okay.
569	_	
570	Q:	Mm-hm.
571		
572	A:	In 1989 the Navy sent me to the Rhode Island Municipal Police Academy,
573		okay? Which I met all the academic portions of the, you know what I mean,
574		pass all their tests (unintelligible) everything I had to do as a police officer
575		plus I did an agility. I had to do a agility to enter and before I graduated.
576	2	
577	Q:	Okay.
578		
579	A:	So I did, you know what I mean? And my feeling is every other department in
580		the state goes through a Rhode Island Municipal Academy, okay?
581	0	
582	Q:	Mm-hm.
583	۸.	They don't have to take a DT tast as $\frac{1}{2}$ and $\frac{1}{2}$ $\frac{1}{2}$ $\frac{1}{2}$ $\frac{1}{2}$ $\frac{1}{2}$
584	A:	They don't have to take a PT test again, okay? And we've had people, when
585		they hired here in the last five years, six years or so, that it was a requirement

586 587 588		that they had to take a PT test, okay? They've been on the job five - six years and they haven't taken - they supposed to be - we're supposed to be taken every year, okay?
589 590	Q:	Mm-hm.
591 592	A:	That was in to get the job. They haven't taken an agility test.
593 594 595	Q:	Ev- even the people that were
596 597	A:	That came outta
598 599	Q:	told that it was gonna be required.
600 601	A:	That they're gonna have to do it
602 603	Q:	Yeah.
604 605 606 607 608 609	A:	every year. It hasn't been implemented, you know what I mean? And, like I said, I've been here 32 years and now all of a sudden they're gonna make me go do a PT test. I mean I just feel that they're gonna come up with it for people to get the job now, that's fine. But I just be grandfathered. I do a physical every year, you know at (unintelligible), whatever. You know what I mean? I meet all the qualifications.
610 611 612	Q:	You do the annual as a fitness for duty exam?
613 614	A:	Y- you know what I mean?
615 616	Q:	You do that every year?
617 618	A:	Yep.
619 620	Q:	You all do it?
621 622	A:	'Cause I'm an old man. No.
623 624	Q:	No, I mean does all the supervisors go for that annual fitness for duty
625 626	A:	Well, it's
627 628	Q:	examination?
629 630	A:	It depends on your age.

631 632	Q:	Oh. Oh.
633	A:	How often you gotta go, you know what I mean? I mean, I figure your over
634	А.	40, at 45 you have to go every year, you know what I mean?
635		
636	Q:	Okay. But that's not the same as a physical agility. It's just a - a medical
637		exam.
638		
639	A:	It - it's - it's the hearing, sight
640		
641	Q:	Okay.
642		
643	A:	you know, ya, plug work. You know they make sure ya still breathing to do
644		the job.
645		
646	Q:	Yeah. Okay. Okay. But this was a verbal comment that was made and you
647		haven't seen anything else since
648		
649	A:	Correct.
650		
651	Q:	on that.
652		
653	A:	I haven't seen that again.
654		
655	Q:	Okay. Do you know if any other, um, police departments at the other
656		installations are requiring this physical agility test?
657		
658	A:	If I'm not mistaken when I spoke with <sup>(b)</sup> (6) he said he's based
659		out of Virginia that they have them do it. They do do it.
660		
661	Q:	(b) (6) said that.
662		
663	A:	Yeah.
664		
665	Q:	So Na- Naval Station Norfolk.
666		
667	A:	Where - I don't know where he's
668		
669	Q:	Okay.
670		
671	A:	Okay, that's the first time I met the man in my career. My feelings was just
672		that he was up here 'cause we filed the complaint.
673		
674	Q:	Yeah.
675		



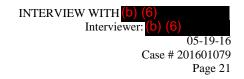
676	A:	Or we - otherwise I would never seen him.
677 678 679 680	Q:	Do you - I get the sense that you feel like maybe he should have come here more frequently over time.
680 681 682 683	A:	Well, that's just like, you know, nothing against you okay, but you doin' this inve- investigation or would it be a fact finding, right?
684 685	Q:	Mm-hm.
685 686 687 688 689 690 691 692 693	A:	Somebody already did it. Okay, I mean, it just seems that it, I mean, okay, you gotta do what you gotta do. I mean, I know the big wigs we gotta - they gotta, you know, you do what you do to protect, you know, protect them, you know what I mean, 'cause they don't want complaints against them, you know what I'm sayin'? But I mean, okay, we've already filed it - just fix it. I don't understand, you know, why we gotta through, you know what I mean? And it's already been
694 695	Q:	Right.
696 697	A:	what over a year that we filed - when we first filed this.
698 699	Q:	Mm-hm.
700 701	A:	I mean
702 703	Q:	Yeah, I could see that it was already, um, more or less, like
704 705	A:	I mean
706 707	Q:	there was merit, um,
708 709	A:	Well, and especially
710 711	Q:	to it based on
712 713	A:	you see - you got the - the last gentleman's report right?
714 715	Q:	Right.
716 717	A:	I mean
718 719 720	Q:	The reason I came is 'cause I think we wanted to hear, like, directly from you what

721	A:	Yeah.
722	$\mathbf{O}$	what really has changed or not. Have they implemented these
723 724	Q:	what really has changed or not. Have they implemented these recommendations to the point that its improved your situation or not?
725		
726	A:	Right.
727	0.	Very largery like I month of the been that dia dias at from your with an them
728	Q:	You know, like, I wanted to hear that dir- direct from you rather than
729	•	
730	A:	Right.
731	0	
732	Q:	keep asking them, "What's the status? What's the status?" You know?
733		
734	A:	Oh no, I understand. You got - we got, you know, certain steps you guys gotta
735		take. But I mean, like I say, its already been over a year. I mean, you gotta,
736		excuse my French, shit or get off the pot, you know what I mean? What's - are
737		you gonna fix it or not?
738		
739	Q:	Mm. Mm-hm.
740		
741	A:	And like I said the MVPP gave, you know, not - not validated for supervisors,
742		I don't know about you, but you have a supervisor right?
743		
744	Q:	Yeah.
745	<b>X</b> .	
746	A:	Everybody has a supervisor, I mean, can you see patrolmen out there just
747	11.	going out and doin' whatever, you know what I mean? 'Cause if they don't
748		have a supervisor you can't hold 'em accountable, right? And somethin'
749		happens, especially in law enforcement, I mean, it's kind of ridiculous if you
750		ask me, not to have a supervisor. Okay, 'cause you're gonna hold me
		accountable if somethin' happens okay? But how would you hold a patrolman
751 752		that not a supervisor accountable for his actions?
		that not a supervisor accountable for his actions?
753	0.	Mm-hm.
754	Q:	IVIIII-IIIII.
755	•	T (1 () ' (
756	A:	I mean, that's just me.
757	0	
758	Q:	Mm-hm. Yeah, I mean, the fact that somebody approved that M- MVPP
759		makes you think that they thought that was a good idea - not to have
760		supervisors, right? They must have been thinking that's the plan to not have
761		supervisors. And yet, I'm hearing on the other side there's some other
762		directives and instructions that actually describe why we need to have
763		supervisors in here.
764		
765	A:	Right and in all my SOP's it tells me what I need to do as a supervisor, you

766 767		know what I mean? So, I mean, I don't, again, I just figured somebody sittin' in an office that makes all these decisions that don't really know the job or
768		been seeing somebody do the job and they're trying cut corners or save
769		money. I mean, hey, we're always trying to save money
770		
771	Q:	Mm-hm.
772		
773	A:	with the government.
774		
775	Q:	Mm-hm. Mm-hm.
776		
777	A:	But, I mean, I don't know. You know what I mean?
778		
779	Q:	Mm-hm.
780		
781	A:	I just - it don't make sense to me. And, just like - just like I tell you about this,
782		I don't know why it's taking too long - you're either gonna make supervisor
783		or you're not. You know what I mean? I mean
784		
785	Q:	Yeah.
786	-	
787	A:	let us. What's - what's - what's gonna happen here?
788		
789	Q:	Yeah, it's a black and white question. Either we need supervisors or we don't.
790		
791	A:	Yep, you know what I mean, and if we don't, well, then you need to do
792		something. What, you know what I mean?
793		
794	Q:	Yep. And if they don't, then what they should is just maybe not have any
795		overtime and just leave the shifts unsupervised 'cause they're saying we don't
796		need them.
797		
798	A:	Well, then you can't
799		
800	Q:	Right.
801	-	
802	A:	You can't do that. What if something happens?
803		
804	Q:	I know.
805		
806	A:	Now, you know what I mean, now you'll be the - if there's a couple guys
807		workin' and now they get jammed up with a - they have a drunk driver and
808		then they have, uh, a multiple com- motor vehicle accident, you know what I
809		mean? What - what do we do? You know what I mean? You're gonna have to
810		prioritize and that ain't good all the time, you know what I mean? 'Cause

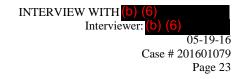
811 812 813		we're already runnin'', you know, luckily we've been hirin' and people are coming on, you know, slowly but surely. But
814 815	Q:	You mean
816 817	A:	Y
818 819	Q:	patrolmen
820 821	A:	Patrol
822 823	Q:	non-supervisory people?
824 825	A:	Patrolmen have even - we're minimum staffed. You know what I mean?
826 827	Q:	Yeah.
827 828 829 830 831 832 833	A:	That - the shifts, you know what I mean? So, like I say, if something really happens we're in trouble. You know what I mean? And you gotta take into account, you know, somebody - somebody gets sick, you know, or we have guys that are in the reserves - National Guard that weekend dr- weekend drills, so there's overtime, you know what I mean? So
834 835 836	Q:	Mm-hm. Yep. Okay, so and then there was the issue with the uniform requirements, too. I think that's kind of the same
830 837 838	A:	Right, we haven't
839 840	Q:	as the PAT.
841 842	A:	Right.
843 844	Q:	Right.
845 846	A:	We haven't. Yep.
847 848 849	Q:	So it's basically the same issue, is that you haven't been in compliance with that uniform requirement in that instruction ever and now all of a sudden
850 851	A:	Then (b) (6) comes down and all of a sudden
852 853	Q:	Yeah, saying now we have to have that.
854 855	A:	now it's gonna - now it's gonna be implemented. I mean, that would - that's kinda

856		
857	Q:	Yeah. Yeah. Yeah. Okay, now this one I think I already know. This one I
858		think I got. I understand that one too. And that one is - okay, now, there was
859		two things that in, um, in this package there was some emails from you - from
860		you and your coworkers to - to (b) (6) . Um, yeah, and these emails here
861		- and, you know, in reading through this there was a couple things that I
862		should ask more about
863		
864	A:	Okay.
865		
866	Q:	to find out what's really going on here. So, um, one of things that you said
867		in your email to (b) (6), tet's see, yeah, on March 16 you emailed (b)
868		(b) (6) this lengthy, you know, thoughts about what happened after Milt
869		came and everything - M- (b) (6) . And, um, you said something
870		about the gun decked and screwed up MA compliance training. So I wanted to
871		ask you what you meant by that, 'cause to me gun decked implies falsified or
872		something that somebody said they got some training that they didn't or
873		
874	A:	Right, no, but what I mean by that is, like I say, in some of the hands on
875		training we do, okay
876		
877	Q:	Mm-hm.
878		
879	A:	you know to, especially a police officer, okay? Practice hand cuffin', you
880		know, or practicin' whatever that we need for - to do on hands on our job
881		
882	Q:	Mm-hm. Mm-hm.
883		
884	A:	You know what I mean? Uh, we don't have - we don't have the personnel to
885		do that 'cause we're always doin' (unintelligible) or we're doin' this or doin'
886		that so we don't have the time. You know what I mean?
887		
888	Q:	Mm-hm.
889		
890	A:	And, um, and we do the c- our computer based training that we have to do
891		every year online, okay, which I mean, okay, it has to be done, it has to be
892		done.
893		
894	Q:	Mm-hm.
895		
896	A:	You know what I mean? But, again, that's so, okay, you're a secretary you sit
897		in an office, okay, you can - you have time do that. We're on the road all the
898		time or whatever we ne-, we don't, you know what I mean? But it's gotta get
899		done.
900		

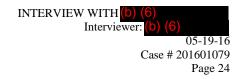


901 902	Q:	Yeah.
903 904 905 906	A:	You know what I mean? But gun deckin' is, like I say, at roll call I'll give whatever we need to go over, okay? That's what I meant by gun deckin' is, we'll do it - we'll do roll call training - we won't actually do the training. You know what I mean? I'll go over it, any questions, you know what I mean, to
907 908		my men
909 910	Q:	It's just not as thorough as it should be because
911 912	A:	Right.
913 914	Q:	your lacking the staffing to
915 916	A:	Right, because we don't have the time to do the training. You
917 918	Q:	Okay.
919 920	A:	know what I mean?
921 922	Q:	Yep.
923 924 925 926	A:	And y- MA training is that - what I meant by that is when these go to (unintelligible) get how many hours of training? Like 500 - whatever it is, you know what I mean? And MA's it's - it's not the same standards.
927 928	Q:	Yeah.
929 930	A:	That's what I meant by that.
931 932	Q:	Okay.
933 934 935 936 937 938 939	A:	You know what I mean? It's - a regular DOD police officer that goes to (unintelligible) gets certain training, whatever he gets, the - do, um, and the MA's - they don't even get half the training. So, I mean, how can they make it equivalent that - okay, and then they come say it now he can do the same job as - which they can't 'cause they don't have the same compliance training or skills that
940 941	Q:	Okay.
942 943	A:	are needed for the job. That's
944 945	Q:	Okay.

946	A:	all I meant by that.
947	0.	Okay And the MA's that don't have the skills are they over put on the petrol
948 949	Q:	Okay. And the MA's that don't have the skills are they ever put on the patrol anyway even though they don't have the training?
949 950		anyway even mough mey don't have me training?
951	A:	We do have some that are on patrol, yes. They go through our FTO program.
952	11.	Okay, and then they - they go
953		Okdy, and then they they go
954	Q:	What program?
955	<b>X</b> ·	
956	A:	Uh, field training officer program. F
957		
958	Q:	Okay.
959		
960	A:	F-T-O. And then they go for the board. They pass the board. They good to go
961		on the road by themselves.
962		
963	Q:	But you feel like that field training isn't really adequate, like, what they
964		should have?
965		
966	A:	Right, they don't have (unintelligible). They don't have all the
967		
968	Q:	Okay.
969	-	
970	A:	I mean we - we put 'em through a nine week - the field training, I think, is
971		about nine weeks, okay, I mean, you don't really don't get to cover every, you
972		know, they haven't - they may not get to a domestic, you know what I mean,
973		cover a domestic. You know what I mean? At least in the academy they
974		cover
975		
976	Q:	I see.
977		
978	A:	you know what I mean? And do
979		
980	Q:	It's much more extensive at
981		
982	A:	Right
983		
984	Q:	Yeah.
985		
986	A:	you know what I mean? And again, then all of a sudden - all of a sudden,
987		they - we get out on the road and now something comes up. They've never
988		done it. I mean, yeah, the field training officer covered it - went over it. You
989		know what I mean? But they never actually done it. So
990		



991	Q:	Okay.
992		
993	A:	Least the DOD guys, they done it 'cause they done at the academy. You know
994		what I mean?
995		
996	Q:	Right, okay. So they get some training but your saying it's just not thorough
997		enough.
998		
999	A:	Right.
1000		
1001	Q:	Yeah. Okay. And then there was also you mentioned these vehicles sittin' out
1002		in the front lot since last summer. And so I wanted to know what do you mean
1003		by that? Which vehicles and what's wrong with that? And what are you
1004		talking about?
1005		
1006	A:	We got two brand new vehicles, okay?
1007		
1008	Q:	'Kay.
1009		
1010	A:	That have been sittin' in the front lot for - I can't even - I don't even know
1011		how long. Months, okay. That we're payin' a lease on, okay? They're not
1012		being outfitted - they're supposed to be outfitted for patrol, okay? And then
1013		we got cars that we're usin' that are supposed to be turned in that we're payin'
1014		double lease on. You know what I mean? So where's my tax dollars here
1015		going? You know what I mean? I mean
1016		
1017	Q:	Mm-hm.
1018		
1019	A:	really? You know what I mean? I forget what it has 'cause the - I forgot how
1020		much we pay for 12 vehicles but it's a lot of money that we pay a month. I
1021		forget but it's over \$10,000 I think for our vehicles to lease. You know what I
1022		mean? So
1023		
1024	Q:	Hm.
1025		
1026	A:	Why they just sittin' there in the admin? You know our admin guys wh- take
1027		one and drive to pass an ID to do something, you know what I mean? And
1028		they're supposed to be for patrol.
1029		
1030	Q:	Yeah.
1031		
1032	A:	You know what I mean?
1033		
1034	Q:	Yep - yep. Okay.
1035		



1036 1037	A:	'Cause they don't have the
1037 1038 1039 1040 1041	Q:	And they're not outfitted meaning that they don't have, like, the - okay, I think it was on pause. Maybe I just paused it, I don't know. Okay, anyway. What were we saying? Oh, by not outfitted the vehicles
1041 1042 1043 1044	A:	They don't have the lights - the overhead lights. They don't have the radio in it. You know what I mean? The equip to be put on patrol.
1045 1046 1047	Q:	Okay. And there's a separate process, like, for getting that equipment to put it on? Or?
1048 1049	A:	I guess that goes through
1050 1051	Q:	Yeah.
1052 1053 1054	A:	That goes through our, um, um, what is that - what is that, our supply or whatever.
1055 1056	Q:	Yeah.
1057 1058 1059	A:	I mean - and they gotta contact who's gotta contact somebody who's gotta contact somebody. I don't - you know
1060 1061	Q:	Yeah - yeah.
1062 1063	A:	I mean - I don't
1064 1065 1066 1067 1068	Q:	It's crazy. Okay. All right. I just wanted to - those couple of things jumped out at me as potential problems that maybe I should ask about. Okay. Um, so primarily I'm seein' the allegation is still basically that the overtime issue hasn't been resolved.
1069 1070	A:	Correct.
1071 1072	Q:	Is that
1073 1074	A:	Yeah.
1075 1076 1077	Q:	kind of it? Um, and then of course that reprisal issue as far as all of a sudden now the - the physical agility coming and, um, but that'll be handled by
1078 1079	A:	Right. Yep.
1080	Q:	DOD. Okay, so I think I covered everything. Do you have any questions for



1081		me? Or?
1082		
1083	A:	No.
1084		
1085	Q:	All right, if you think of anything else, feel free to call.
1086		
1087	A:	Okay.
1088		
1089	Q:	You have my email address.
1090		
1091	A:	Yes, I do. Yep.
1092		
1093	Q:	Um
1094		
1095	A:	Okay, so nothing else for me?
1096		
1097	Q:	Nothing else. I think that pretty much covered it. If I think of something I
1098		certainly will call you or
1099		
1100	A:	Okay.
1101		
1102	Q:	shoot you an email.
1103	Č.	
1104	A:	Okay.
1105		
1106	Q:	Okay, I appreciate your time. Thank you again.
1107	χ.	Sindy, I upprovince your time. Innuir you uguint
1108	A:	Thank you very much.
1109		
1110	Q:	And have a good afternoon.
1111	χ.	
1112	A:	Have a great day.
1113		The of a Broad and the
1114	Q:	Yep.
1115	<b>χ</b> .	1 °P.
1116		
1117	The transcript has	s been reviewed with the audio recording submitted and it is an accurate
1118	transcription.	, seen reviewed with the addresseening submitted and it is an accurate
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