

INTERVIEW WITH (b) (6)

Q= (b) (6)

A= (b) (6)

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Q: Okay. So today is Thursday, May 19, 2016.

A: Yes.

Q: And my name's (b) (6). I work for Commander Navy Installations Command, Inspector General Office. And I'm interviewing (b) (6) today. Am I saying that right?

A: Yes.

Q: And, um, the case number is 201601079 -- Navy IG case number. And, um, do you understand the tape recorders on? You have no...

A: Yes.

Q: ...objection to that?

A: No, I do not.

Q: Okay. And, uh, I've had you sign the Privacy Act Statement.

A: Yes.

Q: Correct? And the Confidentiality Statement?

A: Yes.

Q: Um, now, there's one more form. This one we're going to place you under oath. And it's a reminder of the importance of being candid and truthful during an IG interview.

A: Okay.

Q: If you could raise your right hand, please. Do you swear or affirm that the

46 information you'll provide is true and correct to the best of your knowledge?
47
48 A: I swear.
49
50 Q: Okay. Thank you. (Unintelligible).
51
52 A: You're welcome.
53
54 Q: Mokay. Thank you. Mm.
55
56 A: You're welcome.
57
58 Q: Okay. And could you just spell your last name for me so...
59
60 A: It's (b) (6).
61
62 Q: All right. Okay. (b) (6), right?
63
64 A: Yes.
65
66 Q: Okay. So, um, as I mentioned I am here in response to a complaint that was
67 filed with DoD IG approximately March 2016.
68
69 A: Yes.
70
71 Q: It was forwarded to Navy Inspector General on, um, 8 April...
72
73 A: Yes.
74
75 Q: ...2016. And then they forwarded it to CNIC IG...
76
77 A: Mm-hm.
78
79 Q: ...for action. And I had a copy of this e-mail where CNIC let you know that
80 that's what was happening...
81
82 A: Yes.
83
84 Q: ...with that. And I realize that this complaint was subsequent to previous
85 complaints submitted around the fall of...
86
87 A: Yes.
88
89 Q: ...2015. Right?
90

91 A: Mm, exactly.
92
93 Q: That you - and as a group y- you and four of your colleagues submitted this...
94
95 A: Yes.
96
97 Q: ...complaint together.
98
99 Q: Okay. Um, and just to clarify again, I - there were - included in this March
100 2016 complaint were, uh, Reprisal, uh...
101
102 A: Yes.
103
104 Q: ...Complaint Forms which I am not gonna address during the course...
105
106 A: Okay.
107
108 Q: ...of this inquiry.
109
110 A: I understand.
111
112 Q: And this a, uh, preliminary inquiry at this time -- not a...
113
114 A: Okay.
115
116 Q: ...full-blown investigation. Um, in case you didn't have it -you may already -
117 but I was gonna just give you this. This is the guidelines that are, um,
118 surrounding reprisal investigations explaining...
119
120 A: Okay.
121
122 Q: ...why I'm not doing that.
123
124 A: Okay.
125
126 Q: Um, so - okay. I may - there's two things I really wanted to ask you about.
127 The first one is to follow up on what appears to be already a substantiated
128 issue with, um, unsafe high levels of overtime being...
129
130 A: Mm-hm.
131
132 Q: ...worked by the supervisory police officers.
133
134 A: Yes.
135

136 Q: And I could see from the command investigation done by CNRMA that - that
137 they determined that there was merit to that...
138
139 A: Yes.
140
141 Q: ...that there was an, uh - a lot of overtime being worked and also that there
142 was a safety committee that did a review.
143
144 A: Yes. And a lot of them...
145
146 Q: Which further subs-ported that that was true.
147
148 A: Yes.
149
150 Q: So my question now is has it been resolved...
151
152 A: No.
153
154 Q: ...in your mind?
155
156 A: No. We are still workin' the same amount of overtime. There are still two
157 shifts a week that we have to cover. And that's just on a normal week. If one
158 of us takes vacation, that can be up to five or six shifts extra. I have an assist
159 (unintelligible) covers three but, eh, on a particular time if I take a vacation
160 that'll end up - oh, let's see. This whole time I had three shifts I covered. And
161 work shifts - so one super takes vacation, there is four shifts a week now we
162 have to cover.
163
164 Q: Four extra shifts on top...
165
166 A: Yeah.
167
168 Q: ...of your...
169
170 A: No. Two - two extra shifts on top of the two we normally have to cover every
171 week. So you're talkin' four just from one supervisor on vacation -- total with
172 the two normal and two extra shifts.
173
174 Q: Okay. So, like, how much overtime did you work last week - last pay period?
175
176 A: I was on vacation half the last pay period. So...
177
178 Q: Oh, okay.
179
180 A: ...it was only, uh...

181
182 Q: So that's not...
183
184 A: ...4 hour supervisory plus the normal 5-1/2 -- so about 9 hours extra last - the
185 week I was on vacation. I did cover 4 hours of a supervisory overtime...
186
187 Q: Okay. Well let me put it this way...
188
189 A: ...before I went on vacation.
190
191 Q: ...when's the last time you worked a double shift?
192
193 A: It's been a - I've been tryin' to split a little bit. So it's been a - it's been a few
194 weeks for me -- about a month or two months now. 'Cause I haven't been -
195 I've been assisting more 12-hour shifts.
196
197 Q: Oh, since you did a double? Okay.
198
199 A: Yes. I may, eh - off the top of my head, I can't remember if I had done one
200 since. But...
201
202 Q: Okay.
203
204 A: ...a lot of - there'll be a lot more comin' up.
205
206 Q: Why is that?
207
208 A: 'Cause more supervisors will be takin' leave and...
209
210 Q: Because it's summertime?
211
212 A: Yes. Put it this way, in one week of June - for next month I've already signed
213 up for two 16-hour shifts in the course of one week. And that's in June. That's
214 at a minimum.
215
216 Q: And that's the way the current schedule is...
217
218 A: Yes.
219
220 Q: ...set up? Somebody has to...
221
222 A: Yes.
223
224 Q: ...cover those shifts?
225

226 A: I mean, next week I'm actually gonna be workin' two 12-hour days.
227
228 Q: Okay. Um, so tell me why you see this as a problem. I just wanna hear from
229 your own personal experience and perspective on this.
230
231 A: You're tiring your supervisors out. You are, uh...
232
233 Q: Mm-hm.
234
235 A: ...you are makin' them work long hours - 16-hour days - on these - and your
236 position is you have to be on top of your game constantly. There is no room f-
237 and you do get fatigued. So you have - from a safety standpoint you have to
238 make decisions on countless issues during your eight-hour shift. Not to
239 mention countless issues during the 16-hour shift. You could have emergency
240 situations arise - life-threatening situations. S- s- yeah.
241
242 Q: Yes.
243
244 A: S- uh, t- any type of threat or you have to deal with in course of a 16-hour
245 shift, and your mind gets fatigued. You are mentally - have to be mentally
246 sharp to do this job. You have to be aware of everything. And you have to
247 make split-second decisions. And when you've been workin' 16 hours - or
248 even the 12, 14 hours - your decision-makin' process is gonna be fatigued.
249 You can't continue in the highest standards you have. You burn out. Eight-
250 hour shift is your - you work at your optimum. And then you get over 12 to 14
251 you do get fatigued. I mean, we have to make decisions in arresting people,
252 the laws, safety issues. You may have to, uh - quick decision, "Okay. We need
253 to do this, this, and this,"...
254
255 Q: Mm-hm - mm-hm.
256
257 A: ...on any type of situation. So as a supervisor you need to be on top of your
258 game.
259
260 Q: Right - right. So it's not just how it affects you personally, it's how it affects
261 the mission and...
262
263 A: Yes.
264
265 Q: ...your - your, um...
266
267 A: You need to be mentally sharp to do this...
268
269 Q: Yeah.
270

271 A: ...job at all times. You never know what you're gonna face from time to time.
272 You can - a guy comes to the gate with a car full of drugs -- we've seen that
273 happen. Uh, weapons violation. You can have an - any type of shooter
274 incident. You never know.
275
276 Q: Mm-hm. Right. And that...
277
278 A: In the course of your shift...
279
280 Q: ...happens.
281
282 A: ...you don't know. It's not like you're workin' on a set goal of things to do.
283 You know? You're workin' and you don't know what the next call is gonna
284 be, what the next incident is gonna be you have to deal with.
285
286 Q: Right - right. And...
287
288 A: So you need to be safe.
289
290 Q: ...and you are arming up during these...
291
292 A: Yes. I'm...
293
294 Q: Like, when you're on a...
295
296 A: ...I'm...
297
298 Q: ...double-shift...
299
300 A: We're...
301
302 Q: ...for 16 hours...
303
304 A: ...carrying guns...
305
306 Q: ...you're carrying a gun.
307
308 A: ...for 16 hours.
309
310 Q: Yes. Okay.
311
312 A: And drivin' a car.
313
314 Q: Sometimes it goes for 16 hours?
315

316 A: Yes.
317
318 Q: Yeah.
319
320 A: I'm in and out. I'm out and about. I have to be...
321
322 Q: Mm, okay. And, um, eh, one thing I - I kinda wanted to - uh, I was curious
323 about is the - the nature of the complaint being submitted collectively as a
324 group -- all...
325
326 A: Mm-hm.
327
328 Q: ...all of you. Did you, um, all unanimously agree - sit down and talk about it
329 and say, "We're gonna decide to file this," or did somebody ask you to - to do
330 that or how - how did that - I'm just curious how that...
331
332 A: We all...
333
334 Q: ...happened.
335
336 A: ...discussed, we all agreed, and we all submitted our - you know, we all talked
337 about it and agreed...
338
339 Q: Yeah.
340
341 A: ...that this is - needs to be addressed.
342
343 Q: Okay. So everyone's totally...
344
345 A: Yes. They're all...
346
347 Q: ...mutually on board...
348
349 A: ...on the same page.
350
351 Q: ...with this.
352
353 A: This isn't one person drivin' it or two people.
354
355 Q: Okay.
356
357 A: This is a group of us collectively agree that this is - needs to be addressed.
358
359 Q: Okay.
360

361 A: 'Cause it's affecting every - all of us. We are a professional group. And we
362 work very hard and we work well with each other. I mean, this is a collective
363 decision -- not just one person or two people driving this.

365 Q: Right- right. Okay. Now, to your knowledge, has there been any motion on
366 any steps taken towards hiring...

368 A: No.

370 Q: ...more sa- supervisors?

372 A: No. None at all. There hasn't been a job announcement. There hasn't been
373 nothing posted. There's been nothing discussed. It's just no action has been
374 taken at all. I mean, point, we've heard that it'll never be - it's never gonna
375 happen.

377 Q: Who said that?

379 A: I've heard of - that was - I didn't hear it directly. But I heard that the executive
380 office said that she's never gonna - in - in regards to the operational risk
381 assessment -- that they're never gonna fill those positions. And I heard that
382 second-hand. I don't know - I did not hear it first. I mean...

384 Q: Yeah. Okay. It's good to clarify that.

386 A: Okay. So then they would never be a - there's no - position's never gonna be
387 filled.

389 Q: So that leads me to kind of my next question is, eh, is it required that there has
390 to be a supervisor on duty on all shifts...

392 A: Yes.

394 Q: ...somewhere?

396 A: It is in our...

398 Q: That's in a DoD...

400 A: ...it is in our...

402 Q: ...instruction?

404 A: ...it's in our d- DoD instruct. So, I mean, uh, it's in our Standard Operating
405 Procedures. You need to have a supervisor on for each shift.

406
407 Q: Okay. I'm gonna need a copy of that.
408
409 A: That is back at the station. You can request it from...
410
411 Q: I'll get it from...
412
413 A: ...anybody.
414
415 Q: ...the ch- the director.
416
417 A: You can get it...
418
419 Q: Yeah.
420
421 A: ...from the director. You can get it from (b) (6). It does say we have to
422 have a supervisor on each shift.
423
424 Q: Okay. And is that also in a DoD instruction somewhere, you think?
425
426 A: I don't know off the top of my head.
427
428 Q: Yeah, okay.
429
430 A: Yeah. (Unintelligible).
431
432 Q: Somebody - I'll be able to find that. But you...
433
434 A: Mm-hm.
435
436 Q: ...it's your understanding that that's a requirement.
437
438 A: Yes. It is a requirement...
439
440 Q: Yeah.
441
442 A: ...to have a watch commander or a supervisor on every shift. And it is in our
443 instructions.
444
445 Q: Can it be a military person or does it have to be...
446
447 A: Yes. There is a - we have one qualified MA1 who is a - he's my, uh, patrol
448 supervisor. But they have to show that they know the position and know the
449 work.
450

451 Q: Is that (b) (6) -- is that his name?
452
453 A: Yes.
454
455 Q: Yeah. I've heard about this. Okay. And he's a qualified - to be a - a shift
456 supervisor?
457
458 A: Yes.
459
460 Q: Could they get more military qualified...
461
462 A: If they pass...
463
464 Q: ...to do that?
465
466 A: ...if they pass the standards...
467
468 Q: Right.
469
470 A: ...to...
471
472 Q: I wonder if...
473
474 A: ...do the job.
475
476 Q: ...maybe that's part of the plan and that's why they - I don't know. We'll have
477 to find...
478
479 A: Well they need to - the ones we've had have not stepped up and have not -
480 like I said, you need a specific knowledge to do this job. You can't just go on
481 patrol for two months and then - I mean, the average, eh, experience of our
482 supervisors is over 20 years. I've been myself doin' the job for 27 years. You
483 can't just go on the road for a month and expect to...
484
485 Q: Mm-hm.
486
487 A: ...come and do a supervisory job. You don't have - you don't have...
488
489 Q: Right - right.
490
491 A: ...near enough seasoning.
492
493 Q: Right - right - right. Um, so why do you think there hasn't been any action
494 taken? What - what would you say is the reason for that? If...
495

496 A: Resistance on the command level. Not - nobody...
497
498 Q: Mm.
499
500 A: ...really addressing it to say, "Okay. It's - it's..."
501
502 Q: But having it be like that...
503
504 A: There's nothing...
505
506 Q: ...documented safety risk...
507
508 A: Yeah. It's...
509
510 Q: ...there must a reason.
511
512 A: I don't know. I mean, the only thing I can think of is those positions
513 (unintelligible) billeted. Because we - somebody said, you know, "Oh, you
514 don't need that many supervisors," in - in the bean-counter level or
515 administrative level. Well, yeah, you can't just run with four supervisors rut-
516 running a department. Our manning levels are too small. And our - our
517 manning is way under-manned. I mean...
518
519 Q: Now is this...
520
521 A: ...it just...
522
523 Q: ...true for...
524
525 A: ...we just don't have the...
526
527 Q: ...the patrolmen...
528
529 A: ...people.
530
531 Q: ...too or just the...
532
533 A: Yes.
534
535 Q: ...supervisors?
536
537 A: The patrolmen have - I run - on a patrol overtime basis, for the lack of patrol, I
538 run two overtime shifts a week for just patrol on top of the supervisory
539 overtime.
540

541 Q: Oh, sometimes you work at - in a position?
542
543 A: No. I don't work in a p- I'm talkin' about on my shift...
544
545 Q: Oh, on your shift...
546
547 A: ...the shift I run...
548
549 Q: ...you have people...
550
551 A: ...I have two overtime positions a week that I can't f- that have to be filled that
552 I don't have enough people for.
553
554 Q: So there's always somebody who's non-supervisory workin' overtime...
555
556 A: Workin' overtime, yes.
557
558 Q: ...too.
559
560 A: Literally, and that's just...
561
562
563
564 Q: Can you give me a couple of examples of names of the non-supervisory
565 patrolmen that are puttin' in those 16-hour days sometimes...
566
567 A: Oh, God. I could give you...
568
569 Q: ...that...
570
571 A: ...countless numbers. All - almost all of...
572
573 Q: Just so I...
574
575 A: ...the department.
576
577 Q: ...can pull some (Socata) and see.
578
579 A: Mm, oh, I mean...
580
581 Q: If you think of any...
582
583 A: ...Patrolman...
584
585 Q: ...you can e-mail.

586
587 A: ... (b) (6) .
588
589 Q: (b) (6) , okay.
590
591 A: (b) (6) .
592
593 Q: And what's the first...
594
595 A: There's guys in my...
596
597 Q: ...names?
598
599 A: Sh- (b) (6) .
600
601 Q: (b) (6) .
602
603 A: Yep. (b) (6) -- (b) (6) ...
604
605 Q: (b) (6) .
606
607 A: (b) (6) .
608
609 Q: (b) (6) .
610
611 A: (b) (6) .
612
613 Q: Okay. Uh, just a...
614
615 A: Uh...
616
617 Q: ...few for examples. If I pull their...
618
619 A: ...I could give you a...
620
621 Q: ...time cards I can see that they've...
622
623 A: Yeah.
624
625 Q: ...done double shifts?
626
627 A: I mean, there's more - there's more guys that I can think of off the top of my
628 head. Uh, let's see (b) (6) .
629
630 Q: And these guys have done 16-hour days...

631
632 A: Yes.
633
634 Q: ...you think? Yeah.
635
636 A: If you go back and look at the - in fact, we're tryin' to fill positions for
637 Saturday still -- this Saturday for overtime positions that we haven't been able
638 to fill yet. And this is just normal. Now this is not if there's a special event we
639 to deal with or - they're taxing us to the max.
640
641 Q: And if there's m- m- people that need to take leave or call out sick...
642
643 A: Yes. Call out...
644
645 Q: Right?
646
647 A: ...sick or leave. Like, if someone calls off sick on my shift, it's overtime.
648 Every night if one person calls out sick there is overtime on my shift.
649
650 Q: So is there some sort of a backup plan? Like, say, for example, there was a
651 shift and none of the five supervisors showed up and they just - nobody came
652 to work to cover that shift. What would happen in that...
653
654 A: That'd never happen.
655
656 Q: ...scenario?
657
658 A: That would never happen.
659
660 Q: It's just never happened?
661
662 A: No. It's never happened. Either - if you - nobody volunteers, there will be an
663 order put out where you have to fill the shift. And it's rotated amongst the five
664 of us. It's never - the shift has never gone uncovered.
665
666 Q: Now if it did get, um, not covered, would - that would be in violation of
667 something. Uh, right?
668
669 A: Yeah.
670
671 Q: Did I miss any...
672
673 A: It would be in violation of our SOPs that we would have no coverage. So
674 you'd be subject to daction if you didn't.
675

676 Q: Subject to, like, disciplinary action...
677
678 A: Yeah. I mean...
679
680 Q: ...if you fail to come...
681
682 A: ...if you...
683
684 Q: ...in and you were...
685
686 A: If they fail to obey a direct order to show up for your shift that's - puts
687 yourself in a heck of a situation. And none of us would ever do that. I mean, in
688 fact, none of really (unintelligible) 'cause we volunteer and we fill it. We
689 know it has to be done so there's no sense in - in - in ha- forcing a person to
690 order you. You step up to the plate and you do it.
691
692 Q: Right.
693
694 A: We're all...
695
696 Q: Okay.
697
698 A: ...professionals. We all have been here for a long - long time. We all know
699 what the mission needs to be done and we do it.
700
701 Q: Yeah.
702
703 A: So there's no - you know, there's no game playing or sayin', "Hey, we're not
704 gonna do it," or, you know, "Nobody step up and fill the job," 'cause it needs
705 to be done and that's what we're here for.
706
707 Q: Mm-hm. Okay.
708
709 A: We here to keep this base safe.
710
711 Q: All right. So...
712
713 A: So...
714
715 Q: ...I - eh, I could see from the documentation I looked at already that it was
716 sometime around 2012 that this decision was made not to backfill...
717
718 A: Mm-hm.
719
720 Q: ...supervisory...

721
722 A: In the - off the top...
723
724 Q: ...police officers.
725
726 A: ...back of my head, yes.
727
728 Q: Do you know who made that decision -- like, where that came from that...
729
730 A: I do not know the exact person. Mm, (unintelligible).
731
732 Q: Or what level even? Uh, I'll have to find that...
733
734 A: I think it came...
735
736 Q: ...out. But...
737
738 A: ...down from higher than the base.
739
740 Q: Yeah.
741
742 A: It came from - uh, I - I - I wish I could say exactly. We're talkin' four years
743 ago.
744
745 Q: So there may be some truth to what the XO is saying as far as they may not
746 have control over their ability to fill those...
747
748 A: Right.
749
750 Q: Somebody above them may be saying, "No. You can't...
751
752 A: I - I - I...
753
754 Q: ...fill those."
755
756 A: ...don't know for sure.
757
758 Q: Yeah. Okay.
759
760 A: But the point is though, at least, you know, if - you could promote
761 temporarily. There is solutions.
762
763 Q: All right.
764
765 A: But it just seems like there's nothing - it's just stagnated. We've heard

766 nothing. I mean, we even had a person come up - a deputy director from
767 Region come up to, eh, investi- and all that...
768
769 Q: That was...
770
771 A: ...came out...
772
773 Q: ... (b) (6) ?
774
775 A: Yes. And all that...
776
777 Q: Right.
778
779 A: ...came outta that was all of a sudden now, oh, we need to take agility tests,
780 your uniforms are wrong. It's like where did this come from? I thought we
781 were supposed to have assistance. It seemed to me that was more of a, uh -
782 that's what - this started this reprisal nature. But we won't get into that here.
783
784 Q: Right. I did wanna ask a little bit about the PAT - the P-A-T, that...
785
786 A: Mm-hm.
787
788 Q: ...uh, physical agility test - and the uniforms. W- I - I understand that right
789 after (b) (6) came...
790
791 A: Yes.
792
793 Q: ...he said...
794
795 A: And all of a sudden that became an issue.
796
797 Q: ..."Okay. This is required in the instruction...
798
799 A: Mm-hm.
800
801 Q: ...and you're not doin' it. We're gonna start enforcing it now." So my question
802 was, um, did it ever exist in the past that anybody went to the physical agility
803 test here at Newport...
804
805 A: N...
806
807 Q: ...that you know of?
808
809 A: No. Not that I - except for the new hires that have come aboard - the new
810 patrolmen.

811
812 Q: Okay. The new...
813
814 A: The ones that...
815
816 Q: ...hires.
817
818 A: ...were hired previously, no one has - it was never a condition of my
819 employment. It's not in my position description. It's not anywhere listed when
820 I hired on here that I'd ever be required.
821
822 Q: Is it in your, uh, PD or anything?
823
824 A: It is not on my position description. It is not, eh - it wasn't a condition or
825 requirement of my hiring back in 1989. I even brought it up in the interview. I
826 asked. And then, uh, chief of police at the time said, "No. That's not required
827 here."
828
829 Q: Yeah. Okay. Okay. So that is in the CNIC instruction. So do you know if any
830 other installations are enforcing that?
831
832 A: I do not know off the top of my head.
833
834 Q: Okay.
835
836 A: I've heard a few things but nothing I can say for fact that they've been doin'.
837 And I have not witnessed it, off the top of my head.
838
839 Q: Same with the uniforms?
840
841 A: No, I have not seen anybody (unintelligible).
842
843 Q: You just don't know if any of the other bases...
844
845 A: I have not seen anybody (unintelligible). I haven't traveled to another base in
846 a long time. So...
847
848 Q: Yeah - yeah. Okay.
849
850 A: So anything I would say would be conjecture.
851
852 Q: Mm-hm. Okay.
853
854 A: (Unintelligible).
855

856 Q: Oh, and then my other question was although this was mentioned, my - the
857 way I understand it - correct me if this is wrong - but it was a verbal statement
858 that we're gonna start enforcing the...
859

860 A: Yes.

861
862 Q: ...physical agility test.
863

864 A: It was a verbal. Actually and there was also some e-mail trails. They want us
865 to take a medical screening.
866

867 Q: And who - who said it?
868

869 A: From the Executive Officer Commander Sellerberg. She requires us to take a
870 medical screening -- which there is no medical screening that was known, um,
871 for an agility test for civilians. So even Occupational Health didn't know what
872 to do.
873

874 Q: Do you have those e-mails?
875

876 A: I have them back, yes.
877

878 Q: Yeah. If you could forward them to me?
879

880 A: I will forward.
881

882 Q: Yeah. Um, and that was the XO?
883

884 A: Yes.
885

886 Q: And then as far as (b) (6) s, did you hear him say that yourself?
887

888 A: No. I did not hear him say that.
889

890 Q: Oh, do you know who did hear him say that?
891

892 A: I don't know off the top of my head. I believe it was - I think it was, eh, his
893 commanding officer and the acting, eh, security director at the time. I did not
894 hear them. I (unintelligible).
895

896 Q: The acting security direc- is that (b) (6) ?
897

898 A: (b) (6) .
899

900 Q: (b) (6) ?

901
902 A: Yes. Like I said, that's off the top of my head guessing. And...
903
904 Q: Okay.
905
906 A: ...it wasn't exactly - I wasn't - didn't witness the conversation.
907
908 Q: You just heard that kinda...
909
910 A: I just heard that was...
911
912 Q: ...secondhand.
913
914 A: ...what came down.
915
916 Q: Mm-hm.
917
918 A: Secondhand. So...
919
920 Q: Okay. Okay. So then my next question was since that time - that was in
921 March.
922
923 A: Yes.
924
925 Q: It's now May.
926
927 A: Yes.
928
929 Q: Has there been any, um, more formalized - like, a notification that you will
930 hereby report for this physical (unintelligible)?
931
932 A: Mm, no. There is no...
933
934 Q: Nothin' like that?
935
936 A: ...notification. No further...
937
938 Q: Okay.
939
940 A: ...issue on the subject at this time.
941
942 Q: Okay. Okay. And so with the uniforms I - these questions are kind of the
943 same. Is - these two things were put together -- the uniforms...
944
945 A: Yes.

946
947 Q: ...and the physical agility test...
948
949 A: Mm-hm.
950
951 Q: ...in the same (unintelligible). Okay. All right. I think - and I think that's really
952 all I had for you. Um...
953
954 A: I mean, it's - it's just - I mean, there's whole other issues I could get into that
955 aren't really - it's just like - it's a very micromanaged atmosphere we work
956 under here.
957
958 Q: Mm-hm.
959
960 A: And we're aware (unintelligible) things we're required to do every day. At
961 least some of them are getting away from me. But it's just - it's not a fun place
962 to work. It's like every decision we make, everything just seems to be
963 analyzed, dissected, and if the least little thing goes wrong it - the attitude here
964 is to blame the supervisor.
965
966 Q: Now who's doing this?
967
968 A: Whether...
969
970 Q: Who - everything...
971
972 A: This is coming from the commander officer -- his guidance, what I have heard
973 from him and just from him - talkin' to him and then - then stuff - feedback
974 we've gotten is everything is - if it goes wrong it's the supervisor's fault. They
975 need to be out there all the time. They're unrealistic expecting us to do - be
976 everywhere at once. And you can't be.
977
978 Q: Mm-hm.
979
980 A: You have your duties to do in the station and you have your duties to do on
981 the road. Now especially me at night -- I'm the only one besides the
982 dispatcher in the station. She is not armed. I am the only one armed in the
983 station. The other gentleman on the (unintelligible). I go out for a period of
984 time to do what I have to do and then I come back. 'Cause I'm not leavin' the
985 one person alone in the police station all night.
986
987 Q: Mm-hm - mm-hm.
988
989 A: So unless something goes wrong and I need to go out - now if something
990 happens I need to leave the station at night she's now by herself.

991
992 Q: Mm-hm - mm-hm.
993
994 A: I mean, so it - it's a tough situation with manning.
995
996 Q: Yeah.
997
998 A: I mean, like I said, (b) (5) ...
999
1000 Q: (b) (5)
1001
1002 A: (b) (6). She's a dispatcher. Now if I have to run out of the station to do
1003 something, she's in the dispatch office by herself. Now if there's a gentleman
1004 working, he's in there by himself. Now they literally - I mean, like I said, (b)
1005 (b) (5)
1006 (b) (5)
1007 (b) (5)
1008
1009 Q: Yeah.
1010
1011 A: 'Cause I have no - that's minimum staffing every night. Like, I'll give you an
1012 example -- New Year's Eve and the New Year's Day I had two separate
1013 incidents occur in a short time. (b) (5) I had to stay
1014 in the station 'cause we had one gentleman in the station with another unit. I
1015 sent two units out to in - gate one, a slashed - drunk driver.
1016
1017 Q: Mm-hm.
1018
1019 A: So we tied up everybody.
1020
1021 Q: Mm-hm. How many people are on all together at night -- yourself...
1022
1023 A: (b) (5)
1024
1025 Q: And (b) (6).
1026
1027 A: (b) (5)
1028
1029 Q: (b) (5)
1030
1031 A: (b) (5)
1032
1033 Q: Okay.
1034
1035 A: (b) (5) She

1036 doesn't work for me either. She's in another, uh, chain of command here. So
1037 basically I have...

1038
1039 Q: Oh, does she work for, like, the...

1040
1041 A: EMR (unintelligible).

1042
1043 Q: ...(unintelligible) college or something?

1044
1045 A: No. She works for us.

1046
1047 Q: Oh.

1048
1049 A: But not for me. She works - she has a separate supervisor..

1050
1051 Q: Oh, I see - I see.

1052
1053 A: Okay?

1054
1055 Q: I gotcha.

1056
1057 A: They call - and they fall under a different...

1058
1059 Q: Different division...

1060
1061 A: ...chain of command...

1062
1063 Q: ...of security.

1064
1065 A: ...division. Yes.

1066
1067 Q: Yeah. Okay. (b) (5)

1068
1069 A: Yes.

1070
1071 Q: ... (b) (5) ...

1072
1073 A: Yes.

1074
1075 Q: ... (b) (5) .

1076
1077 A: And some guys are patrol supervisor on. But he is also - 'cause I'm so short I
1078 can't use him as a supervisor. I need to put him in a post. So he is - is - is a
1079 patrol supervisor. He actually has a post where he has to work that. So I'm by
1080 myself. Now if something goes wrong we basically - everybody responds.

1081
1082 Q: Mm-hm.
1083
1084 A: And then we have to break up and see what the situation is. Now see on
1085 midnights it's - there's nothing small happens. When something happens it's
1086 big.
1087
1088 Q: Yeah. Noth- they say nothing good happen.
1089
1090 A: No. It..
1091
1092 Q: ...after midnight.
1093
1094 A: ...usually doesn't. So it - it - it's not something small -- something where I'm
1095 tyin' people up.
1096
1097 Q: (b) (5)
1098
1099 A: I mean, from sexual assault cases to drunk drivers to drug violations to
1100 assaults to - I've had it all in the last year (unintelligible).
1101
1102 Q: Yeah.
1103
1104 A: Suicide attempts. I mean, suspicious circumstances. You name it. Eh, I roll
1105 through it all.
1106
1107 Q: Yeah - yeah.
1108
1109 A: 'Cause, like I said, you can have anything happen in the middle of the night.
1110 It's unpredictable. You never know what's gonna occur. That's what I'm
1111 sayin' is if - you need to be on top of your game. And when you're m- I mean,
1112 if I - like, that particular night I literally had everybody tied up for night. If I
1113 had one more thing happen - one more incident and I would've been hard
1114 pressed to..
1115
1116 Q: Respond?
1117
1118 A: ...answer it.
1119
1120 Q: Yeah.
1121
1122 A: Yep.
1123
1124 Q: Yeah.
1125

1126 A: 'Cause I (b) (6) out. I had ru- every patrol was tied up.
1127
1128 Q: Yeah. That was New Year's Eve?
1129
1130 A: That was New Year's Eve into New Year's Day, yes.
1131
1132 Q: Mm-hm.
1133
1134 A: If one more thing...
1135
1136 Q: Of this year?
1137
1138 A: Yes. If one more thing would've happened that night I would've been like,
1139 "Okay." I would've had to do somethin' creative to free up a couple units.
1140
1141 Q: So the whole staff was simultaneously tied up.
1142
1143 A: Yes.
1144
1145 Q: Yeah.
1146
1147 A: (b) (5)
1148 (b) (5)
1149 (b) (5)
1150 (b) (5)
1151 (b) (5) . Then
1152 I had to bring...
1153
1154 Q: Did they have...
1155
1156 A: ...(unintelligible)...
1157
1158 Q: ...extra people on because it was New Year's Eve? Like, or was it staffed just
1159 the same as any other night?
1160
1161 A: Staffed the same and any other night.
1162
1163 Q: Mm.
1164
1165 A: It was just - we just don't have the staffing to - I had to give 'em one, I think,
1166 and that - that's - and with that person on leave then no - not that - not on that
1167 day. HS, that's just - actually there was a person on leave. I actually had
1168 somebody on overtime that day.
1169
1170 Q: So let me ask you something else that I just thought of. W- when you do work

1171 a double shift - a 16-hour day...

1172

1173 A: Yes.

1174

1175 Q: ...how many hours of sleep would you get in between if you work two in a

1176 row?

1177

1178 A: Okay. If I work...

1179

1180 Q: 'Cause how long did it take...

1181

1182 A: ...a 16-hour shift...

1183

1184 Q: ...you to drive home?

1185

1186 A: I leave here at (b) (5) or - at the latest when I'm working a double shift.

1187

1188 Q: Yeah.

1189

1190 A: It takes me an hour to get home.

1191

1192 Q: An hour?

1193

1194 A: An hour.

1195

1196 Q: Yeah?

1197

1198 A: I live a little ways away. So on a typical night if I'm working a double shift -

1199 say if I'm comin' back at (b) (5) - we've had - we start at a

1200 quarter of (b) (5). So say I'm comin' back. I will get about three hours sleep. I

1201 will sleep 'til (b) (5). I'll probably get in bed about (b) (5) by the time I get home

1202 and shower and then get...

1203

1204 Q: Eat, right?

1205

1206 A: Yeah, eat and it'll probably be 8:30 or 9:00 I'm in bed. So a minimum 3 hours

1207 -- 3-1/2.

1208

1209 Q: 9:00 am, you mean.

1210

1211 A: 9:00 am, yes.

1212

1213 Q: 'Cause you sleep during the day.

1214

1215 A: Yes. So 9:00 am.

1216
1217 Q: And then when do you have to report back to duty?
1218
1219 A: So I have to be back at (b) (5), which typically means I'll get up around (b) (5)
1220 (b) (5), get dress, drive to work. So I'm usually here - if I usually leave by
1221 (b) (5). I'm usually here by (b) (5). That means I've gotta get my gear on
1222 and then get armed up and give roll call and...
1223
1224 Q: Wow. That's if you were to work two doubles back to back or a double and...
1225
1226 A: No. Or two...
1227
1228 Q: ...then a regular.
1229
1230 A: A regular shift and into a double.
1231
1232 Q: Yeah.
1233
1234 A: So you can see where the safety issues are sometimes. It's blatantly clear.
1235
1236 Q: Right. That's why I wanted to talk about that so I can get...
1237
1238 A: No, that's fine. I'm glad you did. I'm glad you brought that up.
1239
1240 Q: ...that down. You know what I mean?
1241
1242 A: Yes.
1243
1244 Q: Really capture that.
1245
1246 A: I mean, 'cause we, you know...
1247
1248 Q: 'Cause, you know, sometimes people can read this stuff and not really get the
1249 full flavor of...
1250
1251 A: Mm-hm.
1252
1253 Q: ...what you're actually experiencing...
1254
1255 A: Yes. We, uh - I mean...
1256
1257 Q: ...on a daily basis. You know? Um, yeah. Okay.
1258
1259 A: The only way to resolve it, I mean, to my opinion, that you j- need to hire two
1260 more supervisors. I mean, there's - there's - there's no - I mean, metrics are

1261 nice and - I mean, it's nice when you're in a nice sterile environment, figure
1262 out the metrics and what people need. But when you're down and - and on the
1263 - the - you need supervisors and there's no other way you can do it.
1264
1265 Q: And whether they train up MAs to qualify or civilians...
1266
1267 A: And it's not a - it takes some time. It's not something that's gonna - you need
1268 experience.
1269
1270 Q: Yeah.
1271
1272 A: You need - there's a seasoning time.
1273
1274 Q: Yeah.
1275
1276 A: You know?
1277
1278 Q: Okay.
1279
1280 A: You need to have somebody mentoring you.
1281
1282 Q: Now you could hire two experienced supervisors maybe from...
1283
1284 A: Within the ranks you could hire...
1285
1286 Q: ...you know, who worked elsewhere in the Navy.
1287
1288 A: ...capable and qualified people...
1289
1290 Q: Yeah.
1291
1292 A: ...that could. But...
1293
1294 Q: But, see, what I don't understand is there was this decision made apparently
1295 to, by attrition, eliminate all the supervisors.
1296
1297 A: And it had to be a Region. Yes. That's why that decision made it...
1298
1299 Q: So say, like, you retired...
1300
1301 A: ...boggles my mind.
1302
1303 Q: ...tomorrow, they just...
1304
1305 A: If I...

1306
1307 Q: ...wouldn't backfill you...
1308
1309 A: Say...
1310
1311 Q: ...either.
1312
1313 A: ...say if get a new job and retire tomorrow, no they wouldn't.
1314
1315 Q: And then you'd have...
1316
1317 A: So you'd be down to...
1318
1319 Q: ...four people tryin' to...
1320
1321 A: ...you'd be down to three civilians, one military.
1322
1323 Q: Right. And so how would they...
1324
1325 A: And a watch commander patrol support. The - the outcome is...
1326
1327 Q: They just wouldn't be able to probably do it.
1328
1329 A: They couldn't - yeah - yeah. Even if you require to do it then you require
1330 more overtime.
1331
1332 Q: So that makes you think that whoever made that decision...
1333
1334 A: You'd require...
1335
1336 Q: ...to not backfill the positions...
1337
1338 A: You'd have to work more overtime, no.
1339
1340 Q: ...believes that we don't even have to have supervisors on the shifts.
1341
1342 A: You can run the shift without...
1343
1344 Q: But you're sayin' that you do.
1345
1346 A: ...a supervisor. There - there's - I've been here too long.
1347
1348 Q: I just don't understand how they...
1349
1350 A: You - you can't.

1351
1352 Q: ...could make that decision knowing that we need...
1353
1354 A: You need a qualified supervisor...
1355
1356 Q: ...a supervisor.
1357
1358 A: ...who can oversee everything and make sure everything runs right. I mean,
1359 you can't just have - you need...
1360
1361 Q: Patrolmen workin' with no...
1362
1363 A: Yeah.
1364
1365 Q: ...supervisor.
1366
1367 A: You can't. I've been here for 27 years and I started out as a patrolman. I
1368 worked my way through patrolman, I went to a detective. I worked - then back
1369 to patrol to be a supervisor. So I've - I've seen it. You need - sometimes you
1370 need...
1371
1372 Q: See, 'cause it's - uh, and the way I'm thinkin' it - it's worse than just hiring
1373 two more supervisors. It's actually goin' the other way. If they stick to the
1374 plan of what apparently was the edict was to get rid of all the - not backfill
1375 any of these positions, it's not gonna get better. It's gonna get worse.
1376
1377 A: No. It's gonna get worse. You're still gonna have the same amount of shifts...
1378
1379 Q: Because as you leave...
1380
1381 A: ...to cover.
1382
1383 Q: ...or the next person leaves or whatever...
1384
1385 A: Yeah. You're still gonna have the same amount of shifts to cover. And you're
1386 gonna - and then per week which we're coverin' now. And then when
1387 somebody leaves if they don't fill it, again, you're gonna have the same issue.
1388
1389 Q: Yeah. Unless there's some piece of this that we're just not understanding then.
1390
1391 A: I mean...
1392
1393 Q: I'm not...
1394
1395 A: ...unless there was some metrics created that they thought this was a good idea

1396 - and metrics have their place, I guess. But it's not - it's a sterile plannin'
1397 thing. Metrics are great for when you're lookin' at numbers. But numbers
1398 don't always tell you the whole story. You need to come down and see what -
1399 this is a high-level installation. We have a lot of high-level stuff happen here.
1400
1401 Q: Right. You have the war college here.
1402
1403 A: We have high-level visitors every day. I mean, we have tons of flag officers
1404 on this base every single day. I mean, you have high-level visitors every day,
1405 politicians, I mean, cabinet members. We've even had the president here of
1406 the United States -- President Bush was here. And that's when we were more
1407 staffed. (b) (5)
1408 (b) (5)
1409 (b) (5)
1410
1411 Q: Yeah.
1412
1413 A: We're not getting into details of that.
1414
1415 Q: Right - right - right. That's all different...
1416
1417 A: You need...
1418
1419 Q: ...levels of security.
1420
1421 A: ...you need almost everybody who was employed in this department here that
1422 day.
1423
1424 Q: Yeah. Okay.
1425
1426 A: Bottom line is we need people. People and supervisors.
1427
1428 Q: Mm-hm. Yeah. I - I mean this topic is new to me, too. You know? So I need
1429 to find out a little bit more about...
1430
1431 A: And (unintelligible) we're makin'...
1432
1433 Q: ...this whole budget side of it...
1434
1435 A: Yeah.
1436
1437 Q: ...and who - why that decision was made not to fill these supervisory
1438 positions. Because something tells me that that wasn't just Newport.
1439
1440 A: That's just a bad decision.

1441
1442 Q: That that decision...
1443
1444 A: To - to me it's a bad decision.
1445
1446 Q: ...is not something that's only affecting Newport. It's - it's obviously
1447 something that affects all the installations.
1448
1449 A: Mm-hm. It - it's - it's we need people to run this.
1450
1451 Q: Unless...
1452
1453 A: But...
1454
1455 Q: ...it was just about Newport. But I kinda doubt that.
1456
1457 A: Mm, I can't say, ma'am. You...
1458
1459 Q: We don't know.
1460
1461 A: But I can't say.
1462
1463 Q: Yeah. All right. Well I - you know...
1464
1465 A: To me, (unintelligible).
1466
1467 Q: ...there's a few other things here but, uh - uh, in the letter, but I think they're
1468 best answered by, um, maybe (b) (6) and (b) (6). I have, um,
1469 some questions for them. But, um, you know...
1470
1471 A: If there's anything else you need to ask me, uh...
1472
1473 Q: ...if you think of anything else, you feel free to...
1474
1475 A: Okay. If I do I'll...
1476
1477 Q: ...contact...
1478
1479 A: ...contact your e-mail.
1480
1481 Q: Yes. Absolutely.
1482
1483 A: You never (unintelligible) for me. I mean, I tried to be brief but there's just
1484 too much here. It's just, and I said - like I said, it's not a fun place to work.
1485 You are under a microscope constantly. I mean, I've had the CO come out to

1486 the gates at 4:00 in the mornin' just to check on things. Which I understand is
1487 okay. But...
1488
1489 Q: Mm. So that seems some...
1490
1491 A: ...we know what we're doin'.
1492
1493 Q: Hmm.
1494
1495 A: Well put it this way, ma'am, I'll say in 27 years this is the first year where
1496 I've had - see him come out to the gate as much as - I know that's directed
1497 higher up and everything. But it's, like, we know our jobs. We know that if
1498 we don't we'll - we'll correct it and make sure it gets done right. But...
1499
1500 Q: Mm-hm.
1501
1502 A: ...we know the job out there -- what needs to be done. I've been here for 27
1503 years goin' on 28.
1504
1505 Q: Mm-hm.
1506
1507 A: I know what needs to be done out there. I don't need someone lookin' over
1508 my shoulder or a knee-jerk reaction to things. Or makin' us...
1509
1510 Q: Like, yet...
1511
1512 A: ...do more work.
1513
1514 Q: ...at the same time they're aware of this unsafe s- fatigue factor.
1515
1516 A: Mm-hm.
1517
1518 Q: So maybe that's...
1519
1520 A: No.
1521
1522 Q: ...part of a concern is that...
1523
1524 A: No.
1525
1526 Q: ...you know, people are exhausted and not safe.
1527
1528 A: It's just comin' out here checkin' to make sure we're doin' things the right
1529 way. And so - I understand that's his prerogative. But he's - it's a little too
1530 deep into the weeds...

1531
1532 Q: Yeah - yeah.
1533
1534 A: ...to look at an expression.
1535
1536 Q: Okay.
1537
1538 A: Here's a supervisor. I don't get that far if I'm deep in the weeds unless there's
1539 a serious issue.
1540
1541 Q: Yeah.
1542
1543 A: But you gotta trust the people that work for you.
1544
1545 Q: Right - right.
1546
1547 A: You gotta trust them to do the job. You can't be (unintelligible) their shoulder
1548 'cause that doesn't give them a comfortable feeling.
1549
1550 Q: Yeah. No. I - I understand. Okay. Well I think you helped me out. Um, if you
1551 have any questions, you think of anything else...
1552
1553 A: I have nothin'.
1554
1555 Q: ...if you can find some e-mail traffic that we were talkin' about...
1556
1557 A: I will give you some. Yes. I will forward 'em to you.
1558
1559 Q: ...uh, that would be great. And, um...
1560
1561 A: Okay.
1562
1563 Q: ...hopefully we'll get some - somewhere.
1564
1565 A: Like I said, my - the only resolution would be hire two supervisors.
1566
1567 Q: Yeah.
1568
1569 A: That's my - that's...
1570
1571 Q: And maybe if I third or forth one leaves backfill them too.
1572
1573 A: Yes.
1574
1575 Q: Right? Okay.

1576
1577 A: It's the only - that's the only solution I can see. I'm a reasonable person.
1578
1579 Q: Yeah.
1580
1581 A: And you just can't continue this way.
1582
1583 Q: Yeah.
1584
1585 A: I mean, we've paid almost \$300,000 in overtime last year. You - you can't get
1586 blood from a stone constantly. You know? And I know that's a poor phrase,
1587 but you can't, you know - you can only get so far. You can only stretch people
1588 so far.
1589
1590 Q: Yep.
1591
1592 A: And I take pride in my job here. I've been doin' it for a long - long time.
1593
1594 Q: You...
1595
1596 A: I care about the work I do. I always am a professional worker.
1597
1598 Q: Right - right - right.
1599
1600 A: I don't like to see this - the way this is running right now.
1601
1602 Q: Yeah. I...
1603
1604 A: And that's all I have to say right now.
1605
1606 Q: Yeah. Okay. All right. Well...
1607
1608 A: All right.
1609
1610 Q: ...thank you. I'll go ahead and shut this off.
1611
1612 A: Okay. Thank you. (b) (6) ?
1613
1614 Q: (b) (6), yeah.
1615
1616 A: You mind if I call you (b) (6) ?
1617
1618
1619 The transcript has been reviewed with the audio recording submitted and it is an accurate
1620 transcription.

1621 Signed _____