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INTERVIEW (b) (6)
Q= (b) (6)
A= (b) (6)

Q: Okay. So today is, um, May 18, 2016. My name's (b) (6) and I am an investigator with Commander Navy Installations Command. And, um, could I have you state your name, please?

A: (b) (6)

Q: Okay. And can you spell that last name?

A: (b) (6).

Q: Okay. Thanks. And I'm investigating, uh, case number 201601079. And, um, just wanna confirm you - you understand the tape recorder's running?

A: Yes, ma'am.

Q: And you have no objections?

A: No.

Q: And, um, I already had you sign the Privacy Act Confidentiality Agreement. And there's one more form I'm gonna have you sign. This is, um, a reminder of the importance of being truthful and candid during an IG interview. And if I could have you raise your right hand. Do you swear or affirm the information you will provide is true and correct to the best of your knowledge?

A: Yes, ma'am.

Q: Okay. There's that. Okay. So, um, as I mentioned I know that there is some background with previous complaints that you submitted...

A: Mm-hm.

Q: ...as part of a group collective complaint with four of your colleagues. And,

46 um, that the previous complaint you had reported to your chain of command
47 was investigated by Commander Navy Region Mid-Atlantic...
48
49 A: Right.
50
51 Q: ...as a Command Inquiry, um, and that there was a report issued. You - you're
52 - you're aware of that?
53
54 A: Right.
55
56 Q: Um, and some recommendations were made in that report.
57
58 A: Right.
59
60 Q: Um, and so this new complaint that I read now is alleging that no corrective
61 action has been taken and that there's been reprisal - which, as I explained,
62 I'm not going...
63
64 A: Right.
65
66 Q: ...to pursue the reprisal aspect, uh, because that will be handled by another
67 agency. Um, but there are some other things in addition to w- here's the topics
68 I wanna talk to you about: Number 1 is where are we with the overtime? You
69 know, has there actually been any corrective action or not. That's gonna be...
70
71 A: Mm-hm.
72
73 Q: ...first topic. And then there are several other things that came up, uh, during
74 the course of reading this new correspondence. There's a memorandum from
75 March 2016 that was signed by all of you -- um, yourself, (b) (6)
76 (b) (6) and (b) (6).
77
78 A: Right.
79
80 Q: That's correct?
81
82 A: Mm-hm.
83
84 Q: All right. So in this memorandum there's a few new things that came up, and
85 also in these e-mails that were included.
86
87 A: Mm-hm.
88
89 Q: Um, and the e-mails seem to be basically yourself and your co-workers
90 corresponding with (b) (6) about...

91
92 A: Right.
93
94 Q: ...newly developed concerns. Okay. All right.
95
96 A: Yep.
97
98 Q: So with the stage set for what we're talkin' about, okay - um, so the question I
99 have, first of all, is what's the overtime situation like for you right now?
100
101 A: Eh, for me, um, it depends on, uh, leave status -- if people are on leave or
102 calling out sick. Uh, so that can change on a weekly basis. There are some
103 weeks where it's more heavy than others. Um, if I supervisor takes leave on
104 any particular shift - especially eve and midnight watches where there's only
105 one person - one supervisor on a shift...
106
107 Q: Mm-hm.
108
109 A: ...um, then it creates a hole that has to be filled for basically a whole week off
110 and on. Um, so, again, it varies by - by week and by pay period. Um...
111
112 Q: Have you seen a difference since - between January and now in the amount of
113 overtime requirements?
114
115 A: Um, I'd say it's about the same. Again, it varies but, um, that particular issue
116 can pop its head at any - any particular time. So there's some weeks where I
117 will work no overtime and there's some where I'll be required to work two or
118 three, eh, sometimes four.
119
120 Q: Two, three, or four what -- days?
121
122 A: Overtime shifts, yes.
123
124 Q: Overtime shift. And when you work overtime - an overtime shift, does it ever
125 exceed, you know, 14 hours in one shift?
126
127 A: An overtime shift for me is always 16 hours.
128
129 Q: Okay.
130
131 A: Uh, we have - we have split shifts between supervisors on occasion as well,
132 um, depending on what their work schedule's been prior.
133
134 Q: Yeah.
135

136 A: Um, so if I person is fresh starting a week and, uh, have not worked any over,
137 we'll - we'll split a shit. So that'll be 12 by 16.
138
139 Q: Okay.
140
141 A: Um, so we will do that on occasion if it's nec- if it's doable.
142
143 Q: Sometimes. So it was - but when you work overtime it's a double shift.
144
145 A: Usually it's a double shift.
146
147 Q: It's two eight-hour shifts.
148
149 A: Yes.
150
151 Q: Okay. So let's take last week for example just to get a most-current.
152
153 A: Mm.
154
155 Q: Did you work any overtime last week?
156
157 A: Last week I did not.
158
159 Q: Okay. What about the week before last?
160
161 A: Uh, I worked one overtime shift.
162
163 Q: And that was a 16-hour day?
164
165 A: So in the last pay period I worked two overtime shifts, if that makes more
166 sense.
167
168 Q: Oh, okay. That's good.
169
170 A: Okay.
171
172 Q: Yeah. Last p- okay, pay period. And so that was two 6...
173
174 A: But there's - but there's - there's perpetual positions that are open every
175 weekend, for example. Say, um, every Saturday there's an evening watch shift
176 every Saturday. There's a Friday evening shift open every Satur- every Friday
177 on the watch bill. So we take turns filling those. So those are always a given
178 on the watch bill.
179
180 Q: So every Friday and Saturday somebody's gonna work...

181
182 A: Yes.
183
184 Q: ...overtime.
185
186 A: Yep. And, like I said, that coupled with, um, the possibility of someone
187 calling out sick or someone on leave, that leaves sometimes, you know, two
188 people to fill numerous shifts in - in a - in a few-day period.
189
190 Q: Right. Okay. And when you say someone, you're talking only about the
191 supervisors, right?
192
193 A: The supervisors. Correct. Um...
194
195 Q: And there are five of you - only five of you. Right?
196
197 A: Well there's one m- there's one Master-at-Arms first class.
198
199 Q: Okay. And...
200
201 A: Then I'm - I'm midwi- midnight watch...
202
203 Q: ...what's his name?
204
205 A: ...with (b) (6). Um, (b) (6).
206
207 Q: Do you know his first name?
208
209 A: (b) (6).
210
211 Q: Okay. And then there's five civilians...
212
213 A: That's correct.
214
215 Q: ...supervisors. Okay. Now...
216
217 A: Now when I say five supervisors, for civilians that counts (b) (6) ...
218
219 Q: Okay.
220
221 A: ...who is the operations division officer who is not on the watch bill. I mean,
222 he does fill in on occasion when nec- when necessary -- not as a rule.
223
224 Q: Okay. So...
225

226 A: So it's five supervisors counting the - the Master-at-Arms first class.
227
228 Q: Okay.
229
230 A: So...
231
232 Q: All right. Five civilians and what - but m- I understand.
233
234 A: The major - his classification is also supervisory police officer as well.
235
236 Q: Mm-hm.
237
238 A: So, I mean, he is - he's an overall in charge of the (OAD3) police officers. But
239 there are times where he will fill a shift every now and again.
240
241 Q: Okay.
242
243 A: Which shouldn't be necessary. It is. So I'll give you an example, um, of how
244 vacancies can impact, um, supervisor and overtime. I think it was two pay
245 periods ago, um, we had a sergeant on (unintelligible) leave for a 40-hour
246 block. He was gone for a week. And we also had the Master-at-Arms first
247 class on midnight watch go out on injury with an accident.
248
249 Q: Mokay.
250
251 A: Um, so that left...
252
253 Q: So that was (b) (6) .
254
255 A: Right.
256
257 Q: And they - when (b) (6) went out of...
258
259 A: So basically that's both supervisors midnight watch were out.
260
261 Q: He was out and do- okay.
262
263 A: So one on leave and one on limi- limited duty...
264
265 Q: Okay.
266
267 A: ...from a car accident. So, um, that me and (b) (6) to fill those
268 watches for the weekend for midnight shift. Because the sergeant was already
269 working a double day prior so she couldn't -- she would have to work a 24-
270 hour shift, which she can't. Uh, (b) (6) had just come off a

271 double but went home, got a couple hours sleep, came back in. And I had to
272 come in. So basically me and (b) (6) were forced in to fill those watches. So
273 I think what they don't understand, um - and when I say they I mean people
274 outside of the - the department - um, the requirement to have some kind of a,
275 um - I mean, the numbers need to - need to be there to cover those situations.
276 You can't have...

277
278 Q: Numbers meaning the number...

279
280 A: ...minimal - minimal s...

281
282 Q: ...of manning.

283
284 A: ...minimal s- minimal s- minimal staffing because for instances like this with
285 leave and, you know, unforeseen circumstances it causes the - causes the undo
286 hardship for us as supervisors.

287
288 Q: Okay. Now w- something I need to do is some research on the regulations -
289 what's required and stuff.

290
291 A: Mm-hm.

292
293 Q: 'Cause, you know, this isn't really my area of expertise. So I'm...

294
295 A: I mean, and that's the problem.

296
297 Q: ...gonna have to find out.

298
299 A: Because if you look at the - you know, they call the MPVP, which is what the
300 - what CNIC uses to crunch their numbers, um...

301
302 Q: That's the manning document is what...

303
304 A: Right. Basically.

305
306 Q: ...you're talkin' about.

307
308 A: Right.

309
310 Q: That's CNIC...

311
312 A: Right.

313
314 Q: ...established.

315

316 A: Exactly.
317
318 Q: Manning levels.
319
320 A: Right. If you look at that document it says that supervisors here are not
321 authorized - they're not funded. That's why they haven't filled the lieutenant
322 slot and the sergeant slot which is putting us in this predicament.
323
324 Q: Right. Now here's my other question: When I was saying I need to research...
325
326 A: Mm-hm.
327
328 Q: ...some regulations, I think it's in a DoD instruction that there is actually a
329 requirement to have a supervisor on each shift.
330
331 A: I wouldn't doubt it.
332
333 Q: Does it say that somewhere?
334
335 A: I wouldn't - I wouldn't doubt it.
336
337 Q: But I need to know for sure...
338
339 A: Yeah. I don't...
340
341 Q: ...if it says that.
342
343 A: ...know off the top of my head. Um, I- (b) (6) might know. Um, he's
344 better...
345
346 Q: Okay.
347
348 A: ...with the regulations than I am. Um, but what I will say is there is a tendency
349 with not just the - this instruction that you speak of - with other within the
350 Navy - where a DoD instruction will contradict a CNIC instruction or a
351 CNRMA instruction. Whereas the MP- MP- MVP- MPVP - excuse me...
352
353 Q: Mm-hm.
354
355 A: Whereas that will state what the numbers that we're now authorized not
356 funded supervisors here at Nav State Newport. However, if you look at every
357 instruction - the NTPP which is the training and, um, technical instruction for
358 us - it outlines law enforcement operations for us. Um, it - every other word in
359 there is watch commander, supervisor, watch commander, supervisor. So...
360

361 Q: Yeah.
362
363 A: ...meaning it's a requirement there. But yet...
364
365 Q: Is there a requirement that they have to be civilians?
366
367 A: I don't think you'll see that requirement.
368
369 Q: So that - this brings me back to my other question now about (b) (6) .
370
371 A: Mm-hm.
372
373 Q: If he can serve as a supervisor...
374
375 A: Mm-hm.
376
377 Q: ...sometimes - sometimes he's on a duty or serving the shift as a shift
378 supervisor - could they have more militaries to help alleviate the overtime?
379 Could they bring in more MAs to...
380
381 A: I mean...
382
383 Q: ...be supervisors?
384
385 A: ...there were - there were times in the past where we had a large number of
386 MAs that were qualified. But, again, they have to get qualified. Um, we've
387 had some first classes and second classes here in the past. Our numbers have
388 dropped in recent months and years. But, uh, there were certain ones that just
389 could not qualify in that position.
390
391 Q: I see. So you have to pass...
392
393 A: Right.
394
395 Q: ...uh, training requirements...
396
397 A: Right.
398
399 Q: ...to be a supervisor.
400
401 A: Exactly.
402
403 Q: That's also in an instruction somewhere?
404
405 A: Right.

406
407 Q: Mm.
408
409 A: But your civilians are your stable. They're your plank owners, so to speak. I
410 mean, they're the ones that are - uh, they're here.
411
412 Q: Right.
413
414 A: It's their job. It's their livelihood. It's...
415
416 Q: But as far as, like, meeting the...
417
418 A: There's - there's...
419
420 Q: ...requirements...
421
422 A: ...there's more continuity with that and...
423
424 Q: ...to be a supervisor...
425
426 A: Right.
427
428 Q: ...it's not contingent on whether it's a d- civilian or military. It's contingent on
429 this training that's required.
430
431 A: Oh, I don't - I don't know what the - the correct verbiage would be in the
432 instruction...
433
434 Q: Yeah.
435
436 A: ...if it does exist.
437
438 Q: Yeah.
439
440 A: But all I can say is in the past it has been done, yes.
441
442 Q: Yeah. Okay. Um...
443
444 A: But our - our numbers don't support it now. They just don't.
445
446 Q: Now another question: You mentioned this MPVP - this manning document.
447
448 A: Mm-hm.
449
450 Q: Was that issued by CNIC or by somebody above them even? Do you know

451 where that...

452

453 A: Uh...

454

455 Q: ...comes from?

456

457 A: ...I wanna say it's actually - the mechanism itself is derived from CNIC but

458 it's actually driven by CNRMA, if that makes any sense, at that - that local

459 level.

460

461 Q: Okay.

462

463 A: They - they - they follow guidance from CNIC, I think.

464

465 Q: I guess I'll find that out from...

466

467 A: Yeah.

468

469 Q: ...N1...

470

471 A: Right.

472

473 Q: ...you know, the manning...

474

475 A: That might be...

476

477 Q: ...manpower people.

478

479 A: ...that might even be in the original, uh, command directive. There might be

480 verbiage in there from c- uh, (b) (6) when he did his investigation.

481

482 Q: Oh.

483

484 A: Eh, he did touch on that quite a bit in - in that investigation. So...

485

486 Q: Right - right - right. Okay.

487

488 A: ...you may wanna refer back to that. Um, and again, (b) (6) may have

489 more insight in that as well 'cause he's more well versed at his level at that.

490

491 Q: Yes. Okay.

492

493 A: He's very intimately familiar with the numbers and what that stands for and

494 where...

495

496 Q: Oh, okay.
497
498 A: ...(unintelligible).
499
500 Q: Good - good. I'll talk to him about it. All right. So, um, I wanted to just get
501 your - eh, so since, eh, (b) (6) issued his report in January has anything - action
502 been taken to alleviate the overtime? Is it any different than it was before he
503 issued the report?
504
505 A: The same issues are still there. Um, and, again, like I said before, the
506 frequency will come and go, um, but it's always gonna be there.
507
508 Q: Unless what? I mean, unless the hire more people or...
509
510 A: Exactly.
511
512 Q: ...get more military or something. Right?
513
514 A: Right - right.
515
516 Q: Okay. So they haven't done that yet. Do you know if there's any process c- in
517 place right now? Have positions been announced and just not filled and...
518
519 A: No. Not that we know of. Um, I did read the final report that was issued -- uh,
520 what - you know, what they gave us of it. There was some - quite a few pages
521 redacted from it. Um...
522
523 Q: Mm-hm.
524
525 A: ...but there were some recommendations and there were some timelines there
526 for recommendations. Uh, I wanna say it was 90 days...
527
528 Q: Right - right.
529
530 A: ...uh, that the admiral gave them to get back to him on...
531
532 Q: Mm-hm.
533
534 A: ...the way forward. I don't know what has ever happened with that. It's - it's
535 never made it down to our level is any - has there been any movement on it. I
536 know the - the new security director has talked to the CO about it. Um...
537
538 Q: Who is the new security director?
539
540 A: (b) (6) .

541
542 Q: Is he a civilian?
543
544 A: He is. Retired master chief. (b) (6).
545
546 Q: Mokay.
547
548 A: Uh, he just started in late March, early April.
549
550 Q: Oh, so he's fairly new.
551
552 A: Fairly - fairly new.
553
554 Q: Hmm.
555
556 A: So I think between him and - and the CO, Captain Boyer, I mean, they've -
557 they've spoke about it and they've spoke of their willingness to do it and
558 backing it -- meaning, tryin' to get supervisor positions filled. I don't know if
559 they were getting pushback from cern- CNRMA or if they're getting pushback
560 from CNIC, if they've heard anything back. Um, we've also broached the idea
561 of making temporary promotions not to exceed. Uh, nothing's been done with
562 that.
563
564 Q: Mokay.
565
566 A: I think the problem with us is - you know, just to kinda piggyback on that is
567 the perception with that is, um, you know, why - why no movement. Why is it
568 so difficult? Whereas other places on base - for instance, the safety office, uh,
569 there was a - a position vacated for the, um, head of safety on base - GS12
570 position. Um, there's a person in there currently on a temporary promotion not
571 to exceed.
572
573 Q: Uh, right - right.
574
575 A: Why is - why is that?
576
577 Q: Acting temporary...
578
579 A: Why - why is that doable and not for us? Um, there's an EM position -
580 emergency management - management position at 690 at the command suite.
581 Uh, the - the current (b) (6), um, went out on, um, long-
582 term sick leave. And, um, as far as I know it, he is still a federal employee.
583 But yet I hear rumor that, uh, they're actually - they actually - they are gonna
584 fill his job or have put somebody in there or did a hiring process for it -
585 interview process. Now I don't know if that's true. That's just rumor.

586
587 Q: Yeah.
588
589 A: You know? So if that's the case that - that just...
590
591 Q: And that...
592
593 A: ...snaps...
594
595 Q: ...position has been vacant for a long time, you're saying?
596
597 A: Oh, not - not - not a long time.
598
599 Q: No. Well yeah. But I know what you're saying. You're seeing other
600 departments able...
601
602 A: Right.
603
604 Q: ...to hire people.
605
606 A: So the perception's there. The perception's there.
607
608 Q: Um, did you say that the CO and (b) (6) are both supportive of trying
609 to...
610
611 A: Um, it - it - it seems they are. Um, they - they give lip service to that ef- that
612 effect that, uh, they - they're - they're all for it and - but it's - it's above there -
613 it's above their pay grade type of thing is always the comment, basically.
614 Which I don't doubt. I mean, they don't pull the purse strings. But, um,
615 somebody needs to have enough, you know, clout to push the issue. And
616 that's one of our - our major - our major complaints.
617
618 Q: So how has the OT actually affected you? That's what I kinda wanted to also
619 get your perspective. Just some - have there been any personal experiences or
620 examples of how this, um, workin' these double shifts affects either you
621 personally or the mission or...
622
623 A: Right. Um, if I work a stretch of, you know, even two overtime shifts a pay
624 period - so that's two extra days - um, I mean the lack of sleep - I mean, it's -
625 it's a long week here. It really is. I mean the - what they require from us as
626 watch commanders and the, um - the scrutiny we have right now, um, a
627 regular week is - is hell.
628
629 Q: Mm-hm - mm-hm. And you're...
630

631 A: (Unintelligible).
632
633 Q: ...arming up in this situation...
634
635 A: Right.
636
637 Q: ...with a lack - on an overtime day how much sleep would you get on a day
638 that you worked?
639
640 A: No. See, that's the problem.
641
642 Q: Like, you have to drive home. Right.
643
644 A: No. See on - on day shift...
645
646 Q: Take a shower, eat.
647
648 A: ...for - for example, I get up at 4:00 am. Um, 'cause I have to be here by (b) (6)
649 at the latest -- (b) (5). I have to get up and running and get roll
650 call done. So up at (b) (5). Um, my day doesn't complete until probably
651 (b) (5), which is usually well after their shift is supposed to
652 end at (b) (5). Um, if I work a double shift then I'm here 'til (b) (5) and I
653 don't get home until after (b) (5). So if you do the math, if I have to come back
654 to work the next day I'm getting five hours of sleep if I'm lucky. And that's
655 getting right home into bed and sleep, which doesn't happen. So...
656
657 Q: Right. Of course. You'd have to take a shower.
658
659 A: Right.
660
661 Q: You've gotta unwind a little, eat.
662
663 A: Exactly.
664
665 Q: You know...
666
667 A: So you're talkin' five, four, three hours sleep before I come back and do it all
668 over again.
669
670 Q: How many times have you worked double n- shifts in a consecutive...
671
672 A: Um, hmm. If - if you were to go back in the watch bills for last summer, for
673 exam- for example...
674
675 Q: Mm-hm.

676
677 A: Now my base pay here is just shy of \$70,000. I made \$96,000 last year
678 because of overtime. That's a lot of overtime.
679
680 Q: Mm-hm.
681
682 A: Now if you look back in the watch bills for the period of, I'd say, middle of
683 May until the middle of August of last year, 2015, the number of double shifts
684 I pulled back-to-back were staggering.
685
686 Q: Yeah. So and on the - all those days in a row getting three or four hours of
687 sleep...
688
689 A: And that's because of people on leave, uh, out sick, or what have you. And it
690 just - 'cause summertime is a popular time for, you know, family va-
691 vacations and, uh, you can't - you can't foresee people calling out sick. That's
692 - that's another issue. But the - we have no cushion. That's - we're back to
693 that again.
694
695 Q: So what happens if there was no supervisor? Like, say, you know, like you
696 said, somebody was called out sick and there was a, um, shift that was just
697 unmanned. Would that be violating some standard to...
698
699 A: Um...
700
701 Q: ...just not have a supervisor?
702
703 A: Again, (b) (6) can speak more to that as far as a regulation.
704
705 Q: Yeah.
706
707 A: Um, but I would say it's unsafe. Um, in - in law enforcement that is - that is,
708 eh, operational risk management that - that would be a huge hit. That's - that's
709 just - I mean, you got people out there with - with weapons and use of force
710 and other things that have to be worried about. I mean, if something happens
711 who's gonna guide them?
712
713 Q: Well yeah. That's my question. Wouldn't there be somebody else, like, above
714 you that would be...
715
716 A: Well...
717
718 Q: ...by default in charge...
719
720 A: ...well, I mean...

721
722 Q: ...if you weren't here?
723
724 A: ...you'd probably have to have the major come in. Uh, (b) (6) who is
725 (b) (6) who is a deputy security director, you'd probably have to pull
726 if he's qualified. I don't even know if he's even qualified to do it. But, um...
727
728 Q: So there's certain special qualifications you have to have to do this watch
729 supervisor?
730
731 A: Right.
732
733 Q: And that - that's probably an instruction somewhere, too?
734
735 A: Right. Yeah. Yep. We all have to have one.
736
737 Q: Okay. And so that might be the issue with the MAs -- they don't all meet
738 those special qualifications.
739
740 A: Right.
741
742 Q: But this (b) (6) he does?
743
744 A: He currently does. He passed the - the current - um, the current policy and the
745 current, um, standards we had in place at the time for watch commanders he
746 did pass.
747
748 Q: But most MAs don't. Is that what you're saying?
749
750 A: We've had issues in the past. We've had one that just can't pass and we've
751 had ones that have passed and, uh, been removed from the position for a
752 myriad of different reasons -- either bad decision making, um, poor judgment.
753
754 Q: Okay. Okay. D- have you ever heard if this is a problem elsewhere that other
755 installations have supervisory security personnel working excess OT?
756
757 A: Um, I've - I've heard of certain bases. Um, there's Crane, Il- uh, Crane in
758 Illinois, I think, were having issues. Um, Mechanicsburg, which I think is
759 Pennsylvania, uh, they were having issues. I don't - actually, I don't think
760 they have supervisors at all right now in Mechanicsburg.
761
762 Q: Oh, really? So that's what I was talkin' about.
763
764 A: Yeah.
765

766 Q: They're in violation of something, right...
767
768 A: Yeah. It's just...
769
770 Q: ...not even having them.
771
772 A: ...bad business. I mean, it's gotta be against something.
773
774 Q: Oh. So in Mechanicsburg you think they don't even have supervisors?
775
776 A: I think it's just the security director right now. Uh, that's what I understand.
777 Unless it's been rectified here in the last...
778
779 Q: Can I ask how you know that? Like, is there somebody from...
780
781 A: Um...
782
783 Q: ...Mechanicsburg that you...
784
785 A: ...uh, (b) (6), uh, he, um - he talks to the director there quite often...
786
787 Q: Oh, okay.
788
789 A: ...the operations officer.
790
791 Q: Mokay.
792
793 A: I don't think you'll find any continuity at all between bases when it comes to
794 that. I think you'll find some bases that have MAs in those positions as
795 supervisors, you have some that are just civilians, we have some that are
796 mixed. I think it depends on which base you're talking about. There is no
797 continuity. We always had continuity here in the past. But when that MPVP
798 came out a few years ago and the numbers weren't there for the supervisors,
799 we've lost a lieutenant and a sergeant by attrition - um, both by retirement.
800 And they haven't filled either one. Now the Master-at-Arms did plug the holes
801 there for a while. But once those people move on or the ones that can't qualify
802 it's just made it worse.
803
804 Q: So the - the deal w- is that these - this lieutenant and sergeant retired, left,
805 whatever...
806
807 A: Mm-hm.
808
809 Q: ...and their positions then vacated and...
810

811 A: Right.
812
813 Q: ...there's no effort to backfill them because...
814
815 A: Right.
816
817 Q: ...they're off the rolls now.
818
819 A: Mm-hm.
820
821 Q: They're unfunded.
822
823 A: Right.
824
825 Q: Okay.
826
827 A: And, again, it was - it was...
828
829 Q: And there's no plan to ever backfill them then.
830
831 A: Right. The - the - the plan was...
832
833 Q: And is the idea to eliminate all the supervisors?
834
835 A: That's - that's - if you look at the MPVP that - that is - that is the guidance.
836 Yes.
837
838 Q: Okay.
839
840 A: I think though - I think you'll - if you talk to, you know, people within Fleet
841 Forces and CNIC, um, and (Three), I think they'll tell you that, you know,
842 they realize it's not a - not a good idea. That's not, um...
843
844 Q: More than not a good idea. I'm - I'm also hearing that it's violating some
845 DoD...
846
847 A: Mm-hm.
848
849 Q: ...instruction that says you must have a s...
850
851 A: Right.
852
853 Q: ...supervisor.
854
855 A: So, again, I don't know what that is. I - I think that is correct though.

856
857 Q: Okay.
858
859 A: So I think they realize that, you know, the - it's - it's fine and well to say that -
860 to - to, you know, count beans. But at the end of the day, I mean, you just -
861 you can't do business that way. It's just - you just don't. And I might add this
862 - I mean, this is a train that's been coming for a while. Um, I think they've just
863 - when I say that I mean, you know, previous base commanders, the previous
864 security director, um, CNRMA, I mean, they've all seen this train coming
865 down the pike as far - our number has been going like this.
866
867 Q: Mm-hm.
868
869 A: So as they fall this train gets closer. And I think that...
870
871 Q: Mm-hm.
872
873 A: ...now the train is - it's passed the station now.
874
875 Q: Yeah - yeah.
876
877 A: If I can - that's the way I put it.
878
879 Q: Mm-hm.
880
881 A: It - it - it's to that point.
882
883 Q: Do you know who issued that MPVP -- like, where that comes from?
884
885 A: Now it's the (N3) shop at CNRMA and the (N3) at CNIC. So I think they
886 work in tandem with that.
887
888 Q: Okay. So it's not something...
889
890 A: But I think the requirement...
891
892 Q: ...above CNIC.
893
894 A: I don't know if that's true or not. But I wanna say it's - it's a C- I wanna say
895 it's a CNIC, uh, document. Um...
896
897 Q: You're not sure. Okay. I'll find that out.
898
899 A: ...or a BIG Region document, you know? 'Cause they're the ones that
900 ultimately, you know, drive the numbers, um, and requirements.

901
902 Q: Right - right.
903
904 A: I think CNRMA pretty much follows their - their guidance.
905
906 Q: Right. You think it - there would've been...
907
908 A: Not - not really...
909
910 Q: ...some thought...
911
912 A: Eh, sounds like - sounds like even CNRMA doesn't really quite agree with it.
913 But they have their marching orders. It's that type of thing.
914
915 Q: Hmm.
916
917 A: So when it - when it comes time to fight for positions and putting a, um - a
918 Request to - for Personnel Action in to hire somebody - so when they put in an
919 RPA to hire somebody to fill a position, I mean the money comes from CNIC.
920
921 Q: Right - right.
922
923 A: So CNRMA may say, "Hey, look, we need this." But they may say, "Oh, I'm
924 sorry. There's no funding for that."
925
926 Q: Right. Okay. All right. So I think I understand where we're at with the, uh,
927 overtime. Oh, one more question. Does that affect the patrolmen too - the non-
928 supervisory people? Are they working a lot of overtime as well or just the
929 supervisors?
930
931 A: Um, again, it fluctuates. It depends on, again, leave. Uh...
932
933 Q: Yeah.
934
935 A: ...we've had some - some people come back from the academy recently. So
936 they're starting to fill some holes as they become qualified.
937
938 Q: Yeah.
939
940 A: We've had a couple, uh, Master-at-Arms sailors come onboard here that
941 checked in.
942
943 Q: Yeah.
944
945 A: So we've had a couple of bodies startin' to fill some positions on the patrol

946 side.
947
948 Q: Mm-hm.
949
950 A: So it's not quite as bad as it was.
951
952 Q: Mokay.
953
954 A: Uh, not where it needs to be. Um...
955
956 Q: Mokay.
957
958 A: ... (b) (5)
959 (b) (5)
960
961 Q: Right - right.
962
963 A: (b) (5)
964 (b) (5)
965 (b) (5)
966
967 Q: Even on the - on the non...
968
969 A: Yeah.
970
971 Q: ...supervisory side. Okay.
972
973 A: Um, (b) (5)
974 (b) (5)
975
976 Q: Okay. All right. So, um, there was some other topics now that came up -- new
977 things. I say new as opposed to they were not mentioned in the previous
978 complaints...
979
980 A: Mm-hm.
981
982 Q: ...prior to March 6, 2016. Um, there's this form - I don't know if you'll know
983 anything about this, but I'll ask you anyway - um, called a SECNAV Form
984 5512/1. It has to do with base access control. And, uh, this is it. Maybe you
985 don't know anything about that. I mean, do you know if that's being used here
986 or if it's required or anything about that?
987
988 A: So this would be used for someone tryin' to get I - and ID card?
989
990 Q: Yeah. It has to do with...

991
992 A: To get ein- to get on...
993
994 Q: ...access.
995
996 A: ...base.
997
998 Q: Yeah.
999
1000 A: Um, no. This would be a, um, Pass and ID...
1001
1002 Q: Okay.
1003
1004 A: ...Office type of function.
1005
1006 Q: Okay. So you haven't seen it. You don't know if it's required or anything?
1007
1008 A: Yeah. I don't know.
1009
1010 Q: Okay. That's fine. All right. Um, now the other question I have is about those
1011 physical agility tests. And I realize that's sort of related to the reprisal
1012 complaint...
1013
1014 A: Mm-hm.
1015
1016 Q: ...which I'm not investigating.
1017
1018 A: Right.
1019
1020 Q: But I just wanted to know, eh, you know, ha- has anyone undergone the
1021 physical agility test here...
1022
1023 A: For supervisors?
1024
1025 Q: ...for - or patrolmen? Any...
1026
1027 A: For patrolmen, yes. For a job requirement for getting hired, yes.
1028
1029 Q: Okay.
1030
1031 A: As far as an annual requirement, no.
1032
1033 Q: Okay. N- that's just never been done...
1034
1035 A: Right.

1036
1037 Q: ...here. Now I - I understand there was - it was mentioned verbally that this
1038 would be coming. But has - since that time has there been any further motion
1039 on actually enforcing it? Like, did you get a letter saying you have to report
1040 for physical agility test or anything?
1041
1042 A: Um, there's been e-mails going back and forth between, um, region CNRMA
1043 - or NRMA they call it now, I guess...
1044
1045 Q: Mm-hm. Okay.
1046
1047 A: ...um, and, uh, (b) (6) and the chain of command here at security, uh,
1048 for supervisors to, um, start getting ready to do that.
1049
1050 Q: Okay.
1051
1052 A: Um...
1053
1054 Q: Do you have copies of those? Were you copied on 'em?
1055
1056 A: Some of 'em, yeah.
1057
1058 Q: Eh, could you forward those to me?
1059
1060 A: I could.
1061
1062 Q: Mokay. I just wanna, uh, get this - if it's supposed to be happening - like, if it's
1063 required by the CNIC instruction, um, somebody's responsible for making
1064 sure that happens, you know, everywhere -- not just here and not just at some
1065 installations. It's either required or it's not.
1066
1067 A: Mm-hm.
1068
1069 Q: So I guess that's what I'm tryin' to get down to is are we...
1070
1071 A: Uh - uh...
1072
1073 Q: ...or are we not in compliance with it?
1074
1075 A: Well I think - I think the problem that - it's not quite that easy. Um, I think
1076 when they - this - this has been out there for a while - this proposal. And
1077 they're - it goes back quite a few years -- um, 2012 actually stands out in my
1078 mind, if not earlier. And, again, (b) (6) has documentation on that as
1079 well.
1080

1081 Q: Okay.
1082
1083 A: Um, some e-mail traffic goin' back and forth, um, about supervisors
1084 specifically. Um, and until a instruction such as this is implemented across the
1085 board for everyone under that umbrella...
1086
1087 Q: Yeah. It's - it's in the instruction. It's just a matter of...
1088
1089 A: What to do.
1090
1091 Q: ...throughout CNIC is everyone...
1092
1093 A: (Unintelligible) how do you - how do you...
1094
1095 Q: ...not in compliance.
1096
1097 A: ...implement - how do you implement something that - like that.
1098
1099 Q: Yeah.
1100
1101 A: It has to be fair, equitable, and in the course of the (unintelligible).
1102
1103 Q: And done through HR.
1104
1105 A: Now I think you'll...
1106
1107 Q: Yeah.
1108
1109 A: ...find that it - it's - it's gonna be hit or miss with that for installations.
1110
1111 Q: Okay.
1112
1113 A: I can't give you specific names or, uh, locations.
1114
1115 Q: Okay.
1116
1117 A: But I think you're gonna find it's a big disparity in that. Um, and I wouldn't
1118 doubt if they try to jam that down people's throats there's gonna be some -
1119 some - some complaints filed on that as well because that's a major change in
1120 working conditions. And...
1121
1122 Q: Right. And...
1123
1124 A: ...you have people that have been here for, you know, 30-something years that
1125 they've never taken one before - ever before. That's never been a requirement.

1126 Now to put that in there...
1127
1128 Q: Yeah. There's gotta be a way for them to phase that in...
1129
1130 A: Right.
1131
1132 Q: ...or something. I - I don't really know. Uh...
1133
1134 A: So - so I just think, I mean, for us - I think it not - I think I know where you're
1135 getting with this. Um, I think for us the timing of it is interesting.
1136
1137 Q: Yes - yes. I - I...
1138
1139 A: You know, it kinda goes back...
1140
1141 Q: ...could see that.
1142
1143 A: ...to the reprisal.
1144
1145 Q: It was, like, the same day that you discuss, uh...
1146
1147 A: But I wanna say it's - it's - it's interesting.
1148
1149 Q: Now - yeah. Make sure you - you can explain that to them.
1150
1151 A: Right.
1152
1153 Q: Um, is it in your PD that you are...
1154
1155 A: No. Not that I know of. I don't think it's been put in there.
1156
1157 Q: Okay.
1158
1159 A: Could be wrong. I haven't read it in a while. But if they've changed it recently
1160 I should probably get a copy of that.
1161
1162 Q: Yeah.
1163
1164 A: I haven't got a copy of a new one in a long time. I mean, I'll pass it. That's not
1165 the point. There are some here that won't. No way in hell.
1166
1167 Q: Yeah. Okay.
1168
1169 A: It just - it just seems to me they're using that at will.
1170

1171 Q: But you haven't actually been directed yet...
1172
1173 A: No.
1174
1175 Q: ...at least to do that or, like, by...
1176
1177 A: I think the XO...
1178
1179 Q: ...a certain day or...
1180
1181 A: ...the executive officer, Commander Sellerberg, I think she is, um - she's
1182 asking questions about it and she's wanting updates and she's wantin' to know
1183 the way forward on it. I - I don't think there's been an outright, "Do it."
1184
1185 Q: Not - yeah. Okay.
1186
1187 A: But...
1188
1189 Q: It may be in the process but they haven't actually directed.
1190
1191 A: I think there's - there's - there's questions of, okay, there's supposed to be
1192 some kind of a, um, medical screening first. Um...
1193
1194 Q: Mm-hm.
1195
1196 A: ...but there's no - there's no vehicle for that. There's no - there's no
1197 requirement, one, and, two, there's no guidance on it.
1198
1199 Q: Okay.
1200
1201 A: Uh, they've - they've contacted the woman over at Occupational Health over
1202 here at the - the hospital here and she's like, "There's - there's - there's
1203 nothing in place for this."
1204
1205 Q: Uh-huh. Okay.
1206
1207 A: I mean, you have annual physical. I mean...
1208
1209 Q: You already do that, right...
1210
1211 A: Right.
1212
1213 Q: ...the annual physical?
1214
1215 A: Exactly. So I think there's - there's, you know, the - again, it's a regulatory

1216 requirement that doesn't jive with another.
1217
1218 Q: Okay. You do have an annual, like, a fitness-for-duty...
1219
1220 A: Right.
1221
1222 Q: ...health exam?
1223
1224 A: For law enforcement it's annually, yeah.
1225
1226 Q: But not a physical agility test. That's...
1227
1228 A: Right.
1229
1230 Q: ...different.
1231
1232 A: Right.
1233
1234 Q: Okay. Okay. Um, same thing with the uniform. I understand there's some
1235 guidelines in - well more instruction in that...
1236
1237 A: Mm-hm.
1238
1239 Q: ...CNIC instruction about the uniform that's not in place here. Right?
1240
1241 A: Right. It's not. Now, again, same thing applies for that as it does for the
1242 physical agility tests. If you're gonna do an instruction - you're gonna make a
1243 certain group do it, you better make every group do it. Now, again, that's not
1244 happening either. I know that for a fact. Not to mention it's - it's, in my
1245 opinion, fraud, waste, and abuse because there's no reason to.
1246
1247 Q: Mm, to change the uniform -- the expense...
1248
1249 A: That's a lot of...
1250
1251 Q: ...of it and everything?
1252
1253 A: That's very expensive.
1254
1255 Q: Yeah.
1256
1257 A: You know, they're wantin' to change badges and patches and hats and shirts
1258 and - uh, it's - it's - it's expensive.
1259
1260 Q: Yeah.

1261
1262 A: I get the whole idea of uni- uniformity. But, woof, that's a bad decision.
1263
1264 Q: Mm, right. Any - okay. Um, oh yeah. So you said you know for a fact that
1265 that's not been uniformly applied to everyone.
1266
1267 A: Well that's not gonna be hard to vet out.
1268
1269 Q: Yeah. So other installations are also not in...
1270
1271 A: Right.
1272
1273 Q: ...compliance with that. You know that.
1274
1275 A: Right. Uh, there have been former COs here that were of the opinion as well
1276 that it just makes no sense.
1277
1278 Q: Yeah.
1279
1280 A: Again, they - they pushed the same issue. When you make it a requirement for
1281 every installation within the region then maybe we'll look at it. But...
1282
1283 Q: Hmm. Okay.
1284
1285 A: And, again, interesting on the timing on that.
1286
1287 Q: Oh, yeah. Of course. Those...
1288
1289 A: Very...
1290
1291 Q: ...two issues, yes.
1292
1293 A: ...very - very interesting.
1294
1295 Q: Yeah. Yeah. So those are the ones you'll just deal with on that one. Um, so
1296 now there's this guy named (b) (6) ...
1297
1298 A: Mm-hm.
1299
1300 Q: ...who is the auxiliary security force coordinator.
1301
1302 A: Mm-hm.
1303
1304 Q: Um, is that (b) (6) ?
1305

1306 A: Yes.
1307
1308 Q: Is that him? And, um, does he have, like, a Designation Letter saying that he's
1309 - is that a formal thing that you get appointed to or...
1310
1311 A: Supposed to be. By instruction, actually. It's supposed to be an E7 chief.
1312
1313 Q: And he's not?
1314
1315 A: No.
1316
1317 Q: Do you know who appointed him to that position?
1318
1319 A: Um, I don't know if it'll be the director or if it would be the - the CO or both
1320 or by direction. I don't know what the current - if he has a letter who it's
1321 signed by. I don't know.
1322
1323 Q: The director meaning security director?
1324
1325 A: That position has been bounced around so often that it's hard to even keep it -
1326 it's like a score card. You can't - they just...
1327
1328 Q: How long has he been...
1329
1330 A: Whoever - whoever's not - whoever's not doin' anything and doesn't have a
1331 job, that's what they do. That's what they do.
1332
1333 Q: Um, how long has he been in it?
1334
1335 A: A few months, if that.
1336
1337 Q: Oh, okay. Is he still in it now?
1338
1339 A: He is, yes.
1340
1341 Q: Okay. All right. (b) (5)
1342 (b) (5)
1343 (b) (5)
1344 (b) (5)
1345
1346 A: Uh, no. (b) (5).
1347
1348 Q: I think.
1349
1350 A: (b) (5)

1351
1352 Q: (b) (5)
1353
1354 A: Um, (b) (5) ...
1355
1356 Q: Oh, yeah.
1357
1358 A: (b) (5).
1359
1360 Q: We don't wanna get into too much of that.
1361
1362 A: (b) (5)
1363 (b) (5)
1364 (b) (5)
1365
1366 Q: (b) (5)
1367
1368 A: (b) (5)
1369 (b) (5)
1370 (b) (5)
1371 (b) (5)
1372 (b) (5)
1373 (b) (5)
1374 (b) (5)
1375 (b) (5)
1376 (b) (5)
1377 (b) (5)
1378
1379 Q: (b) (5)
1380
1381 A: (b) (5)
1382
1383 Q: Like, (b) (5)
1384
1385 A: (b) (5)
1386
1387 Q: Yeah - yeah. Okay. And then, uh, there's this training...
1388
1389 A: What training...
1390
1391 Q: ...standards.
1392
1393 A: ...what training?
1394
1395 Q: Those...

1396
1397 A: That's my answer.
1398
1399 Q: Yeah. It says, "There's a failure to meet the law enforcement training
1400 standards for - as accordance with this DoD instruction...
1401
1402 A: Mm-hm.
1403
1404 Q: ...and the CNIC instruction." So who would be responsible for that? Um, why
1405 aren't the training standards...
1406
1407 A: Oh. It's...
1408
1409 Q: ...being met?
1410
1411 A: ...it's the security director's, um - it's his job to implement that. Um, however,
1412 different things hamper that -- manning is huge. If they don't have the proper
1413 manning you can't get the proper time for training.
1414
1415 Q: Okay.
1416
1417 A: Now the DoD...
1418
1419 Q: So you would say a big reas...
1420
1421 A: ...I think what it - I think that - what that actually speaks of is it's the - it's,
1422 um, the requirements for number of hours of training required...
1423
1424 Q: Okay.
1425
1426 A: ...for law enforcement. And I think the disparity there is between the
1427 requirement for DoD (unintelligible) and the requirement for Master-at-Arms.
1428 Um, again, (b) (6) can speak more into that. He's more well versed in
1429 that than I am. Um, but again, it's - it's a - it's an example of one of
1430 instruction not jiving with another. There's - there's - there's a disparity there
1431 -- it contradicts each other.
1432
1433 Q: Mokay.
1434
1435 A: So you may have the DoD instruction that says this. But then you have people
1436 down at NRMA saying, "Nah. We're just gonna do this."
1437
1438 Q: Well let me ask you this: If I were to do, like, an audit of - just pull a random
1439 sample of people from the department and ch- check their training
1440 requirements versus their training records, would I find that there are people

1441 who have not met some of their training requirements?
1442
1443 A: Um, I don't know where it actually stands right now, to be honest with ya.
1444 Um, that might be interesting.
1445
1446 Q: Okay. Do they do that when they come to do these...
1447
1448 A: Mm-hm.
1449
1450 Q: ...inspections? The (unintelligible) or whatever, do they...
1451
1452 A: They do.
1453
1454 Q: They pull the training records and...
1455
1456 A: They'll take a sampling. Yeah. As a matter of fact, we have a inspection
1457 coming up in August. That's gonna be on major piece is the training piece. I
1458 think it's gonna be interesting.
1459
1460 Q: Is it, um, a command inspection? What kind of inspection?
1461
1462 A: No. It's driven - it's, um - I wanna - it's CNIC driven.
1463
1464 Q: Okay.
1465
1466 A: It's a CART inspection.
1467
1468 Q: I've heard of that. Yeah.
1469
1470 A: C-A-R-T, I believe. So they - they look at training and they look at readiness.
1471
1472 Q: Do they do that, you said, every year?
1473
1474 A: Um, those, I think, are every, uh - this actually - CART is actually fairly new.
1475
1476 Q: I mean, in the past have these inspections reported that you have people out of
1477 compliance with their training requirements?
1478
1479 A: Eh, no. There's always hits. There's always hits.
1480
1481 Q: Yeah?
1482
1483 A: Some years are better than others. But I don't think we've ever got 100%.
1484
1485 Q: Okay. Okay.

1486
1487 A: Now, again, that's - I mean, the standard you're talkin' about here and the
1488 DoD standards, um, that - that's fairly new as well. And I think there's a lot of
1489 growing pains with that. And I think because there is a - there is not continuity
1490 between certain instructions I'm not sure how that's all gonna shake out. I
1491 think they're just making it up as they go along right now.
1492
1493 Q: Mm-hm.
1494
1495 A: Um, as far as our local training goes, I'd say it's nonexistent. It's all
1496 computer-based training. Our hands-on training is all - just about nonexistent.
1497 We don't have time to take people off the road and to put 'em into classroom
1498 or out in the field to do training. Zero.
1499
1500 Q: Okay.
1501
1502 A: And I think that...
1503
1504 Q: Because that's contributed to by the manning...
1505
1506 A: Right.
1507
1508 Q: ...issue, too.
1509
1510 A: And that - that's recognized by the CO. It's recognized by CNRMA. It's
1511 recognized by CNIC. Um, they realize that the manning is not where it used to
1512 be and the training suffers.
1513
1514 Q: So any training you do get is all computer based.
1515
1516 A: Almost 100%. It's ridiculous.
1517
1518 Q: What about, like, small arms qualifications and stuff? You have to go to a gun
1519 range for that kinda thing.
1520
1521 A: Once a year. So once a year you do live fire. Then there's a sustainment shoot
1522 halfway through the year. And that's done on a FATS machine, which is
1523 simulated. And there's some computer - computer-based training for that.
1524
1525 Q: But there is a small arms, um, range.
1526
1527 A: Right.
1528
1529 Q: Right? And people are supposed to go to that once...
1530

1531 A: Right.
1532
1533 Q: ...a year?
1534
1535 A: Mm-hm.
1536
1537 Q: Is everybody going though?
1538
1539 A: Yes.
1540
1541 Q: That's something...
1542
1543 A: That's one - that's one...
1544
1545 Q: ...you would say you are in...
1546
1547 A: ...that's one thing - that's one thing we actually - we have no choice but to
1548 make happen. That's - you can't put someone out there who's not qualified.
1549 'Cause if someone doesn't do qualifications for weapons then they don't arm
1550 up. And then they can't - they can't do their job. And there are more
1551 regulations that drive that than most...
1552
1553 Q: Mm-hm.
1554
1555 A: ...because of safety.
1556
1557 Q: Okay.
1558
1559 A: But I think the disparity that, um - I think what (b) (6) will hit pretty
1560 hard on that when you ask him that question is the disparity between what the
1561 law enforcement training that the civilians get at their academy vice what the
1562 military get at their academy. Um, it - the - the difference is staggering. It's
1563 off by hundreds of hours.
1564
1565 Q: Meaning the civilians get more.
1566
1567 A: Right. And the requirements are higher. Now if a civilian doesn't pass -
1568 doesn't pass, um, their field training or, uh, they don't pass the academy,
1569 they're fired.
1570
1571 Q: Yeah.
1572
1573 A: If a Master-at-Arms doesn't pass a patrol qualification they just go do
1574 something else.
1575

1576 Q: Right.
1577
1578 A: Uh, they'll stand a gate or whatever else. If a patrol officer doesn't qual-
1579 doesn't qualify on everything in their PD in their training requirements,
1580 they're out.
1581
1582 Q: Mm-hm.
1583
1584 A: So that's one of the issues of having, you know, military-civilian mix and
1585 that's - that's always been a rift.
1586
1587 Q: Yes. That's been...
1588
1589 A: It's always gonna be there.
1590
1591 Q: ...an ongoing thing for many years.
1592
1593 A: It's always gonna be there. I understand that more than the major does. He has
1594 no military background. So I, uh - I tend to understand it more, I mean, that,
1595 uh...
1596
1597 Q: Than who does?
1598
1599 A: (b) (6) .
1600
1601 Q: Oh - oh, yeah.
1602
1603 A: Um, (b) (6) .
1604
1605 Q: Okay. So, um, if someone said the Master-at-Arms training was gun decked,
1606 what do you think that would mean. I - to me that means almost, like,
1607 falsified. Like you said...
1608
1609 A: Right.
1610
1611 Q: ...somebody went to it and they didn't. Is that...
1612
1613 A: Right. Um...
1614
1615 Q: ...happening?
1616
1617 A: ...hard to prove. Hard to prove.
1618
1619 Q: I mean, do you know of someone who they think...
1620

1621 A: Mm...

1622

1623 Q: ...may have reported that they received some training that they didn't or
1624 something like that?

1625

1626 A: Um, I mean, there's been some smacking in the past about, uh, the oral
1627 boards for Master-at-Arms and patrol -- they had taken an oral board to
1628 qualify. Uh, there was some allegations that the - the test was compromised
1629 and being swapped between for answers. So - which means are they really
1630 qualified in that position if they had the answers to begin with? Um, again,
1631 prove it.

1632

1633 Q: Oh, that somebody got an advance copy...

1634

1635 A: Right.

1636

1637 Q: ...of the test and...

1638

1639 A: Exactly.

1640

1641 Q: ...like...

1642

1643 A: I - I can't really speak to it.

1644

1645 Q: And when...

1646

1647 A: So...

1648

1649 Q: ...was that?

1650

1651 A: That's - it goes over the years. It goes over the years.

1652

1653 Q: So not just any specific time?

1654

1655 A: Yeah. Right. It kinda came out, um - uh, was it last year, I wanna say or - uh,
1656 the XO was looking into it, uh, because there was some allegations by some of
1657 the ex- the Master-at-Arms that couldn't pass the test. So they wanna know
1658 why this particular sailor couldn't pass the test three or four times - they failed
1659 three or four times. Why are they failing and the other ones in the past
1660 haven't? So they kind of vetted the thinking that, uh, the answers were out
1661 there. Now we had some Master-at-Arms that - that they - you could tell they
1662 knew what they - they were talking about.

1663

1664 Q: Mm-hm.

1665

1666 A: Um, but, again, allegations. No formal investigation was ever done.
1667
1668 Q: Mm-hm.
1669
1670 A: (Unintelligible) move out. Not many other gun-decking examples I know - uh,
1671 off the top of my head I know. Unless it's truth (unintelligible).
1672
1673 Q: Mm, okay. Oh, and now the other question - oh, this is one I think you might
1674 be able to help me with. It has to do with these vehicles that are not being
1675 utilized.
1676
1677 A: Mm. What do you need to know?
1678
1679 Q: I - I heard there were some cars that - official government vehicles left in a lot
1680 somewhere...
1681
1682 A: Mm-hm. Okay.
1683
1684 Q: ...since the summer of 2015.
1685
1686 A: Mm-hm.
1687
1688 Q: So what does that mean?
1689
1690 A: All right. So that's a system-driven thing. Uh, that's nothing locally in the
1691 base. Um, so the process is with the vehicles. So we get our vehicles through
1692 the General Service - eh, so, um, what do you call it -- GSA.
1693
1694 Q: GSA, yes.
1695
1696 A: General Service...
1697
1698 Q: Administration.
1699
1700 A: ...Administration. Right.
1701
1702 Q: Yeah.
1703
1704 A: Um, the Navy leases vehicles from them. Uh...
1705
1706 Q: Now when you say the Navy, who pays for that?
1707
1708 A: Uh, ultimately CNIC.
1709
1710 Q: Okay.

1711
1712 A: CNIC NAVFAC, actually.
1713
1714 Q: Oh, NAVFAC.
1715
1716 A: Yeah.
1717
1718 Q: Okay.
1719
1720 A: Um, they drive the dollars for that and the vehicle types and when they get -
1721 when they get transferred and when they get turned over. Uh, usually it's by
1722 mileage but they haven't been following - following that lately.
1723
1724 Q: Okay.
1725
1726 A: Um, so these two particular vehicles have been sitting in our front lot - um,
1727 again, been here since the summer of 2015 - waiting for funding for
1728 equipment. Now I should - I should probably preface that with, eh, um, past
1729 practice has been to just get funding from NRMA, who gets their funding
1730 from CNIC. But I get - uh, get - I would have quotes done to different vendors
1731 in the region for cost of installing equipment, swapping equipment, buying
1732 new, putting decals on, stripping the old cars. Um, and that would be done at
1733 one process - one funding process.
1734
1735 Q: And how do you pay for it, with the purchase card?
1736
1737 A: No. It would have to be a contract. It's usually well over, uh, \$3000 allotment.
1738
1739 Q: Okay.
1740
1741 A: So what I'd had - I'd - I'd have to go out and get at least three bids, submit
1742 them, go to contracting.
1743
1744 Q: Okay.
1745
1746 A: They'd bid it out. And then...
1747
1748 Q: Now who would be contracting -- somebody in NAVFAC, right?
1749
1750 A: No. It would be contracting. They're - they're (unintelligible).
1751
1752 Q: Well we don't have any contracting officers in CNIC. It's either NAVSUP or
1753 NAVFAC.
1754
1755 A: It's one of those then.

1756
1757 Q: Yeah.
1758
1759 A: Usually out of...
1760
1761 Q: Okay.
1762
1763 A: ...Groton. The ones I deal with is usually out of Groton.
1764
1765 Q: Do you know their names?
1766
1767 A: Uh, I can...
1768
1769 Q: No?
1770
1771 A: ...get 'em to you.
1772
1773 Q: Okay. I'm just curious so I know.
1774
1775 A: But we have - we don't use that process anymore. So that's kind of null and
1776 void.
1777
1778 Q: Okay.
1779
1780 A: So that's how we used to do things, which was more streamlined, made more
1781 sense. Um, the vehicles wouldn't sit quite as long. They'd still sit waiting for
1782 funding sometimes. We had that issue.
1783
1784 Q: And when did the process change?
1785
1786 A: Um, this go around. So I would say sometime either last - the end of last fiscal
1787 year or this fiscal year. Uh, the requirement changed that they have this, um,
1788 Authorized Equipment list.
1789
1790 Q: So around 2015?
1791
1792 A: Around there somewhere -- maybe even '14. It may have always been there
1793 and they just started utilizing it. Um, I don't know what the - what the real
1794 (unintelligible).
1795
1796 Q: Okay. So - so NRMA issued this Authorized Equipment list or CNIC did.
1797
1798 A: Well CNIC too.
1799
1800 Q: Okay.

1801
1802 A: Again, followed by NRMA. Uh, so now the requirement is if there's any
1803 equipment on that list - the Authorized Equipment list - so it's the AEL/CIF.
1804 Now the CIF is - I forget what the acronym stands for. But those are the two
1805 ones they always use when I talk about equipment.
1806
1807 Q: Okay.
1808
1809 A: So there's a - there's a...
1810
1811 Q: That's the name of this list.
1812
1813 A: Right. So if there's equipment on that list you have to use it. Now I think they
1814 buy it in bulk or what they do. Um, so you have to - you have to...
1815
1816 Q: So they have a contract with somebody to - to supply...
1817
1818 A: Probably.
1819
1820 Q: ...all this stuff.
1821
1822 A: Probably. And then there's - there's tiers to, um, where you stand in that tier
1823 as to when you get equipment - uh, when it's funded for you. (b) (5)
1824 (b) (5)
1825
1826 Q: So they have a big contract...
1827
1828 A: So I...
1829
1830 Q: ...for this equipment.
1831
1832 A: Right.
1833
1834 Q: And they want everyone to be under...
1835
1836 A: Right.
1837
1838 Q: ...this umbrella.
1839
1840 A: It's what it sounds like.
1841
1842 Q: Yeah.
1843
1844 A: You know, if you try - you try to get a straight answer out of it it's ridiculous.
1845 But, um...

1846
1847 Q: All right.
1848
1849 A: ...so...
1850
1851 Q: So when you need - okay. Say you got...
1852
1853 A: ...so now I have...
1854
1855 Q: ...these two white cars...
1856
1857 A: ...I have two vehicles that have been sitting here for almost - almost a year -
1858 goin' on a year almost...
1859
1860 Q: Mm-hm.
1861
1862 A: ...um, and two vehicles that were supposed to be turned in.
1863
1864 Q: So there's four all together.
1865
1866 A: So there's four leases they're paying right now. They should only be paying
1867 two. And (b) (6) (b) (6) ...
1868
1869 Q: So two need to be turned back in...
1870
1871 A: Right.
1872
1873 Q: ...and two...
1874
1875 A: Need funding for (unintelligible).
1876
1877 Q: ...need funding for equipment.
1878
1879 A: Right. And funding to strip the old two. Now if you contact (b) (6)
1880 (b) (6) - uh, his first name is - uh, it escapes me.
1881
1882 Q: Who is this -- a contracting officer?
1883
1884 A: No. He's the vehicle guy for region - for NRMA -- in charge of vehicles. Um,
1885 he actually did a - an e-mail to CNIC outlining the cost of having these
1886 vehicles sit and what it would've cost to just do it the old way. It was well
1887 over \$30,000 wasted.
1888
1889 Q: Now we he just...
1890

1891 A: Now I..
1892
1893 Q: ...talking about...
1894
1895 A: ...I've actually...
1896
1897 Q: ...your two vehicles?
1898
1899 A: ...I've actually thought about filing a whistle blower complaint on this as well
1900 for fraud, waste, and abuse.
1901
1902 Q: On - on the vehicles.
1903
1904 A: The vehicles.
1905
1906 Q: Yeah.
1907
1908 A: It's that bad.
1909
1910 Q: So...
1911
1912 A: And they agreed.
1913
1914 Q: ...30K, um, for a year or a month or - or what are we talkin' about?
1915
1916 A: So far - so far.
1917
1918 Q: Up to day is we've wasted, eh, 30K.
1919
1920 A: From delivery date of those two cars that are sitting there doing nothing.
1921
1922 Q: Oh, just for those two cars.
1923
1924 A: No. That's for all four -- the two new and two old.
1925
1926 Q: Okay.
1927
1928 A: So combined...
1929
1930 Q: Okay. So we can't get rid of the other two because he have to have the
1931 funding to strip their equipment.
1932
1933 A: 'Cause it takes those...
1934
1935 Q: And we can't...

1936
1937 A: Right.
1938
1939 Q: ...put the, uh, other two in service because they don't have any equipment.
1940
1941 A: Right. And I can't...
1942
1943 Q: Can you take the equipment off the old one and put it on the new one?
1944
1945 A: That - some of it - it's gonna be a mix. Some of the equipment's being
1946 transferred.
1947
1948 Q: Mm-hm.
1949
1950 A: Some is new.
1951
1952 Q: Yeah. So what's the problem? If you have this list - AEL/CIF...
1953
1954 A: Yep.
1955
1956 Q: ...and you say, "Okay, I need this stuff..." - have you requested it and it's
1957 just...
1958
1959 A: Yes.
1960
1961 Q: ...not forthcoming?
1962
1963 A: It's not forthcoming. And it's not...
1964
1965 Q: Oh.
1966
1967 A: ...funded.
1968
1969 Q: Okay.
1970
1971 A: "Yes. You're - you're on the list but it's not funded. So stand by." "How long
1972 is it gonna be?" "No idea." Meanwhile the cars still sit there and paying, you
1973 know, close to \$1800 apiece is what the lease cost is for each of those vehicles
1974 times four times how many months.
1975
1976 Q: Such bad planning, it seems like. Okay.
1977
1978 A: Again, that's another piece. There's - there's no planning. 'Cause I don't
1979 know ahead of time what kinda vehicles I'm getting 'til pretty much when
1980 they're here. So I don't - I don't...

1981
1982 Q: So what'd you say -- it's \$1800 a month?
1983
1984 A: Per vehicle. NRMA's well aware of this.
1985
1986 Q: For the lease to GSA?
1987
1988 A: Yeah. Right. That's per vehicle.
1989
1990 Q: And so NRMA is aware.
1991
1992 A: Yeah.
1993
1994 Q: Right? (N3) is aware.
1995
1996 A: And (b) (6), he's well aware and he is well...
1997
1998 Q: Just as upset about it as you. Right?
1999
2000 A: ...well interested in the cost. And he even did a - a position paper on it for the
2001 admiral and everything. So they do have a way forward, which is to order the
2002 cars from GSA with all the equipment already in them. But CNIC has to buy
2003 off on that plan. Because obviously their current system is not working 'cause
2004 we're not the only base waiting for equipment and having cars sit around.
2005
2006 Q: Do you know when this (b) (6) brought this to CNIC's attention about the...
2007
2008 A: Sure. I can get you the dates on that.
2009
2010 Q: Yeah. Do you have a copy of the e-mail actually?
2011
2012 A: Absolutely.
2013
2014 Q: Oh, yeah. Forward me that.
2015
2016 A: I keep everything.
2017
2018 Q: Just - I mean, I don't know if it would be effective. But it might if we can
2019 somehow...
2020
2021 A: Now...
2022
2023 Q: ...uh, shine some light on this topic. You know?
2024
2025 A: ...now supposedly there was a - now he sent it to me after CNIC - to the

2026 person that's in charge of the funding for CNIC for vehicles, which is (b) (6)
2027 (b) (6). 'Cause he's security specialist at CNIC. Um, pressuring
2028 him basically saying, "Look..." - he unwind it just like I - I said. You know,
2029 "Here's the cost. Here's what it's cost so far. It's fraud, waste, and abuse. It's
2030 waste of money. And this is the cost it would've cost to just, eh, at the
2031 beginning just do it." What - it's like - it was like \$4000 to get the whole thing
2032 done.
2033
2034 Q: Mm-hm.
2035
2036 A: So \$4000...
2037
2038 Q: And we don't know what (b) (6) response was?
2039
2040 A: Eh, his - supposedly his response to that was he spoke to his boss and they
2041 were going to fund it on a credit card and have it mailed to us. And that was
2042 weeks ago.
2043
2044 Q: Okay. So we're not talkin' months ago. It's - okay.
2045
2046 A: Oh, it's been going on for months. But we...
2047
2048 Q: Mm-hm.
2049
2050 A: ...finally got an answer as to some movement. But that - what was we- you
2051 know, eh, check's in the mail, basically, is what it - you know, the
2052 equipment's in the mail. It's been ordered. But then if you look at the
2053 spreadsheet that - that CNIC keeps for equipment that's on order, it says on
2054 the spreadsheet, "Unfunded." So we don't know if they're handing us a line or
2055 it's just incorrect on there.
2056
2057 Q: Okay. So then recently the spreadsheet still shows unfunded.
2058
2059 A: Yeah. Unfunded. So if it says unfunded the - is the equipment coming or is it
2060 not?
2061
2062 Q: Hmm.
2063
2064 A: Now (b) (6), she is one security specialist down at, uh, CNRMA - uh,
2065 she sent an e-mail to this (b) (6), um, end of last week asking just that
2066 question. "Saw on the spreadsheet that it says unfunded. So is this equipment,
2067 uh, coming or not?" And I asked her yesterday and she said it's - he's - he's
2068 out of the office. No response. So we don't know if it's coming or not.
2069
2070 Q: Okay. Sounds like CRNMA definitely has the...

2071
2072 A: Oh, yeah.
2073
2074 Q: ...uh, awareness and the action.
2075
2076 A: Mm-hm.
2077
2078 Q: And they want this resolved as much as you do.
2079
2080 A: Right.
2081
2082 Q: Um, but it's just...
2083
2084 A: I mean, it's bad - it's bad enough...
2085
2086 Q: ...in the - it's CNIC level it's just...
2087
2088 A: It was bad enough - it's not just us. We're just the - kind of the - the catalyst
2089 for it 'cause our situation is worse than more m- most others in the region.
2090 But, um, it was - it's so bad - this process is so skewed that it actually
2091 garnished the admiral's attention at region. And he wanted a deep dive into
2092 this to see, you know, what we need to do better because this is not working.
2093
2094 Q: Yeah. And it's the CNIC's process.
2095
2096 A: Right. So I think - and I think mo- the recommendation at the end of the
2097 whole deep dive was, um, of course, this is dependant on funding - but is to
2098 have all security vehicles - law enforcement vehicles from, you know, the next
2099 fiscal years on to have 'em outfitted with the equipment right through GSA...
2100
2101 Q: Oh, I see.
2102
2103 A: ...before they even get here.
2104
2105 Q: Wouldn't that make more sense?
2106
2107 A: Then you just gotta put stripes on 'em and put a radio in it and you're done.
2108
2109 Q: Yes. We might as well buy what...
2110
2111 A: So they think that's the...
2112
2113 Q: ...we need instead...
2114
2115 A: ...they think - they think they found the way forward.

2116
2117 Q: Yeah.
2118
2119 A: I just don't know if that's gonna be the...
2120
2121 Q: Yeah. Okay. Well at least I understand what that comment was about. There
2122 was a comment about that.
2123
2124 A: 'Cause I have two more vehicles that are slated to be turned in this spring.
2125 And I don't know what I'm getting, how it's being done. If it's gonna be the
2126 same process it's gonna be painful.
2127
2128 Q: Two different vehicles?
2129
2130 A: 'Cause we have - 'cause we have - yeah. And I - I don't even know what
2131 we're getting.
2132
2133 Q: Yeah.
2134
2135 A: So how can I order equipment and request equipment if I don't know what
2136 I'm getting?
2137
2138 Q: Yeah. I see. Okay. Well I think that was everything I had questions about.
2139
2140 A: And it's just frustrating. I know it is.
2141
2142 Q: Um...
2143
2144 A: Eh, most of these issues are - it - it just seems - uh, and, again, I - I know
2145 funding is funding is funding. But it just seems so easy.
2146
2147 Q: I know.
2148
2149 A: It seems so easy.
2150
2151 Q: Yeah. I - I understand. And, okay, so do you have any questions for me?
2152
2153 A: I don't think so. So I owe you...
2154
2155 Q: You were gonna send me some e-mails...
2156
2157 A: Yeah.
2158
2159 Q: ...about the vehicles, right?
2160

2161 A: Mm-hm. And then there was some for the uniform thing, I guess.
2162
2163 Q: Oh, right. The uniform and then...
2164
2165 A: Right.
2166
2167 Q: ...physical agility testing.
2168
2169 A: Yeah.
2170
2171 Q: Yeah. Okay. So, um, yeah. If you think of anything else or you...
2172
2173 A: Mm-hm.
2174
2175 Q: ...have any questions for me, just let me know. We're just trying to, um, figure
2176 out what - where we need to go or maybe what else we might...
2177
2178 A: Mm-hm.
2179
2180 Q: ...refer to CNRMA to take care of or, you know...
2181
2182 A: I mean, I think, if - if your gettin' any - any - you know, a sense of pushback
2183 or attitudes or, you know - we just feel like we're being pushed around. We
2184 really do. It's like it's being pushed here to there to - to here...
2185
2186 Q: Yeah.
2187
2188 A: ...and to here.
2189
2190 Q: But the, um...
2191
2192 A: It's - it's hard to have a - a trust in the system if you feel like you're being
2193 pushed around.
2194
2195 Q: Yes.
2196
2197 A: And then it's just a human shell game. You know? And, um...
2198
2199 Q: Yeah. I - I understand. And the, um, overtime itself, you know, continues to
2200 be an issue...
2201
2202 A: Right. When you have...
2203
2204 Q: ...obviously, for all of you.
2205

2206 A: ...when you have supervisory police officers in here - we almost all of us
2207 pushed six figures last year. How much money could - could you have saved
2208 by hiring two more? I mean, I get the whole benefits...
2209
2210 Q: Yeah.
2211
2212 A: ...piece too. But even that...
2213
2214 Q: Yeah.
2215
2216 A: ...there's no way you're gonna touch that.
2217
2218 Q: Yeah - yeah.
2219
2220 A: There's no way you're gonna touch that. It makes no fiscal sense whatsoever.
2221
2222 Q: Yeah. And n- it's a safety issue. You know, like you said, you're
2223 functioning...
2224
2225 A: Yeah.
2226
2227 Q: ...on two or three hours of sleep and...
2228
2229 A: Yes. This is (unintelligible) of us...
2230
2231 Q: ...not having a personal life and...
2232
2233 A: ...here are we're tired, we're overworked, and this new CO is really - he's -
2234 he's in our - he's in our shit. He's - he's a stickler.
2235
2236 Q: Yeah.
2237
2238 A: And this new director is gonna be the same. So - I mean, he's hired a guy that
2239 pretty much mirrors his thinking. So - and the CO is out and about everywhere
2240 and he questions everything. And, I mean, we're - we're just burned out. It's
2241 to the point now where I'm lookin' to leave, (b) (6) is lookin' to
2242 leave, (b) (6) is lookin' to leave. (b) (6) can retire
2243 tomorrow if he wanted to.
2244
2245 Q: Mm-hm.
2246
2247 A: Um, when you have almost your whole supervisory workforce looking to
2248 leave, uh, that's gotta send a message right there. That's just - I mean, these
2249 are people that have longevity. I mean, I've been here for 24 years. (b) (6)'s
2250 been here for 30-something years. Um, (b) (6) over 20 years. When you

2251 got that kind of longevity and people are lookin' to leave at this point there's
2252 gotta be something wrong.
2253
2254 Q: And with the MPV or whatever it's called, um, setting forth this plan that we
2255 would not backfill...
2256
2257 A: Mm-hm.
2258
2259 Q: ...if you did all leave they're just not gonna backfill those positions. Right?
2260
2261 A: Or - or be, "Oh, shit. What do we do?" One of the two. I don't know what
2262 they would do.
2263
2264 Q: It's like they made a decision though that that's what they want...
2265
2266 A: Right.
2267
2268 Q: ...is no more supervisors. And yet I'm hearing on the other side it's a
2269 requirement that we have to have...
2270
2271 A: Mm-hm.
2272
2273 Q: ...supervisors.
2274
2275 A: If we had a sickness go through this department - the flu...
2276
2277 Q: Yeah. I just don't understand...
2278
2279 A: ...I don't know what - I don't know what to...
2280
2281 Q: ...why they would, um, make a decision to eliminate positions that are...
2282
2283 A: Mm-hm.
2284
2285 Q: ...actually required by another instruction...
2286
2287 A: Right.
2288
2289 Q: ...mandatory positions...
2290
2291 A: We...
2292
2293 Q: ...for safety, for...
2294
2295 A: Yeah. If - if (b) (6) ...

2296
2297 Q: ...anti-terrorism.
2298
2299 A: ...were to - if (b) (6) were to put his retirement papers in and leave...
2300
2301 Q: Unless there's something I'm not understanding about this. Like, there must
2302 be another plan to replace the civilians with military or something.
2303
2304 A: Well I think if you look in the answers to the original complaint that was one
2305 of the recommendations. Look at boosting the number of Master-at-Arms that
2306 fill in, um, which that's driven by a whole other animal, too. So - and then it -
2307 again, what's the guarantee that they're gonna be able to pass the
2308 qualification. So you're kind of - it's crap shoot.
2309
2310 Q: Right.
2311
2312 A: Whereas if we hire a civilian you're hiring him into that position.
2313
2314 Q: Right.
2315
2316 A: Now granted...
2317
2318 Q: Yeah.
2319
2320 A: ...there's a - there's a chance they don't make it either 'cause there's a year
2321 probationary period. Then again, they get fired.
2322
2323 Q: Yeah.
2324
2325 A: But...
2326
2327 Q: Right.
2328
2329 A: ...um - where was I goin' with that? Oh, the grand scheme, if there is one. Um,
2330 my thinking - only because I've become cynical and jaded over the years -
2331 especially now...
2332
2333 Q: Mm-hm.
2334
2335 A: ...is I think there is probably a plan to answer this. And I think it's probably to
2336 downgrade the supervisors.
2337
2338 Q: Hmm.
2339
2340 A: And I think they're just waiting for that all to fall into place. 'Cause it's

2341 been...

2342

2343 Q: Well but downgrade is...

2344

2345 A: ...sh- there's - there's been...

2346

2347 Q: ...different from eliminate.

2348

2349 A: ...there's been chatter out there. I mean, that's not gonna affect me any.

2350

2351 Q: Yeah.

2352

2353 A: 'Cause they're not gonna downgrade me from a 9 to an 8. They can't do that.

2354

2355 Q: Yeah.

2356

2357 A: It'll be by attrition for me and everybody else that's...

2358

2359 Q: Yeah.

2360

2361 A: ...already a supervisor. So it doesn't really affect us.

2362

2363 Q: But that's not what it said in the MPV, right...

2364

2365 A: Right.

2366

2367 Q: ...that we would hire lower-graded.

2368

2369 A: No.

2370

2371 Q: It just said, "We're not gonna have them anymore."

2372

2373 A: Well there might be a grand scheme to change all that. And that's just what

2374 I'm sayin'.

2375

2376 Q: I'm just wondering like...

2377

2378 A: 'Cause there's a lot - there's a lot of - lot of chatter out there that, you know,

2379 they're lookin' to do this, they're lookin' to do that. Uh, 'cause they're already

2380 doin' it with patrolmen already -- they're hiring S4s.

2381

2382 Q: Mm-hm.

2383

2384 A: Then they go to 4 or 5, 6.

2385

2386 Q: Yeah.
2387
2388 A: So they make - make, uh, sergeants lead police officers, which non-
2389 supervisory is 7's and lieutenant's 8.
2390
2391 Q: Right.
2392
2393 A: That's what I would think they're looking at doin'.
2394
2395 Q: Hmm.
2396
2397 A: They're just waiting for that all to fall in place. Um...
2398
2399 Q: Yeah.
2400
2401 A: ...but do I agree with that? No.
2402
2403 Q: I don't understand. Okay. All right.
2404
2405 A: But, you know - but things like this linger, thoughts start to wander. That's -
2406 that's what happens.
2407
2408 Q: All right. Well, um, like I said, feel free to give me a call...
2409
2410 A: Yeah.
2411
2412 Q: ...if you have any other questions. And I really appreciate you...
2413
2414 A: All right.
2415
2416 Q: ...comin' in.
2417
2418 A: Now a retired E9 myself working as a command task chief, I know what a bad
2419 command...
2420
2421
2422 The transcript has been reviewed with the audio recording submitted and it is an accurate
2423 transcription.
2424 Signed _____