

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45

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

Q: So today's May 23, 2016. And I am interviewing, uh, (b) (6). My name is (b) (6) and I'm an investigator with Commander Navy Installations Command, Inspector General Office. I'm conducting a preliminary inquiry on Navy IG case 201601079. And can I, um, have you spell your last name for me?

A: (b) (6).

Q: Okay. And I have one more form for you to sign. Uh, first of all, you understand the tape recorder's running? You have no problem with that?

A: Right.

Q: Okay. And this form is, um, just a reminder of the importance of being candid and truthful during and IG inquiry. And if I could have you raise your right hand, please?

A: Are you gonna read this?

Q: Um, I'm just going to say would - do you swear of affirm that the information you will provide is true and correct to the best of your knowledge?

A: Of course.

Q: Okay. And that's just explaining, uh, what the law says about that.

A: Yeah, of course.

Q: Okay. Thanks. And, um, so, let's see, you signed the Privacy Act and Confidentiality Statements, correct?

A: Mm-hm.

Q: And, uh, I guess that's all I have to with - do with that. So, um, I understand

46 that you're fairly new in this job - that you just started as the...
47
48 A: Fairly is an understatement.
49
50 Q: Yeah. So, okay. If you can explain it to me. What is your job title, actually?
51
52 A: (b) (6)
53
54 Q: At Naval Station Newport, correct?
55
56 A: Correct.
57
58 Q: And, um, when did you start in that position?
59
60 A: I actually arrived here, boots on the ground, 28 March.
61
62 Q: Okay. And may I ask what you were doing before that - where was your job?
63
64 A: Before that I was a contractor for six months. And before that I was, uh - I
65 was active duty Navy. Uh, I'm a retired Master Chief, Master-at-Arms. I'm
66 retired, uh, Fleet Forces Command.
67
68 Q: Okay.
69
70 A: And that was last year, uh, in, um - uh, July - or July 1 was my retirement date
71 last year.
72
73 Q: M'Kay.
74
75 A: So six months as a contractor supporting the, uh - the Center for Navy
76 Security Forces...
77
78 Q: Okay.
79
80 A: ...in a contract...
81
82 Q: Okay.
83
84 A: ...that we were doin'.
85
86 Q: Just like to get a little background of what your, um...
87
88 A: Know who you're talking to?
89
90 Q: ...experiences with security.

91
92 A: Sizing me up, are you?
93
94 Q: And you've worked in security for quite a number of years...
95
96 A: Yeah. It was like...
97
98 Q: ...I take it?
99
100 A: ...23, 25...
101
102 Q: Yeah.
103
104 A: ...years - somethin' like that, yes.
105
106 Q: And all with the Navy, right?
107
108 A: Absolutely.
109
110 Q: Okay.
111
112 A: Since 1993...
113
114 Q: Yeah.
115
116 A: ...is actually the date that I started.
117
118 Q: Okay, good. So, um - wha- I'm not cri- really too sure since you just started in
119 March how much, um, history...
120
121 A: That's what I was curious about.
122
123 Q: ...you may have already on some of this...
124
125 A: Yeah. 'Cause...
126
127 Q: ...background what me up to here today.
128
129 A: Yeah.
130
131 Q: So, um, back in September I, eh - eh, s- from what I understand that's when,
132 um, two things happened: The DoD IG received an anonymous complaint
133 from an unknown party, um, alleging that there was, eh, some safety concerns
134 about the level of overtime that was being worked at Naval Station Newport
135 by the civilian police officers.

136
137 A: Okay.
138
139 Q: Then, right around that same time, within a week or so, um, the Commander
140 Navy Region Mid-Atlantic outside of the IG, ya know, process, received a
141 letter complaining of the same allegations, um, from known complainants -
142 the five supervisors her at - at, uh, n- Naval Station Newport. So with that the,
143 um, IG referred the anonymous complaint to CNRMA to handle as an internal
144 command matter, which they did - they assigned an investigator and they did
145 an investigation report on these allegations about the overtime. And there
146 were some recommendations made in that report around January time. I don't
147 know if you've seen that or have any familiarity with it?
148
149 A: A little bit.
150
151 Q: Do you? Yeah.
152
153 A: Just a little bit.
154
155 Q: Um, have you seen the report itself?
156
157 A: Mm-mm.
158
159 Q: Okay. Did you participate in that in any way - like, interviewed or - no, 'cause
160 you weren't here at that time. And, um, so the reason I'm here now is since
161 that time - the report was issued by CNRMA in January. And then in March -
162 end of March, beginning of April, another complaint was received by DoD
163 IG, um, which has been tasked down to our office now through Navy IG to
164 Mid-Atlantic. And it kind of centers around the same topic, um, alleging that
165 the problem still exists - that just, basically, it has not been resolved.
166
167 A: It's not alleged. Let's just say it does exist.
168
169 Q: It does exist?
170
171 A: Yes. It's not...
172
173 Q: Okay.
174
175 A: ...n- no alleging here.
176
177 Q: Okay.
178
179 A: 'Cause the - the over...
180

181 Q: That's what I'm here for, really, to...
182
183 A: ...the over- the overtime issue exists with the - with the , uh, supervisors. And
184 - and it also exists with, um, you know, our actual GS5 police officers.
185 They're - everybody's workin' some sort of overtime right now.
186
187 Q: Okay. Now as far as with the supervisors, what is the cause of that? Can you
188 explain to me how the sh- the scheduling works that it creates the overtime?
189
190 A: Well, I mean, basically what happened was CNIC changed the way they man
191 the security departments years ago. They went to MPVP and then failed to
192 recognize that MPVP didn't capture the supervisors. So therefore, right now
193 the supervisors are pretty much unfunded. And, uh, so if - if I lose a
194 supervisor there's not gonna be one to take his place.
195
196 Q: Okay. So they're...
197
198 A: And that - that...
199
200 Q: ...by attrition eliminating the su- supervisors.
201
202 A: It will eliminate them, right. And - and - so - so - but there's still a need for
203 supervisors. If I - I can't have a shift without a supervisor.
204
205 Q: Okay.
206
207 A: So...
208
209 Q: That's an important part for me to understand. You know, 'cause I'm not an
210 expert in security. And looking at that manning document I'm thinkin' well
211 somebody made the decision that we just don't need supervisors.
212
213 A: I don't know if it was a purposeful decision or if they were looking at only
214 posting, yeah, eh, way back when this model was created - this - this MPVP
215 mode. Um, this is what Fleet Forces man's CNIC using, or as far as the
216 military billets go. And this what CNIC uses to - you know, to - to actually
217 man the, uh - the civilian billets. It's based off of response times and all this
218 stuff on the base. Um, it - it's - it's a - it's a real- it's a - it was a validation
219 tool that has become a manning tool, is what it is. So, you know, uh, we keep
220 e- we keep, uh - are we still recording?
221
222 Q: Yeah. Just checking.
223
224 A: Okay.
225

226 Q: Mm-hm.
227
228 A: We keep, uh - we - I - I guess we keep on hearing, "We're working on it." But
229 what does that mean? Does that mean that it's on somebody's desk and
230 they're readin' it every day? Does it mean it's sitting in the back of
231 somebody's mind and they - they remember it once in a while? I mean, uh,
232 does it mean that, you know - what does that, I'm working on it mean? I - I
233 don't - I don't think anybody's workin' on it. I mean, if they are it's moving at
234 the - fast as paint dries.
235
236 Q: Okay. And what is the significance of that? That's what I need to understand.
237 Does it create a problem to have this much...
238
239 A: Well I mean...
240
241 Q: ...overtime...
242
243 A: Well...
244
245 Q: ...being...
246
247 A: Well yeah. Because I have people pullin' doubles. You work 16 hours and
248 supervise an entire - two different watch sections performing security for a -
249 for an installation. How important is security for the installation?
250
251 Q: D- right.
252
253 A: Is it important? Because if it's important then we should make sure that we
254 have the tools at our disposal. We should make sure that we have the people
255 that we're supposed to have. We should make sure that - that we're - you
256 know, that - that, uh, wherever the money's coming from that actually pays
257 for things - actually the money flows as it needs to in order to actually make
258 sure that we can have everything we need to provide the security of this
259 installation.
260
261 Q: Okay.
262
263 A: When they don't do that then we feel a lot of pain. So - so get this - there's job
264 offers here and there out in the community - wherev- wherever.
265
266 Q: Mm-hm.
267
268 A: At NUWC there's a couple job offers they're offering right now. My
269 supervisors are looking at those job offers.
270

271 Q: Mm-hm. Right, because they're working so much overtime and they'd rather,
272 probably...
273
274 A: They - they'd rather work...
275
276 Q: ...not have to do that.
277
278 A: ...somewhere else if it's, eh, just the - just the - just not...
279
280 Q: Right.
281
282 A: ...they're not, uh...
283
284 Q: So what would...
285
286 A: They - they come to work and they're - they're - they - they tell me that
287 they're, um - you know, me, I'm asking, uh, lots of questions just like you are
288 because I'm new.
289
290 Q: Mm-hm - mm-hm - mm-hm.
291
292 A: So I wanna know what makes people tick. I have to get to know them. I have
293 to earn their respect. There's a lot of things that has to happen.
294
295 Q: Mm-hm - mm-hm.
296
297 A: And it's, uh - it doesn't happen overnight.
298
299 Q: Right.
300
301 A: So when I'm askin' them questions, eh, basically, uh, - uh, these people tell
302 me that back in - back in - not - you know, some time ago when they used to
303 come to work they loved comin' to work. But now they get this aching feeling
304 in their stomach when they drive through the gate. And it's clearly - it's
305 because, you know, if we're gonna say that security is our number 1 priority -
306 because that's the admiral's - that's - that's what the admiral said from CNIC.
307 That's what the admiral said from - from - from region as well - security is our
308 number 1 responsibility. Then do what you're supposed to do and fund us,
309 you know? Let's - let's get the people in positions that they're supposed to be
310 in. You know? Let's - let's, uh - I mean, it's one thing if I have to take the
311 patrolmen and put them into an overtime situation - which I do.
312
313 Q: Mm-hm.
314
315 A: We do - do that. Uh, their overtime is typically not a full shift though. It's -

316 it's - it's typically not. I mean, most often it's not, I should say. But my
317 supervisors, if one goes on leave - first off, I can only allow one on leave at
318 any given time. If I ol- I - if, uh - if two goes on leave, then, uh, it's
319 unmanageable.

320
321 Q: M'Kay.

322
323 A: So ideally I should have two supervisors per shift. There's three shifts. I
324 should have a - an officer, a lieutenant, let's say, and a sergeant, which is
325 pretty typical for every police organization out there.

326
327 Q: Okay. Does it - let me - I wanna just capture this. Does it create some sort of
328 risk - a safety risk in your mind...

329
330 A: Well no and yeah.

331
332 Q: ...or, a - a...

333
334 A: I mean, uh, how - how would...

335
336 Q: ...detriment to the mission in some...

337
338 A: Absolutely.

339
340 Q: ...way to not have those supervisors on...

341
342 A: Well here's the...

343
344 Q: ...board?

345
346 A: ...deal. I mean, if you don't - well if you don't have the supervisors, who's
347 makin' the decision? Even McDonald's has supervisors on their shift.

348
349 Q: Eh, yeah. Right.

350
351 A: Right? Are we gonna trust...

352
353 Q: Yes.

354
355 A: ...McDonald's to run their shift without a supervisor? And their supervisors
356 are, like, 20 years old, right - potentially?

357
358 Q: Yeah.

359
360 A: Right? But if you didn't have them what would your employees be doin'?

361
362 Q: Yeah. Right.
363
364 A: Maybe - maybe they wouldn't be makin' the fries right. Maybe they wouldn't
365 be puttin' out eh stuff. Maybe we wouldn't...
366
367 Q: But here...
368
369 A: ...care. Here it's a - now we're - now - now let's take that away from
370 McDonald's and put it into security. Are you kidding me? Of course we need
371 supervisors.
372
373 Q: We're not makin' French fries here.
374
375 A: We're not.
376
377 Q: Right.
378
379 A: No. I have - I have people with guns that I empower to actually enforce the
380 law out here.
381
382 Q: So what is the implications of somebody workin' 16 hours straight with the
383 guns?
384
385 A: Well you know...
386
387 Q: I mean, it's...
388
389 A: ...the...
390
391 Q: ...kind of obvious but I wanted you to...
392
393 A: There was a - there was...
394
395 Q: ...explain it.
396
397 A: Years ago there's was a big - we used to work 12-hour shifts, right? Wherever
398 I've been I've worked different - different shifts. But mostly - a lot of times it
399 was 12. When you finish the 12-hours shift it actually became 14 because you
400 had to do the - the - the - you had to do the guard mount in the beginning,
401 which was...
402
403 Q: Mm-hm.
404
405 A: ...a patrol brief. And then at the end you had to download your - uh, your

406 weapon, turn everything in, and then - then leave. So, eh, very quickly 12
407 hours is the watch time but it becomes 14 based on the hour before and the
408 hour after. Right?
409
410 Q: Right.
411
412 A: So they didn't la- a lot of places didn't like that. And they went to eights. All
413 right? So when we were 12-hour shifts the entire section was on...
414
415 Q: Oh, that's why they...
416
417 A: ...or the entire section was...
418
419 Q: ...when to eights?
420
421 A: ...the te- the entire section was off.
422
423 Q: Okay.
424
425 A: Okay? Um, but when you're in eights, what that means is now - uh, days,
426 swings, and mids - now what that means is I have to have two watch
427 commanders no matter what because when one's in their day off - their days
428 off, the other one is the one - the assistant is the one that's now the watch
429 commander. Now he - that person is now in charge -the shift supervisor. All
430 right?
431
432 Q: Mm-hm.
433
434 A: They're the ones that actually drive out ad verify that all their people are
435 where they're supposed to be. They're the ones herdin' cats, right?
436
437 Q: Oh.
438
439 A: They're the ones that make that - that, uh, all these different orders that
440 they've received to carry out - whether it's from the CO, um or anywhere else
441 - you know, all these different axis control functions are b...
442
443 Q: Mm-hm.
444
445 A: ...are, uh - the visitor list, the axis list they deliver to the gates...
446
447 Q: Mm-hm.
448
449 A: ...make sure everybody's got what they're supposed to have. They have to
450 inspect...

451
452 Q: Now you said something about driving. I don't mean to interrupt you. You
453 said they...
454
455 A: Yeah.
456
457 Q: ...drive out. That's kind of a key thing 'cause that was brought forward in the
458 command inquiry.
459
460 A: Well that's a safety issue when you're - when you've been, uh - when you've
461 been working for 16 hours, you know, the likelihood of falling asleep behind
462 the wheel is there. But also let me throw this at ya: Um, m- m- we expect
463 them to make rational decisions as supervisors.
464
465 Q: Right.
466
467 A: They rarely - they really make decisions every day. And I called it sir- solving
468 world hunger every day. Right? They're make - they're making decisions
469 every day that impact people. You know? Angry, agitated supervisor that's
470 been at it for 16 hours, you know, that's not...
471
472 Q: Mm-hm - mm-hm.
473
474 A: ...that's not good.
475
476 A: Mm-hm - mm-hm. Now, um, the driving - just to capture that for a second -
477 do their duties actually require driving?
478
479 A: Oh, yes.
480
481 Q: So you would say if someone was to work a 16-hours shift there's a good
482 chance they need to be able to operate the vehicle during that entire time?
483
484 A: No. There's that - not a good chance. They will absolutely have to operate
485 'em.
486
487 Q: Okay.
488
489 A: 'Cause now - now what I'm pointing to is this: When I have my section - say
490 I'm the shift supervisor for the day shift and I have my section. I go out and
491 we post the - we get the guard mount goin' and we - we put out the briefing
492 for that day. I make sure everybody knows where they're working and what
493 they're doing and if - if there's any special events goin' on what - all these
494 different things. Right?
495

496 Q: Mm-hm - mm-hm.
497
498 A: Once that's done I say, "All right. Go stand watch." And they all go out in
499 their vehicles and s- gate sentries are delivered to gates by patrolmen. Shifts
500 out to the other section, brings them back, and then they all download and the
501 - the, uh - the night shift goes home. Now I've got my shift on.
502
503 Q: Mm-hm.
504
505 A: I have to - I have - as a watch commander there's a myriad of paperwork I
506 have to do. Um, get that done administratively then move on out and start
507 inspecting posts - uh, which means I'm driving.
508
509 Q: Mm-hm.
510
511 A: 'Cause gate 17 is on one side of the base, gate 1 is on the other side of the
512 base. I have to go to NUWC and check that. I might have to drive out and
513 actually go see a- about the different housing areas to see if my housing
514 patrols...
515
516 Q: Mm.
517
518 A: ...are doin' what they're supposed to do.
519
520 Q: Okay.
521
522 A: All right? So there's all that driving. Now I do that and I - and at (b) (5)
523 (b) (5). I make sure all my, uh, people
524 have what they, uh, supposed to have on the gates, make sure all the things are
525 functioning. (b) (5)
526 (b) (5),
527 (b) (5) These are things that always happen. So let's say,
528 um, I get done with my day shift. Now my people go home but I'm workin' a
529 double. So now I gotta do a guard mount again with a new shift.
530
531 Q: Uh-huh.
532
533 A: I gotta get them all out. They have go - all the reliefs and everything else.
534
535 Q: Mm-hm.
536
537 A: And then, guess what? I can do post inspections again because I have all new
538 people out there.
539
540 Q: So what would be - what would happen if you actually - I understand it hasn't

541 happened so far, but just by - luckily. But what if nobody showed up for a
542 shift? What if you just didn't have a supervisor? What - what would happen
543 then in that scenario?
544

545 A: We would - we would have to - yeah, we'd have to call somebody in because
546 we've had to do that. No. We've had to do that. That's happened. It happened
547 quite recently, in fact. We had a supervisor that got into a car accident. And
548 his doctor said, "Don't go to work for two days." So basically another
549 supervisor was called in to work overtime.
550

551 Q: What if that person couldn't have come? What if they said, "No. I'm not
552 coming?"
553

554 A: You'd see the security director in here.
555

556 Q: You - you'd have to do it yourself?
557

558 A: I mean, somebody is gonna have to do it.
559

560 Q: Yeah. Okay.
561

562 A: Right?
563

564 Q: I'm tryin' to just capture this. You know what...
565

566 A: No - no.
567

568 Q: ...I'm sayin'?
569

570 A: You - it's - one of us is comin' in. And if, you know - uh, you know,
571 somebody's gonna come in and supervise. It's not y- with - the section will
572 not be left unsupervised, that's for sure. You know? The - the - here's an issue
573 with me coming in - I'm - I'm not one that carries a weapon. I'm not one that
574 drives the police car 'cause I'm a civilian. I'm - I'm an 080. I'm not an 083.
575 And - and, quite frankly, I'm still new. So I could get gun qualled up. I could
576 get all that stuff done. But you're probably gonna see me as being the last
577 resort.
578

579 Q: Mm-hm. M'Kay.
580

581 A: Although I don't feel like me personally that I - that I would need to have any
582 of that. I could drive a - an unmarked if I had to. But quite frankly...
583

584 Q: Well there probably are certain special training qualifications to be that type
585 of supervisor.

586
587 A: Oh, yeah. No. They have...
588
589 Q: Right?
590
591 A: ...you have to be gun qualled. They have to...
592
593 Q: Yeah.
594
595 A: ...learn - they have to be emergency-vehicle-operator qualified just like
596 everybody else. They - all their quals for supervision, as far as police quals,
597 they're all pretty much the same as anybody else that's a policeman in the -
598 you know, that - that's, uh, law enforcement.
599
600 Q: Mm-hm - mm-hm. M'Kay. Could they take a patrolman and make them a
601 supervisor...
602
603 A: No.
604
605 Q: ...temporarily or something?
606
607 A: No.
608
609 Q: No?
610
611 A: No. That's an HR...
612
613 Q: Mm.
614
615 A: ...action. Can't do it.
616
617 Q: Okay.
618
619 A: They're all GS5s. Can't do it.
620
621 Q: So what do you see as...
622
623 A: And, you know, here...
624
625 Q: ...the solution?
626
627 A: ...let me throw this you.
628
629 Q: Okay.
630

631 A: And this is somethin' that should be known.
632
633 Q: Mm-hm.
634
635 A: If you're supervisory that's what's in your PD - you're supervisory.
636
637 Q: Mm-hm.
638
639 A: I can't just take a GS5 who's not supervisory, who is a member of the union...
640
641 Q: Right.
642
643 A: ...and...
644
645 Q: And make him...
646
647 A: ...tell him he's...
648
649 Q: ...a supervisor.
650
651 A: ...a supervisor.
652
653 Q: Right.
654
655 A: You can't do that.
656
657 Q: You can't do that. Yeah.
658
659 A: That's a another s...
660
661 Q: It's a labor relations issue.
662
663 A: But, see, that's not even...
664
665 Q: Yeah.
666
667 A: ...security.
668
669 Q: Right.
670
671 A: That's regular labor relations.
672
673 Q: Right.
674
675 A: That's a...

676
677 Q: Yeah.
678
679 A: ...and that's a hard lesson to learn. You - you make that screw-up you'll be
680 heading to arbitration.
681
682 Q: Right.
683
684 A: You'll be doin' all kinds of stuff.
685
686 Q: Right.
687
688 A: No.
689
690 Q: Right - right.
691
692 A: No.
693
694 Q: So what do you view as the solution to this problem - the obvious?
695
696 A: Well they need to start funding these - these - these officers.
697
698 Q: Yeah.
699
700 A: So you know what? Here's the deal: If I lose one of them to a - to another job
701 and then there's no one to fill or I can't even advertise, now what?
702
703 Q: Right. And I understand you have one that's - could retire any time?
704
705 A: I do.
706
707 Q: And...
708
709 A: I have one that could retire at any...
710
711 Q: So then...
712
713 A: ...moment.
714
715 Q: ...you'd be down one more.
716
717 A: Right. And then - and then I have others who are looking elsewhere. They're
718 doin' that already. Okay? Period. And - and...
719
720 Q: And - and where are getting this information that you can't fill these

721 positions? It's coming from somewhere - the region?
722
723 A: Right. Of course. Yeah. The region tells - tells us, you know, what we can fill
724 and what we can't fill. There's an RPA out there - a request for, uh - for
725 manning for, um - for these positions. And it's been out there for - I don't
726 know when the date it was it was submitted. I'm sure...
727
728 Q: I know because I...
729
730 A: ...if you talked to...
731
732 Q: ...looked it up.
733
734 A: ...Major then Major probably told you what that was. Uh, he's a wealth of
735 information. He w- he's like...
736
737 Q: Major?
738
739 A: (b) (6) .
740
741 Q: Oh, okay.
742
743 A: (b) (6) is, uh, you know, the - the security historian, man. If I wanna
744 know what the history is on anything I go to him. And he's...
745
746 Q: Okay.
747
748 A: ...he's clearly - I mean, there's a triad there, you know, uh, just like the CO,
749 XO, CMC. You've got me the - and you got major and you got a - I have a
750 chief - um, (b) (6), which I'm sure you're talkin' to him if you
751 haven't already.
752
753 Q: Okay. So the three of you, you would say, are - are considered, like, the
754 leadership of security?
755
756 A: We are.
757
758 Q: Yeah.
759
760 A: We're - we're the upper level. You know?
761
762 Q: Okay. Um, now, you mentioned those RPA's - Request for Personnel Actions.
763 I actually looked in (Twins) and I can see that they were created on March 1.
764 There's two RPA's in there for supervisory police officers here at...
765

766 A: Right.
767
768 Q: But then there's another column that shows something like received and
769 acknowledged by HRO. And that - that's blank. Like, it hasn't even...
770
771 A: Right.
772
773 Q: ...populated...
774
775 A: As...
776
777 Q: ...yet.
778
779 A: ...as in - as in if-I-ignore-it-it'll-go-away-type thing.
780
781 Q: So what I'm wondering is do you know where it is? If somebody created it
782 and it hasn't gotten to HR...
783
784 A: There's been...
785
786 Q: ...where is it?
787
788 A: Mm. Yeah, I know. There's been follow-up and, eh, I guarantee you the
789 answer right now - I don't know the answer given. But I guaranteed that the
790 answer given is, "We know about it."
791
792 Q: Who - who sa- who would've said that?
793
794 A: I don't - I don't know. I don't know. I - I know that...
795
796 Q: Is it stuck with the CO or is it stuck with...
797
798 A: No.
799
800 Q: ...somebody at the region?
801
802 A: I don't know. I can't answer that...
803
804 Q: Okay.
805
806 A: ...with - with education. I would be speculating, and I know you don't want
807 that.
808
809 Q: Yeah. Okay. I just was wondering if - you know, as far as you know they've
810 been submitted.

811
812 A: I know they've been submitted.
813
814 Q: And you - do you concur with submitting them? You would...
815
816 A: Of course.
817
818 Q: ...like to see them filled?
819
820 A: Absolutely. And s- see, we have nothing to even base, uh, the - the - you
821 know, the - the instruction doesn't codify the need for ins- for supervisors.
822 And - and by the way, this is not just a Newport problem.
823
824 Q: That was my next question.
825
826 A: No. This is a - well I'll tell you I interviewed for a job. Uh, it was at, um,
827 Mechanicsburg - security director, right?
828
829 Q: Mm-hm.
830
831 A: So I'm doin' this interview over the phone and, um, I got - I was - I was
832 asked, uh, this particular question that blew my mind. And that was as the
833 security director am I prepared to manage a security department with three
834 sections and no supervision? No supervisors. And I went, "What?" And he
835 goes, "CNIC, they're not funding the, uh - they're not funding the, uh - the -
836 the, uh - the supervisors. They're not funding those positions." And - and I
837 went, "Really? CNIC, huh?" And then I said, "I just left Fleet Forces. I know
838 about - I know that there's issues." And, once again, that interview was
839 November of last year probably.
840
841 Q: Mm-hm.
842
843 A: So this has already been happening (unintelligible).
844
845 Q: Do you remember who interviewed you?
846
847 A: I know it's Mechanicsburg. I don't know.
848
849 Q: Was this somebody like...
850
851 A: I'm not sure.
852
853 Q: ...the CO or XO?
854
855 A: Um, I don't - I don't...

856
857 Q: Uh, none of them?
858
859 A: ...remember. I honestly don't...
860
861 Q: Okay.
862
863 A: ...remember.
864
865 Q: Okay.
866
867 A: Civilians, obviously. Well they - no obviously. But they were - they were
868 civilians.
869
870 Q: Oh, they were civilians. Okay.
871
872 A: For sure. Two of them. It was a very small interview. We talked candidly and
873 then I think they figured out that I really didn't wanna go to Mechanicsburg.
874
875 Q: Yeah.
876
877 A: Uh, it's - it wasn't - it wasn't about the non-supervisors either. It was - it was
878 more about my USA jobs didn't list that place and being one of the places I
879 was considering. And then they asked me about it and I said, "Well let's see
880 where the interview goes." And then I...
881
882 Q: Hmm.
883
884 A: ...no. They didn't, uh - it was a GS12. So - of course, it's interesting I didn't
885 get hired a GS12 but I got hired in a GS13. So...
886
887 Q: Hmm.
888
889 A: ...I - I guess it's always good to wait. Anyway, it's okay. But anyway so, eh, if
890 you look around this - this is - this is not just Newport.
891
892 Q: Okay.
893
894 A: This is all of CNIC.
895
896 Q: That's kinda what I thought.
897
898 A: And - and - and a lot of these (unintelligible)...
899
900 Q: Because the (MPV) document affects all of CNIC installations. Right?

901
902 A: It does. It's the manning tool for - for the installations. Absolutely is.
903
904 Q: Have you actually communicated with other security directors anywhere
905 where they've expressed a similar...
906
907 A: No.
908
909 Q: ...situation goin' on?
910
911 A: I'm n- I'm so new that I haven't...
912
913 Q: Yeah. Right.
914
915 A: ...really talked to any of 'em.
916
917 Q: Okay.
918
919 A: So - uh, but I would tell you, though, is what - when you - let me explain
920 what's happening. So out there at Installation X let's say there's an active-
921 duty security officer that comes in every th- every two to three years and
922 actually takes over.
923
924 Q: Mm-hm. Okay.
925
926 A: They get there and they have watch commander - watch commander - watch
927 commander, assistant - assistant - assistant. So a lieutenant - lieutenant -
928 lieutenant, sergeant - sergeant - sergeant, and everybody's fat, dumb, and
929 happy.
930
931 Q: Mm-hm. Yeah.
932
933 A: They go through their tour. Because these guys are all long term and - and -
934 and not going anywhere...
935
936 Q: Mm-hm.
937
938 A: ...nobody's complaining, nobody's saying anything. But if one of them leaves
939 now all of a sudden there's an issue.
940
941 Q: All right.
942
943 A: See? That's the issue we're in right now.
944
945 Q: Mm-hm.

946
947 A: And we're headed...
948
949 Q: It's just that they're not backfilling the jobs.
950
951 A: They're not.
952
953 Q: They're not riffing people. They're just not...
954
955 A: No.
956
957 Q: ...backfilling.
958
959 A: No. Right - right. There's no nega- no negative actions about their - about
960 their positions that are happening as far as them being made to leave or
961 anything like that. But if they leave - they retire - there's no one - no - nobody
962 new coming in. So right now I have - I have mid-shift that has a sergeant as
963 the watch commander and I have a MA1 as the assistant. The swing shift I've
964 got a lieutenant. That's it. He's by himself.
965
966 Q: Mm-hm.
967
968 A: The day shift I have a captain, (b) (6), and I have (b) (6)
969 (b) (6). So there's two. So you can see there's a missing - there's a
970 missing supervisor.
971
972 Q: There's supposed to be two.
973
974 A: And I'm filling one with a Master-at-Arms.
975
976 Q: Yeah.
977
978 A: Which I'm okay with if that ends up being where we are and if I have one.
979 (b) (6)'s leaving soon.
980
981 Q: Well that was another question I had. That's (b) (6). I've heard that
982 he's the, uh - uh, supervisor. Right?
983
984 A: He's the assistant to the s- to, uh - to - to (b) (6).
985
986 Q: Okay. Now I was tryin' to rationalize why somebody made this decision to
987 put all zeros on the - on the civilian supervisors. Is that - could that be the plan
988 that they're gonna put military supervisors in there - they're all gonna be
989 MAs? Is that maybe why they did this?
990

991 A: No. No.
992
993 Q: And what would be the reason for that? Why wouldn't they just...
994
995 A: No.
996
997 Q: ...put the MAs in there?
998
999 A: I only have eight - eight me- MAs. I'm only billeted one MA1. So, eh, and -
1000 and you go one up, one down, right...
1001
1002 Q: Okay.
1003
1004 A: ...with - with military billeting...
1005
1006 Q: Mm-hm - mm-hm.
1007
1008 A: ...or, you know, with actually, you know, sending me people. So who's to say
1009 I'm gonna have an MA1. And then, eh, what if I have to send him on an IA or
1010 somethin'?
1011
1012 Q: Right - right.
1013
1014 A: Now what?
1015
1016 Q: Right.
1017
1018 A: You know? So, I mean, I can't rely on that. Uh, the whole idea when they
1019 CIVSUB'd years ago - when they replaced M- you know, military...
1020
1021 Q: Okay.
1022
1023 A: ...with civilians...
1024
1025 Q: That's a good point, the IA.
1026
1027 A: ...that whole idea was that we would have consistency in these bases.
1028
1029 Q: Yeah. And - and I have heard that the MAs don't get the same level or
1030 training that the civilians get. Is that...
1031
1032 A: Yeah. That's a...
1033
1034 Q: ...an accurate statement?
1035

1036 A: ...that's a problem.
1037
1038 Q: Yeah.
1039
1040 A: That's a problem. That was actually what I did as a contractor, which was
1041 analyzing the - the training.
1042
1043 Q: Oh.
1044
1045 A: And, uh, the current training and then - and then actually analyzing a way
1046 ahead for training, uh, 083 police officers with Master-at-Arms under the
1047 same umbrella - use the same curriculum - uh, what would be the best plan.
1048
1049 Q: Mm-hm.
1050
1051 A: And we completed all that and I submitted it with my - with the contracting
1052 company, and then I left.
1053
1054 Q: Mm-hm - mm-hm.
1055
1056 A: Got this job.
1057
1058 Q: Mm-hm.
1059
1060 A: So it worked out my - the contract finished and I moved on.
1061
1062 Q: So would you say there's some merit to that - that it's true that the MAs...
1063
1064 A: Oh, it's absolutely true that...
1065
1066 Q: Yeah.
1067
1068 A: ...we don't - MAs - eh, I say we. I was a retired MA. The training I received,
1069 you know, back in '93, uh, was - was much better than what they have now.
1070
1071 Q: Mm-hm.
1072
1073 A: Um, the MAs don't even step into a police car during their training. It's
1074 supposed to be very similar to a police academy and they don't even touch a
1075 police car. They don't learn many of the things that, uh, these - the DON are
1076 receiving at the, um, uh - at FLETC.
1077
1078 Q: Meaning the civilians.
1079
1080 A: Right.

1081
1082 Q: Yeah.
1083
1084 A: At Department of Navy Police.
1085
1086 Q: C- could they send the MAs to FLETC?
1087
1088 A: CNIC is not gonna do that. That costs money. CNIC views the MA's training
1089 as being sufficient.
1090
1091 Q: Now when you say CNIC, is there a certain person that you're referring to?
1092
1093 A: Um...
1094
1095 Q: Would it be someone in N3?
1096
1097 A: I would have to say it would be the N3 shop up there, uh, that - they're the
1098 ones that make policy. I'm assuming it's them.
1099
1100 Q: Yeah.
1101
1102 A: I think I read something - if you look back in those updates that (b) (6)
1103 used to send out, you might find that there was something in there from - from
1104 him that talked to this. (b) (6)'s no longer there. He's - he's retired. But
1105 he was out of DC.
1106
1107 Q: We worked at CNIC, right?
1108
1109 A: He was N3. He worked with (b) (6). Oh, you know these names?
1110
1111 Q: (b) (6) I - I've heard of. (b) (6), no.
1112
1113 A: (b) (6), yeah. He's up there, too. (b) (6) might be somebody you
1114 could talk to actually at - at N3 and CNIC.
1115
1116 Q: Okay.
1117
1118 A: And in fact if you talk to (b) (6), uh, he's retired (MACM) also.
1119
1120 Q: Yeah?
1121
1122 A: Uh, he and I have worked together a lot. When I - when I was at - at, uh...
1123
1124 Q: Okay.
1125

1126 A: ...went over to that contracting job he and I actually sat - and also while I was
1127 at Fleet Forces he - you know, we actually came together quite a bit. But he
1128 has a lot to do - he's - he's been around for quite a while with CNIC proper...
1129
1130 Q: Mm-hm. Okay.
1131
1132 A: ...out of DC.
1133
1134 Q: So it, uh - this is making me wonder about this. If, um, someone like, (b) (6)
1135 (b) (6) at the region level...
1136
1137 A: Yeah. He's the deputy director.
1138
1139 Q: ...does he have control over this? Like, if he wanted to fund these billets could
1140 he do that without CNIC's approval?
1141
1142 A: Uh...
1143
1144 Q: Or...
1145
1146 A: ...the money starts from CNIC.
1147
1148 Q: Right. So...
1149
1150 A: I'm sure no.
1151
1152 Q: ...it's not coming from the region, this problem.
1153
1154 A: Not really.
1155
1156 Q: It's coming from CNIC.
1157
1158 A: Right. And oftentimes, if you talk to (b) (6) and ask him candidly these different
1159 things, you will find out that, uh, you know N1 shops are the ones
1160 that manage the manpower. Right?
1161
1162 Q: Mm-hm.
1163
1164 A: N3 shops are the ones that, uh - that, uh - they're the ones that are managing
1165 the processes and how we - you know, the actual providing - the piece of
1166 providing security. So if you've got N1 providing our manning and you've got
1167 (N3 AT) out of CNIC and all that stuff and they actually say, "All right. This
1168 is - this is your new manning document. This is what you're gonna use, um,
1169 and - as the numbers." And then, uh, that particular document says that we're
1170 supposed to have over (b) (5). Well N1 is using a document - the

1171 MPVP side - that actually says we're only supposed to have eight. So they'll
1172 tell me that I'm over-manned, but yet N3 tells me I'm under-manned.
1173
1174 Q: Oh.
1175
1176 A: So - and it seems as though N3 and N1 don't talk to each other at the CNIC
1177 level.
1178
1179 Q: Uh-huh. Okay. Good to know. And, um - and let me ask you about that MPVP
1180 document. Who issues that? I - I mean I hear...
1181
1182 A: They - they - it's a...
1183
1184 Q: ...so much about it.
1185
1186 A: ...OPNAV.
1187
1188 Q: I've even seen an expert...
1189
1190 A: OP NAV.
1191
1192 Q: It comes from OPNAV.
1193
1194 A: Yes. OPNAV actually signs it. CNIC write is, OPNAV signs it. Fleet Forces
1195 uses it because Fleet Forces Command has a - a...
1196
1197 Q: So it was somebody...
1198
1199 A: ...(unintelligible).
1200
1201 Q: ...at OPNAV that approved this document that says zero supervisors at all the
1202 CNIC installations.
1203
1204 A: I often thought that it was maybe one of those issues where they just didn't
1205 catch it.
1206
1207 Q: That's what I'm kinda thinkin'.
1208
1209 A: And it just happened.
1210
1211 Q: It's a mistake. Like, is it some kind of algorithm...
1212
1213 A: They could very well...
1214
1215 Q: ...that was plugged into a computer and it...

1216
1217 A: No.
1218
1219 Q: ...came up with zeros and...
1220
1221 A: Yeah - yeah - yeah - yeah. It's, I think...
1222
1223 Q: ...and somebody just didn't notice it? And it actually is affecting the security
1224 of the bases now.
1225
1226 A: Right. Right. Great. I understand. Fix it.
1227
1228 Q: Right.
1229
1230 A: I mean that's it. If it was a problem - eh, I don't care if it was a mistake, if it
1231 was purposeful. It obviously is wrong. Somebody needs to fix it.
1232
1233 Q: Yeah.
1234
1235 A: I didn't think I was gonna have anything...
1236
1237 Q: And...
1238
1239 A: ...for you at all.
1240
1241 Q: ...and...
1242
1243 A: Hmm?
1244
1245 Q: ...in the interim if - eh, I mean if there's some lengthy process that it takes,
1246 like, to do another MPVP or something, in the meantime there should be some
1247 way of issuing a waiver...
1248
1249 A: No. What...
1250
1251 Q: ...for cases...
1252
1253 A: No.
1254
1255 Q: ...like this - at least put Band-Aids on it until they can really fix it. Right?
1256
1257 A: Well they could actually potentially not put the supervisors in MPVP and just
1258 y- use some other method. 'Cause MPVP, once again, deals with a (b) (5)
1259 (b) (5), the, uh - how often gates are open - all these things are used for
1260 that. They didn't - they didn't capture the - and this is for all the worker bees.

1261 This didn't capture anything for supervisors. So, you know, maybe you don't
1262 fix MPVP. Maybe you just use standard manning models for - for the
1263 supervisors.
1264
1265 Q: Mm. Mm-hm.
1266
1267 A: Maybe that's the right answer. But, quite frankly, I'm not a manning guru.
1268
1269 Q: Right.
1270
1271 A: Um, you know, that - that would have to be those folks that determine how -
1272 how best to do that business.
1273
1274 Q: Right.
1275
1276 A: But, uh, I do know that, you know, this - we're seeing this as a Newport
1277 problem. Eh, this is not a Newport problem.
1278
1279 Q: Y- yeah. I - I...
1280
1281 A: This is a CNIC-wide problem.
1282
1283 Q: Yeah. That's - I - I have...
1284
1285 A: Just happens to be that...
1286
1287 Q: ...um...
1288
1289 A: ...my supervisors are the ones that lodged a complaint.
1290
1291 Q: And that's bringing it to the - to the - to shine a light on it. You know?
1292
1293 A: And you're CNIC?
1294
1295 Q: Yes.
1296
1297 A: What is this gonna do?
1298
1299 Q: Uh, the - um...
1300
1301 A: You go back to your command and say, "We're the problem."
1302
1303 Q: I could kind of see that already, to be honest with you, before we had this
1304 conversation.
1305

1306 A: Right.
1307
1308 Q: But I wanted to get this on the - uh, to validate what I thought I was seeing.
1309 So, um, I do see that - back to Newport now - back to just this little issue here
1310 on Newport. Um, this is a brief that gets delivered by you at - at the
1311 department head meetings, I think.
1312
1313 A: How'd you get this?
1314
1315 Q: Um, the IG here te- attends the department head meeting. And I can see...
1316
1317 A: Oh, right.
1318
1319 Q: ...that this, um, is reported...
1320
1321 A: Right.
1322
1323 Q: ...on a regular basis.
1324
1325 A: Yeah.
1326
1327 Q: Right?
1328
1329 A: Yeah.
1330
1331 Q: So the CO's aware.
1332
1333 A: Well see, it's like this: When the CO then talks to the admiral during his
1334 meetings...
1335
1336 Q: Yeah - yeah.
1337
1338 A: ...right, he gets to a point where he doesn't say these anymore because the
1339 admirals know - they - you know, they'll - they'll tell 'em, "Oh, you know,
1340 we've got this for action." So he may or may not brief the admiral every time
1341 he talks to him. I don't know. All right?
1342
1343 Q: Okay.
1344
1345 A: Um, I do know that - I'm tryin' to remember what's on my slide. 'Cause we
1346 have - we have three different things that go up. We have the department head
1347 slide like this that gets briefed at our department head meeting. Then there's a
1348 bi-weekly input that we send on an e-mail that has information on it as well.
1349
1350 Q: Mm-hm.

1351
1352 A: And then there's an organizational brief...
1353
1354 Q: Mm-hm.
1355
1356 A: ...that - that happens once a month. So I'm just not sure if this is actually on
1357 those others. It's here.
1358
1359 Q: Mm-hm. So...
1360
1361 A: I bet you - I think it might be. But you - you would...
1362
1363 Q: If you could...
1364
1365 A: ...you would have to - you would have to ask Captain Boyer who - who he
1366 tells. I mean, how often is this followed up on with the region? I don't know
1367 that answer.
1368
1369 Q: Okay. That's what I wanted to ask is do you know how much pressure the
1370 captain is - or attention he's giving to this. Like, is he...
1371
1372 A: I - I know he...
1373
1374 Q: ...jumping up and down on a desk and saying...
1375
1376 A: Obviously he receives this update every...
1377
1378 Q: ..."I need these positions?"
1379
1380 A: Obviously this update goes to him every week.
1381
1382 Q: Right. And this document - it says, "Significant issues." It documents that
1383 your department...
1384
1385 A: Yep.
1386
1387 Q: ...is acknowledging this problem.
1388
1389 A: I'm the one briefing this.
1390
1391 Q: Yep. Okay. Okay.
1392
1393 A: This is from a couple weeks ago - a couple brief ago.
1394
1395 Q: Yeah. Okay. This is very helpful to me - this conversation here about these.

1396 So it seems to me there's no doubt about it that you agree that you need two
1397 more supervisors at least.
1398
1399 A: At least. And then I need - and then beyond that - it can't be just, "Here's two
1400 supervisors." It's also gotta be the idea that when - when one retires or leaves
1401 that we can now advertise - you know, submit an RPA and - you know, and
1402 advertise a new position. Uh, but - you know, it can't be left unfilled like this.
1403 They were quick to fill my position.
1404
1405 Q: Yeah.
1406
1407 A: Right?
1408
1409 Q: Right.
1410
1411 A: I'm not covered in - actually I am. I am under - I am covered under MPVP.
1412
1413 Q: Well your position must have been validated that the billet's there.
1414
1415 A: It is validated.
1416
1417 Q: Yeah.
1418
1419 A: Right. So mine is validated, Major's is validated.
1420
1421 Q: It's those other supervisor positions that are not.
1422
1423 A: Not cool.
1424
1425 Q: Yeah. It almost makes you wonder if it was just an oversight and it had a - a
1426 big impact. You know?
1427
1428 A: Wow. Some people might think it's because the people that are out there doin'
1429 all of that are not in - out there at the - on the deck plates runnin' the business
1430 here.
1431
1432 Q: Mm-hm.
1433
1434 A: And they - they're just not connected. They just don't understand because
1435 they - they're just not doin' this job.
1436
1437 Q: Mm-hm.
1438
1439 A: You know?
1440

1441 Q: I wanted to ask you something else about, um, following the CNRMA's man
1442 inquiry, um, one of his recommendations was that safety do a, um...
1443
1444 A: They did that.
1445
1446 Q: ...Operational Risk Management and they did.
1447
1448 A: From my understanding it was done.
1449
1450 Q: Yeah. It was done.
1451
1452 A: I don't know...
1453
1454 Q: I wonder if you saw the report.
1455
1456 A: I did not.
1457
1458 Q: Okay. That's - why? Do you know why?
1459
1460 A: I think that's one, too, that had, um, (b) (6) on it.
1461
1462 Q: Yes - yes. So you did not see (b) (6) report.
1463
1464 A: No. I heard the story, though.
1465
1466 Q: What story did you hear?
1467
1468 A: No. I heard that this - this - that here's what they wanted and it was done.
1469 Here's what they wanted and it was done. And - and now you're here again
1470 and, uh - uh, I'm assuming that this is just one more step. I'm - I'm hoping
1471 that's what it means, that...
1472
1473 Q: Mm-hm.
1474
1475 A: ...this is that - the third step or so that needs to happen in order to get to
1476 something, you know?
1477
1478 Q: Because the - the, uh, security - I mean this...
1479
1480 A: I mean, I don't know how many times you can investigate, you know, to...
1481
1482 Q: Right. I (unintelligible). Uh, the safety report - this Operational Risk
1483 Management Report was March 10. And it more or less, you know, really
1484 validated there are safety risks associated with having people work this much
1485 overtime.

1486
1487 A: Well, I mean, the - the - the larger safety risk, for me, is the fact that these
1488 guys are all carrying weapons.
1489
1490 Q: Mm-hm. This one - yeah. A lot of it was focused on the driving. But the
1491 weapons - I thought the same thing - are more important than the cars even.
1492
1493 A: I mean, we - we empower our folks - our - our people and they're authorized
1494 to use deadly force. You know? Do you - you want somebody who's been on
1495 watch for 16 hours to make the decision whether or not to use their weapon? I
1496 don't think that's right. I think that's - quite frankly, I think that's dangerous.
1497 Or - or worse yet, uh, they're not on their game because they're so tired and
1498 then their slow response leads to their death. And, see, we talk about this and
1499 then we say, "Well, you know, nobody's moving on it." Well why is that?
1500 Well because nobody's died yet. It takes somebody to die before somebody
1501 actually takes these things seriously. And, you know, I mean, come on.
1502
1503 Q: Good. That's what I was thinking.
1504
1505 A: Anyway...
1506
1507 Q: Yeah. I agree with you.
1508
1509 A: But anyway, I - I, uh - I'm the - I am the new guy coming in and - and there's
1510 a lot of things that I'm working on and trying to fix here inside my
1511 department. Relationships are a big one. Um, I've got a lot of good people that
1512 work hard every day.
1513
1514 Q: Mm-hm.
1515
1516 A: They really are...
1517
1518 Q: Mm-hm.
1519
1520 A: ...good - good people. And, um, eh, at first I thought maybe it was just that
1521 they needed leadership - I mean, that's why I was coming. But it's not just
1522 that. 'Cause they - they, in fact, are great leaders themselves. They make great
1523 decisions every day.
1524
1525 Q: Mm-hm. Okay.
1526
1527 A: But because we're under-manned - you know, they all have families. Every
1528 one of them has families. And some of them have grandchildren. You know?
1529 And then we're being ma- you know, they're being made to work, you know,
1530 way, you know, beyond their hours. We're denying them the opportunity to be

1531 with their families...

1532

1533 Q: Oh.

1534

1535 A: ...just because this is the Band-Aid currently in place is to - is to make them

1536 work more hours.

1537

1538 Q: Okay.

1539

1540 A: See, it's - it's deeper than just...

1541

1542 Q: Now have you had this conversation with (b) (6) ?

1543

1544 A: Oh, sure. Not - not - not like this.

1545

1546 Q: Yeah.

1547

1548 A: But we've talked.

1549

1550 Q: Yeah.

1551

1552 A: You know?

1553

1554 Q: And would you say he's more or less...

1555

1556 A: I was briefed on this very complaint by (b) (6) when I, eh - 'cause my - I was

1557 actually - my employment really started March 21. That's why I said boots on

1558 the ground the 28th.

1559

1560 Q: Mm-hm.

1561

1562 A: That's great. We got a nest (unintelligible).

1563

1564 Q: There's a ton of birds out there. They've been making noise all morning.

1565

1566 A: So, uh, anyway - so, you know, m- of course (b) (6) is aware.

1567

1568 Q: Okay. Right. So aware and would he - is your impression that you and - and

1569 he are on the same page with this - that he concurs that you need more people?

1570 Or is he of the mindset that this is correct that the MPV says we should just

1571 not have supervisors?

1572

1573 A: I'm unable to - I'm unable to comment on that. I'm - I'm...

1574

1575 Q: Yeah. Okay.

1576
1577 A: ...tryin' - tryin' to think of the - where was his stance. I don't know. I don't
1578 remember.
1579
1580 Q: Yeah. Okay. Well I - I...
1581
1582 A: Eh, I can tell you that as the new guy when I - you know, like I said, that first
1583 week when I was there getting briefed it was like this, "You know, you - you
1584 don't have enough supervisors, uh, based off of the MPVP. This is what
1585 happened. They're unfunded. Um, because of that your supervisors are
1586 workin' overtime and they actually have a complaint in with the IG. It went
1587 here and it went all the way up to somebody and then it went - then they
1588 complained to another higher level." Um, I think that's really all. I never
1589 really asked him.
1590
1591 Q: Okay. So he's certainly aware.
1592
1593 A: I never really - yeah. He never really shared his opinion that I know of. And,
1594 uh, I would say that if - if you really wanna know his opinion it'd probably be
1595 best to ask him.
1596
1597 Q: Yeah. Of course. I just wondered if he had - if you had the impression that he
1598 was working on trying to get you more people.
1599
1600 A: I don't know because...
1601
1602 Q: Yeah?
1603
1604 A: ...once again - once again, I - I - I ask what does working on mean.
1605
1606 Q: Right. From the very beginning, yes...
1607
1608 A: I - yeah. I mean, what...
1609
1610 Q: ...what does that mean?
1611
1612 A: ...does it mean? Because, ya know, I mean, I - it's funny, as a master chief I
1613 actually - if somebody says - my own people would say, "I'm workin' on
1614 that." I'd say, "What does that mean?"
1615
1616 Q: What exactly are you doin' ?
1617
1618 A: Yeah. Is - is it - is it up here, is it out in front of you, is it on - is it a note? Are
1619 - are you actually - every day are you looking at it, uh, once a week? What
1620 does working on it mean? Because I don't think - no, I don't think anyone's

1621 actively workin' on it. Because I know that - I know that if somebody of
1622 authority - like, major authority - were to say, "Magic finger, make this
1623 happen," that - that earth could move and things could happen. I think it's...
1624
1625 Q: Yes.
1626
1627 A: ...all - I think this is all about money. I think that's what this is. I think it's not
1628 as much as they don't - they don't wanna fund it, I think that right now they
1629 just don't have the money to fund it. I - I'm assum- that's an assumption. I
1630 don't know.
1631
1632 Q: Yeah. Yep. M'Kay.
1633
1634 A: 'Cause I know I - we learned a lot - I learned a lot at fl- when I was Fleet
1635 Forces. Uh, we - I was N1.
1636
1637 Q: Mm-hm.
1638
1639 And, um - and I had to manning studies.
1640
1641 Q: Mm-hm.
1642
1643 A: Uh, work with all the N1 folks over there that, uh - you know, that, you know,
1644 all work for, um - uh, m- (b) (6). Um, it's a - you know, they - they
1645 do all the, uh - eh, was it m- MCAF, right - Manning Control Authority Fleet.
1646
1647 Q: Mm-hm.
1648
1649 A: MCAF is the one that actually is the one that manages the manning for - you
1650 know, and basically, the way they do their manning for military is they
1651 receive their priorities from, like, say CNIC.
1652
1653 Q: Mm-hm.
1654
1655 A: What is your priorities for your - for CNIC? Well our priorities are, uh, Naval
1656 Station Norfolk and - and Bahrain is our number 1 s- priority right now.
1657 You're not gonna see a place like - like, Newport as being a priority when it
1658 comes to manning. You just - you just typically don't. CNIC did another thing
1659 and they actually assigned ROC levels.
1660
1661 Q: Mm-hm.
1662
1663 A: Are you aware of that?
1664
1665 Q: Mm-hm, yes. Mm-hm.

1666
1667 \A: Okay. So what that means is if you're (b) (5)
1668 (b) (5) . I
1669 don't know if they - they're not perfect probably. And I would still say the
1670 resourcing doesn't really - isn't a - isn't where it needs to be - and probably
1671 for those bases. (b) (5)
1672 (b) (5)
1673
1674 Q: And it's because there's some kind of operational mission...
1675
1676 A: Right. We don't...
1677
1678 Q: ...that's less...
1679
1680 A: ...have the operational mission...
1681
1682 Q: Yeah.
1683
1684 A: ... (b) (5)
1685 (b) (5)
1686 (b) (5)
1687 (b) (5)
1688 (b) (5)
1689 (b) (5)
1690 (b) (5)
1691 (b) (5) . That might've been - and I'm - and I'm tellin' you
1692 what, I bet you that that's probably a correct statement. If you really wanna
1693 get deep on this...
1694
1695 Now there's two and three, right?
1696
1697 A: There is.
1698
1699 Q: ROC two and ROC three?
1700
1701 A: I don't know who they are. But if you want - you wanna go from one extreme
1702 to the other. Honestly, in - in my opinion, if you wanna get - if you wanna get
1703 a true picture of what's goin' on find out what - what the NAVSTA Norfolk -
1704 where they're manning their - 'cause they - you have to do, uh, CONUS for
1705 one thing - OCONUS is typically military, right?
1706
1707 Q: Mm-hm.
1708
1709 A: Uh, and they have - always military. So n- Norfolk is a great - great one
1710 because they have aircraft and they have ships. They have...

1711
1712 Q: Mm-hm. Right.
1713
1714 A: ...they have everything you can think of. And it's - it's a huge thing. Sewells
1715 Point Precinct is unreal.
1716
1717 Q: S- right.
1718
1719 A: So if - if their supervisors are - are funded and our supervisors are not, then
1720 this was not a mistake. (b) (5)
1721 (b) (5). Our manning is less. I don't
1722 have nearly the amount of the people that - that Sewells Point does.
1723
1724 Q: Mm-hm. If it was a mistake then maybe everybody didn't get funded.
1725
1726 A: Right. Once again, Mechanicsburg is (b) (5).
1727
1728 Q: Yeah.
1729
1730 A: See the connection?
1731
1732 Q: Yep. And they don't have any supervisors.
1733
1734 A: Apparently not.
1735
1736 Q: Right. S- and yet, I understand you have a hal- a lot of high-level visiting
1737 dignitaries and so forth that come to this base...
1738
1739 A: Well, I mean, we got the...
1740
1741 Q: ...that would require...
1742
1743 A: ...War College.
1744
1745 Q: ...security, right? And...
1746
1747 A: Oh, sure. We got the War College.
1748
1749 Q: ...and international Navies come here and...
1750
1751 A: Yes. That's War College.
1752
1753 Q: Yeah. Um...
1754
1755 A: I mean, yeah, I understand...

1756
1757 Q: ...and they're responsible for that - security themselves - separately from...
1758
1759 A: Not really.
1760
1761 Q: Yeah.
1762
1763 A: I mean, they - they have a - a - a hired guard force out there that's unarmed at
1764 their own gates internal to the base. You know? But, um, everyone that comes
1765 to the War College passes through our gates to get there.
1766
1767 Q: Right.
1768
1769 A: If there's ever an issue that requires law enforcement it's us that they call.
1770
1771 Q: Yeah. Right. Okay. So, I mean, it's not like nothin' happens here just because
1772 you don't have operational equipment like ships and airplanes.
1773
1774 A: Well right. And we do have a waterfront.
1775
1776 Q: Mm-hm - mm-hm.
1777
1778 A: And we do have piers.
1779
1780 Q: Right.
1781
1782 A: And, you know, training is the main thing that happens out this - at this base.
1783
1784 Q: Mm-hm. Right.
1785
1786 A: You know? So we also have NUWC.
1787
1788 Q: Right.
1789
1790 A: And I will tell ya NUWC has their own security. However, I provide the
1791 security for NUWC. Their security is all more administrative s- type stuff that
1792 they do.
1793
1794 Q: Mm-hm. Okay.
1795
1796 A: Right? My folks protect the perimeter of NUWC. (b) (5)
1797 (b) (5). I mean, that's - that's, uh - that - that - (b) (5)
1798 (b) (5)
1799
1800 Q: Do you have, like, an MOA or something to that effect - like, an agreement

1801 with NUWC?
1802
1803 A: No. CNIC owns every perimeter. That's just how it is.
1804
1805 Q: Oh - oh, right. Okay.
1806
1807 A: They own the buil- they - they actually - and - and in fact, the CO just
1808 recently, uh, now owns all the pavement on NUWC.
1809
1810 Q: Oh.
1811
1812 A: So...
1813
1814 Q: Okay.
1815
1816 A: ...all of those roads that are in bad shape, you know, the CO from NUWC is
1817 talkin' to that RCO goin', "Hey, what's up? Let's get..." - you know? But he -
1818 that - that turnover just happened recently.
1819
1820 Q: Mm-hm - mm-hm.
1821
1822 A: So it was crap before the turnover happened. And now it's...
1823
1824 Q: Mm-hm.
1825
1826 A: ...like it's kinda funny. But, um, anyway. So yeah. So all these important
1827 people - all these admirals, the - all these, um, dignitaries and - oh, and also
1828 people like, uh, multi-million dollar Campbell's soup lady also comes on the
1829 base here.
1830
1831 Q: Yeah - yeah.
1832
1833 A: And - 'cause she's a big contributor to the War College. So, I mean, you
1834 wanna - we get a lot of people that are...
1835
1836 Q: Yeah.
1837
1838 A: ...entitled.
1839
1840 Q: Yeah. Yep. Now, um, so that was the first part of my question was following
1841 up on the status of the working overtime...
1842
1843 A: The first part.
1844
1845 A: ...issue and the manning. The other thing is there's - this is part two - in this

1846 new complaint that was filed in April there were a number of issues - new
1847 things kind of brought out in that. And I just wanted to touch on them a little
1848 bit with you. There's this form called a, um - I think I have to show it to you.
1849 This SECNAV Form for base access - 5512/1. And in the complaint it says
1850 that this form is not being used here although it's supposed to be, um, used.
1851 But I could not find where it says that that's required to be used. Um, I looked
1852 in the regulations and I could not find that. But it's possible I'm not looking in
1853 the right place. And - and - and not only that, but there were, uh, several
1854 things that supposedly are required. I - some of them, like I can see in the
1855 CNIC instruction, are required and they are not being implemented, um, here
1856 but possibly elsewhere too. Yeah. I looked in there, um, and I couldn't find it -
1857 the form itself - a reference to this form. You know?
1858
1859 A: The, uh, 10 USC 5041, that's for SECNAV?
1860
1861 Q: Yeah. I - I did. I looked at all those. I mean, I don't know. Maybe you could
1862 get back to me if can find something.
1863
1864 A: 'Cause right now, uh, everything's automated.
1865
1866 Q: For be- base access?
1867
1868 A: W- we're actually - you know, we're actually using DBIDS now - uh, Defense
1869 Biometric - I forget what it's all called. DBIS - D-I-B- D-B-I-D-S. Um, before
1870 that it was RAPIDGate and it still is RAPIDGate. RAPIDGate's still bein'
1871 used for contractors. Um, so now if you have a CAC, you're getting in with no
1872 problem. It's the way it is - it's CAC. You know, so - but...
1873
1874 Q: I think this might be for people that don't have a CAC. Like...
1875
1876 A: Right.
1877
1878 Q: Yeah.
1879
1880 A: So now it's all done through DBIDS.
1881
1882 Q: Oh, okay.
1883
1884 A: Now, uh...
1885
1886 Q: Have you seen that before at all or is this, like, totally...
1887
1888 A: No.
1889
1890 Q: No. Okay.

1891
1892 A: I was not in this business in 2014.
1893
1894 Q: Right. And you've only been here, uh, like, I don't know what - six weeks or
1895 something.
1896
1897 A: Mm, (unintelligible) represent a (unintelligible). So you could - you -
1898 (unintelligible) right here. So right here. "Office of the Undersecretary of
1899 Defense," blah - blah - blah- "interim guidance, DoD Physical Acts of
1900 Control, December 8, 2009. Uh, requires DoD installation, government
1901 representatives query National Crime Information Center - NCIC - and
1902 Terrorist Screen Database to vet..." - that's the key word - vet - "...the claimed
1903 identity to determine the fitness of non-federal government and non-DoD
1904 issued card holders...
1905
1906 Q: Mm-hm.
1907
1908 A: ...i.e., visitors who are requesting unescorted ask- access to the base. The
1909 minimum criteria to determine the fitness of the visitor - not on a terrorist
1910 watch list, not on a - on a DoD installation department list, not on an FBI
1911 national criminal information center, uh, felony wants and warrants list."
1912 Okay. DBIDS does all that.
1913
1914 Q: Oh, it does? Okay.
1915
1916 A: Yes. So what I'm saying is this: Is that when we went to DBIDS, DBIDS, uh -
1917 DBIDS met the intent of this form.
1918
1919 Q: Okay.
1920
1921 A: And we cl- I'm sure that if I were to pull the information on DBIDS you
1922 would find that all this information is actually included. I know name, date of
1923 birth, social security number, city of birth -0 all that stuff's - is stuff that's
1924 actually collected and put it into the system. Because when - let's I have, um,
1925 Contractor X coming over to pass an ID. Uh, and he comes into - in there and
1926 then fills out the documents for us. And then he gets his picture taken. Now he
1927 has to sit and wait 15 minutes for us to actually - for the computer to - and,
1928 you know, for the internet...
1929
1930 Q: Mm-hm.
1931
1932 A: ...for NCIC checks and all that stuff through DBIDS for them to actually
1933 answer, you know...
1934
1935 Q: That was for a contractor. What about somebody coming or a graduation or a

1936 wedding at the O'Club - people like that, just visitors?
1937
1938 A: They're not...
1939
1940 Q: Do they have to go through that?
1941
1942 A: ...they're not the same. Anything MWR is not - don't like it but it's true.
1943
1944 Q: But - so they don't really go through that kinda same vetting process?
1945
1946 A: Access was provided. Just make sure when they enter the base through gate
1947 one they turn left and they go to the O'Club because that's where the wedding
1948 party is.
1949
1950 Q: Yeah. Okay.
1951
1952 A: I had the same problem in Mayport - when I was at Naval Station Mayport. It
1953 was all about the golf course. And that's why I'm really pleased to say that
1954 I'm here and I don't have a golf course. 'Cause that damn golf course was a
1955 pain in my neck. Everybody wanted - the captain and everybody wanted
1956 everybody to have access to the golf course. But I'm like, you know, "Come
1957 on."
1958
1959 Q: Mm-hm. Okay. Yeah. That creates a different situation - some of that MWR
1960 stuff.
1961
1962 A: I - I would be interested to see what goes on at other installations with MWR.
1963
1964 Q: I mean, I know they have events - air shows, concerts.
1965
1966 A: Those are open d- those open events...
1967
1968 Q: Open.
1969
1970 A: ...are different.
1971
1972 Q: Yeah.
1973
1974 A: When you do an open base we - we have to actually draft up a special event
1975 access, uh, anti-terrorism plan that gets sent up to the region. And then we
1976 have to u- do all these different things to mitigate the risks as best we can. We
1977 open the base up, they come on. None of the...
1978
1979 Q: Yeah.
1980

1981 A: ...people that are coming in are vetted.
1982
1983 Q: Yeah.
1984
1985 A: I mean, we're talking open base. You know...
1986
1987 Q: Right - right.
1988
1989 A: ...just come on in - fireworks...
1990
1991 Q: Mm-hm.
1992
1993 A: ...show or...
1994
1995 Q: Right - right.
1996
1997 A: ...air show.
1998
1999 Q: Right.
2000
2001 A: You know?
2002
2003 Q: It's a different situation.
2004
2005 A: I've run the air shows that I'm - and then y- you know, in - at Mayport and
2006 actually what I - I was part of the air shows in - years ago at Oceana. It - it's a
2007 hot mess. Uh...
2008
2009 Q: Okay. So that's the sit- you think that DBIDS covers the, um...
2010
2011 A: I think - I know for...
2012
2013 Q: ...intent of that form?
2014
2015 A: DBIDS meets the...
2016
2017 Q: Yeah.
2018
2019 A: ...intent of this - of this document.
2020
2021 Q: Okay.
2022
2023 A: So I don't - I don't think - to me, um - I'm sure if you looked out there at all
2024 the different documents out there, I'm sure there are documents that are just
2025 not being used.

2026
2027 Q: M'Kay.
2028
2029 A: Does that make it wrong? As long as the intent is met.
2030
2031 Q: M'Kay.
2032
2033 A: And, see, we're not gonna use these documents. I mean, this administratively
2034 would be the most - the craziest thing to do instead of, you know, doing it the
2035 way we do it now which is electronic.
2036
2037 Q: Okay.
2038
2039 A: I mean, literally picture taken, input it into the database, biometrics,
2040 fingerprints...
2041
2042 Q: Yeah.
2043
2044 A: ...also put it into the database. I mean, all this stuff is - and it's - and it's - it
2045 goes into the, um, uh - into a - eh, if - if - if I register somebody in using our
2046 DBIDS...
2047
2048 Q: Mm-hm.
2049
2050 A: ...and then that person goes to, you know, uh - uh, Ballston Spa, New York...
2051
2052 Q: Mm-hm.
2053
2054 A: ...and gets on that base, and when he goes in to pass an ID they look him up
2055 all that stuff is already in there.
2056
2057 Q: It's already there 'cause it's all connected.
2058
2059 A: Yeah.
2060
2061 Q: Yeah. Right. And these manual forms would be...
2062
2063 A: Why?
2064
2065 Q: Yeah. Right.
2066
2067 A: This is just a m- a - a m- something else to complain about. It's just a burden.
2068 And it's - I - I do believe it's unnecessary. If you really want even more
2069 DBIDS information, um, (b) (6) at the region - she works for (b) (6)
2070

2071 Q: (b) (6) ?
2072
2073 A: Uh-huh. (b) (6) .
2074
2075 Q: Oh, I've heard of her.
2076
2077 A: She's the overall coordinator for the - the - she - for the region, uh...
2078
2079 Q: And she handles that DBIDS?
2080
2081 A: ...for DBIDS.
2082
2083 Q: Mm-hm. Okay.
2084
2085 A: Yep.
2086
2087 Q: Okay.
2088
2089 A: And you talk to - everything starts with (b) (6) , though, for me.
2090
2091 Q: Yeah.
2092
2093 A: Whenever I want something I call (b) (6) and then he puts me in the right
2094 peoples.
2095
2096 Q: Right.
2097
2098 A: You know? 'Cause that's - that's really - yeah.
2099
2100 Q: Yeah. Okay. Now a couple other things. This CNIC issue - this Instruction
2101 5520.14 - and it has a couple things in there that from this complaint package I
2102 could see they're saying are not being enforced here or elsewhere. That's this
2103 Physical Agility Test...
2104
2105 A: Mm-hm.
2106
2107 Q: ...that's required and the uniform - there's a certain type of uniform that
2108 everyone's supposed to wearing and they're not wearing. Is that, like, correct?
2109 I guess all I wanna do is...
2110
2111 A: Is that a complaint?
2112
2113 Q: ...verify - it was part of it. It's was just...
2114
2115 A: What's the complaint?

2116
2117 Q: ...flat out that those things aren't in compliance with the instruction.
2118
2119 A: No. I don't think the officers or - or anybody would be complaining that it's
2120 not in compliance because they're not in compliance. So you're sure they're
2121 complaining about that?
2122
2123 Q: It's not really complaining about it, but making it known.
2124
2125 A: 'Cause...
2126
2127 Q: By the way the information was presented it becomes known that...
2128
2129 A: 'Cause the officers rate - or - or - and - and the - and the, uh - the police
2130 officers along with the supervisors, they're all wearing the same uniform,
2131 which is the wrong one based on that instruction.
2132
2133 Q: Okay.
2134
2135 A: All right. But let me throw this at ya: That instruction was just sent to the
2136 union days ago. Okay? I'm talkin' Friday probably by - by (b) (6). You
2137 know (b) (6)?
2138
2139 Q: Mm-hm - mm-hm. I've heard of her, yeah.
2140
2141 A: Okay. And she's a - she's at the region - HR. All right? We kept on telling her
2142 it's not been vetted. It's not been sent through the union. Uh, it has to be - it
2143 has to be submitted to the union. And so my standpoint is, you know, pe- you
2144 know, other people want me to tell the supervisors to do it - to change the
2145 uniform, to start doing the Physical Agility Test...
2146
2147 Q: Who - who wants you to do that?
2148
2149 A: Eh, Region, people in charge. You know, I mean...
2150
2151 Q: The CO, XO?
2152
2153 A: See - no. Eh, we talked about it. All right? But I - and I actually told the CO -
2154 I said, "Sir, it's - it's all or nothing for me." I said, "You can - you can order
2155 me to do it - to make them change their uniforms and make them do the
2156 PAT," I said, "but if - if not ordered I don't intend on doing any of that until
2157 the union has - has gone through this, uh, instruction and that we've gone into
2158 implementation. And once we've gone into implementation then everyone
2159 changes their uniform." I said, uh, "This is bad news to make the supervisors
2160 do it just because they're not bargaining unit members."

2161
2162 Q: M'Kay.
2163
2164 A: They can't complain and - and - other than doing it this way.
2165
2166 Q: Mm-hm.
2167
2168 A: Right? So because they're not bargaining unit members I'm - I don't - I
2169 disagree. So then he said, "Fair enough. Um, you know, but the region might
2170 actually order you to do it." And I went, "I understand. If that happens I'd
2171 follow orders. But if it's left up to me this is my stance."
2172
2173 Q: Okay. Okay. M'Kay.
2174
2175 A: But in - in - in real- eh, you know, as far as the instruction goes, yeah, no
2176 one's following it here. As far as that goes, nobody's done a PAT. And I've
2177 actually heard one of - eh, I've heard - and this is just - this is, you know,
2178 though, like, third-party information that one of my supervisors if - if made to
2179 do a PAT is gonna walk. At - at this point, I mean, if it happens it happens. If
2180 my supervisors go find other employment and leave there's nothing I can do.
2181
2182 Q: Right. And...
2183
2184 A: It - it is what it is.
2185
2186 Q: ...sounds like you can't backfill 'em.
2187
2188 A: No. That's - that's right. I'll have to...
2189
2190 Q: On top of it. Yeah.
2191
2192 A: When it comes my way I'll have to deal with it in some way. And what am I
2193 gonna do if I na- if I don't have - if I lose two supervisors now what?
2194
2195 Q: Mm-hm - mm-hm. M'Kay. Now one thing else that came up is that these pop-
2196 up barriers, the instruction says they're supposed to be, um, in the up position
2197 during periods of low vehicular traffic or something and they're not ever
2198 doing that here. Um, is that something you're already aware of?
2199
2200 A: Where did that come from?
2201
2202 Q: I mean...
2203
2204 A: Is that a complaint?
2205

2206 Q: It was in the - in the...
2207
2208 A: Tell me it's a complaint.
2209
2210 Q: ...information again.
2211
2212 A: Is that a complaint?
2213
2214 Q: Well it's, eh - but the way the...
2215
2216 A: Because...
2217
2218 Q: ...complaint's worded...
2219
2220 A: ...because the officers - my watch commanders and my, eh - uh, these guys are
2221 all the ones pushing back on me to not do it.
2222
2223 Q: Right. I didn't say that it was about an opinion. It's not necessarily a
2224 complaint. It's an issue that is in there. It says...
2225
2226 A: All right. Well first of all...
2227
2228 Q: ...'(b) (5) ..."
2229
2230 A: (b) (5)
2231 (b) (5) ...
2232
2233 Q: Okay.
2234
2235 A: ...worked.
2236
2237 Q: Okay. Now that seems wasteful, right? 'Cause it cost a lot to put them in.
2238
2239 A: Right. Do you have a piece of paper that I can use?
2240
2241 Q: Sure. You gonna draw me a picture?
2242
2243 A: Well yeah. Why not.
2244
2245 Q: M'Kay.
2246
2247 A: So look at this. This is gate one. Okay?
2248
2249 Q: Mm-hm.
2250

2251 A: There's a line here. Right? (b) (5) Now here's the
2252 road. This is Peary...

2253
2254 Q: M'Kay.

2255
2256 A: ... (b) (5)

2257 (b) (5)

2258 (b) (5)

2259 (b) (5)

2260 (b) (5)

2261 (b) (5)

2262

2263 Q: Mm-hm.

2264

2265 A: And then, you know - then the - the effected turnaround would be here.

2266

2267 Q: Mm-hm.

2268

2269 A: All right? Because this is - all right. This has to do with us using police
2270 officers for turnarounds. That's probably what this has to do with.

2271

2272 Q: Mm, I don't...

2273

2274 A: All right. So, uh, Newport was riddled with, uh - with people - well they were
2275 calling them gate runners.

2276

2277 Q: Oh, yeah. I've heard the...

2278

2279 A: All right?

2280

2281 Q: ...term. Mm-hm.

2282

2283 A: What they really was is confused motorists. Because a lot of our people
2284 coming on here are like, you know, 80.

2285

2286 Q: Mm-hm - mm-hm.

2287

2288 A: You know? Whatever. So a car pulls in, they check 'em. They say, "All right.
2289 You - you're in the wrong place."

2290

2291 Q: Mm-hm.

2292

2293 A: (b) (5)

2294 (b) (5)

2295 (b) (5)

2296 (b) (5)

2297
2298 Q: Okay.

2299
2300 A: (b) (5)
2301 (b) (5)

2302
2303 Q: Okay.

2304
2305 A: One.

2306
2307 Q: So he's leaving this side unattended...

2308
2309 A: So he has to leave...

2310
2311 Q: ...while he's goin' over there.

2312
2313 A: ... (b) (5)
2314 (b) (5)
2315 (b) (5)
2316 (b) (5)

2317
2318 Q: Mm-hm.

2319
2320 A: (b) (5)
2321 (b) (5)

2322
2323 Q: Mm-mm.

2324
2325 A: Do they know that that's up?

2326
2327 Q: Mm-mm.

2328
2329 A: I would have to put - I - I mean, I told the CO if I were to do that I'd have to
2330 put a cop out here every time I lifted it.

2331
2332 Q: Right. Because...

2333
2334 A: Well then...

2335
2336 Q: ...people tires will get...

2337
2338 A: (b) (5)
2339 (b) (5)

2340

2341 Q: Mm-hm.

2342

2343 A:

(b) (5)
(b) (5)
(b) (5)
(b) (5)

2347

2348 Q: Oh, okay. Yep.

2349

2350 A: ...boards here and says, "Don't go any further."

2351

2352 Q: Yep.

2353

2354 A: So obviously that's just something that keeps the honest people out. Right?

2355

2356 Q: Mm-mm. Right.

2357

2358 A:

(b) (5)
(b) (5)
(b) (5) The officers - the - the law enforcement guys - the DON police they
(b) (5) don't - because we do, gosh...

2362

2363 Q: A lot of these turnaround.

2364

2365 A: ...probably (b) (5).

2366

2367 Q: Oh.

2368

2369 A: It's ridiculous.

2370

2371 Q: And every time they have to go park their police car there?

2372

2373 A:

(b) (5)
(b) (5)
(b) (5)
(b) (5)
(b) (5).

2378

2379 Q: Mm-hm.

2380

2381 A:

(b) (5)
(b) (5)
(b) (5)
(b) (5)
(b) (5)

2382

2383

2384

2385

2386
2387
2388
2389
2390
2391
2392
2393
2394
2395
2396
2397
2398
2399
2400
2401
2402
2403
2404
2405
2406
2407
2408
2409
2410
2411
2412
2413
2414
2415
2416
2417
2418
2419
2420
2421
2422
2423
2424
2425
2426
2427
2428
2429
2430

(b) (5)

Q: Mm-hm.

A: (b) (5)
(b) (5)
(b) (5)
(b) (5)
(b) (5)
(b) (5)

Q: Mm-hm.

A: ... (b) (5)
(b) (5)
(b) (5)

Q: Mm-hm.

A: (b) (5)
(b) (5)

Q: Mm-hm.

A: (b) (5)
(b) (5)

Q: Oh, they need to have a...

A: (b) (5)
(b) (5)
(b) (5)

Q: They're not gonna affect anything, yeah.

A: If I have a car comin' this way not payin' attention, they're gonna hit those barricades.

Q: Yeah. Yep. Yeah. So it...

A: Now...

Q: ...seems to me that maybe, in - in summary, there are some installations - Newport might be one of 'em - where it's just not practical...

2431 A: It's...
2432
2433 Q: ...to do that.
2434
2435 A: ... (b) (5)
2436 (b) (5)
2437
2438 Q: M'Kay.
2439
2440 A: (b) (5)
2441 (b) (5)
2442 (b) (5)
2443 (b) (5)
2444 (b) (5)
2445 (b) (5)
2446 (b) (5)
2447 (b) (5)
2448 (b) (5)
2449 (b) (5)
2450
2451 Q: Mm-hm.
2452
2453 A: (b) (5)
2454 (b) (5)
2455 (b) (5)
2456 (b) (5)
2457
2458 Q: Yeah.
2459
2460 A: ...if he needed to.
2461
2462 Q: Right. Okay.
2463
2464 A: But by - by shutting this - by opening this one, right, now this car has nowhere
2465 to go but there - but here.
2466
2467 Q: Mm-hm.
2468
2469 A: U-turn.
2470
2471 Q: Mm-hm.
2472
2473 A: And that's because of these.
2474
2475 Q: Okay.

2476
2477 A: Now I'm actually working with public works and the captain, at his direction,
2478 um, with identifying all these different things to harden our ACPs. And this
2479 was actually directed by the admiral at the region.
2480
2481 Q: Mm-hm. Okay.
2482
2483 A: So, uh...
2484
2485 Q: I mean, the way, uh - I'm thinkin' possibly the way CNIC instruction is
2486 worded there should be some leeway for judgment at the local level depending
2487 on these type of scenarios. It's gonna be different everywhere.
2488
2489 A: Right.
2490
2491 Q: You know?
2492
2493 A: Well 'cause in reality if I were to do this thing - set up here to gate one, right,
2494 which we're submitting for that - we'll be able to - we'll be able to shut that -
2495 that inbound one.
2496
2497 Q: Mm-hm.
2498
2499 A: Because these people will have nowhere else to go.
2500
2501 Q: Mm-hm. Okay.
2502
2503 A: (b) (5)
2504 (b) (5)
2505 (b) (5)
2506
2507 Q: M'Kay. All right. I'm following you.
2508
2509 A: You might not get that level of detail...
2510
2511 Q: I don't.
2512
2513 A: ...(unintelligible) my people.
2514
2515 Q: But I - I get the gist of it - of what you're (unintelligible).
2516
2517 A: Yeah. That's chicken scratch.
2518
2519 Q: Yeah. So another issue is the training. Um, that's - that there's just not enough
2520 w- training. Um...

2521
2522 A: I walked into that.
2523
2524 Q: ...I mean, the - would you say that's...
2525
2526 A: I walked into that.
2527
2528 Q: Yeah.
2529
2530 A: They're not trained.
2531
2532 Q: Yeah.
2533
2534 A: No. You know, it's like this: When you go into a manning shortage what's the
2535 first thing that goes?
2536
2537 Q: Yeah.
2538
2539 A: If I have people working overtime how am I gonna train?
2540
2541 Q: Yes. That's what...
2542
2543 A: Right.
2544
2545 Q: Yeah.
2546
2547 A: So once again people will tell me, "Be creative." I've been told that a long -
2548 for a long time - be creative.
2549
2550 Q: By who?
2551
2552 A: Huh? Any - an- put a name there.
2553
2554 Q: Yeah.
2555
2556 A: It - it would - eh, anybody above me or even me talkin' to my people. I might
2557 say, "Well we need to be creative."
2558
2559 Q: Yeah.
2560
2561 A: You know? So right now I have my supervisors working on a proposal to me
2562 because I told 'em not training is not the answer. So here's a couple - we
2563 talked about a few suggestions - a couple opportunities to - you know, that we
2564 can possibly train. It's gonna involve overtime. Guaranteed.
2565

2566 Q: So we're gonna have to work even more overtime...
2567
2568 A: Right. To support...
2569
2570 Q: ...to meet the training.
2571
2572 A: ...training. And now that they - and also because those instructions just went
2573 to the union. Until they get through the union I can't even use 'em. I can use
2574 them for my own - for my own self. But I can't expect them to open that book
2575 and use it until it's been sent through the union.
2576
2577 Q: Mm-hm.
2578
2579 A: Which it just went there. So the TRAMAN went there and so did the, uh - the,
2580 uh, CNIC, uh, 5530.14, (unintelligible).
2581
2582 Q: On Friday - just this past Friday?
2583
2584 A: Yes.
2585
2586 Q: And the TRAMAN you're talking about, that's the training manual.
2587
2588 A: Right.
2589
2590 Q: Does that have an actual instruction number...
2591
2592 A: It does.
2593
2594 Q: ...to it or something?
2595
2596 A: It does. I don't remember what the number is.
2597
2598 Q: It's the CNIC training manual?
2599
2600 A: Mm-hm.
2601
2602 Q: Okay.
2603
2604 A: CNIC training manual.
2605
2606 Q: Okay. And that also just went to the union here Friday.
2607
2608 A: Our union. Yeah. It was already vetted through the, uh, Mid-Atlantic Reg- uh,
2609 Union a long time ago.
2610

2611 Q: Each installation has their own - or each precinct, uh, has their own union in -
2612 pretty much?
2613
2614 A: Yes.
2615
2616 Q: Yeah.
2617
2618 A: Absolutely correct.
2619
2620 Q: Okay. Um, I think that pretty much covers it. There was one other thing
2621 brought out about these vehicles - uh, that CNIC has this poor system for
2622 outfitting the vehicles with the qu- equipment needed - light, sirens, cages,
2623 and everything.
2624
2625 A: True.
2626
2627 Q: Okay.
2628
2629 A: It is a problem. I have two unmarked units that are unmarked because they
2630 haven't been marked yet. And they're unusable.
2631
2632 Q: Eh...
2633
2634 A: And yet they've been here in security for a number of months. And, uh, no, uh
2635 - uh, CNIC or the region - I think it's the region is who's actually workin' this.
2636 There's a warrant officer over there that's in charge of the program. And I
2637 think he's strapped, too. Uh, but, you know, apparently the - I was told two
2638 weeks ago the equipment's been shipped. But I haven't received anything yet.
2639 And we don't know where we're gonna go yet to actually have it installed.
2640 Who's payin' for - you know, who are we gonna pay? Who - who's payin' for
2641 it? How's it gonna happen?
2642
2643 Q: Mm.
2644
2645 A: Striping, radios, lights, sirens, all that stuff for these vehicles. They came out
2646 with a police package which means it has, um - it has all the cables setups for
2647 - for all these different things. They're right on the - sitting on the floorboard.
2648
2649 Q: Mm-hm.
2650
2651 A: And it has the light - the spotlight on the corner up here. Police package,
2652 right? So all that's ready to go - just no equipment. No stripage.
2653
2654 Q: Mm-hm.
2655

2656 A: No striping.
2657
2658 Q: Mm-hm - mm-hm.
2659
2660 A: So, you know, I guess there's a deal down in - like, if you go down to Mid-
2661 Atlantic they all use the same people. It's already set up. It's in place. But now
2662 when you're talkin' to somebody like this...
2663
2664 Q: Ah.
2665
2666 A: ...way up here...
2667
2668 Q: Mm-hm.
2669
2670 A: I supposed the - the - the - we could combine Portsmouth, Groton, and us and
2671 have us use s- one place...
2672
2673 Q: Some kind of contract.
2674
2675 A: ...out of Massachusetts.
2676
2677 Q: Mm-hm.
2678
2679 A: We'd have to drive, you know, 100 miles or somethin' like that. But...
2680
2681 Q: Yeah.
2682
2683 A: ...whatever.
2684
2685 Q: And you're paying a lease on these vehicles.
2686
2687 A: Yes.
2688
2689 Q: Right. Somebody is.
2690
2691 A: Well the point - eh, the point their making is that there's a lease being paid on
2692 the vehicles they're supposed to replace, which are old, and there's a leave
2693 being paid on these and they're unusable. And that's a waste of taxpayer
2694 dollars. That's one that somebody's gonna say it's - you know, that my people
2695 are probably gonna complain about it being waste, fraud, and abuse. But in
2696 reality I'm supposed to have (b) (5) . So if you take the two that
2697 are - that I have that these two are supposed to replace and you remove them
2698 both, I'm now down one.
2699
2700 Q: Yeah.

2701
2702 A: So it's not completely a waste, fraud, and abuse issue, if you ask me.
2703
2704 Q: Yeah.
2705
2706 A: It's (unintelligible).
2707
2708 Q: But it seems like a bad process that maybe...
2709
2710 A: It is a bad process.
2711
2712 Q: ...somebody should work on tryin' to...
2713
2714 A: No, not maybe.
2715
2716 Q: ...make it a little better.
2717
2718 A: Not maybe.
2719
2720 Q: Yeah.
2721
2722 A: And once again, what does workin' on it mean? 'Cause if we - on this...
2723
2724 Q: Right.
2725
2726 A: ...particular thing I heard the same thing - workin' on it. Because I know that
2727 if I actually work on something I'm gonna see it through to completion. I'm
2728 not just gonna let it sit on the desk and - you know, I don't understand it.
2729 Never. It's - it doesn't - it does not bode well with the master chief in me.
2730
2731 Q: Mm-hm - mm-hm. Yeah.
2732
2733 A: 'Cause one thing I knew that - in my career was that, uh, if there's a - if
2734 there's a roadblock in the way then you figure out how to get through it, over
2735 it, around it, under it. But no matter what you get through it. And you don't
2736 just hit that roadblock and go, "Oh, can't do it."
2737
2738 Q: Yeah.
2739
2740 A: That type of attitude is not gonna get ya anywhere.
2741
2742 Q: Mm-hm - mm-hm.
2743
2744 A: And I will win. I mean, that's just a - we will get through - whatever we gotta
2745 do. You know? It's - it's - there's - right now I'm - I'm - you know, it - it's a -

2746 once again, (b) (6) there's a lot of negativity that I'm
2747 dealin' with - with people that just say it - that can't be done.
2748
2749 Q: Well you said morale is probably affected by - by a lot of this...
2750
2751 A: I didn't say morale.
2752
2753 Q: ...and the climate.
2754
2755 A: I would tell ya morale is low. But it - I have my own opinion on who affects
2756 morale. Um, but I would say this: See, I - I grew up knowing that my - like,
2757 me as a master chief I was not responsible for my sailors' morale. That's -
2758 that's up to them.
2759
2760 Q: Mm-hm.
2761
2762 A: They have to - they have - their responsible for their own morale. But if I
2763 outfit them with everything - all the tools they're supposed to have - if I make
2764 the workplace a great place to be then morale's gonna be just fine.
2765
2766 Q: Right - right.
2767
2768 A: So it's - it's a - it's more of a...
2769
2770 Q: It comes from inside people.
2771
2772 A: Right. It's the...
2773
2774 Q: But, you know, external factors can affect...
2775
2776 A: Absolutely.
2777
2778 Q: ...affect it. Yeah.
2779
2780 A: I am responsible for all the stuff that they - that they need to - to get their job
2781 done. And I take...
2782
2783 Q: Mm-hm.
2784
2785 A: ...responsibility for all that. And, you know, so here it is - striping of the
2786 vehicles, that's a problem. You know, the overtime, that's a problem. I mean,
2787 so what does that mean? Well it means I keep pressing.
2788
2789 Q: Mm-hm.
2790

2791 A: A lot of these things are way out of my control.
2792
2793 Q: Right - right.
2794
2795 A: But I just gotta keep making the calls, I gotta keep - keep being a pain in
2796 somebody's butt, you know?
2797
2798 Q: Right. And I guess that's what I was...
2799
2800 A: And we do that.
2801
2802 Q: ...tryin' to find out, is the CO on that same sheet of music...
2803
2804 A: He...
2805
2806 Q: ...with you. Is (b) (6) on that same sheet of music with you?
2807
2808 A: Well the CO is on - on the sheet of music. CO wants the supervisors filled.
2809 CO wants to give...
2810
2811 Q: Oh, he does want to...
2812
2813 A: Absolutely.
2814
2815 Q: Yeah.
2816
2817 A: But he's not in control of that.
2818
2819 Q: Okay.
2820
2821 A: CO wants to train. Yes.
2822
2823 Q: I heard that the XO made a - now this is second-hand. XO said, "We're not
2824 hiring new supervisors and that's final." Like...
2825
2826 A: She would say that because that's what exists currently. All right? And what
2827 she's probably saying is that is the situation. We have to figure out how to
2828 deal with it locally in order to mitigate all the problems that would come from
2829 not having supervisors. You know? A lot of people focus on this and that's all
2830 they focus on.
2831
2832 Q: Mm-hm.
2833
2834 A: You know, there's still a mission. And I understand we've identified the
2835 problem. It's been spoken up the chain. They apparently have it for action. I

2836 don't know what they're doing with it, but we still have a mission to meet
2837 here. I'm sure that's what she intended. I - I mean I - personally I don't know.
2838
2839 Q: 'Cause it seems like...
2840
2841 A: I don't know what in context it was said.
2842
2843 Q: ...anyone would want to try to - if, in fact, we are s- there's a need for them,
2844 that they would wanna try to make that happen if possible.
2845
2846 A: If I needed money to make something happen on the base and I was the CO,
2847 um - pavement - that's another - that's an issue, right?
2848
2849 Q: Mm-hm.
2850
2851 A: So we - we have - if you go drivin' on the base, right, everywhere, right...
2852
2853 Q: Yeah - yeah - yeah.
2854
2855 A: ...it's really bad. Well that's 'cause the snow plowing and all that stuff.
2856
2857 Q: Right - right.
2858
2859 A: So, um, he doesn't have money for pavement. He has to go to the region and
2860 ask for money. The region says, "Well I don't have the money for that." Now
2861 the region has to go to CNIC to ask for money.
2862
2863 Q: Mm, mm-hm.
2864
2865 A: This is how this works. Now...
2866
2867 Q: Right.
2868
2869 A: ...we're down here. The skipper he talks to his boss at the region. Says, "Hey,
2870 how's it goin' with that - with that money for the - for the - for the
2871 pavement?" "Yeah, I know. I - I sent it off. We're waiting for - for, uh, an
2872 answer back from CNIC."
2873
2874 Q: Mm-hm.
2875
2876 A: "Great." CO marks his calendar. This is when - this is the day that you follow
2877 up on this. It might be two weeks. Two weeks comes by. "Hey, Admiral,
2878 how's it goin' with the money for the pavement?" You know? "I already told
2879 you I submit it to the region. I submit it to CNIC." You know? At what point,
2880 you know, do you not keep pressing? I mean, I'm sure he does.

2881
2882 Q: Mm-hm.
2883
2884 A: But you - you can only move as fast as those above you move.
2885
2886 Q: Mm-hm. Mm-hm.
2887
2888 A: But I'm telling you that everything that we've talked about today is attached
2889 to the almighty dollar sign.
2890
2891 Q: Yeah - yeah.
2892
2893 A: Every bit of it.
2894
2895 Q: Yeah.
2896
2897 A: Every bit of it - the striping of the cars, the hiring the supervisors, the - every
2898 bit of it, I'm sure.
2899
2900 Q: Yeah. Yep.
2901
2902 A: (b) (5)
2903
2904 Q: Yeah.
2905
2906 A: ...in order to fill those supervisory posi- I'd be interested to know what you
2907 find out when you get ahold of Naval Station Norfolk and find out if they're
2908 actually paying for their supervisors.
2909
2910 Q: Or if they have them...
2911
2912 A: I could actually...
2913
2914 Q: ...on their manning document there.
2915
2916 A: ...I could actually make the call. Is - the - the (b) (6) name is
2917 (b) (6).
2918
2919 Q: Oh.
2920
2921 A: (b) (6). He's in the global - (b) (6), I think.
2922
2923 Q: Well if you wanna ask him and let me know what you find out that's fine, too.
2924
2925 A: No. But I think you should.

2926
2927 Q: It's a free - sure. I will.
2928
2929 A: You should keep it official.
2930
2931 Q: Okay.
2932
2933 A: Instead of hearing it, eh, more - you getting hearsay from me...
2934
2935 Q: (b) (6) ?
2936
2937 A: I think so. (b) (6) ...
2938
2939 Q: Okay.
2940
2941 A: ..(b) (6) .
2942
2943 Q: You know his first name?
2944
2945 A: (b) (6) .
2946
2947 Q: He's the (b) (6) ?
2948
2949 A: Correct. He'll probably call himself the security officer, though.
2950
2951 Q: M'Kay. Just for reference point comparative purposes. Mm-hm.
2952
2953 A: Well, I mean, if you talk to him...
2954
2955 Q: Mm-hm.
2956
2957 A: ... (b) (5)
2958 (b) (5)
2959
2960 Q: Mm-hm.
2961
2962 A: (b) (5)
2963 (b) (5)
2964
2965 Q: Mm-hm.
2966
2967 A: ... (b) (5)
2968
2969 Q: Mm.
2970

2971 A: It wasn't an accident.
2972
2973 Q: Right.
2974
2975 A: It was done on purpose. And that's probably why we're working on it just
2976 keeps everybody at an arm's length and that's it.
2977
2978 Q: Mm-hm - mm-hm. Okay. You know what? I think we've covered
2979 everything...
2980
2981 A: My goodness.
2982
2983 Q: ...that I have.
2984
2985 A: I hope so. You got a book here.
2986
2987 Q: Yeah. Um, but...
2988
2989 A: I honestly thought I was - I was more providing data than, like, historical
2990 information.
2991
2992 Q: Yeah. You really did help me a lot - my - more than I expected, too, you
2993 know, being that you're so new. And - and I'm really glad I (unintelligible).
2994
2995 A: Well all the stuff that I talked about, uh, many of it is just because of my past.
2996
2997 Q: Yeah.
2998
2999 A: This stuff - a lot of this stuff that (b) (5) and all that
3000 stuff..
3001
3002 Q: Mm-hm.
3003
3004 A: ...is - eh, are - these are - this is all stuff in my head that came from when I
3005 was at Fleet Forces Command. I was very involved with a lot of this stuff.
3006
3007 Q: Mm-hm.
3008
3009 A: So...
3010
3011 Q: Mm-hm.
3012
3013 A: ...uh, some of this - some of the things I didn't a- I didn't agree with. You
3014 know, when I was at Fleet Forces (b) (5)
3015 (b) (5)

3016 (b) (5) Well then it just got - it just got washed
3017 out.
3018
3019 Q: Mm.
3020
3021 A: And CNO...
3022
3023 Q: Mm-hm.
3024
3025 A: ...basically said no. The idea of a s- of (b) (5) - right now there's -
3026 there's (b) it's called...
3027
3028 Q: You know, I think I remember...
3029
3030 A: ...billet sequencing officers. Right?
3031
3032 Q: ...hearing about that. Yeah.
3033
3034 A: (b) (5). So, for instance,
3035 CNIC is the big one. (b) (5) But then you've got, uh, Fleet Forces
3036 Command that owns some. You've got BUMED that owns some. You've got,
3037 um...
3038
3039 Q: Hmm.
3040
3041 A: ...SSP - Strategic Systems Programs which is nuclear weapons security - they
3042 own...
3043
3044 Q: Mm-hm.
3045
3046 A: ...some.
3047
3048 Q: Yes. I...
3049
3050 A: You know?
3051
3052 Q: ...heard something. And there's a...
3053
3054 A: So...
3055
3056 Q: ...a talk about putting them all under a separate command.
3057
3058 A: Under one TY commander.
3059
3060 Q: Yes. I remember hearing that.

3061
3062 A: Right. It got - it didn't - it didn't make it.
3063
3064 Q: Yeah.
3065
3066 A: So if we - we kept on going, "Well there's this problem," you know, uh,
3067 (b) (5) . Well it would. If I had (b) (5)
3068 (b) (5)
3069
3070 Q: Mm-hm - mm-hm.
3071
3072 A: ...maybe some two- or three-star admiral, it's - it's kinda like, um, uh - very
3073 much like, um, Cyber Command.
3074
3075 Q: Mm-hm - mm-hm. Yes.
3076
3077 A: When they became their own that became a big deal.
3078
3079 Q: Yep - yep.
3080
3081 A: You know?
3082
3083 Q: And they really make sure that they're funded for what they need to do and...
3084
3085 A: Absolutely.
3086
3087 Q: Yeah. Right.
3088
3089 A: And then they also have the ability to say, "We're not doing it that way."
3090
3091 Q: Yeah.
3092
3093 A: Because Cyber Command says we can't do it that way, CO. Sorry."
3094
3095 Q: Yep.
3096
3097 A: And then now if the CO doesn't like that he has to go to Cyber Command and
3098 not deal with his local person. He'll have to go up here and say, "Hey, I need -
3099 I need this." And then...
3100
3101 Q: It's already - it happened with NAV SUP - with supply.
3102
3103 A: Yeah.
3104
3105 Q: We used to have supply and - and, um, security...

3106
3107 A: NAVFAC.
3108
3109 Q: ...as NAVFAC. I mean, s- public works. Yep. Yeah.
3110
3111 A: So until we're recognized that our own - as our own warfare area...
3112
3113 Q: Mm-hm.
3114
3115 A: ...we're gonna have these problems.
3116
3117 Q: Mm-hm. Well (unintelligible).
3118
3119 A: And, plus, I was also at Fleet Forces when the investigation came out of the
3120 Navy Yard shooting - the Mahan shooting.
3121
3122 Q: Mm-hm.
3123
3124 A: Okay? (b) (5)
3125
3126 Q: Oh. Yep.
3127
3128 A: (b) (5)
3129 (b) (5)
3130
3131 Q: Mm-hm.
3132
3133 A: (b) (5)
3134 (b) (5)
3135
3136 Q: Mm.
3137
3138 A: You know? So, I mean, this is where - and - and then when that happened a
3139 lot of stuff came out, "Do this - do this - do this - do this." You know?
3140
3141 Q: Yeah. After...
3142
3143 A: Right.
3144
3145 Q: ...the horse is out...
3146
3147 A: That's where the whole...
3148
3149 Q: ...of the barn.
3150

3151 A: ...barrier thing and all that and - yeah.
3152
3153 Q: Yeah.
3154
3155 A: But, see, that was because somebody died.
3156
3157 Q: Right.
3158
3159 A: And that's - that's sad. That's sad.
3160
3161 Q: Yeah. Yep.
3162
3163 A: So it's unfortunate. And I - and I know that the admiral has said - Admiral -
3164 Admiral - what's the region admiral's name?
3165
3166 Q: W- was it Williamson...
3167
3168 A: No. Before...
3169
3170 Q: ...at the time?
3171
3172 A: ...after him. He's the new guy.
3173
3174 Q: Scorby, the new one?
3175
3176 A: Scorby. Scorby sent out messages, uh, (b) (5)
3177 (b) (5) Um, but I
3178 will tell you that your security operation is only as good as your supervision.
3179 And you can quote me on that.
3180
3181 Q: Mm-hm.
3182
3183 A: It's only as good as your supervision. If your supervision is lack - lax, then
3184 your operation is gonna be lax. You've gotta have strong supervision. If you
3185 have so - no supervision, what does that mean?
3186
3187 Q: Yeah.
3188
3189 A: It means the hens are running the hen house. You know? It's not gonna work.
3190 Period.
3191
3192 Q: Yep.
3193
3194 A: And then when you say, "Well - well you have a major." Why isn't it the
3195 major takin' on a section? Because he's the major. He needs to keep this view

3196 of the forest. You're askin' me to put him in the forest.
3197
3198 Q: Right - right - right.
3199
3200 A: That's not good.
3201
3202 Q: Yeah.
3203
3204 A: I don't agree with that suggestion. Not - and I don't - I'm not saying anybody
3205 suggested it. I just feel like it's - when somebody says, "Be creative," they're
3206 gonna come up with that one.
3207
3208 Q: Yeah. Okay.
3209
3210 A: It would be simpler, I think, and just much better for all if they'd just fund the
3211 billets.
3212
3213 Q: Yeah. Yes. But - yeah. We - who knows what the budget situation is behind
3214 that. But...
3215
3216 A: Well it is money. I'm guaranteeing you everything we're talking about today
3217 has to do with money.
3218
3219 Q: Yeah.
3220
3221 A: And don't get me - don't get me fired.
3222
3223 Q: All right. Well I appreciate you coming in. I think...
3224
3225 A: You didn't comment on that.
3226
3227 Q: ...I can go ahead and shut this off. Oops-see-do. Let's see.
3228
3229
3230 The transcript has been reviewed with the audio recording submitted and it is an accurate
3231 transcription.
3232 Signed _____