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

Q: Okay. So today is the 25th of May, 2016. And my name is (b) (6) and I'm an investigator with the Commander Navy Installations Command Inspector General Office. I'm interviewing (b) (6) today. And this is Case Number 201601079. And, um, could I have you spell your last name please, (b) (6)?

A: (b) (6).

Q: Okay thank you. And, um, I understand you've already signed the privacy act statement and confidentiality agreement which you sent to me. Is that correct?

A: I have.

Q: And, um, you understand the tape recorder's running and you have no objections to that?

A: I have no objections and I do understand that, yes.

Q: Okay thank you. And, um, before we get started just have to remind you of the importance of being candid and truthful. Of course I realize you know that during the course of an IG interview. And I can't see you but if you could raise your right hand and do you swear or affirm that the information you will provide is true and correct to the best of your knowledge?

A: I do.

Q: Okay. And I'll just clarify the reason I can't see you is because we're doing this over the telephone.

A: Right.

Q: Um, so now here are the questions I wanted to ask you. Um, they just have to do with manning and overtime and operational requirements for security. Uh, specifically at Newport for - for starters. Um, you know, I'm not an expert in

46 security as you know. And so that's why I'm consulting with you. I - I would  
47 consider you a subject matter expert in this situation. Um, where I'm just  
48 looking for some guidance from you as to the interpretation of the regulations  
49 I'm looking at and the information I'm obtaining from Newport. So, uh, I had  
50 emailed you earlier and asked you of the status of two requests for personnel  
51 actions.

52

53 A: Yes.

54

55 Q: I could see in (TWIMS) that on March 1st someone had initiated two requests  
56 for personnel actions to fill a watch commander and a supervisory police  
57 officer at, uh, Naval Station Newport. And you told me that they were  
58 canceled the same day they were initiated, right?

59

60 A: I don't know if I said the same day. But at some point, um, they were  
61 canceled.

62

63 Q: Okay.

64

65 A: I - I didn't find out - I didn't even ask when they were canceled. Maybe I  
66 should have.

67

68 Q: Okay.

69

70 A: Uh, I don't know that they were canceled the same day. The person told me,  
71 uh, (b) (6) is our deputy director for admin and logistics.

72

73 Q: Okay.

74

75 A: And (b) (6) does all of the RPAs. And she said that she was, um, she had  
76 been working on some stuff for Newport. And she moved on to Little Creek to  
77 do some work on Little Creek's behalf.

78

79 Q: Okay.

80

81 A: And kept the wrong (UIG) on those RPAs. So she later realized it or had been  
82 at that point - some point realized that they were a mistake and canceled them.

83

84 Q: Oh, okay. Well who initiated the two RPAs for Newport? Do you - was that  
85 (b) (6) ?

86

87 A: Yes.

88

89 Q: Oh. And you're saying she didn't mean to do that - she meant to initiate them  
90 for Little Creek instead?

91  
92 A: Yes.  
93  
94 Q: Oh. Now could someone else i- initiate an RPA, um, besides (b) (6) or  
95 she's the only one that has access to do that?  
96  
97 A: I don't know. Um, I know she does - she does it. I don't know that as a rule or  
98 as, uh, an access or whatever whether - whether she's the only one that can do  
99 it or not. I don't know.  
100  
101 Q: Okay. Maybe I'll ask her about that.  
102  
103 A: Yeah.  
104  
105 Q: She might know more. Um, okay. So that clears that up for me. Um, did you  
106 have the im- do you know whether Newport is under the impression that they  
107 have RPAs in process that - that somebody from Newport thinks they're  
108 hiring two people?  
109  
110 A: We are hiring some people for them as supervisors.  
111  
112 Q: Okay. Oh.  
113  
114 A: And those - those have been in the works, uh, for them and I wanna say four  
115 other bases that don't have supervisors validated. Um, are you familiar with  
116 the MPVP?  
117  
118 Q: Yes that's gonna be the next phase of my questions.  
119  
120 A: All right.  
121  
122 Q: Okay yeah this is helpful. Okay so if you - you said you are hiring people for  
123 Newport. How many?  
124  
125 A: There's - I wanna say one GS8 and one GS9. But they're temps not to exceed  
126 three years.  
127  
128 Q: Okay. And have those RPAs been actually initiated?  
129  
130 A: They were done yesterday, yes. They - she did, uh, Crane, Newport,  
131 Philadelphia, um, Mechanicsburg, Pennsylvania. I think she said she had  
132 gotten four of them done yesterday. There's two more that have to be done but  
133 position descriptions have to be written for supervisors for Cutler and  
134 Saratoga Springs. So all these have been in the works, being planned as temps.  
135 Because these are not validated positions.

136  
137 Q: Uh, right. Okay.  
138  
139 A: And so what she's been doing is the ones where we already have position  
140 description she's been using them for the bases where we have them. And  
141 then she'll - she'll do new PDs, get those classified, and then, uh, do those on  
142 a temp basis as well.  
143  
144 Q: And, uh, it was (b) (6) that initiated those RPAs yesterday?  
145  
146 A: Yes.  
147  
148 Q: Um, okay. And that's for how many bases? Did - I heard you list off - you  
149 said Crane, six.  
150  
151 A: F- four were done yesterday; two more to be done.  
152  
153 Q: Okay. Okay. So - okay. So let me ask you about the - the MPVP, um, because  
154 that's, um, the more I'm looking at that the fact that you're filling these  
155 positions with temporary people now is making me think that you would as a  
156 security expert feel that there is in fact a need to have supervisors on those  
157 shifts. Is that right? Is it something that's necessary or not to have supervisors  
158 on the shifts?  
159  
160 A: No I think it's necessary. Yeah.  
161  
162 Q: At - 'cause that's what I was getting - I was thinking that whoever wrote that  
163 MPVP must've thought it wasn't necessary.  
164  
165 A: I would - I would agree with you. That would be the conclusion I would come  
166 to as well.  
167  
168 Q: Yeah. So I was thinking, you know, what point...  
169  
170 A: They have a different thought process.  
171  
172 Q: And so that brings me to the next question. Who issues that MPVP? When  
173 you say they who - who is they?  
174  
175 A: Okay. So - so if you read the OPNAV instruction on physical security and loss  
176 prevention I believe it's the 553014 echo.  
177  
178 Q: Uh-huh, yep, I have that.  
179  
180 A: Um, if you go to appendix one or appendix two I believe it is.

181  
182 Q: Yep, yep I think I have that right here. Appendix A. Is it called post-validation  
183 model and staffing?  
184  
185 A: Yep.  
186  
187 Q: Yep. Okay.  
188  
189 A: So it's - it's an OPNAV.  
190  
191 Q: It's by CNO N4 developed the model, right? So they're the ones that come out  
192 with this thing? The CNO?  
193  
194 A: Um, actually for a time - and I - okay. MPVP started around 2009 if I  
195 remember correctly.  
196  
197 Q: Okay.  
198  
199 A: Prior to that it - it was the security training and assessment team - STAT that  
200 did post-validations.  
201  
202 Q: Okay.  
203  
204 A: And when CNIC - at one point CNIC N3 was dual hatted with OPNAV N4.  
205 So I won't say it was an incestuous relationship. But kind of whatever CNIC  
206 N3 wanted to do they were automatically rubber stamped by their other hat.  
207 And being OPNAV N46 I believe it was.  
208  
209 Q: Okay.  
210  
211 A: So at - at some point at few years ago - couple years ago that - that separated.  
212 So my understanding now is that CNIC is managing that but it's still gets  
213 OPNAV's stamp. So CNIC N3 a lady by the name of (b) (6)  
214 actually works all the manpower numbers for all the (CONUS) bases and the  
215 previous N3AT (b) (6) was the decider on whether people got this,  
216 that, or the other.  
217  
218 Q: Now would that have been applicable to this 2012?  
219  
220 A: Yes. (b) (6) just retired about a year ago.  
221  
222 Q: Okay. Um, and now so you're saying that this (b) (6) and (b) (6)  
223 (b) (6) together they were the people that put together this 2012 MPVP?  
224  
225 A: I don't know that she put it...

226  
227 Q: Or that - I mean it was signed out. I saw something that looked like the  
228 admiral of CNIC authorized it - approved it, signed a cover letter.  
229  
230 A: Right. Right.  
231  
232 Q: So...  
233  
234 A: And there's been a number of variations and changes since then that have not  
235 come out officially. I - I will tell you that there's even - if you're looking at  
236 the one that looks - you're looking at the one that, uh, says FOUO and then  
237 summary staffing with details.  
238  
239 Q: Um, I don't have the complete document. I only have like excerpts of it.  
240  
241 A: Okay.  
242  
243 Q: I don't - I don't know if you have it. I'm trying to track it down actually. If  
244 you have the full complete document that would be so helpful.  
245  
246 A: Okay. I do.  
247  
248 Q: Oh great. Is it something you can email or is it too big?  
249  
250 A: I can. No, I can.  
251  
252 Q: Okay. Oh that's good. And does that cover all of CNIC or just CNRMA?  
253  
254 A: Just - we- well what we get just covers CNRMA.  
255  
256 Q: Okay. Well that'd be good enough for - for...  
257  
258 A: Yeah. Yeah.  
259  
260 Q: ...for now.  
261  
262 A: So there's two - there's two pieces. There's a summary report and then there's  
263 a, um, like a detail report. So there's - there's a one page version that shows,  
264 um, civilian staffing for guards and entry control points. And then civilians  
265 for, uh, patrols and watch commanders. And then whether they - they were  
266 military assigned - all that kind of stuff. But there's another version - and this  
267 is kind of interesting - there's another version that CNIC N1 got that looks  
268 like an SMRD that they used with our N1s to create (TFMS) packages and  
269 none of us in security have actually seen that.  
270

271 Q: Does that also eliminate the supervisory billets?  
272  
273 A: I don't know. Never seen it.  
274  
275 Q: Okay I'm gonna find out. So one thing, you know, what was important to me  
276 is whether it - I think you already told me that yes you do think it's necessary  
277 to have civilian supervisors on these patrols.  
278  
279 A: Well supervisors.  
280  
281 Q: Or some kind of supervisors, right?  
282  
283 A: Doesn't need to be civilian supervisors.  
284  
285 Q: Right.  
286  
287 A: I mean we're all one team.  
288  
289 Q: Right. They could be military.  
290  
291 A: Right.  
292  
293 Q: But that the billet itself is - is important not to eliminate accor- right?  
294  
295 A: In my opinion.  
296  
297 Q: In your opinion. But so that's what I want to know is why. Why is that your  
298 opinion? What could happen if there's no supervisor?  
299  
300 A: People, um, patrol officers, gate sentries, uh, goof off, nod off, uh, don't pay  
301 attention, don't, uh, make good decisions. When they've got someone there  
302 that they can call on the radio and ask or call on the radio and say, "Hey we've  
303 got a, uh, we've got a situation here that don't completely understand or the  
304 post orders don't cover. What do you want me to do?" It takes the onus off the  
305 patrol officer. And something as simple as getting sick in the middle of the  
306 night. So if I - let's say an officer gets sick in the middle of the night. Um, he  
307 needs to go home. Needs - needs to go to, uh, go home and get over the flu.  
308  
309 Q: Okay.  
310  
311 A: So he puts in leave (chit). Well nobody here to approve it; no supervisors. So,  
312 um, I - I can't let you go 'cause there's no supervisors here. Well there's  
313 nobody here to even say I can't let you go. Nor is there anyone here to call  
314 someone in from home on overtime or call a military member in to take your  
315 post. So you're sitting in the corner shivering and puking and, uh...

316  
317 Q: On duty.  
318  
319 A: On duty when you're supposed to be alert and vigilant and watching for  
320 reverse entry or, you know, some - somebody driving in the outbound lane  
321 and - and running amuck and causing havoc. Um, and you're just not able to  
322 really pay attention. And nobody's there to make sure that you're out there  
323 paying attention. And nobody's there to ensure that, uh, if you need to go  
324 home that you can go home. So what do they have to do? They have to call on  
325 the radio and in- instead they call on the radio. The dispatcher calls the, uh,  
326 precinct commander at home. And then the precinct commander or the Opps  
327 officer or the security director whoever gets called has to make arrangements  
328 from there.  
329  
330 Q: Mm-hm.  
331  
332 A: So the - the little things, um, you know, you - you find out things are going  
333 wrong by going around and looking into stuff. And watching people do their  
334 job. And you can't do that when - I'll give you an example. Uh,  
335 Mechanicsburg. Um, Mechanicsburg has a security director, a colonel, and a  
336 lieutenant. A - one watch supervisor. The watch supervisor is not validated.  
337 Okay?  
338  
339 Q: What do you mean by that not - not funded? What do you mean by...?  
340  
341 A: No it's not - it's not validated on the MPVP. There is no watch supervisors  
342 validated. We - though we have - we have a number of positions on this  
343 MPVP.  
344  
345 Q: Uh-huh.  
346  
347 A: That though they are not validated they were validated, they were funded at  
348 one time.  
349  
350 Q: Okay. And so by attrition.  
351  
352 A: So rather than go and risk them we're allowing them to attrite through  
353 retirement, through, um, moving on to another job.  
354  
355 Q: Right. I understand. But...  
356  
357 A: But as they get vacated...  
358  
359 Q: Mm-hm.  
360



361 A: ...we're not filling them. We're not backfilling them.

362  
363 Q: Right. So does that - see what it boiled down to for me was that should - that  
364 causes one of two things. Either the remaining people that are still there are  
365 working overtime to cover the shifts that don't have the person anymore. Or  
366 you just leave the shift unmanned which is - sounds like what the ultimate  
367 goal of that MPV was - to just leave them unmanned. But then when I talk to  
368 experts like yourself and I've consulted a couple of others and what I've read  
369 through this - this NTPP document it sounds like operationally it isn't...

370  
371 A: An awful lot for supervisors to do.

372  
373 Q: Yeah. And it's just not reasonable to leave it unmanned. Um, or safe it sounds  
374 like, you know? And yet that is in fact what that MPV is pushing you to do is  
375 to just leave the either unmanned or making people work overtime.

376  
377 A: You - when you read that appendix A or whatever - whatever you said it was  
378 you - you get the feel pretty quickly this - this is how you're validated. This is  
379 how your structure is to be set up. And this is, uh, this is the way in which it's  
380 to be done. Now, that's not to say that you can't take the security director and  
381 make him work nights and take the Opps chief and make him work afternoons  
382 and make the uh, precinct commander work days. But even then that's still  
383 only five days a week.

384  
385 Q: Right. You need to have some time off.

386  
387 A: Well...

388  
389 Q: Seems like.

390  
391 A: ... (b) (5)  
392 (b) (5)  
393 (b) (5)

394  
395 Q: Right. And I think that's what kind of prompted this complaint is that the...

396  
397 A: Sure.

398  
399 Q: ...folks in Newport were finding that they were working an amount of  
400 overtime that was like sometimes two, three, four 16 hour days in a row to  
401 cover up this, um, vacancies that were created when the people vacated their  
402 job and they weren't backfilled. And - and what you just described to me  
403 about that person feasibly getting sick on the job and having a fever or  
404 vomiting and not being able to work I mean do you think the same principal  
405 could apply to someone who only got two or three hours of sleep between

406 their shifts that they're - they're not alert anymore? I don't know if - if you  
407 could view that as the same type of safety risk that...  
408  
409 A: I - I view - I know that the initial complaint was about the - the more than 12  
410 hours working. And - and driving and all that kind of stuff.  
411  
412 Q: Yeah. Mm-hm.  
413  
414 A: So I - I recognize that there's - there's a little hyperbole involved here. They  
415 don't drive 12 hours. They don't drive 16 hours. But they do drive and they do  
416 drive after having worked 12 hours and no that's - that's not good.  
417  
418 Q: And - and the other point is...  
419  
420 A: Do it three and four days in a row.  
421  
422 Q: Right. And - and they're carrying weapons, right? During that whole shift?  
423  
424 A: They better be.  
425  
426 Q: Right. I mean do you think there's an issue there with - with people not  
427 getting rest and being responsible for use of deadly force?  
428  
429 A: Oh sure. Sure there is.  
430  
431 Q: It seems like this whole, uh, and now when you mention to me these other  
432 installations where you had the, um, the temporary R - R - RPAs in process  
433 you said there's six altogether. Where they also working overtime to cover  
434 vacancies or having supervisory shifts unmanned at certain times?  
435  
436 A: They have the supervisory shifts unmanned for the most part.  
437  
438 Q: Okay. And is - I - I would assume that the reason you're gonna proceed with  
439 hiring the temps is because that's not something that you wanna keep in  
440 place?  
441  
442 A: Well it's - first off it's not my decision. It's not my, uh, that was not my  
443 decision. That was - as a result of the IG's, (b) (6), uh, suggestion. And  
444 then the admiral and talking to - I wanna say Admiral (Smith) at CNIC got  
445 authority to go ahead and do these temps. So this was way above my pay  
446 grade.  
447  
448 Q: Okay.  
449  
450 A: I don't know exactly how it did but I - I wanna say Admiral - I believe that

451 Admiral (Williamson) the previous, uh, regional commander, uh, got  
452 permission from Admiral (Smith).  
453  
454 Q: To hire the temps.  
455  
456 A: Correct.  
457  
458 Q: But I - I guess - you just told me though that you - as a - from your subject  
459 matter expertise as a safety - as a security person believe that the shifts should  
460 in fact be manned. That it's...  
461  
462 A: Oh I - I think they should be manned. But all I'm saying is I didn't decide to  
463 do this.  
464  
465 Q: Right. Okay.  
466  
467 A: I - I did not make that decision. I'm not against that decision.  
468  
469 Q: Okay.  
470  
471 A: But it was not my decision to make. It was - it was brought to the admiral's  
472 attention by, uh, (b) (6) and the others that signed the letter and the  
473 admiral, uh, I believe took it on. And went to CNIC and got permission.  
474 That's all I'm saying.  
475  
476 Q: Right, right, okay. Um...  
477  
478 A: Not saying at all that I disagree.  
479  
480 Q: Right. Okay so I guess I'm thinking in the broader picture at - at the other  
481 installations - at other regions throughout CNIC is it possible that this MPVP  
482 document has affected them as well in a similar way?  
483  
484 A: Possible. I don't have any knowledge of that.  
485  
486 Q: Yeah. Okay.  
487  
488 A: I would think (b) (6) would know install- I'm - my headset's dying.  
489 I'm gonna have to put you on speaker as well.  
490  
491 Q: Oh okay.  
492  
493 A: Can you hear me?  
494  
495 Q: Yes, yeah.

496  
497 A: Okay. So (b) (6) knows I'm sure all the numbers of all the regions.  
498 Um, I just - I - I have no knowledge of whether, um...  
499  
500 Q: Okay.  
501  
502 A: ...same everywhere.  
503  
504 Q: Right, okay. So, um, okay this is good information. Let me just make sure I - I  
505 covered everything. So if I wanted copies of the RPAs to hire these temporary  
506 people I could get that from (b) (6), right?  
507  
508 A: Yeah. Sure.  
509  
510 Q: Okay. Um, oh I - I know what my other question is. Do you know when the  
511 next MPVP will be done again? It had said every five years.  
512  
513 A: She - (b) (6) just sent, uh, sent us, uh, Excel spreadsheet that is called I wanna  
514 say Billet Level Detail or something like that. It's something close to that in  
515 an email telling us to consider back the next latest greatest version of MPVP.  
516 So she's very specific. We - I wanna say we just got that in March.  
517  
518 Q: Oh and does that show these billets being funded again?  
519  
520 A: I don't - I don't know.  
521  
522 Q: Could you send it to me?  
523  
524 A: Uh, either I can or (b) (6) can.  
525  
526 Q: Yeah, okay. Okay. Um, I think a lot of, um, I did not know about those temps  
527 so that kind of resolves some of the other questions I had. Uh, okay. So, um,  
528 just some other things that kind of came up which I - I also think these are  
529 more at the CNIC level. But I'll just ask you what you know about it. Um,  
530 there's this CNIC instruction that, um, let's see - requires physical agility tests  
531 and it requires certain type of uniforms to be worn. And, um, do you know if  
532 that's actually being implemented anywhere at CNRMA?  
533  
534 A: Oh yeah, yeah.  
535  
536 Q: So which ones was - are actually doing - which installations are doing the  
537 physical agility test now?  
538  
539 A: Uh, Naval Station Norfolk, Naval Weapons Station Earle, Yorktown, um,  
540 Oceana, Little Creek.

541  
542 Q: Okay so, um...  
543  
544 A: (Unintelligible).  
545  
546 Q: All right.  
547  
548 A: Um, there could be some - I think PNSY the shipyard up in, uh, Kittery I think  
549 they're doing it as well.  
550  
551 Q: Okay.  
552  
553 A: Um, there's - there's many.  
554  
555 Q: Okay. And is this only for new people that get hired at it'll be a condition of  
556 their employment? Or is this for existing people that were already on board  
557 now also have to do that?  
558  
559 A: Both.  
560  
561 Q: It's both. Okay. All right. And what happens if they don't pass the physical  
562 agility test?  
563  
564 A: Well, it's sad to say if they can't pass it it's - it - they would be fired. Or they  
565 would be looking for another job or if they, you know, of course if they, uh, if  
566 they (unintelligible), you know, there's a medical condition and they need  
567 reasonable accommodation then there will be a job search that went on - I  
568 mean the - the instruction says contact HR for further guidance.  
569  
570 Q: Okay.  
571  
572 A: So that's - that's what you do. But really when it comes down to it they get  
573 two attempts and then under that instruction - the 553014 alpha there is a final  
574 test that is pathetic.  
575  
576 Q: Oh like very easy to pass?  
577  
578 A: So - yeah so yes if you - if you fail the one where you gotta do a mile and a  
579 half run in 17-1/2 minutes and however many sit-ups I - I forget what the  
580 number is. Uh, if you can't do that and you can't do it again then there - the  
581 last ditch test which is if you look it up it's - I - I'm not gonna say this is it  
582 exactly. But here's - here's the way it kind of goes. You sit in a police car  
583 with your duty belt on and a red gun. I don't know if you're familiar with the  
584 red gun.  
585

586 Q: No.  
587  
588 A: Okay so a red gun has the same feel kind of as your regular gun but it doesn't  
589 carry bullets. It's like a toy.  
590  
591 Q: Okay for simulation purposes, yeah.  
592  
593 A: Right. So you have that in your holster. You climb out of the police car, you  
594 run 40 yards, you jump a little ditch, you, uh, climb through a window, you  
595 run up a set of stairs - two flights of stairs, you come down two flights of  
596 stairs, you do another 40 yard jog or whatever. And there's no time limit. All -  
597 the only thing that you're required to do to pass is continue moving and not  
598 drop your weapon.  
599  
600 Q: Okay.  
601  
602 A: So you can't stop and bend over and be panting while you're going up and  
603 down the stairs. As long as you keep moving you will pass the exam.  
604  
605 Q: Yeah, I see. Okay. All right. And, um, so is there a plan in place to, uh, sounds  
606 like roughly half of the - maybe - I don't know a third of the installations in  
607 CNRMA have already got this in place. Is there like a systematic approach to  
608 getting everybody on board with this? All the installations or...?  
609  
610 A: Well, there is. And - and it's called negotiate with the union and get your  
611 bargaining obligations and then go do it.  
612  
613 Q: Okay. So at all the installations where it has been implemented that's already  
614 been passed through their unions.  
615  
616 A: Correct.  
617  
618 Q: Okay. All right. So are you working on that with Newport now? Like...  
619  
620 A: I do not work on union negotiations.  
621  
622 Q: Oh that's N1 handling.  
623  
624 A: That's correct.  
625  
626 Q: Okay. Who's the point of contact for that?  
627  
628 A: (b) (6) .  
629  
630 Q: Oh (b) (6) , yeah, I didn't know how to pronounce that. (b) (6) .

631  
632 A: Yeah.  
633  
634 Q: Okay.  
635  
636 A: She's the head of labor relations here.  
637  
638 Q: All right.  
639  
640 A: And there's - there was a guy up there at, uh, New London who was the LR  
641 person (b) (6), uh...  
642  
643 Q: Is it (b) (6)? Yeah.  
644  
645 A: Yeah (b) (6) but I think he's gone now.  
646  
647 Q: Okay. So (b) (6)'s working on - on getting all the unions slowly on board with  
648 that. And as they - as they get negotiated ultimately everyone will be doing  
649 those (PAP) tests.  
650  
651 A: Yeah her - her office is, yeah.  
652  
653 Q: Okay and also same situation with the uniforms. Uh, some people are weaning  
654 the new uniform per the instruction and some aren't. Is that where we're at  
655 with that? It's like in progress?  
656  
657 A: Um, well, the uniform - there's two versions of that 553014 instruction.  
658  
659 Q: Oh okay.  
660  
661 A: There - there's a - original that came out, um, in 2011 and then the update that  
662 came out in '13 - the alpha.  
663  
664 Q: Now was the original one canceled by the second one?  
665  
666 A: Nope.  
667  
668 Q: Oh that's different. Okay.  
669  
670 A: Um, there were - there were changes and really when - when we talk about  
671 negotiations all we're talking about are the changes. So there were - there  
672 were very few changes if any. I don't think there were any changes on the  
673 uniform piece.  
674  
675 Q: Okay.

676  
677 A: And so I don't know whether - whether you, um, supervisors don't have a  
678 union.  
679  
680 Q: Right.  
681  
682 A: You do know that.  
683  
684 Q: Right.  
685  
686 A: So the supervisors at Newport, uh, I was up there in March after - after, uh,  
687 some of this came to light. And I noticed that the supervisors were not in the  
688 proper uniform and I mentioned it to the CO that they should be in the correct  
689 uniform.  
690  
691 Q: Okay so are all the supervisors at the other installations wearing that uniform  
692 now?  
693  
694 A: The correct uniform?  
695  
696 Q: Yeah.  
697  
698 A: Yes. As far as I know. I haven't been to all of them in the last two years to - to  
699 know. But I think so, yes.  
700  
701 Q: Okay. I see so it was just something you noticed that you had expected to see  
702 them in that certain uniform 'cause all the other supervisors are wearing it.  
703  
704 A: Yes.  
705  
706 Q: And they weren't. Okay. And you weren't aware of that until you happened to  
707 go there, yeah.  
708  
709 A: Right.  
710  
711 Q: Okay. All right. Um, oh there's this form called a SECNAV form 5512/1. It  
712 has to do with access control.  
713  
714 A: Yes.  
715  
716 Q: Is that something that's required to be used?  
717  
718 A: Unfortunately, yes.  
719  
720 Q: It is. 'Cause I couldn't find where that - where it says that. Wh- where does it



721 say it's required?  
722  
723 A: An email.  
724  
725 Q: Oh an email.  
726  
727 A: Yep.  
728  
729 Q: Can you send that to me?  
730  
731 A: Probably.  
732  
733 Q: Is it email from someone at CNIC?  
734  
735 A: Uh, yes. (b) (6).  
736  
737 Q: Okay. Now, okay why - I understand at least at Newport they're not using that  
738 form. And when I just Google'd it I found that, um, Naval Air - or Naval  
739 Support Activity L- Lemoore in California is using it. That's a different  
740 region. But I couldn't find like that everybody's using that form.  
741  
742 A: Hm. Okay.  
743  
744 Q: And so I was just wondering are any of the installations in CNRMA using the  
745 form?  
746  
747 A: Yes they are. Yeah.  
748  
749 Q: Okay.  
750  
751 A: In fact I conducted some training, uh, last Monday and Tuesday for the  
752 security officers and the (PAP) and ID clerks talking about how they still need  
753 to keep using that form and keep it on file for three years.  
754  
755 Q: All right.  
756  
757 A: In fact I - I told them I would not take a whole lot of time, uh, worrying about  
758 filing them alphabetically. I would just file them chronologically. You - as  
759 you get them, add them to the pile. You know? Um...  
760  
761 Q: Do you think it's - it's necessary? 'Cause someone mentioned to me that  
762 there's an automated system called (DBIDS) that accomplishes the same  
763 thing.  
764  
765 A: Well it doesn't. Um, that - the - the form - the form documents what identity

766 documents you brought in order to get a (DBIDS) card. And the results of the  
767 NCIC check to the authoritative databases.  
768  
769 Q: Right.  
770  
771 A: Who ran the check, um, and that sort of thing. So that's why it's required.  
772  
773 Q: Okay.  
774  
775 A: I wish it wasn't but it is.  
776  
777 Q: Okay. So if they're not using that form at Newport who's decision would that  
778 be not to use it?  
779  
780 A: I don't know. I - I really don't know.  
781  
782 Q: Okay. All right. Um, and I was just wondering is that used for everybody that  
783 access the base? Even like for MWR events or there's like a separate process  
784 for that?  
785  
786 A: No it's supposed to be everybody.  
787  
788 Q: Oh so even say some people come to a wedding at (unintelligible) they're  
789 supposed to fill that form out?  
790  
791 A: Yeah.  
792  
793 Q: Okay. What about when they - this is just kind of my curiosity. What about  
794 when they have open base type events like air shows and stuff like that?  
795  
796 A: No.  
797  
798 Q: There's an exception for that? Yeah.  
799  
800 A: Right. We - the - the exception is in the AP Opp order is called General Public  
801 Visitation and you have to have a special event anti-terrorism plan for that.  
802  
803 Q: Okay.  
804  
805 A: And the C plan - they're called C plans. And the C plan goes to the admiral  
806 for approval. The CO of the base actually brings the plan to the admiral. So...  
807  
808 Q: I see.  
809  
810 A: ...it's not required for that.

811  
812 Q: So there's a special separate process for that.  
813  
814 A: Right.  
815  
816 Q: Okay. Yeah. Okay. I was just curious. Now - oh another question that came up  
817 is about these vehicles that they have to lease from GSA. There's - I guess the  
818 patrol vehicles are all leased through GSA.  
819  
820 A: Okay. I don't think so. But okay.  
821  
822 Q: And, um...  
823  
824 A: Get someone else to talk to vehicles. I don't really know.  
825  
826 Q: Okay.  
827  
828 A: Um, I've got a warrant officer (b) (6) that works here that can talk  
829 to vehicles.  
830  
831 Q: Okay.  
832  
833 A: Um, but I - I...  
834  
835 Q: Okay.  
836  
837 A: ...I don't know.  
838  
839 Q: All right. I guess, you know, they're saying that what the problem that CNIC  
840 has is process that requires buying the equipment to outfit the vehicles  
841 separately from I- leasing the vehicle. Like they don't get the vehicle fully  
842 decked out with what it needs to be a patrol car.  
843  
844 A: That's correct.  
845  
846 Q: And then they have to get that stuff through a separate process that takes a  
847 long time and so there's months going by where the vehicles are being paid  
848 for every month and they're - they're not able to be used.  
849  
850 A: Yes.  
851  
852 Q: So that, you know, it seems like we're wasting that money every month while  
853 the car's sitting in the parking lot waiting for its lights and sirens, you know?  
854  
855 A: Yes.

856  
857 Q: Yeah.  
858  
859 A: All that, yes.  
860  
861 Q: Yes? Okay. All true from what you know, right?  
862  
863 A: Yes. They're - the CNIC has a, uh, I don't know what - I don't know what you  
864 call it. Um, CNIC N3 has an authorized equipage list - an AEL. And they -  
865 they took money - CNIC has always given the regions money. I mean th-  
866 they're the checkbook holder. Right?  
867  
868 Q: Mm-hm. Yeah.  
869  
870 A: Budget Commission Office.  
871  
872 Q: Yeah.  
873  
874 A: So they have always given us money but a couple of years ago they reduced  
875 our amount they were going to give us by \$5 million so that they could put  
876 this AEL in place. So now rather than us, the region giving money to the  
877 installations for them to buy gun belt holsters, Mag lights, uh, rifle racks for  
878 the cars, cages for the prisoners in the cars, it's all requested through this  
879 central issuance facility managed by (b) (6) at CNIC N3.  
880  
881 Q: I see.  
882  
883 A: So last year for example, uh, my understanding is that they ran out of money  
884 for buying stuff and ran out of money for shipping stuff after it was  
885 purchased.  
886  
887 Q: Okay.  
888  
889 A: So there were several months where nothing came 'cause they didn't have the  
890 money to either buy it or to send it - one or the other after it was bought.  
891  
892 Q: Okay but meanwhile somebody's paying for the vehicles every month.  
893  
894 A: Yep.  
895  
896 Q: Okay. And in the old days like before this AEL the local security department  
897 a- am I understanding this right - could just use like a purchase card and go  
898 get what they needed for the car locally at a vendor and get it squared away?  
899  
900 A: If they - if they could keep it under the micro purchase threshold. A lot of

901 times they couldn't and we took a little bit longer 'cause we still had to do  
902 contracts.

903  
904 Q: Okay. But it was still done like at the local level - like decentralized.

905  
906 A: Right.

907  
908 Q: Yeah. Okay. Okay. So that - that kind of covers everything. I mean I think the  
909 main thing that's helpful to me to know is about these temp hires that are  
910 gonna take place. And, uh, you don't have any timeline on that? Like...

911  
912 A: Oh, oh, oh, no. We - we hope that these are gonna take place.

913  
914 Q: Okay we don't know for sure.

915  
916 A: (b) (5)  
917 (b) (5)  
918 (b) (5)  
919 (b) (5)  
920 (b) (5)  
921 (b) (5)

922  
923 Q: Mm-hm. Okay.

924  
925 A: (b) (5)

926  
927 Q: Oh. So what - what drives that? Is that through N1 that - that it might not  
928 happen or...?

929  
930 A: It's - it's - it's that nobody wants a temp job.

931  
932 Q: Oh it's hard to fill those jobs. I see.

933  
934 A: Yeah I mean if - if you're - if you're a GS5 police officer that doesn't qualify  
935 for an eight or a nine you might have some veterans preference or - or there  
936 might be a veteran out there that is looking for a job but he says, "I don't  
937 wanna invest three years of my life into going to school, becoming a  
938 supervisor, and then at the end of the three years get dropped like a hot  
939 potato."

940  
941 Q: Right. I see. Right. So it's a type of job that you just may not get a lot of  
942 qualified applicants to apply for.

943  
944 A: That's what we don't know.

945

946 Q: Right. Okay.  
947  
948 A: We don't - we're - we're not convinced. I mean this is an experiment. You -  
949 you gotta understand that. Typically police supervisors come up through the  
950 ranks. So they know the nuances of the base. They knew the little hiding spots  
951 'cause they hid in them.  
952  
953 Q: Right.  
954  
955 A: They know, uh, who to watch out for, who's crooked on the base, that sort  
956 thing - what - what slippery stuff is going on. They know all this stuff because  
957 they're out there poking around and getting into stuff. And then the idea that  
958 you bring someone in that has never worked on the installation and now  
959 they're a supervisor they're gonna have to be taught how to do their job  
960 presumably by some of the people that are g- that are gonna be working for  
961 them.  
962  
963 Q: Mm-hm.  
964  
965 A: So you can be led down the path. We just don't know whether it's gonna work  
966 at all or not. We're not saying it won't.  
967  
968 Q: Right. I hear you.  
969  
970 A: We're saying this is an experiment at best.  
971  
972 Q: Yep.  
973  
974 A: Nobody should be hanging their hat on all the problems are gonna be solved  
975 as a result of this.  
976  
977 Q: Now is there some way that we could actually announce permanent jobs? Um,  
978 or it's just absolutely prohibited because of that MPVP?  
979  
980 A: That's the deal. Until that's changed we can't - we can't make them, um,  
981 career jobs.  
982  
983 Q: Okay.  
984  
985 A: So on the other hand they might take it, work three years, and then go back to  
986 being a patrolman, you know? Some of them are not gonna wanna go back to  
987 being a patrolman after, uh, after three years as a supervisor.  
988  
989 Q: Hm. So you had told me before that some of the other six installations that  
990 were - that you put in the temp RPAs for actually just have their shifts

991 unmanned. They just don't work overtime because they just leave the - the  
992 shift vacant.  
993  
994 A: Yes.  
995  
996 Q: So why aren't they doing that in Newport? Like why are they working  
997 overtime? Why not just leave the supervision vacant?  
998  
999 A: 'Cause Captain (Boyle) believes that he needs supervisors on each shifts and  
1000 he's willing to pay overtime to do it.  
1001  
1002 Q: Okay so the CO's making that decision to not leave them vacant.  
1003  
1004 A: Correct.  
1005  
1006 Q: And at other installations they've handled it in a different way. They just  
1007 decided we're gonna go ahead and take the risk of not having supervisors.  
1008  
1009 A: Someone's on call or whatever. Yes. A- and to be fair, you know, some of  
1010 these there is very little risk. There's like next to nobody working on the base  
1011 at night. There's nothing going on. Um, the patrol officers, you know, they  
1012 come in and check on them every so often. But, you know, some of them have  
1013 just not had - Crane for an example. The only crime Crane has is traffic  
1014 accidents. You know? That's it.  
1015  
1016 Q: Yeah.  
1017  
1018 A: Um, Philadelphia pretty much closes up at s- 6:00 pm. Um...  
1019  
1020 Q: So do you think in those cases the MPVP is - is a good decision to just not  
1021 have supervisors there?  
1022  
1023 A: I don't.  
1024  
1025 Q: No still even so you still think they should have supervisors?  
1026  
1027 A: I do.  
1028  
1029 Q: Yeah.  
1030  
1031 A: I do but they, you know, there's - there's also our - our system is very odd,  
1032 okay?  
1033  
1034 Q: Mm-hm.  
1035

1036 A: So there's rules about how many people you need to supervise before you are  
1037 designated to be a supervisor.  
1038  
1039 Q: Yeah is it 15 or something?  
1040  
1041 A: Well there's generally a span of control that's - that's - they want 15.  
1042  
1043 Q: Yeah.  
1044  
1045 A: And so that's why they've - they've done this thing where like at  
1046 Mechanicsburg I think they had (b) people that were working there. And they  
1047 validate them for a security director, a precinct commander, and an Opps  
1048 Chief. That's three supervisors although typically all three of those work days.  
1049 And five days a week. Their thought process is they can do this with those  
1050 three. It's up to them how they skin the onion, you know?  
1051  
1052 Q: And when you say the...  
1053  
1054 A: I don't think - no I don't think it's a good idea. (b) (5),  
1055 (b) (5)  
1056 (b) (5)  
1057 (b) (5) At least that's  
1058 my belief.  
1059  
1060 Q: Yeah. And - and like when you s- again you said they - they validated them  
1061 for the three supervisors. They being, you know, the people that generate this  
1062 MPVP.  
1063  
1064 A: Right.  
1065  
1066 Q: So that's people at OPNAV and at CNIC too, right?  
1067  
1068 A: Yes. Well CNIC I believe manages - manages the MPVP for OPNAV. That's  
1069 my belief.  
1070  
1071 Q: Okay. Okay. So like when you said until the MPVP is changed we just can't  
1072 hire the permanent supervisor positions again, right?  
1073  
1074 A: Right.  
1075  
1076 Q: So it can't be impossible to get it changed is what I'm thinking. Somebody  
1077 should just change it if it's the right thing to do, right? Maybe it's not that  
1078 simple.  
1079  
1080 A: I don't know.



1081  
1082 Q: I - I'm gonna find out. But it just seems, um, you know, if it's a safety issue -  
1083 if we have people that are exhausted or people that are being forced to like  
1084 you said work sick because they can't find somebody to sign a leave (chit) so  
1085 they can go home and we're supposed to be protecting the security of our  
1086 installations and that doesn't seem like the right thing to me as a - a non-  
1087 expert.  
1088  
1089 A: Right.  
1090  
1091 Q: It's just a - a layman, you know, observing this from outside. It just doesn't  
1092 seem like it makes any rational sense.  
1093  
1094 A: I agree.  
1095  
1096 Q: So - okay. Well you're helping me to understand the whole situation a lot  
1097 better. Thank you so much.  
1098  
1099 A: Okay.  
1100  
1101 Q: And, uh, I think we covered everything. Do you have any questions for me  
1102 or...  
1103  
1104 A: Um, you - do you wanna talk to warrant (b) (6) about the card?  
1105  
1106 Q: Um, yeah I - I might and I might wanna also talk to (b) (6).  
1107  
1108 A: Okay.  
1109  
1110 Q: So I - I'll reach out to them but just so you know...  
1111  
1112 A: I was gonna say I - I'll - I'm gonna have her - I have three things on my list  
1113 here. I've got RPAs for the temp supervisors you want copies of those, the full  
1114 MPVP, and the email about that SECNAV form.  
1115  
1116 Q: Yes, yes. And with the, um, RPAs for the temp supervisors I know you said  
1117 four were already done and two are pending but I would like even the two  
1118 pending ones. Uh, if there's something she can send me showing that she's  
1119 planning to do that or...  
1120  
1121 A: Oh, okay.  
1122  
1123 Q: You know.  
1124  
1125 A: All right.

1126  
1127 Q: Uh, it was six installations - four were done, two more pending.  
1128  
1129 A: Right.  
1130  
1131 Q: Yeah.  
1132  
1133 A: Okay.  
1134  
1135 Q: Yeah, okay. And if I think of anything else, you know, I - I'll give you a call  
1136 back or - or send you an email.  
1137  
1138 A: Sounds good.  
1139  
1140 Q: Okay thank you. It was nice talking to you again, (b) (6)  
1141  
1142 A: You too.  
1143  
1144 Q: Okay take care.  
1145  
1146 A: You too. Bye.  
1147  
1148 Q: Bye.  
1149  
1150  
1151 The transcript has been reviewed with the audio recording submitted and it is an accurate  
1152 transcription.  
1153 Signed \_\_\_\_\_