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

Q: Okay, so today is May 19, 2016 and I'm (b) (6). I'm an investigator with the Commander Navy Installations Command, Inspector General Office. And, um, you understand the tape recorders running, is that correct?

A: Yep, yes.

Q: Yes, and you have no objections to that?

A: No.

Q: Okay. And, um, could you state your name and spell it for me please?

A: (b) (6), (b) (6), middle initial ( ), last name (b) (6).

Q: Okay. And, um, the case number is 201601079. Um, and I understand you've already signed a confidentiality statement and privacy act statement, correct?

A: Yes.

Q: And I'm gonna have you sign one more form before we get started. This one is the importance of presenting truthful testimony and reminder of being candid and honest during an IG int- interview. And if you could raise your right hand please? Do you swear or affirm the information you will provide is true and correct to the best of your knowledge?

A: Yes, I do.

Q: Okay. Thank you. Okay. Thank you. All right, so like I said, um, I'm in receipt of this package that was sent from DODIG to NAVYIG on April 8th. Um, and it includes some correspondence signed by you in March 2016 to various members of Rhode Island Congress. Um, and also some emails between yourself and (b) (6) about concerns here at Naval Station

46 Newport. And also, um, it includes this - these five separate reprisal allegation  
47 forms that were submitted to DOD.

48  
49 A: Okay.

50  
51 Q: Uh, one of them was signed by you, I believe. Is that correct?

52  
53 A: Correct.

54  
55 Q: Um, and I just want to clarify for you that I am definitely not investigating the  
56 reprisal aspect of this...

57  
58 A: Okay.

59  
60 Q: ...because that is handled by DODIG or Office of Special Council. And, um,  
61 so they're gonna be taking care of that. They had that - you - you may or -  
62 hear from them. If not, you can follow up with them but, um, that's not in the  
63 scope of what I'm looking at.

64  
65 A: Okay.

66  
67 Q: I just want to make that clear. And, um, so if you have questions about that  
68 there's a f- um, fo- paper with some guidelines that I can give to you...

69  
70 A: Okay.

71  
72 Q: ...about how to follow up with them and so forth. Um, but I had some  
73 questions - there were some - there's two s- aspects to this. One is to follow  
74 up on where we stand now with the overtime. Has it been improved? Has the  
75 situation been resolved? And then the second thing is there's a few new items  
76 that were raised in this March '16 correspondence that I'd like to go over with  
77 ya.

78  
79 A: Okay.

80  
81 Q: Okay, so, um, as far as the overtime situation, um, I - I had previously looked  
82 at the (Silcatta) time cards for yourself and your - the other supervisors; um,  
83 (b) (6), (b) (6), (b) (6), and, uh, (b) (6). That's - that's all of you,  
84 correct?

85  
86 A: Correct.

87  
88 Q: Yeah. Um, and I could that you do work, you know, report, uh, quite a  
89 number of overtime periodically. Sometimes double shifts, 16 hours, in the  
90 past. Um, but as far as, like, recently since (b) (6) issued his report in December

91 has that improved or changed in any way?  
92  
93 A: No, it hasn't.  
94  
95 Q: Okay.  
96  
97 A: Because, um, like I said, on my - on my shift - the E watch - my days off is  
98 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 or two.  
103  
104 A: E- each week I do...  
105  
106 Q: Each week, okay.  
107  
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 (b) (5) in the (b) (5).  
198 I'd go home, by (b) (5) I'm sleeping. I'm up at (b) (5). I don't come to work 'til  
199 (b) (5) in the morning.  
200  
201 Q: It just throws ya off.  
202  
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) (5) 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  
227 A: I - we were told - I, uh, (b) (6) came down, the assistant regional  
228 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 (b) (6) )?

251  
252 A: Right. We came up with a solution and, uh, (b) (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  
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

271 supervisor, the Major was told by the XO, if I'm not mistaken, don't quote me  
272 on it, but to get me back in one day and - when I've already left for the day to  
273 get me back in to make, uh, come up with a SOP or somethin' to - for  
274 supervisors and that ain't in job description to make SOP's.

275  
276 Q: Okay, she told, um - and let me make sure I have this right - she told (b) (6)  
277 (b) (6) to tell you to write an SOP.

278  
279 A: Yep, to get him to write a SOP and come up with a - somethin' to correct the  
280 issues and one, I don't work for (b) (6)...

281  
282 Q: Yeah.

283  
284 A: Okay. My boss is the Major.

285  
286 Q: Okay, and we're talkin' about the XO now, I just wanna...

287  
288 A: Yes.

289  
290 Q: The XO told (b) (6) to tell you...

291  
292 A: That I need to write an S...

293  
294 Q: ...to write an SOP...

295  
296 A: ...SOP to come up with...

297  
298 Q: ...to find a way to alleviate this overtime without hiring two new people.

299  
300 A: Yes.

301  
302 Q: Okay. And is that possible in your mind? Like, if you wanted to write the O-  
303 SOP could you come with something?

304  
305 A: To alleviate the overtime?

306  
307 Q: Yeah.

308  
309 A: No way possible.

310  
311 Q: Okay. So, and have you - the only person that told you was (b) (6)? Or did  
312 someone else direct you?

313  
314 A: He - he told it to my - my command and I believe it was (b) (6), he  
315 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  
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 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 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  
352 Q: Okay. You know, as a committee member, like, she might, you know, not go  
353 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  
356 A: No, and that assignment was given to me by the CO.  
357  
358 Q: By who?  
359  
360 A: 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  
378 A: He had - (b) (6) was the head of the - and he submitted it and I...  
379  
380 Q: Did you see (b) (6)'s report?  
381  
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  
386 A: Yeah.  
387  
388 Q: Did you agree with it? Did you have input to the writing of the report at all?  
389 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  
397 A: I never - never...  
398  
399 Q: Never s- heard from her? Or?  
400  
401 A: No.  
402  
403 Q: So she - as far as you know she didn't really participate?  
404  
405 A: As far as I know. I only - I met with the committee. We sat down 'cause they

406 only gave us - well I don't know how long it was but - a couple weeks to get it  
407 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  
447 Q: Yeah.

448  
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 the four su- supervisors was - was over a \$100,000. I mean, or close to that,  
452 you know what I mean and...  
453  
454 Q: Mm-hm.  
455  
456 A: I think it would be cost efficient to hire - 'cause if you hire a - a sergeant is a  
457 GS-8, I mean if we made promotions, you know what I'm sayin'? Again, I'm  
458 a GS-9. You know what I mean? So if you hired a - a sergeant they'd be an 8  
459 step 1 or whatever, you know what I mean? So they'd have to work their way  
460 up...  
461  
462 Q: Mm-hm.  
463  
464 A: ...you know what I mean? And then it would be a cost efficient, I think, you  
465 know what I mean?  
466  
467 Q: Right. So not only would it make everyone's, um...  
468  
469 A: We wouldn't have to work as much.  
470  
471 Q: ...all these risk factors go down that were in that ORM report, but it would  
472 also be cheaper for the tax payer right? To just hire another person.  
473  
474 A: That's what I think, like I say, but I mean I don't make them decisions.  
475  
476 Q: Okay.  
477  
478 A: 'Cause I do- I, like I say, I don't if payin' overtime is cheaper than hirin'  
479 somebody. I mean I know you gotta pay benefits to, you know somebody's  
480 already in the system and ya - ya just makin' a promotion, you know what I  
481 mean?  
482  
483 Q: Right, they're more cheaper, you know? Er, lower level, lower graded. Okay.  
484 Okay. Um...  
485  
486 A: But to get back on that question - why they wouldn't hire supervisors, I guess  
487 it isn't in the MVPP that we don't - they did away with supervisors 'cause we  
488 had a sergeant and then a lieutenant retire and they never - never hired him  
489 again. I guess through attrition that they gonna - like I say, 'cause I - I can  
490 retire any day. Okay, and if I left my - my - my coworkers would really be in  
491 trouble, you know what I mean? If I was to retire tomorrow, you know what I  
492 mean? And they're not gonna fill my position, you know? So. And I wouldn't  
493 do that to 'em, you know what I mean?  
494  
495 Q: All right.

496  
497 A: Not that I'm ready to retire anyway yet but...  
498  
499 Q: So you wouldn't wanna, like, leave and leave them in that situation where  
500 there's even yet another sh- shift...  
501  
502 A: Right. I wouldn't do that.  
503  
504 Q: ...that has - unmanned.  
505  
506 A: I wouldn't put that - I wouldn't put that burden on 'em. 'Cause to cover my  
507 shift then it would be seven days a week that they'd have to cover.  
508  
509 Q: Yeah. There would be another seven shifts.  
510  
511 A: Right.  
512  
513 Q: Okay, um, is that a factor in your decision of - of whether to retire or not?  
514 That you don't want to leave your coworkers in a lurch?  
515  
516 A: Well, it - it is, like I say, say - say I - I, you know, I'm on - I don't want to do  
517 this job anymore I can go do something else, you know what I mean? And not  
518 worry about bein' a boss I can just go work at Walmart or something, put  
519 sticky smiley faces on people - Welcome to Walmart - you know I mean? And  
520 not have no...  
521  
522 Q: Right, and not have to work overtime.  
523  
524 A: ...no overtime, no stress, and I'd, you know, I'd live like a normal human  
525 being, you know what I mean? And even if I was thinkin' about retirin' I  
526 wouldn't do it 'cause I wouldn't leave them to hold the bag, you know what I  
527 mean?  
528  
529 Q: Yeah.  
530  
531 A: Until they got the property, uh, proper supervision in there to...  
532  
533 Q: Mm, okay. All right, well I guess I can kinda see that. So, um, this here I'm  
534 going to - I don't think I need to talk to you about. This one - oh, yes, um, one  
535 of things that I heard came up - a new issue in this March complaint that was  
536 just filed has to do with - that there's a requirement for physical agility tests  
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  
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 (b) (6)  
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

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

582 Q: Mm-hm.

583

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 that they had to take a PT test, okay? They've been on the job five - six years  
587 and they haven't taken - they supposed to be - we're supposed to be taken  
588 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 Q: Ev- even the people that were...

595  
596 A: That came outta...

597  
598 Q: ...told that it was gonna be required.

599  
600 A: That they're gonna have to do it

601  
602 Q: Yeah.

603  
604 A: ...every year. It hasn't been implemented, you know what I mean? And, like I  
605 said, I've been here 32 years and now all of a sudden they're gonna make me  
606 go do a PT test. I mean I just feel that they're gonna come up with it for  
607 people to get the job now, that's fine. But I just be grandfathered. I do a  
608 physical every year, you know at (unintelligible), whatever. You know what I  
609 mean? I meet all the qualifications.

610  
611 Q: You do the annual as a fitness for duty exam?

612  
613 A: Y- you know what I mean?

614  
615 Q: You do that every year?

616  
617 A: Yep.

618  
619 Q: You all do it?

620  
621 A: 'Cause I'm an old man. No.

622  
623 Q: No, I mean does all the supervisors go for that annual fitness for duty...

624  
625 A: Well, it's...

626  
627 Q: ...examination?

628  
629 A: It depends on your age.

630

631 Q: Oh. Oh.  
632  
633 A: How often you gotta go, you know what I mean? I mean, I figure your over  
634 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 (b) (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 Q: Do you - I get the sense that you feel like maybe he should have come here  
679 more frequently over time.  
680  
681 A: Well, that's just like, you know, nothing against you okay, but you doin' this  
682 inve- investigation or would it be a fact finding, right?  
683  
684 Q: Mm-hm.  
685  
686 A: Somebody already did it. Okay, I mean, it just seems that it, I mean, okay, you  
687 gotta do what you gotta do. I mean, I know the big wigs we gotta - they gotta,  
688 you know, you do what you do to protect, you know, protect them, you know  
689 what I mean, 'cause they don't want complaints against them, you know what  
690 I'm sayin'? But I mean, okay, we've already filed it - just fix it. I don't  
691 understand, you know, why we gotta through, you know what I mean? And  
692 it's already been...  
693  
694 Q: Right.  
695  
696 A: ...what over a year that we filed - when we first filed this.  
697  
698 Q: Mm-hm.  
699  
700 A: I mean...  
701  
702 Q: Yeah, I could see that it was already, um, more or less, like...  
703  
704 A: I mean...  
705  
706 Q: ...there was merit, um,  
707  
708 A: Well, and especially...  
709  
710 Q: ...to it based on...  
711  
712 A: ...you see - you got the - the last gentleman's report right?  
713  
714 Q: Right.  
715  
716 A: I mean...  
717  
718 Q: The reason I came is 'cause I think we wanted to hear, like, directly from you  
719 what...  
720



721 A: Yeah.  
722  
723 Q: ...what really has changed or not. Have they implemented these  
724 recommendations to the point that its improved your situation or not?  
725  
726 A: Right.  
727  
728 Q: You know, like, I wanted to hear that dir- direct from you rather than...  
729  
730 A: Right.  
731  
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  
746 A: Everybody has a supervisor, I mean, can you see patrolmen out there just  
747 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  
751 accountable if somethin' happens okay? But how would you hold a patrolman  
752 that not a supervisor accountable for his actions?  
753  
754 Q: Mm-hm.  
755  
756 A: I mean, that's just me.  
757  
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 know what I mean? So, I mean, I don't, again, I just figured somebody sittin'  
767 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 we're already runnin'', you know, luckily we've been hirin' and people are  
812 coming on, you know, slowly but surely. But...

813

814 Q: You mean...

815

816 A: Y-...

817

818 Q: ...patrolmen...

819

820 A: Patrol-...

821

822 Q: ...non-supervisory people?

823

824 A: Patrolmen have even - we're minimum staffed. You know what I mean?

825

826 Q: Yeah.

827

828 A: That - the shifts, you know what I mean? So, like I say, if something really  
829 happens we're in trouble. You know what I mean? And you gotta take into  
830 account, you know, somebody - somebody gets sick, you know, or we have  
831 guys that are in the reserves - National Guard that weekend dr- weekend drills,  
832 so there's overtime, you know what I mean? So...

833

834 Q: Mm-hm. Yep. Okay, so and then there was the issue with the uniform  
835 requirements, too. I think that's kind of the same...

836

837 A: Right, we haven't...

838

839 Q: ...as the PAT.

840

841 A: Right.

842

843 Q: Right.

844

845 A: We haven't. Yep.

846

847 Q: So it's basically the same issue, is that you haven't been in compliance with  
848 that uniform requirement in that instruction ever and now all of a sudden...

849

850 A: Then (b) (6) comes down and all of a sudden...

851

852 Q: Yeah, saying now we have to have that.

853

854 A: ...now it's gonna - now it's gonna be implemented. I mean, that would - that's  
855 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), let's see, yeah, on March 16 you emailed (b) (6)  
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 Q: Yeah.  
902  
903 A: You know what I mean? But gun deckin' is, like I say, at roll call I'll give  
904 whatever we need to go over, okay? That's what I meant by gun deckin' is,  
905 we'll do it - we'll do roll call training - we won't actually do the training. You  
906 know what I mean? I'll go over it, any questions, you know what I mean, to  
907 my men...  
908  
909 Q: It's just not as thorough as it should be because...  
910  
911 A: Right.  
912  
913 Q: ...your lacking the staffing to...  
914  
915 A: Right, because we don't have the time to do the training. You...  
916  
917 Q: Okay.  
918  
919 A: ...know what I mean?  
920  
921 Q: Yep.  
922  
923 A: And y- MA training is that - what I meant by that is when these go to  
924 (unintelligible) get how many hours of training? Like 500 - whatever it is, you  
925 know what I mean? And MA's it's - it's not the same standards.  
926  
927 Q: Yeah.  
928  
929 A: That's what I meant by that.  
930  
931 Q: Okay.  
932  
933 A: You know what I mean? It's - a regular DOD police officer that goes to  
934 (unintelligible) gets certain training, whatever he gets, the - do, um, and the  
935 MA's - they don't even get half the training. So, I mean, how can they make it  
936 equivalent that - okay, and then they come say it now he can do the same job  
937 as - which they can't 'cause they don't have the same compliance training or  
938 skills that...  
939  
940 Q: Okay.  
941  
942 A: ...are needed for the job. That's...  
943  
944 Q: Okay.  
945

946 A: ...all I meant by that.  
947  
948 Q: Okay. And the MA's that don't have the skills are they ever put on the patrol  
949 anyway even though they don't have the training?  
950  
951 A: We do have some that are on patrol, yes. They go through our FTO program.  
952 Okay, and then they - they go...  
953  
954 Q: What program?  
955  
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 A: 'Cause they don't have the...  
1037  
1038 Q: And they're not outfitted meaning that they don't have, like, the - okay, I  
1039 think it was on pause. Maybe I just paused it, I don't know. Okay, anyway.  
1040 What were we saying? Oh, by not outfitted the vehicles...  
1041  
1042 A: They don't have the lights - the overhead lights. They don't have the radio in  
1043 it. You know what I mean? The equip to be put on patrol.  
1044  
1045 Q: Okay. And there's a separate process, like, for getting that equipment to put it  
1046 on? Or?  
1047  
1048 A: I guess that goes through...  
1049  
1050 Q: Yeah.  
1051  
1052 A: That goes through our, um, um, what is that - what is that, our supply or  
1053 whatever.  
1054  
1055 Q: Yeah.  
1056  
1057 A: I mean - and they gotta contact who's gotta contact somebody who's gotta  
1058 contact somebody. I don't - you know...  
1059  
1060 Q: Yeah - yeah.  
1061  
1062 A: I mean - I don't...  
1063  
1064 Q: It's crazy. Okay. All right. I just wanted to - those couple of things jumped out  
1065 at me as potential problems that maybe I should ask about. Okay. Um, so  
1066 primarily I'm seein' the allegation is still basically that the overtime issue  
1067 hasn't been resolved.  
1068  
1069 A: Correct.  
1070  
1071 Q: Is that...  
1072  
1073 A: Yeah.  
1074  
1075 Q: ...kind of it? Um, and then of course that reprisal issue as far as all of a sudden  
1076 now the - the physical agility coming and, um, but that'll be handled by...  
1077  
1078 A: Right. Yep.  
1079  
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  
1104 A: Okay.  
1105  
1106 Q: Okay, I appreciate your time. Thank you again.  
1107  
1108 A: Thank you very much.  
1109  
1110 Q: And have a good afternoon.  
1111  
1112 A: Have a great day.  
1113  
1114 Q: Yep.

1115  
1116  
1117 The transcript has been reviewed with the audio recording submitted and it is an accurate  
1118 transcription.  
1119 Signed \_\_\_\_\_