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

Q: Okay. So today is Wednesday, May 18, 2016. My name's (b) (6). I work for Commander Navy Installations Command Inspector General Office and, um, I'm investigating case - Navy Inspector General Case 2016101079 and I'm interviewing (b) (6).

A: Mm-hm.

Q: Um, and before I proceed I - you understand tape recorders rolling...

A: Yes.

Q: ...and you have no problem with that.

A: No.

Q: Okay. Um, and it - you've already signed the privacy act statement...

A: Mm-hm. Yes.

Q: ...confidentiality agreement and there's one more form I'm gonna ask you to sign now. This is about the importance of presenting truthful testimony and being candid and honest during an...

A: Mm-hm.

Q: ...IG investigation and could you raise your right hand please? Do you swear or affirm the information you provided is true and correct to the best of your knowledge?

A: I do.

Q: Thank you. Thank you. Now could you state your name and spell your last name for me?

46 A: (b) (6) . (b) (6) capital (b) (6) .
47

48 Q: Okay. Thank you. All right. So as I said I understand there's already been an
49 investigation into some complaints that were submitted to DOD IG
50 anonymously back in, 2015 regarding, uh, excessive overtime here.
51

52 A: I don't think it was anonymously though.
53

54 Q: There was an anonymous one to DOD and then there was a letter that was
55 signed by the five of you sent - I say five of you...
56

57 A: Yeah. Mm-hm.
58

59 Q: ...it was yourself and four of your colleagues...
60

61 A: Yes. Mm-hm.
62

63 Q: ...to, um, s- Commander Navy Mid-Atlantic - region Mid-Atlantic directly.
64 Um, we got a copy of both that letter and the anonymous complaint from
65 DOD around the same time. So the complaint from DOD got referred to
66 (Sirmurma) to resolve since they had already received the letter directly from
67 the s- the complainants alleging the same thing about this excessive overtime.
68

69 A: Mm-hm. And other things.
70

71 Q: And other things. So I understand that the, um, Commander Navy Region
72 Mid-Atlantic demand a command inquiry and they made some
73 recommendations pertaining to ways to mitigate or alleviate the amount of
74 overtime that the security personnel which is...
75

76 A: This is - this was (b) (6) investigation, right?
77

78 Q: Yes. (b) (6) investigation.
79

80 A: Correct.
81

82 Q: Yes.
83

84 A: In addition - again it's - this isn't just about overtime. This is about other
85 things also but the overtime and the supervisory, uh, lack of staff is one of the
86 top priorities.
87

88 Q: Okay. So what I am in receipt of now is a different complaint that was
89 submitted around March to DOD IG. This package right here. And it was
90 forwarded to Navy IG on April 3, 2015 and I have a copy of an email where

91 Navy IG notified you of that. Uh, on April 14th they let you know that that
92 had been forwarded to CNIC. Your - you recall seeing that?
93
94 A: I believe so. Yeah.
95
96 Q: Okay.
97
98 A: I've gotten a few emails but I believe so, yes.
99
100 Q: So this was what was in this new package that just came in April...
101
102 A: Okay.
103
104 Q: ...about four weeks ago. And it contains a lot of previous background
105 information, references (b) (6) report and so forth. Um, what I saw as
106 the new information here was number one there's a reprisal allegations and
107 there were four, uh, five from each of you - separate reprisal complaint forms.
108
109 A: Okay.
110
111 Q: Of which one of these was from you, correct?
112
113 A: Mm-hm. Correct.
114
115 Q: Okay. Now just - I want to make really clear I'm not doing anything with your
116 reprisal complaint at all...
117
118 A: Okay.
119
120 Q: ...because that is completely handled by DOD and or Office of Special
121 Counsel.
122
123 A: Mm-hm.
124
125 Q: Completely outside my jurisdiction so to speak. So, um, but I'm going to give
126 you this guidance that you may have already seen on the DOD website but I'll
127 just give it to you. It's the guidelines for reporting reprisal.
128
129 A: Okay.
130
131 Q: And there's some resources and information available there if you need that.
132
133 A: Okay.
134
135 Q: So what I'm gonna do in this preliminary inquiry is address number one,

136 where do we stand now with the recommendations that were made by (b) (6)
137 (b) (6)? Has the situation been resolved? That's gonna be one topic we'll
138 talk about.
139
140 A: Okay.
141
142 Q: And then I have several other things that I saw being brought forward through
143 this memo of March, 2016...
144
145 A: Mm-hm.
146
147 Q: ...in here.
148
149 A: Yep.
150
151 Q: Which, um, there were a number of different things and I have them listed out
152 but they're - they're new things that were outside of the overtime issue. Okay?
153
154 A: Okay. Yep.
155
156 Q: And also these emails that were attached. These two documents here, this is
157 memorandum dated March 10th I believe. March 16th.
158
159 A: March 16th. Yep I have a copy of that. Yep.
160
161 Q: And then these emails are around the same time, March 17th. Um, these were
162 various com- uh, summaries of...
163
164 A: Meeting and...
165
166 Q: ...the five personnel.
167
168 A: Mm-hm.
169
170 Q: Yourself, (b) (6), and (b) (6).
171
172 A: Mm-hm.
173
174 Q: Okay. So between these two I saw a few issues that I wanted to ask 'cause I
175 had questions about.
176
177 A: Is it okay if I reference those during our interview?
178
179 Q: Of course. Yes.
180

181 A: Okay.
182
183 Q: Yes.
184
185 A: If I need to.
186
187 Q: Sure. Oh, absolutely. Um, okay. So the first thing, let's just briefly just so I
188 have some sense of where we stand with the overtime, um, problem...
189
190 A: Mm-hm.
191
192 Q: The way I understood it, there had been a reduction in manning of security
193 personnel that started back in 2012.
194
195 A: Uh, the d- exact date I couldn't - that probably sounds about right but as far as
196 exact dates I - I wouldn't be able to - to, uh, verify that or not.
197
198 Q: Okay. Now did that reduction in staffing only affect the supervisors or the
199 whole workforce?
200
201 A: The whole department.
202
203 Q: Okay.
204
205 A: Back in 2012. I mean as far as the - how workforce itself goes, um, they've
206 kind of reversed that a little bit. They've started to hire slowly.
207
208 Q: Okay.
209
210 A: But police officers, not supervisors.
211
212 Q: Okay. This is what I wanted to know. And also the overtime concerns that you
213 reported originally...
214
215 A: Mm-hm.
216
217 Q: ...did that affect the non-supervisory personnel also?
218
219 A: Yes.
220
221 Q: Oh.
222
223 A: It's both ways.
224
225 Q: I thought it was always just the supervisors working the excessive overtime.

226
227 A: Well the complaint is based upon the excessive overtime on - on the
228 supervisory part b- uh, alone because we are - we're down two supervisors.
229 Um...
230
231 Q: But if I was to look at (Secata) time records for non-supervisory police
232 officers I would see overtime, like...
233
234 A: I can tell you this right now. Last year this department for the whole
235 department paid out \$350,000.00 of overtime. Half of that was just to
236 supervisors. That's five people. No that's four - four civilians and one military
237 but the military obviously doesn't get paid overtime.
238
239 Q: Mm-hm.
240
241 A: So four civilians, \$175,000.00. And then \$175,000.00 for the rest of the
242 workforce. So you're talking \$350,000.00 in overtime was paid in one year...
243
244 Q: Right.
245
246 A: ...because of a shortage.
247
248 Q: So do you know of some specific, uh, non-supervisory personnel that work
249 excessive overt- a lot of overtime that if I was to look at their timecards I
250 would see that?
251
252 A: Um, I think...
253
254 Q: Still - that are still doing it now?
255
256 A: Uh, yeah I mean since we've hired a couple of guys it's kinda diminished a
257 little bit but there is still - there is still, uh, a lot of overtime.
258
259 Q: But the couple of people that you've hired are non-supervisory, correct?
260
261 A: Correct. Mm-hm.
262
263 Q: But there's still, um, quite a bit of overtime you're saying?
264
265 A: Yes.
266
267 Q: Now as of today?
268
269 A: Yes.
270

271 Q: Um, can you give me the names of a couple patrolmen that are working a lot
272 of overtime still? Non-supervisory?
273
274 A: Um - uh, patrolman (b) (6) works a lot of overtime. Patrolman
275 (b) (6) ...
276
277 Q: I just want to be able to validate this. You know what I'm saying?
278
279 A: Yep.
280
281 Q: What's the first name - (b) (6) first name?
282
283 A: Uh, (b) (6). And (b) (6) is (b) (6). (b) (6).
284
285 Q: Just for example. Just a couple of examples.
286
287 A: Just a couple of examp- examples.
288
289 Q: Okay.
290
291 A: I mean what happens is I post the overtime every week, it's gets assigned. So
292 it might not be the same guys all the time. The same guys do sign up. It might
293 not be the same guys that get it every week. So it might vary. Try to make it,
294 uh, fair for everyone.
295
296 Q: Okay.
297
298 A: But - but there is overtime posted every week and there is overtime that needs
299 to be filled every week.
300
301 Q: Are any of these individuals working, um, more than 14 hours in a day?
302
303 A: Oh, sometimes. Oh, yeah.
304
305 Q: Yeah?
306
307 A: Yeah. Absolutely. More than 14 hours multiple days in a pay period.
308
309 Q: Okay. And, um, so for example, yourself...
310
311 A: Mm-hm.
312
313 Q: ...I - I could see by my analysis of your previous time cards that you did work
314 a lot of overtime. Now I did that prior to the January...
315

316 A: Okay.
317
318 Q: ...report. So I'm wondering now since, um, (Senurmas) investigative report
319 made those recommendations, has the amount of overtime decreased or...
320
321 A: Nothing's changed but...
322
323 Q: Okay.
324
325 A: ...the reccoma- r- that was one of the issues. The recommendations were made
326 but no actions been taken on one recommendation. Not one. In fact though -
327 actually that's a lie. There was action taken on one. In one of the
328 recommendations it was recommended that a risk assessment be done for
329 supervisors. Well that assessment was done. It was brought to the XO of the
330 space. She looked at the two individuals that gave it to her and said, "No.
331 We're not hiring supervisors. This isn't happening. Give me something else."
332
333 Q: All right. Okay. That's what was in this...
334
335 A: Okay. Yeah.
336
337 Q: ...letter chain. All right. Okay?
338
339 A: That's the only recommendation that actions been taken on that was...
340
341 Q: They did do the...
342
343 A: ...completely disregarded.
344
345 Q: Mm-hm. Okay.
346
347 A: And they were pretty much - I mean those are two individuals that you
348 probably want to talk to 'cause they were pretty much threatened by the XO.
349 So...
350
351 Q: Yeah. Okay. Uh, you want to tell me their names?
352
353 A: Uh, I believe one of 'em was (b) (6).
354
355 Q: Okay.
356
357 A: And I believe the other one is (b) (6). The two - they work in safety.
358
359 Q: Okay. So just for example, last week...
360

361 A: Mm-hm.
362
363 Q: ...how much overtime did you work?
364
365 A: Uh, let's see. So every Friday I work a double. So 16 hours every Friday.
366
367 Q: Okay.
368
369 A: That's because we're lacking a supervisor on the second shift. So that's one
370 missing supervisor. So every Friday and Saturday night there's overtime.
371
372 Q: So you work 16 hours every Friday.
373
374 A: Every Friday.
375
376 Q: Including last Friday.
377
378 A: I work 16 hours every Friday plus an additional five hours of pay period for
379 pre and post shift role calls. And then if a supervisor bangs out or I'm - bangs
380 out. If a supervisor calls out sick or if a supervisors on vacation or if there's a
381 - some kind of family emergency situation that happens, which happened a
382 couple weeks ago with the first class is a supervisor who got into a car
383 accident. He was supposed to cover overtime shifts.
384
385 Q: So if one of you...
386
387 A: I almost got stuck at work for 24 hours. So I didn't thank god because
388 obviously it's illegal and I couldn't but if it had to happen it was gonna
389 happen because we didn't have the man power to - to get anybody in there to
390 cover the - the shift he was supposed to work.
391
392 Q: Do you think that ever does happen anywhere else? Have you ever heard of
393 that happening or some...
394
395 A: I - I don't know. I - I honestly don't - don't communicate with any other
396 supervisors at any other bases to be honest with you.
397
398 Q: Okay. That was one of my questions...
399
400 A: So I don't know what happens.
401
402 Q: ...if we - you have any knowledge of what's going on...
403
404 A: I don't have any knowledge. So...
405

406 Q: Sub-base or anywhere else.
407
408 A: I don't.
409
410 Q: No.
411
412 A: Whether or not other supervisors do I - I don't...
413
414 Q: Okay.
415
416 A: ...know but I know personally I don't have any knowledge on that on other
417 bases.
418
419 Q: So that time you almost got stuck at work for 24 hours, that was, um, because
420 somebody called out sick.
421
422 A: Well not beca- well we had a supervisor that was on vacation. The mid-shift
423 supervisor was on vacation. So the alternative mid-shift supervisor - because
424 myself, (b) (6), and (b) (6) had already covered all
425 the other shifts during the week that were - were vacant...
426
427 Q: Mm-hm.
428
429 A: ...for overtime for supervisory, he was required to cover that one shift to help
430 out. Well that one night that he was supposed to cover he was in a car
431 accident.
432
433 Q: Oh.
434
435 A: So he couldn't come in. He was rear ended. He at - he was at the hospital with
436 - with - with his wife and himself.
437
438 Q: Okay. So essentially out sick.
439
440 A: Pretty much.
441
442 Q: So much d...
443
444 A: Yeah.
445
446 Q: You know?
447
448 A: So again, like, an emergency situation where...
449
450 Q: Emergency, yeah. And so how did that get resolved?

451
452 A: Well I ended up calling after several attempts, uh, (b) (6) ended
453 up calling me back and said, you know, we were talking about it on the phone
454 and we're trying to figure it all out and, uh, he said, "No. I'll come in." And,
455 uh...
456
457 Q: So (b) (6) came in?
458
459 A: He ended up coming in to work.
460
461 Q: To relieve you...
462
463 A: To relieve me.
464
465 Q: ...who had already been working 16 hours.
466
467 A: 16 hours. Yep.
468
469 Q: What date did this happen?
470
471 A: Oh, geez. Honestly maybe thr- maybe the last time (b) (6) was on
472 vacation. Maybe three or four weeks - four weeks ago maybe. Maybe about
473 three or four weeks ago. Yeah. I would say.
474
475 Q: Can I ask you to make a note to find out what date that was for me?
476
477 A: Yeah, sure. Absolutely.
478
479 Q: I'm gonna jot it down. Date, um, I'll - I'll just say of the car accident and
480 you'll know what I mean. Right?
481
482 A: Yep.
483
484 Q: Okay. And yeah as we go along if there's anything else we can jot that down.
485 Okay. Um, this was about four weeks ago though.
486
487 A: Yeah. About four - I think it was when (b) (6) first took leave in
488 the end of April or the beginning of this month. I think it was end of April
489 though.
490
491 Q: And (b) (6), had he already worked, um...
492
493 A: He was on his day off.
494
495 Q: ...40 hours? Yeah.

496
497 A: Coming in on his day off. And then he was coming back in - I believe he came
498 back. He went home and he ended up having to come back in to cover another
499 overtime on second shift for his shift.
500
501 Q: Okay.
502
503 A: Oh, I'm sorry. No that's not what happened. What happened was that
504 weekend - because (b) (6). He was the alternative supervisor. Not only was he
505 covering an overtime shift on Friday night but his regular shift nights are
506 Saturday nights and Sunday nights. He was up for that whole weekend. So we
507 all ended up doing 12s or 16s for the whole weekend. Me, (b) (6)
508 (b) (6), and (b) (6). So (b) (6) and (b) (6)
509 (b) (6) pretty much split shifts coming in at two in the morning, leaving
510 at two in the afternoon, coming back in at two in the afternoon, leaving at two
511 in the morning. Things like that all weekend to cover those vacant overtime -
512 supervisory overtimes.
513
514 Q: How do spell (b) (6)?
515
516 A: (b) (6).
517
518 Q: Okay. Covered all - that's because he was in the hospital or...
519
520 A: He was just...
521
522 Q: Yeah.
523
524 A: His doctor put him out for the weekend.
525
526 Q: Yeah. All right. Um, so this is still an ongoing concern...
527
528 A: Yeah.
529
530 Q: ...is basically the bottom line - what I wanted to find out. Has it been resolved
531 or not?
532
533 A: No. And no attempts to have it re- resolved either.
534
535 Q: Okay. Um, if I wanted to get a copy of the current work schedule...
536
537 A: Mm-hm.
538
539 Q: ...could you get that for me?
540

541 A: Yeah. Mm-hm.
542
543 Q: Okay. Maybe go - jot that one down.
544
545 A: Yeah. I'll get you that.
546
547 Q: Just so I can see, you know, last week, this week, very current information.
548
549 A: That wasn't included in the report from - because it's - it hasn't changed. So if
550 it's in your report...
551
552 Q: Oh, it hasn't changed?
553
554 A: It's usually the s- ev- every - it's th- usually the same unless someone's on
555 leave.
556
557 Q: Well I'd like to just see, like...
558
559 A: Okay. No problem.
560
561 Q: ...as of last week or whatever.
562
563 A: Probably last week's schedule.
564
565 Q: Very - very current. Yeah. Um, so how does this affect you? I'd like to just
566 hear it, you know, personally. Like, this amount of overtime that you have to
567 work.
568
569 A: It's exhausting.
570
571 Q: What are your thoughts about it?
572
573 A: It's exhausting. You know, it gets old after a while. Like, th- you know what I
574 mean? It's - I like to enjoy my two days off and sometimes I don't get two
575 days off.
576
577 Q: Mm-hm.
578
579 A: Um, it's - it's just very frustrating that it's - it's...
580
581 Q: Yeah. And what do you think the effect of it is on the mission? I mean do you
582 think it - it has a, um...
583
584 A: Uh, and the mission has to get done. So the mission gets done regardless. I
585 mean obviously that's the number one thing. The mission gets done. There's

586 no doubt about it.
587
588 Q: Okay. And what is the, um, reason why the supervisors have to be on duty? Is
589 there an- there's an instruction that drives that, right? That says you must have
590 a supervisor on every shift?
591
592 A: There - it's...
593
594 Q: I mean what if you just didn't come and there was not supervisor. What -
595 what's the ramifications of that?
596
597 A: There has to be. There - there - there - there - there's no way around it.
598 There's got to be somebody there to supervise.
599
600 Q: Right. So what I want to do is be able to say why there has to be a supervisor.
601
602 A: Because it - it - there - there always needs to be leadership. There's al- there -
603 there always needs to be leadership there. Someone has to be there to answer -
604 to answer questions, to, you know, take on - take on the work loads of...
605
606 Q: Mm-hm.
607
608 A: ...you know, if something happens. Who's gonna do it?
609
610 Q: Right. Is there another person above you that would step in if you - like, say
611 literally nobody came.
612
613 A: I'm at the bottom - supervisory wise I'm at the bottom of the barrel. It's
614 myself and (b) (6). We're the two sergeants.
615
616 Q: Okay.
617
618 A: Then it goes to (b) (6) and (b) (6) and then you
619 have (b) (6) who's the operations officer.
620
621 Q: Okay. I guess what I'm saying is if all five of you were out...
622
623 A: Okay.
624
625 Q: ...literally nobody came in then what would happen?
626
627 A: I, uh, they - they...
628
629 Q: Would they be out of compliance with some kind of regulation that...
630

631 A: Yep. Absolutely.
632
633 Q: Yeah. That's...
634
635 A: There always to be supervisors.
636
637 Q: Do you know where - which regulation that is?
638
639 A: Off the top of my head I - I don't know. Um...
640
641 Q: Okay. But you believe there is some regulation that says there has to be a shift
642 supervisor...
643
644 A: Um...
645
646 Q: ...on duty at all times.
647
648 A: Mm-hm. Yep. And it even breaks down the number of personnel per
649 supervisor. Which, you know, i- i- if you read - if you read the regulation it - it
650 kind of - it doesn't take into effect, like, police work which is shift work. It's,
651 you know, it - you read it and it's, like, an eight to four job, Monday through
652 Friday. You know what I mean? It doesn't - it doesn't take into consideration
653 a 24-7 job, seven days a week.
654
655 Q: Okay. Okay. Um, so have they hired any new supervisory police officers...
656
657 A: No.
658
659 Q: ...since January?
660
661 A: No. And even one of the recommendations from (b) (6) was even for
662 promotion - temporary promotions. Nothing's been done. The CO of this base
663 has said and numerous times he's gonna fight - fight - fight. We need those
664 supervisors. We're gonna fill those positions and it's all smoke and mirrors.
665 Nothing's been done.
666
667 Q: Now we had this - you mentioned this MA.
668
669 A: (Unintelligible)?
670
671 Q: Yeah. Could they have more people like him?
672
673 A: No. Because the military members do not meet the requirements of the
674 standards.
675

676 Q: They don't have the training.
677
678 A: Correct.
679
680 Q: To be a supervisor. Does (b) (6) though?
681
682 A: They don't have the training to be even patrol officers.
683
684 Q: So how is it okay that (b) (6) s acting as a supervisor?
685
686 A: Well he's been a supervisor for I don't know, um, maybe three - two or three
687 years now.
688
689 Q: Mm-hm.
690
691 A: So...
692
693 Q: But he doesn't have the training requirements to be a supervisor?
694
695 A: Honestly he's - it's - it's one of those, "Oh, you're a first class. You'll be a
696 supervisor." He - he doesn't have the knowledge to be a supervisor but he -
697 they stick him in that position. He shouldn't be where he is either.
698
699 Q: Mm, okay. Okay. Now I know you said they haven't hired any new
700 supervisors. Do you know if there's a plan in process for that? Have they
701 announced a job or...
702
703 A: No. No, nothing - nothing.
704
705 Q: And are the billets actually gone to your knowledge? I have that impression
706 although I haven't verified it yet...
707
708 A: Um...
709
710 Q: ...that they're not authorized funded billets.
711
712 A: They're rotrition - they're rotrition - they're - they're not filling the positions.
713 That's what they're - that's why we haven't filled these two - these two
714 supervisory positions since 2012.
715
716 Q: So it sounds like there must have been a plan that included not having
717 supervisors in the future.
718
719 A: I - I - I...
720

721 Q: If that's the - right?
722
723 A: I - I know - I know what you're getting at and I - I know where this is going.
724
725 Q: I just don't understand how this could happen if there's a - there's a, um,
726 disconnect between an instruction that says you have to have a supervisor on
727 all times.
728
729 A: Because the right hand doesn't know what the left hands doing. So you have
730 one thing that says one thing and you have another thing that says another
731 thing. Okay? So that's the problem.
732
733 Q: Yes.
734
735 A: That's the problem.
736
737 Q: I think that's the (unintelligible) of the problem. There's two different
738 instructions or mandates. One has to do with funding and authorized billets
739 and the other has to do with the mission of safety and security and access
740 control and...
741
742 A: Mm-hm.
743
744 Q: ...so forth.
745
746 A: So you have a DOD instruction which trumps everything, okay, that says you
747 will have supervisors, you will have this many people, you will do this. But
748 then CNIC wants to come out and say, "Oh," then CNIC comes out with their
749 instruction that says, "Oh, no. We're gonna have this - this - this and this."
750 And they don't care that the DOD instruction trumps their instruction.
751
752 Q: Okay. This is important and helpful. You're saying it's CNIC that defunded
753 those positions.
754
755 A: I don't - I'm not saying that. I don't know who defunded what.
756
757 Q: Okay.
758
759 A: I don't know. There's probably other supervisors you're gonna talk to that'll
760 have more knowledge in that...
761
762 Q: Okay.
763
764 A: ...than I do but I don't know who's defunding who. I'm just saying....
765

766 Q: Yep.
767
768 A: ...from what I've seen and what I've dealt with that there's DOD instructions
769 that say one thing that trump every other instruction that comes out but the
770 people that are creating these other instructions don't care what the DOD
771 instruction says. It's whatever they say.
772
773 Q: Okay.
774
775 A: That's the issue.
776
777 Q: I gotcha. Yep.
778
779 A: I mean you've had the admiral of CNIC who flat out said, "Whoever came up
780 with this - that we will not have supervisors is pretty much stupid. That
781 doesn't make any sense." Okay. But yet no one's fighting. Everybody sees
782 what's going on up here and yet no one's doing anything about it. So that's
783 why it's all smoke and mirrors.
784
785 Q: Y- now where did you hear the admiral say that? D- was it in writing or...
786
787 A: It was in - it was in a - it was in a meeting.
788
789 Q: In a meeting. It wasn't in an e-mail.
790
791 A: It was verbally said in a meeting. No. I'm pretty sure it was the CNIC. I don't
792 know if a Sunurma or Scenic but I'm pretty sure I thought - I'm pretty sure it
793 was a CNIC admiral.
794
795 Q: Okay. Now one of the things that happened was out of - out of (b) (6) report,
796 like you said, the recommendation was to do the risk assessment and those
797 two individuals from safety wrote a report where they also recommended
798 hiring more people.
799
800 A: Yep. Hiring supervisors.
801
802 Q: Okay.
803
804 A: Hiring not more people. Hiring sup- hi- hiring and filling those supervisory
805 positions.
806
807 Q: Now what I was wondering is if you can - they - the - in the safety report they
808 describe these potential risks that can occur from having people work so much
809 overtime that they're exhausted and there's a fatigue factor. You know, you're
810 judgment could be impaired. You're driving...

811
812 A: Mm-hm.
813
814 Q: ...is, um, unsafe. All - all kinds of things happen when you're sleep deprived...
815
816 A: Right.
817
818 Q: ...and overworked. So I was wondering, did you ever experience any actual
819 real life scenarios where it appeared like somebody was - that there could
820 have been a potential safety risk because of...
821
822 A: I mean bes...
823
824 Q: ...overworking people?
825
826 A: No. I mean besides the fact that, you know, people are tired. Like, for
827 instance, you know, if I work a double, by the time I drive home 45 minutes
828 and come back I'm sleeping - I'm coming back to work on four hours of
829 sleep.
830
831 Q: Right.
832
833 A: You know what I mean? And sometimes I'm coming back - I mean there was
834 times there where I was working back to back doubles. You know? So...
835
836 Q: And you have to arm up in that situation.
837
838 A: I have to arm up, I have to drive, I have to run a shift, I have to oversee a shift
839 of personnel. Absolutely. That's my job but the mission has to get done. So it
840 gets done.
841
842 Q: This has to be very difficult.
843
844 A: It - I mean, again, I - we're not asking, I mean, we're not asking - we're
845 asking for two positions to be filled. That's it. That's all.
846
847 Q: Oh my god.
848
849 A: That'll alleviate all this overtime. That'll take care of all this th- these - these -
850 these issue. Hire the two supervisors.
851
852 Q: Just do it.
853
854 A: Fill the two positions. That's it. That'll take care of the problem. That's why I
855 don't - I'm not - I don't understand what the big deal is. I really don't. And

856 now - and now - and now th- the worst part of all this is now you're hiring
857 more police officers with less supervisors. So you're - you're bringing in all -
858 more - more of a workforce with less supervisors to supervise.
859
860 Q: Oh, right. Now they're hiring...
861
862 A: Right - right - right.
863
864 Q: ...more patrolman...
865
866 A: Right.
867
868 Q: ...but not more supervisors.
869
870 A: Right. So now you're overseeing instead of nine people, now you're
871 overseeing maybe (b) or (b) people. One supervisor on one shift.
872
873 Q: It just almost makes you wonder what was the g- long term plan. Like...
874
875 A: Obviously...
876
877 Q: ...are they gonna replace the supervisors with military or something or...
878
879 A: I don't know.
880
881 Q: I don't know. I'll see if I can find out. Okay. Okay. Okay. All right. So - all
882 right. That covers my questions about the follow up. It appears to me that
883 although - I would say in a nutshell both (b) (6) report and the safety,
884 um, operational risk management report both recommended hiring these
885 positions.
886
887 A: Mm-hm.
888
889 Q: For some reason it's not happening and hasn't happened and the overtime is
890 still a problem.
891
892 A: Correct. And in addition to that any of the recommendations that (b) (6)
893 made, nothings - no actions been taken on anything. Not one thing. Just like I
894 said, yes the supervisors and hiring the supervisory staff is - is - is one of our
895 main concerns but the whole list of recommendations that's in there as far as
896 all the other - which, you know, all the other things I'm sure are - are at the
897 OCS level or whatever else but not one action has been taken on any
898 recommendation.
899
900 Q: Okay. Let's see where (unintelligible) look at one thing real quick. Oh, what

901 about this order list?
902
903 A: Mm-hm.
904
905 Q: Is - has that happened?
906
907 A: Yeah.
908
909 Q: Does...
910
911 A: We have a mandatory order list. So for instance if there's any - any overtime
912 that's available whether it be supervisory or - or, uh, the patrol guys, if no one
913 signs for it we have a mandatory order list that we have to go through. So
914 someone - someone gets ordered to come in to work...
915
916 Q: Okay.
917
918 A: ...and work that shift.
919
920 Q: Okay. And is that, um, something fairly new?
921
922 A: No. That's been...
923
924 Q: You've always had that.
925
926 A: Always. Yep. We've always had that.
927
928 Q: Can you give me a copy of that too? Or is that the same thing as the schedule?
929
930 A: No - no. It's different.
931
932 Q: No.
933
934 A: You just want to see what the mandatory list looks like?
935
936 Q: Yeah because that seems like it was one of the recommendations made by
937 (Ed).
938
939 A: We've all been - no.
940
941 Q: Was to establish an order list.
942
943 A: No. He - h- there - I think the recommendation by him was to have it posted
944 so people could see it.
945

946 Q: Oh - oh - oh. And do you do that now?
947
948 A: Yeah.
949
950 Q: Post it?
951
952 A: We've - we've had it posted. Yeah. That...
953
954 Q: But it was posted before.
955
956 A: It was in a binder. Guys had access to it. Whenever they wanted to see it they
957 could have seen it. It just wasn't visually passed - posted on the - on the past
958 envoy. But yes it...
959
960 Q: And now it is?
961
962 A: Oh, yeah. It's been posted.
963
964 Q: I see. Okay.
965
966 A: And that was from...
967
968 Q: Um...
969
970 A: ...obviously conversations, interviews that he had with patrol guys.
971
972 Q: It's posted now on - what - you said it's called the pass down board?
973
974 A: Our - our pass down board and roll call. Yep.
975
976 Q: Okay. I - I'm not familiar with what that is but it's something that they can
977 actually see it every time they call the roll call.
978
979 A: What happens is - so on - y- yeah. It's on - on this - we have a - next to the
980 podium where we do roll call there's, um, a clipboard. On that clipboard is the
981 overtime postings for the w- for the next week...
982
983 Q: Mm-hm.
984
985 A: ...a signup sheet for whoever wants to sign up for overtime, and then under
986 that is the mandatory order list. So if a guy's...
987
988 Q: I see.
989
990 A: If guys are going through the overtime like this and they get to the mandatory

991 order list they could say, "Oh, well I'm not gonna sign up for that one but
992 that's okay 'cause I won't get ordered 'cause I'm number six on the list or
993 something. So I don't have to worry about it."
994
995 Q: I see. So it's part of the package...
996
997 A: Yeah.
998
999 Q: ...that they see now. Okay.
1000
1001 A: It's - it's right underneath all the overtime.
1002
1003 Q: Okay. Okay. I think that covers, uh, pretty much - unless there's anything else
1004 you want to add.
1005
1006 A: No.
1007
1008 Q: Okay. So now the new things that I could see - a couple of new things.
1009 There's this card called a Secant Form 5512-1 that's mentioned in this, um,
1010 this memo here and it's, uh, it has to do with base access pass registration
1011 form. It's a special form that your s- you would fill out.
1012
1013 A: For the new DBID system? Is that for the new DBID system? I'm not sure
1014 what you're referring to.
1015
1016 Q: (Unintelligible).
1017
1018 A: Is that - what is that in?
1019
1020 Q: I had printed it out. It's called - it's in the Secnav. It's a Secnav form 5512/1
1021 but I couldn't find where that card is required. The memo's saying that the
1022 card is required to be used...
1023
1024 A: Oh, I see.
1025
1026 Q: ...and that the region said they're not gonna use it.
1027
1028 A: Which - is the this the March - the last...
1029
1030 Q: Yes.
1031
1032 A: ...the latest complaint?
1033
1034 Q: Mm-hm.
1035

1036 A: I'm not sure why (unintelligible)..
1037
1038 Q: Okay. Wait a minute.
1039
1040 A: ...why we're talking about this.
1041
1042 Q: Let me make sure. Okay. Wait a minute. It's in here. It was in here in email.
1043 Sorry.
1044
1045 A: Okay.
1046
1047 Q: Uh, (unintelligible) implements Secnav 5512 local population ID registration
1048 form mandated by CNIC. It's instruction. But I couldn't find that form in
1049 CNIC's instruction. Are you even familiar with this form?
1050
1051 A: The local population ID card base has - I don't know if that has to do with the
1052 - the new DBID system that's been implemented. I'm not exactly sure on that
1053 Secnav number.
1054
1055 Q: What do you mean by DBID? What's that?
1056
1057 A: DBIDs is that new scanning system they have at the gates.
1058
1059 Q: Y- where you scan the ID card?
1060
1061 A: Yeah. And - and they have the, um, the paper passes that can scan now and
1062 it's just a huge system that's supposed to utilized at the gates and it's just a,
1063 uh, let me see this real quick. PI issues.
1064
1065 Q: Okay.
1066
1067 A: (Unintelligible). So this is (b) (6) saying this.
1068
1069 Q: Here - here. This is what the form looks like.
1070
1071 A: (Unintelligible) so..
1072
1073 Q: Have you seen that form before?
1074
1075 A: Um..
1076
1077 Q: Like, being used regularly by people..
1078
1079 A: I - I - I personally wouldn't see this. This is pr- might be something that's
1080 getting used at passing ID.

1081
1082 Q: Okay. Okay.
1083
1084 A: So this isn't something that the department uses.
1085
1086 Q: All right.
1087
1088 A: That the police department is hands on with. This is I think more geared for
1089 passing ID personnel for access to the base. (Unintelligible).
1090
1091 Q: Okay. Right - right - right. That is what I understand about it too. Okay. So
1092 maybe I could ask...
1093
1094 A: But this is - this is (b) (6) telling (b) (6) about a
1095 conversation. That - that - that - that was a statement that (b) (6)
1096 had made that he blatantly said that they were not gonna implement that form.
1097
1098 Q: Right. But I don't...
1099
1100 A: Even though it's mandated in - in the (unintelligible) instruction. Again...
1101
1102 Q: Right. But I couldn't find it in this instruction.
1103
1104 A: Again, picking and choosing what we want to implement and not implement.
1105 This is - this is (unintelligible).
1106
1107 Q: Right. Except that I don't think that it is mandated. That's a mistake.
1108
1109 A: Well it's - maybe it's the wrong instruction.
1110
1111 Q: You may be right.
1112
1113 A: It might be the wrong instruction number.
1114
1115 Q: Right. So I'm...
1116
1117 A: But again...
1118
1119 Q: ...but I'll ask m- (b) (6).
1120
1121 A: But this isn't even about just (b) (6). This also goes back to the
1122 command too of, you know, picking and choosing what - what needs to be
1123 implemented and not implemented.
1124
1125 Q: Mm-hm.

1126
1127 A: If it - if it - if it's, um, advantageous for them then it works. If it's not then it
1128 doesn't work. I don't care what the instruction says.
1129
1130 Q: Right.
1131
1132 A: That's the attitude around here.
1133
1134 Q: Okay. Now the other question has to do with this physical agility test. Now I
1135 understand that's related to reprisal but that's not why I'm asking you about it.
1136 I - I just want to know h- I - I saw that it is required by that CNIC instruction.
1137 Um, who would be responsible for enforcing that?
1138
1139 A: No idea.
1140
1141 Q: Like, at the base level or the region level or - okay. Now has it ever been
1142 enforced here before?
1143
1144 A: No. It - it wasn't even a requirement for me to get this job on physical agility
1145 tests. Not one supervisor here has ever taken a phy- physical agility test even
1146 as a requirement to be hired here. Now all of sudden you're gonna tell me I
1147 have to take a physical agility test for something that wasn't a requirement
1148 when I got hired.
1149
1150 Q: Right. Now...
1151
1152 A: And how funny how it just comes out now after all of this is going on.
1153
1154 Q: Yeah that's the part you'll have to discuss with the other...
1155
1156 A: Mm-hm.
1157
1158 Q: ...investigator. Okay. Um, is it in your BD?
1159
1160 A: No.
1161
1162 Q: Can you get me a copy of your BD?
1163
1164 A: Uh, yeah I can. For every supervisor or just sergeant - just me, the sergeants?
1165 You gonna ask each supervisor to get the copy?
1166
1167 Q: Yeah. If you can get them for all of them.
1168
1169 A: All of 'em? Okay. And it probably goes...
1170

1171 Q: Do you know if - if any other instillations have their people doing these
1172 physical agility tests?
1173
1174 A: Um, not the - I can tell you that I know that not every single base in this
1175 region has - had implemented that.
1176
1177 Q: But some may have?
1178
1179 A: Some may have but not everybody has implemented it. I know it was
1180 implemented, I don't know, this started coming out a couple years ago and
1181 something had happened and it was a cease and desist and it stopped. So now
1182 all of a sudden it's rearing its ugly head again.
1183
1184 Q: Okay. Um, so I understand that it was mentioned to you that they might be
1185 start doing this but have they actually notified everyone of a deadline by
1186 which we're gonna do this or...
1187
1188 A: No.
1189
1190 Q: No. Okay. It was just a verbal comment...
1191
1192 A: It was a ver...
1193
1194 Q: ...so far.
1195
1196 A: It was a verbal threat. Yeah I guess.
1197
1198 Q: Ver- but not in writing. Not like...
1199
1200 A: No. It was a...
1201
1202 Q: ...you are hereby being report to phy- physical fitness.
1203
1204 A: No. It was a verbal threat.
1205
1206 Q: Okay. Verbal only so far.
1207
1208 A: After, um, (b) (6) was up here, uh, I do know that the next day - I
1209 believe it was the next day or the day after, all of a sudden the XO had sent
1210 out an email stating that all the supervisors had to get their medical screenings
1211 done by such and such a date for this whole agility thing but after there was a
1212 huge pushback and because of this complaint, uh, that seemed to disappear
1213 real quick...
1214
1215 Q: Mm-hm.

1216
1217 A: ...after a while. But, um, I'm pretty sure (b) (6) would probably have
1218 more information on that. So there - there - there was verbally and written
1219 threats.
1220
1221 Q: Okay. Um, now same with the uniform, I saw in the instruction there's this
1222 detailed description of what the uniform's supposed to be like. Um, is
1223 anybody following that here so far?
1224
1225 A: In the instruction? We have a uniform policy here. This policy has been go...
1226
1227 Q: D- is it local instruction?
1228
1229 A: We have an SOP.
1230
1231 Q: Okay.
1232
1233 A: Yep. That has been negotiated with the union. It's been signed off by previous
1234 COs and previous directors.
1235
1236 Q: Okay. Okay.
1237
1238 A: And again, don't tell me and my guys to do something if you're not making
1239 the whole region do it. Don't pick and choose what bases you want it to be
1240 done at. Unless everybody does it, we're not doing it.
1241
1242 Q: Mm, that's a good point. Okay. So the uniform that you're wearing right now
1243 and that you follow is in accordance with that SOP and not necessarily in
1244 accordance with that CNIC instruction, right? Okay.
1245
1246 A: There was nothing in the SOP 'cause it was negotiated with the CO and - and
1247 statements have been made by this CO and our new director that they're not
1248 gonna make us change our uniforms. They're not gonna make us look like two
1249 different departments. It's not gonna happen. So - and there's no need for it
1250 honestly. (Unintelligible).
1251
1252 Q: When you say not gonna make us look like two different departments,
1253 meaning the supervisors will look different from the...
1254
1255 A: Yes.
1256
1257 Q: ...patrolmen.
1258
1259 A: Exactly.
1260

1261 Q: Right. That would - and it has to get appro- negotiated with the union before
1262 you can impose it on the...
1263
1264 A: Union, yeah.
1265
1266 Q: ...patrolmen, right?
1267
1268 A: Yep.
1269
1270 Q: Yeah. I gotcha. Okay. Okay. Um, let's see. I think I'll - I'm sorry. If you - if
1271 you'd bear with me for a second here.
1272
1273 A: Oh.
1274
1275 Q: Okay. So, um, there's this guy (b) (6) who's been assigned as the
1276 auxiliary security force coordinator.
1277
1278 A: Mm-hm.
1279
1280 Q: Do you know if he - like, the information I have here says that he's not
1281 meeting the criteria for that. Did - did you ever hear that?
1282
1283 A: Um, I - 'cause I believe the instruction said it's supposed to be an E7 or
1284 above. He's an E6.
1285
1286 Q: Okay. And who's decision would that have been to appoint him?
1287
1288 A: Uh, at the time? Actually I don't - actually I don't know who's to - I - I want
1289 to say it came from 690 but I don't know. Meaning the triad.
1290
1291 Q: The - the CO you're saying.
1292
1293 A: Or the XO. I don't know. That I don't know...
1294
1295 Q: Okay.
1296
1297 A: Who - who appointed him that position.
1298
1299 Q: Okay. Would it be something that he'd have a designation letter for?
1300
1301 A: I don't know that.
1302
1303 Q: Okay.
1304
1305 A: That I don't know. All I know is the instruction says an E7 and above.

1306
1307 Q: Right. Okay. Um, all right. Oh, there was something else in this memo here
1308 about (b) (6) changing somebody's performance evaluation.
1309
1310 A: Yeah that would be, um, I believe (b) (6). You'd have to talk to him
1311 about that.
1312
1313 Q: Okay. Okay. And somebody said something about the Master at Arms training
1314 being gun-decked. Wh- do you - what do you think that meant?
1315
1316 A: Well I know exactly what it means. I mean I - I'm pretty sure it spells it out in
1317 the complaint here. The number of hours, correct? Uh, let me see. The - the
1318 DOD police officers that we hire now are required to go to FLETC. The
1319 Federal Law Enforcement Training Center down in Glencoe, Georgia.
1320
1321 Q: Okay.
1322
1323 A: They are required to complete over 485 hours of training and in addition to
1324 that another so many hours of a na- Navy compliance course.
1325
1326 Q: Okay.
1327
1328 A: The - the MAs or the MA school do no law enforcement whatsoever. Maybe -
1329 maybe at 'em - out of - at a minimum 16 hours or so. Those number might be
1330 a little bit off but I know it's - you could talk to any of the MAs and they'll
1331 flat out tell you, oh it's - hold on. I think it's right in here. I don't know if the
1332 exact numbers are in here though.
1333
1334 Q: So by gundecked, what does that mean?
1335
1336 A: I - I'm not sure who - what, you know, how the person...
1337
1338 Q: Yeah.
1339
1340 A: ...meant to use that term and how it was - but the bottom line is - is you have
1341 an MA that - that's coming here assigned to Naval Station Newport with
1342 maybe 16 hours of law enforcement training. Okay? And they're given a gun
1343 and a badge and said - go and - and put to an FTO parole. And said, "Okay.
1344 Here you go. Get on the road now." While you have a DOD guy who has to
1345 go over - over - almost 500 hours of training.
1346
1347 Q: You mean - when you say DOD you mean the civilians.
1348
1349 A: Civilians. Police Officers, yep.
1350

1351 Q: Mm-hm.
1352
1353 A: So the - these standards and requirements are - are this - it's - there's just no
1354 comparison. So gun decked would be 16 hours...
1355
1356 Q: I see.
1357
1358 A: ...compared to almost 500. Here's your gun, here's your badge, do some
1359 Monroe training, and see you later.
1360
1361 Q: Okay.
1362
1363 A: It's a huge problem, a huge issue.
1364
1365 Q: Right. And does that get back to why, um, they don't have the MAs acting as
1366 the supervisors...
1367
1368 A: Mm-hm.
1369
1370 Q: ...to - to alleviate you - relieve you from duty? Have that military because they
1371 just don't have the training.
1372
1373 A: Th- the no training, uh, the confident level is - is - is pretty, uh, low. And it's a
1374 huge liability.
1375
1376 Q: Y- you mean the lack of training for the MAs.
1377
1378 A: Mm-hm. Absolutely.
1379
1380 Q: Okay. Oh, now are there some cars out in some - some police cars being left
1381 out...
1382
1383 A: Yeah.
1384
1385 Q: ...on a lot somewhere?
1386
1387 A: We have two - we have two brand new Impalas that are being leased right
1388 now that have been sitting in our front parking lot of our police station for
1389 months and months and months. Just sitting there not being utilized but paid
1390 for. So there's a lot of fraud, waste, and abuse around here.
1391
1392 Q: Okay. Why aren't they being used?
1393
1394 A: Because we can't get the funding to get 'em u- outfitted to - to be marked.
1395

1396 Q: Oh, I see. So they don't have the markings and lights and everything.
1397
1398 A: Right. Yep. They're just plain white Impalas that are being paid for by GSA.
1399 Leased by, you know, from GSA to be police cruisers but they're not
1400 outfitting 'em because they - th- they're battling to try to get the funding to get
1401 'em outfitted with light and sirens and details and all the equipment they need.
1402 (b) (6) - he's - he's the vehicle - he'll be able elaborate more on
1403 that for you.
1404
1405 Q: Okay.
1406
1407 A: He's the vehicle officer.
1408
1409 Q: And he would know how much is being paid and who's paying for it.
1410
1411 A: He'll - he'll know - he'll know more details...
1412
1413 Q: Yeah.
1414
1415 A: ...for you on that.
1416
1417 Q: Okay. All right. That's all I had for what I could see as new - new issues to
1418 ask you about. Um, so you can see I'm just kind of trying to follow up on - on
1419 the status. Which I can hear you say that nothings been done to correct that.
1420 And, um, then I just wanted to find out if there's any other things that we
1421 should be looking at with these other issues that were raised. Um, you know,
1422 the consistency of implementing that physical agility test, either it's gonna be
1423 required or it's not and it should be across the board not I, you know, I'm
1424 hearing that too. So, um - uh, I thought I was just trying to close the loop on
1425 some of these, like, other i- items that were brought up in these new, uh,
1426 correspondence. So...
1427
1428 A: Okay.
1429
1430 Q: I think that's it. Do you have any questions for me?
1431
1432 A: Um, not at this time.
1433
1434 Q: But feel free to call me anytime.
1435
1436 A: Okay. Sure.
1437
1438 Q: Okay?
1439
1440 A: I'm going to, um, get this information for you and I'll give it to (b) (6)

1441 (b) (6) to bring over with him. You seeing him at 11:00 right?
1442
1443 Q: Yeah - yeah.
1444
1445 A: Okay. I'll try to get all that - I'll try to get all this for you.
1446
1447 Q: Okay. And, um, yeah like I said, if you think of something else that you want
1448 to contact me about or you have any questions you have my phone number
1449 now.
1450
1451 A: I have your cell phone. Yeah.
1452
1453 Q: And my email.
1454
1455 A: Okay.
1456
1457 Q: Um, okay so I just want to remind you again, you know, I know that this is - is
1458 - well let me just ask you for the records, you're not asking to be confidential
1459 or it's okay to use your name as the complainant in this?
1460
1461 A: Absolutely.
1462
1463 Q: Yeah.
1464
1465 A: Mm-hm.
1466
1467 Q: Okay. Um, okay. So I think that's it.
1468
1469 A: Okay.
1470
1471 Q: All right?
1472
1473 A: All righty.
1474
1475 Q: Appreciate your time.
1476
1477 A: No problem. There's your pen.
1478
1479 Q: I'm gonna go ahead...
1480
1481
1482 The transcript has been reviewed with the audio recording submitted and it is an accurate
1483 transcription.
1484 Signed _____