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

Q: Okay so today is, um, May 25, 2016, and, um, (b) (6), an investigator with Commander Navy Installations Command Inspector General Office and I am investigating a, um, I'm doing a preliminary inquiry actually. Uh, not an investigation into 201601079 and that's the Navy I.G. Case Number. And can I have you state your name please and spell your last name?

A: (b) (6).

Q: Okay thanks and, um, you understand that the tape recorder's running and you have no objection to that?

A: No ma-am I don't.

Q: Okay thanks. And, um, you did already sign the privacy act statement and confidentiality agreement, is that correct?

A: Yes ma'am.

Q: Okay, um, so I - I realize that I can't see you because we're on the telephone but, um, if you could raise your right hand and, uh, 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 thank you. Um, so that takes care of our formalities. And - so the reason I'm calling is - is this - there's been some complaints filed. I don't know whether you've heard about it already or not, um, from some folks over at the Naval Station Newport.

A: Okay I am - I'm aware of one that was filed in October.

Q: Yeah, it...

46 A: (Unintelligible).
47
48 Q: Right and it was out of security.
49
50 A: Right.
51
52 Q: Right, okay, so it all started back then around last fall. There was a couple of
53 different things that happened at the same time. Um, an anonymous complaint
54 was filed with D.O.D.I.G. alleging, uh, concerns about unsafe levels of
55 overtime due to under manning at security at Newport. And then within a few
56 days or even before that right in the same week a - a letter was sent by five
57 named complainants to the, um, Admiral at (Synerma) directly.
58
59 A: Correct.
60
61 Q: So what happened was (Synerma) - instead of the I.G. doing an investigation,
62 the I.G. referred it to the chain of command to do an internal command
63 inquiry which they did.
64
65 A: Okay.
66
67 Q: And, uh, I got a copy of that and I've looked through it and so the reason I'm
68 calling you now is recently, in April of this year - of 2016, another complaint
69 was filed with D.O.D.I.G. again. Um, and this time it's referencing the
70 command inquiry that was already done and basically saying that the problem
71 just has not been resolved and although they wrote a good report and they
72 found a lotta things, they - the situation is the same as it was back in the fall.
73
74 A: Okay.
75
76 Q: As far as the complainants are concerned with the - their day-to-day, um,
77 issues they were having haven't changed at all. So that's why I wanted to just
78 find out where we're really at with that - with implementing some changes. Is
79 it feasible to - to correct their problems or, uh...
80
81 A: Okay so - so, uh, from - from my standpoint, okay, we were first informed of -
82 of - with, you know, and first off let me just make - let me preface this with -
83 with some general - general comments.
84
85 Q: Okay.
86
87 A: Okay? Um, security manning - security hiring of civilians - security, uh,
88 officers...
89
90 Q: Mm-hm.

91
92 A: ...is - has been a continuing challenge for C.I.C. and for the mid-Atlantic
93 region for several years.
94
95 Q: Okay.
96
97 A: And we - we, you know, we're - we are not - we are not able, due to market
98 conditions, demographics, you know, low pay, what, you know, whatever -
99 whatever - there - there seems to be a - a number of converging issues that we
100 are not able to hire up to our full complement of security officers, okay?
101
102 Q: Oh, okay.
103
104 A: So that - that's sort of a general statement. And that, um, while we've made
105 some - while we've made some progress in that regard, we still aren't - we
106 still don't have the full complement of every - of everybody we need to have
107 everywhere we need to have.
108
109 Q: Okay.
110
111 A: We're aware that there are issues at Newport, okay. So when one of the things
112 that a mitigating factor at Newport is that, um, there's a - there's a man -
113 there's a security manning model. It's called the M.P - M. - M.P.V.P.
114
115 Q: Yes - yes, mm-hm.
116
117 A: Okay but the M.P.V.P. - the - the agreed-upon version of the M.P.V.P. is a
118 2012 version of the M.P.V.P.
119
120 Q: Mm-hm.
121
122 A: And that document - that document - it eliminated a lot of the supervisory
123 positions across - across the whole enterprise. Across the United States.
124
125 Q: Okay.
126
127 A: Okay so a lotta posi- and - and there were - there were some transition actions
128 that were supposed to happen as military people were supposed to - who were
129 supposed to go to, um, certain bases and they were supposed to be backfilled
130 with civilians and certain civilians were supposed to go somewhere. So it was
131 a wholesale change to the security posture and how we - we resource security.
132 But...
133
134 Q: Okay.
135

136 A: But the - but the salient piece that came out of it was the study that m- makes
137 enough allowances for a full cadre of supervisors, okay. About the time that,
138 you know, with the manpower guys were implementing this - this study - and
139 our manpower s-, you know, our manpower system - we're tryin' to, you
140 know, hire to the - the new numbers and the new locations. We also had some,
141 uh, some - some bad things happen at some bases regarding security, um,
142 breaches. You know, we had the Mahan situation. And we had some other
143 things happen.
144

145 Q: Right.

146

147 A: And - and one of the outfalls of the Mahan shooting - one of the - the directed
148 findings was that there were not enough supervisors on all the watch sections
149 and all installations to allow, um, you know, for the right level of leadership to
150 help people, like, late at night and on the weekends and all that kinda stuff.
151

152 Q: Mm-hm.

153

154 A: Okay 'cause the - because the - these - 'cause the M.P.V.P. version did not
155 make allowances for that.
156

157 Q: Now when you say one of the findings, did somebody do a report that I could
158 get a hold of that actually says that?
159

160 A: Um, actually - actually it would have to be somebody in C.N.I.C. that talk
161 about it. Uh, (b) (6), our Chief of Staff, um, was one of the writers so
162 he was on that team.
163

164 Q: Okay.

165

166 A: Okay and - and then there were some standing orders. I'll have to - and this is
167 stuff that would have to come from N3, but Admiral (Smith) - and Vice
168 Admiral (Smith) who's now C.N.I. - the C.N.I.C.U. Commander...
169

170 Q: Mm-hm.

171

172 A: ...you know, the- the big Commander.

173

174 Q: Yep.

175

176 A: You know, your boss.

177

178 Q: Right.

179

180 A: Okay?

181
182 Q: Yeah.
183
184 A: Yeah, he - he directed, as a result of some of these actions, that he wanted
185 supervisors on every shift and...
186
187 Q: Okay did he do that in writing do you know?
188
189 A: I'm sure he did. It was a - it was a post - a post requirement because it had us
190 all scramblin' around because we didn't have enough supervisors.
191
192 Q: Now was that - that - it's obviously inconsistent with this M.P.V.P. because I
193 have a copy of that and I see where it shows zero supervisors.
194
195 A: Correct - correct and so - so what we - what we - what we, the manpower
196 guys, were tryin' to do is we were caught in the quandary of the requirement
197 said this but, you know, the manpower - the validated manpower requirement
198 said one thing and, uh, operational commander who is our boss said another
199 thing, okay. So we all worked to reconcile that. The N3 guys, the N1 guys
200 and, um, when the report came out, uh, when the r- when the internal
201 command, um, investigation came out it was one of the things that they were,
202 you know, one of the things says there was not enough supervisors.
203
204 Q: Mm-hm.
205
206 A: And so in that report - in the endorsement to that report which I got, um, on
207 the 20 - 22 of January.
208
209 Q: Okay, right, so you're talking about that report that...
210
211 A: Right.
212
213 Q: ... (b) (6) did. Yes I have...
214
215 A: Right.
216
217 Q: ...a copy of that.
218
219 A: Uh, so - so on that report we were directed to, you know, figure out if there
220 were other ways that we could get supervisors in, you know, on - on board at
221 Newport and to report back to the Admiral when we had, like, a plan and what
222 we were doin'. So we exceeded the 60 days I think he gave us to do that but
223 we've been working on a plan. But because the - the supervisor issue extends
224 beyond Newport, okay, so, I mean, so now (unintelligible) to think about what
225 I've just, you know, said previous to this...

226
227 Q: Yes.
228
229 A: You know, there's a problem across C.N.I.C. because the M.P.V.P. doesn't,
230 you know, doesn't provide for enough supervisors to do this one on every
231 shift thing.
232
233 Q: Yes.
234
235 A: So - so C.N.I.C. is tryin' to work that problem through N1 - their N1 and N -
236 their N3 about how best to do it. The mid-Atlantic region proposed, um, that
237 we temporarily promote people to be supervisors and to, you know, to - that
238 would be the vehicle by which we could do stuff temporarily until we got the
239 requirements changed, got the P.D.'s upgraded, you know, got the - got the
240 requirements set in place so that we could make that, like, a drum beat hiring
241 thing. So we've been working on - with our N3 here locally, um, we've been
242 working on how to get temporary, you know, to promote people to be
243 temporary supervisors.
244
245 Q: I ha- I have a couple of questions.
246
247 A: Okay.
248
249 Q: If you don't mind me pausing for a moment here.
250
251 A: Okay.
252
253 Q: Um, when you said that Admiral (Smith) - the C.N.I.C. Commander, directed
254 that he wanted supervisors on all the supervisory shifts...
255
256 A: Right.
257
258 Q: ...despite the fact that this M.P.V.P. said the opposite.
259
260 A: Right.
261
262 Q: Um, does that somehow override the M.P.V.P.? I mean, do we still have to
263 follow that? Why - why do we have to follow the - what it says in the
264 M.P.V.P.?
265
266 A: Well the M.P. - the M.P.V.P. is a - is a NORTHCOM Fleet Forces Command
267 - Fleet Forces Command and NORTHCOM are the executive agents for, uh,
268 A.T.F.P. for the continental United States.
269
270 Q: Okay.

271
272 A: So - and so Admiral (Smith) in his role as the C.N.I.C. Commander has a
273 reporting relationship with Fleet Forces Command and NORTHCOM.
274
275 Q: Okay.
276
277 A: Okay so - so the problem - the problem with the M.P.V.P., um, is that the
278 M.P.V.P. is - gotta go all - go all the way up to - to four stars to agree to any
279 changes to the document, okay. So, you know, so we had a real thing happen.
280 We had the Mahan happen here at Naval Station Norfolk and so that was a
281 real world event. One of the findings...
282
283 Q: Yeah.
284
285 A: ...from that - that investigation was there was not enough supervisors so
286 Admiral (Smith) did exactly what he's empowered to do, which is the
287 operational on-scene Commander. He made a determination that, you know,
288 I'm gonna direct people to have supervisors be on these, you know, be on all
289 the watch - all watch stations.
290
291 Q: So there's no question - let me ask you this. 'Cause one thing I was thinking is
292 - is it possible that we truly don't need the supervisors and - and that we're
293 doing the wrong thing by stashing them at all? But it sounds to me, like what
294 you're saying, is everyone unanimously agrees that there should in fact be
295 supervisors?
296
297 A: That's absolutely correct. Everyone agrees. I agree, the N3 agrees, we all were
298 - we all were concerned, um, but, you know, but not, I mean, it - it wasn't,
299 like, we thought the ship was gonna sink or anything like that but we all were
300 concerned when they reduced the number of supervisors. So, you know, and -
301 and we understand that they're trying to do the best - the best combination of
302 economy and efficiency and they're trying to take the resources - the scarce
303 resources they have and put more people on, you know, in M.E.C.P.'s and
304 doin' patrollin' and sort of doin' the, you know, the - the foot poundin'
305 security, you know, in - in the, uh, protection work...
306
307 Q: Mm-hm.
308
309 A: ...and not have so many supervisors. And I'm sure that that was certainly their
310 intent and their - I, you know, and I - I don't - I can't speak to the mind of
311 other people that were doin' this, you know, the - the analysis here but, you
312 know, they were tryin' to reduce the overhead.
313
314 Q: Okay.
315

316 A: That's what they were tryin' to do.
317
318 Q: Yeah.
319
320 A: Okay so now what - what we found, which often happens when we - we have
321 changes in the operational conditions for security, you know, we found out,
322 "Oh there's a hole here. There's a little - there's a seam here that's not - not
323 correctly identified, you know, were not handled the right way. Let's fill the
324 seam and then, you know, then change the requirements to, you know, to
325 match the new - the new reality that we're dealin' with." So, you know, so
326 there's a - there's a requirement statement that I said before - it's a 2012
327 version of the M.P.V.P. I also am aware that there's at least two other versions
328 of the M.P.V.P. that are updates that are working their way through the system
329 but they take a couple of years to get approved because, like I said, they have
330 to go to a couple of four stars and a bunch of three stars who have to all agree
331 to it.
332
333 Q: Right so in the meantime, though, a couple a years, day in and day out we
334 have a situation at our installations where - I guess what I'm seeing in
335 Newport is there's two choices -- they can either leave this shift unmanned
336 because they don't have enough people to man all the shifts so they can either
337 leave it unmanned which is what the m....
338
339 A: No - have - have no supervisors. Not unmanned.
340
341 Q: Yeah, that's what I mean, leave the supervisory billet unmanned...
342
343 A: Right.
344
345 Q: Um, with all the patrolmen still working but with no supervisor. Um, which
346 seems like the goal of the M.P.V.P. That's what they were lookin' to do is
347 just...
348
349 A: Yeah, I - well, I mean, I - I, you know, like I said I - I wouldn't - I would - I
350 would be reluctant to speculate on what they were tryin' to do. I think they
351 were tryin' to do - reduce overhead is what they, you know, is what - 'cause
352 what they were tryin' to do.
353
354 Q: Uh, yeah. But essentially...
355
356 A: And, uh, so...
357
358 Q: ...to say zero supervisor means no supervisor.
359
360 A: Right, you know, well because they - 'cause I think the assumption was you

361 would have some overall supervisors or you'd have a security officer. Or you
362 would have, you know, there's - there's...

363

364 Q: Higher level, uh-huh.

365

366 A: Yeah, there's a higher level person that would be there in case something
367 came up.

368

369 Q: Yeah.

370

371 A: Okay so they determined that was, I mean, that was what - what came outta
372 the Mahan, um, was that the - there was clear - clear agreement, "Yeah, that
373 was a bad idea. That's not workin'." You know, that's - so we gotta - we gotta
374 do this a different way. So they all agreed that that was one of the things
375 should come out of it - more supervisors. And then it was a matter of, "Okay
376 well how do we get more supervisors?" You know, so...

377

378 Q: Okay.

379

380 A: So - so that's kinda where we got to - that's what I started messin' with in at
381 the end of January.

382

383 Q: Okay and so what I was getting at though is how you said it's taking a couple
384 of years to revamp the M.P.V.P...

385

386 A: Right.

387

388 Q: And I started to say, you know, in the meantime at Newport they have two
389 choices, they can either, you know, just not have a supervisor or what they're
390 doing is the second choice is to have the existing supervisors that still remain
391 onboard work a lot of overtime to cover the - the...

392

393 A: Yes.

394

395 Q: ...the...

396

397 A: Yes.

398

399 Q: ...vacancies.

400

401 A: Yeah, yes and that - and that's what - that's was - that in my, you know, my
402 view of lookin' at the documents and knowing what, you know, what I know
403 about the situation on the ground, was that was exactly what they were doin'.
404 They were, you know, they were - they were workin' their supervisors, um,
405 you know, a lot of hours to try to - to try to meet this coverage issue.

406
407 Q: Right and so...
408
409 A: Okay and I think - and I think they were doin' that even before, you know,
410 well I can't say that. I mean, I - I think they - I think they started to - they
411 would - they were tryin' to do this, trying to make sure they had supervisory
412 coverage. So - so what we - what we tried to do - working with N1 and N3 - is
413 - and I see what to work towards, um, we, you know, we - we need to figure
414 out some way to c- to generate additional supervisors within the funding we
415 have. We don't have any more F.T.E. We don't have anything else so how can
416 we do this?
417
418 Q: Right okay.
419
420 A: So - so our thought was, which the headquarters supported and I think they've
421 s- I think that they're supporting this idea across the U.N.I.C. because we - we
422 talked about it. I talked about it at the N1 conference in the middle of March
423 about the way - heck, if they were still tryin' to figure out how to do, you
424 know, what to do. 'Cause we said, "Here's the problem. Here's what we
425 think." You know, there was - there was a bunch of discussion between N1
426 and N3 about how best to do it and what they agreed was the way we could do
427 this without having to fundamentally wait 'till the M.P.V.P. got changed but
428 to do something temporary. So that was why they got to temporarily promote
429 people to be supervisors for a while. That would create - that would create
430 some supervisory bandwidth. That would relieve the, you know, relieve some
431 of the pressure on the existing supervisors, uh, who, um, who are workin' a
432 lotta overtime. And as they implemented the M.P.V.P., my understanding was
433 there were people across s- se- across our region who had formally been
434 supervisors that were caught in the, you know, the changes as the - as the
435 M.P.V.P. eliminated supervisors. Didn't change their grade but it took away
436 the supervisory piece that still had all the training and stuff to be supervisors
437 so we could just temporarily promote 'em to be supervisors.
438
439 Q: Oh okay.
440
441 A: So - so what we - what - so the reason - so - so the reason I haven't responded
442 to the memo is because we were kinda workin' all these details out across a,
443 you know, a range of...
444
445 Q: Uh-ha.
446
447 A: ...organizational components and I know that at Newport we have put in - let
448 me pull it up 'cause I just had it - was lookin' at it so I can tell you. We have
449 put R.P.A.'s -- request for personnel actions -- in the system to upgrade three
450 positions to be temporary supervisors. One - two - let's see - o- two GS8's and

451 one GS9.
452
453 Q: Can you send me copies of those?
454
455 A: What, the R.P.A.'s?
456
457 Q: Yes.
458
459 A: Yeah, I'll have to - I'll pull 'em outta the system and send 'em to ya.
460
461 Q: Okay.
462
463 A: Okay because - because see to us - to us - the manpower guys, see this is one
464 little piece of a much bigger problem so we really are trying to create (b) (5)
465 (b) (5) ...
466
467 Q: At other installations too, right?
468
469 A: Yes ma'am.
470
471 Q: Yes I heard that this does not just affect Newport, it's a...
472
473 A: Right.
474
475 Q: ...it's other installation. Mechanicsburg was one that was mentioned.
476
477 A: Right.
478
479 Q: Uh...
480
481 A: And we've got - we're creating a super - we're creating a supervisor positions
482 at Newport; Crane, Indiana; um, N.S.A. Mechanicsburg, Philadelphia;
483 (unintelligible); Cutler; Mechanicsburg itself and Saratoga Springs.
484
485 Q: Okay.
486
487 A: So - but, like, each one of them has their own problems. I mean, like, some
488 people - some people we are unable to temporarily promote because they
489 don't have, like, the year and grade, you know, for us. They would - so we're
490 - we're workin' through that kind of personally kinda of stuff that we gotta
491 take care of.
492
493 Q: Okay.
494
495 A: You know, but I think, Newport, um, let's see - we've already got P.D.'s in

496 place for the GS8's to GS9's. We've already generated R.P.A.'s. I, you know,
497 I - I don't know exactly where they are in the system. I certainly can give you
498 that information.

499
500 Q: Um, yes.

501
502 A: Um, I can give you copies of the R.P.A.'s and, you know, because - of course
503 I'm using all this information actually to craft my response to the task for I got
504 from Admiral (Williamson).

505
506 Q: Okay. So these, um, positions are temporary not to exceed two or three years,
507 something like that?

508
509 A: Not to exceed a year.

510
511 Q: One year, okay.

512
513 A: Oh 'cause that's all we can temporary promote.

514
515 Q: That's what I thought, okay.

516
517 A: Without competition.

518
519 Q: Right and that's because you - what you just said I wanted to go back to that
520 there are literally no F.T.E.'s, uh, there's a - the billets are gone, right?

521
522 A: Oh yes. We haven't been given additional F.T.E.'s to solve this problem.

523
524 Q: Okay and my understanding is with these temporary not to exceed a year you
525 don't have to have a - a form of real billet. You're allowed to do that as long
526 as it doesn't exceed a year, right?

527
528 A: Well, I mean, what we're - what we're doin', um, ki- h-, you know, I don't - I
529 don't wanna say that categorically. That sounds like we're - we're creating -
530 we're creating additional bandwidth that we don't have and we still have. And
531 we still have - we still have a fundamental limitation on the - on the - on our
532 money. And we still have a fundamental limitation of what we're able to hire.
533 All we're doin' is takin' positions that we already have and turning them into
534 supervisory positions. So they're gonna be, like, workin' supervisors.

535
536 Q: Okay. So you're not actually announcing a temporary position to hire a new
537 person that - that isn't already on the rolls? You're taking a person who's a
538 worker and temporarily promoting them to a supervisory job?

539
540 A: Yes ma'am.

541
542 Q: Okay all right. So - but I kinda wanna get back to this issue with the M.P.V.P.
543 that, I mean, this is kind of a band aide to do this. It just pushes it off another -
544 it's a temporary measure. Um, hopefully maybe by the end of a year goes by
545 they will fix that M.P.V.P.
546
547 A: Yeah - yeah, we - we sent - we - we believe - and this is - this is, you know, so
548 when I say "we" I guess I'm not speaking for the whole mid-Atlantic region
549 because I, you know, I - or I don't have that authority to speak for Admiral
550 (unintelligible) being all his commanding officers, but I think in general the
551 region believes that, um, this buys us - this buys us the necessary time for the
552 M.P.V.P. to be adjusted. Um, there's some more bandwidth is c- we're
553 supposed to get some additional security billets and FY17 and FY18 and that
554 they're gonna make some of those billets with - the plan is to make some of
555 those billets permanent supervisors at the places where there are, um, where
556 there are problems and concurrently work to fix the M.P.V.P.
557
558 Q: Okay.
559
560 A: So - so the proc- the problem should - the problem should resolve itself with
561 all these measures probably by, you know, by the end of FY17. So buyin' -
562 buyin' a year's worth of supervisors on a temporary basis while we, you
563 know, gear up these, uh, you know, the rest of the system to work suppos- s-,
564 you know, work correctly should be plenty. Uh, the - the only (grub) in the
565 situation is we still continue to have trouble hiring people, you know...
566
567 Q: Mm-hm.
568
569 A: ...so - so we're doing other measures tryin' to offer relocation allowances,
570 tryin' to do, you know, bonuses and things like that to try to, you know, try to
571 do some retention things to - to hold onto people. But that's, you know, that
572 sort of exacerbates the problem.
573
574 Q: Right okay it's - now d- does it specify whether the billets have to be filled
575 with civilian versus military or could they put military people?
576
577 A: No they could be mili- with all their military guy taken away. That would -
578 that's what created the hole.
579
580 Q: Oh okay. That also got taken away then.
581
582 A: Right - right. What, I mean, there was - there was a - there was - there was
583 two or three things here because what they've - Newport and, again, I - I can't
584 talk about classified stuff on the phone...
585

586 Q: Right - right, yeah, of course.
587
588 A: Okay but the level of required protection that Newport has is different than
589 some other bases.
590
591 Q: Right okay so some bases are...
592
593 A: So, yeah, so they're...
594
595 Q: ...authorized?
596
597 A: ...so they're taking risks there as opposed to somewhere else.
598
599 Q: Right so are there some installations, like, that do have billets for supervisors
600 still?
601
602 A: Yes.
603
604 Q: Yeah, just not all of 'em?
605
606 A: Right and it depends on the size of the base and complexity and that sort of
607 thing.
608
609 Q: Right.
610
611 A: Naval station in Norfolk, which is, you know, five times the size of Newport
612 has a different supervisory compliment than Newport does.
613
614 Q: Okay.
615
616 A: But all of them - all of them now have been directed to have supervisors on
617 every shift and those bases that I mentioned - that I named off when we were -
618 you asked me where other places we were doin' stuff was, those bases are all
619 generally our smaller administrative bases.
620
621 Q: Okay when did that direction come out? You're sayin' that it came from
622 Admiral (Smith)?
623
624 A: What - what direction?
625
626 Q: The direction that they all - you said all of them have now been directed to
627 have supervisors on every shift.
628
629 A: Yeah, I - I would have to get that from N3 because they - I know that there
630 was - I know there was an o- there was, like, a, like, a - there was, like, a

631 directed order that came out of the Navy message.
632
633 Q: Okay c-, yeah, I would love to have a copy of that. That would help me so
634 much...
635
636 A: Yeah, I...
637
638 Q: ...to demonstrate that there is some effort being made here to get this fixed,
639 you know?
640
641 A: Yeah, I think that at - at some point, (b) (6), and - and I'm not tryin' to -
642 I'm not really...
643
644 Q: Yeah.
645
646 A: ...kick the can over your way, but one of the things we, you know, or kick the
647 can to somebody else but at some point I think you need to talk to (b) (6)
648 (b) (6) who's our security director.
649
650 Q: Okay, yeah, I have been in touch with him. I haven't talked to him yet but,
651 yeah.
652
653 A: Okay but, yeah, 'cause - 'cause I think - 'cause I think he's the guy that can
654 quickly put his hands on that direction. He can tell you what the status of the
655 current M.P.V.P. is and he can tell you some of the other efforts that they're
656 tryin' to do internally to cover this. Because it - it - at some point I'm at the,
657 you know, I'm at the end of a long pipeline of, you know, with them figurin'
658 out what needs to be done and, you know, and I've got, you know, "Hey (b) (6),
659 we need help get some temporary promoted people to be supervisors. And we
660 need more hiring here." And, you know, that kind of stuff. The rationale
661 behind all those things, while I am aware the rationale, I don't necessarily
662 have my fingertips on every piece of the rationale.
663
664 Q: Uh-huh.
665
666 A: You understand what I'm sayin'?
667
668 Q: Yeah, now when somebody gets temporarily promoted to be a supervisor is
669 that is something voluntary? I mean, does the person have to agree to that?
670
671 A: Yeah, they would, yeah...
672
673 Q: Yeah.
674
675 A: ...it would be - it would all be (unintelligible). Again I think that - the reason I

676 said there - that they're tryin' to look at people who formerly had supervisory
677 jobs was so...

678

679 Q: Yeah.

680

681 A: ...that they could fly right into the job.

682

683 Q: Right.

684

685 A: I mean, really just because somebody's a supervisor doesn't also make 'em,
686 you know, a rocket science - scientist. They still have to be, you know, they
687 still have to have some training. They still need to have to know what they're
688 doin', you know, that sort of thing.

689

690 Q: Right.

691

692 A: So, yeah, so, I mean, the idea though is to create a responsible individual on
693 each shift who can be, you know, sort of the - the, you know, the - the
694 working, you know, the working, um, manager of the a- the A.T.F.P.
695 response.

696

697 Q: Right - right okay. And that might alleviate some of the overtime issues that
698 way?

699

700 A: Yeah, I'm sure it will. I'm sure it will, I mean, once they - once they have -
701 and if we hire the three temporary supervisors and we promote people to be
702 temporary supervisors for the three, you know, for three positions I told you at
703 - at Newport, I mean, that'll double their bandwidth. So that should, you
704 know, that should be okay.

705

706 Q: So it's three people that they're gonna promote...

707

708 A: Yes ma'am.

709

710 Q: ...at Newport? Okay.

711

712 A: Yeah.

713

714 Q: If you could send me those R.P.A.'s that - that's great.

715

716 A: Okay.

717

718 Q: And, um, there was one other thing I wanted to ask you about. There w- there
719 is this, um, report I have called an Operational Risk Management report that
720 was done at Newport. Um, it was led by their safety representative there...

721
722 A: Mm-hm.
723
724 Q: ...an N35 and, um, somebody from H.R., uh, from N1 was on this committee.
725 Her name was (b) (6), uh, and then also there was a - a woman named (b) (6)
726 (b) (6). I can't pronounce it.
727
728 A: (b) (6), those are our...
729
730 Q: (b) (6).
731
732 A: ...E.R.L.R. people.
733
734 Q: Yeah, j- so (b) (6) and (b) (6), they both work for you?
735
736 A: Yes, one's a contractor and one's a civil servant.
737
738 Q: Yeah, and, um, did you know they were on this safety committee...
739
740 A: I knew...
741
742 Q: ...recently?
743
744 A: ...they were - their - as part of their responsibilities to just - for each O.R.
745 (unintelligible) to have a E.R.L.R. person on - on there to - in case there's
746 bargaining unit issues, yeah.
747
748 Q: Oh okay.
749
750 A: I mean, I - I don't they're - I don't think they're the architects of anything. I
751 think what they are is, um, you know, they s- they're advisors to that group.
752
753 Q: I see okay. S- so would they necessarily or you get a copy of the report that's
754 generated by the safety committee?
755
756 A: Um, they might. I don't s- I - I don't think I've seen it.
757
758 Q: Okay.
759
760 A: I don't remember seein' it if - if - if they was. It wouldn't have - if - it -
761 because one - once we got locked in on, um, you know, this, uh, the need for
762 temporary supervisors at Newport, um, you know, that's kinda where I was
763 focused. I ne- I was workin', you know, the N1 side of, "Hey I need to get this
764 squared away." You know, I need, you know, I was tryin' to get my h- the
765 headquarters guys to help me, you know, that sort of thing.

766
767 Q: Okay. Oh one other thing. I - I knew about the M.P.V.P. but is there another
768 separate kind of manning document that N1 uses that's different from the
769 M.P.V.P.?
770
771 A: Well, uh, the manning documents - we - we use, um, we use the activity
772 manpower - the activity manpower document which is called an A.M.D.
773
774 Q: Okay.
775
776 A: Okay? Our A.M.D.'s though have been adjusted to reflect the - that 2012
777 M.P.V.P. We don't use a different manpower document.
778
779 Q: Okay so they agree with each other?
780
781 A: Yes ma'am.
782
783 Q: Both the A.M.D. and the M.P.V.P.?
784
785 A: Yes ma'am.
786
787 Q: Both reflect zero supervisors at these installations?
788
789 A: Correct.
790
791 Q: Yeah, okay they - they give. That - that was kinda my other question.
792
793 A: Yeah.
794
795 Q: Um, okay.
796
797 A: So you grilled me like a (unintelligible). Am I - am I okay here?
798
799 Q: Yeah, well, I mean, you're helping me out a lot to understand what's...
800
801 A: Yes ma'am.
802
803 Q: ...what's the situation. And, um, hopefully I'll find a way to describe it well
804 to, you know, I have to write a report.
805
806 A: Well - well one of the - one of the things - one of the things that know - that
807 know that, you know, now that we've got some - some way ahead or some,
808 you know, reasonable way ahead on all the supervisors across the region, you
809 know, I was waiting for the time, you know, the final two or three pieces to
810 fall in place to be able to respond to Admiral (Williamson)'s note which

811 would help me to (unintelligible) be and say this is what we're doing.
812
813 Q: Mm-hm.
814
815 A: So that we can make sure that, you know, that, I mean, that will explain some
816 stuff that may be helpful to you. But the other piece of it is that, you know, the
817 - the - everybody acknowledges that the supervisory issue is kind of - is not
818 what we would all want it to be. And so everyone's working to fix it. It's just
819 the, you know, the - it takes a while for some of these things to grind through
820 to conclusion. You know...
821
822 Q: Right.
823
824 A: ...because we're taking about changing the requirement. And then changing
825 position descriptions. Then changing how - how the resources are aligned.
826 And then sort of changing how the, you know, the - the - the, um, the
827 protocols for how they do stuff on their operational watch sessions. So some
828 of these - it's all stuff that takes a little bit of time.
829
830 Q: Mm-hm.
831
832 A: And...
833
834 Q: Yeah, so, like, these three R.P.A.'s to temporary promote the people at
835 Newport they're gonna send me, when were they initiated? How long has that
836 been i- in the works?
837
838 A: So, uh, sh-, uh, shoot I don't know. Let me see if I can tell ya. Um, it hasn't
839 been very long because we had to do - we had to make sure that they're at -
840 their P.D.'s actually existed at those locations and we didn't have to create
841 P.D.'s at those locations. But I'll find that out and send it to you.
842
843 Q: Okay and they'll actually probably say on it, right?
844
845 A: Um, I doubt they will.
846
847 Q: You know, I don't know.
848
849 A: But I - but I'll...
850
851 Q: Yeah, but if you can tell me the date that they were initiated because, um, do -
852 do the folks at Newport know that this is in process, meaning the C.O. and the
853 security director? Do they know that there's a plan to promote people?
854
855 A: Yeah.

856
857 Q: They do?
858
859 A: Yeah, as far as I know they know. I mean, that's, you know, I mean, certainly
860 - certainly my dialogue with - my dialogue on this issue has been primarily
861 through out N3, but I know they talk to the C.O. all the time.
862
863 Q: Meaning - when you say your dialogue that means you've been talkin' to
864 (b) (6) ?
865
866 A: Yeah.
867
868 Q: Yeah - yeah.
869
870 A: I've been talking to (b) (6) and his deputy.
871
872 Q: And is that (b) (6) ?
873
874 A: No that's, uh, (b) (6) .
875
876 Q: Oh - oh and (b) (6) . Okay. Um, because I saw that at the s- Department
877 head meeting there in Newport there's, like, this PowerPoint slide - a weekly
878 update and on it, it says, you know, security significant important issues. And
879 it says, "Two vacant supervisory positions that have been requested since
880 March 1," and...
881
882 A: Those might be the ones that are in, uh, the ones the R.P.A.'s are in the
883 system.
884
885 Q: Yeah, but those aren't really gettin' filled, right? Uh, w-, like, you can't just
886 announce those jobs is what you're tellin' me. You can...
887
888 A: Yeah, I don't - I don't know - I have to go back and tell you exactly. They're
889 all - all I really - all I really came prepared to talk to you today was that we
890 did in fact - oh I'm sorry, it's not three P.D.'s, it's two. I'm sorry. My mistake.
891 I'm...
892
893 Q: Okay.
894
895 A: ...read - I'm readin' the report wrong.
896
897 Q: Okay.
898
899 A: You're right it is two.
900

901 Q: Right okay so, yeah, I was just...
902
903 A: So there's two - there's two positions - there's two positions that are - that
904 were, um, created at Newport and R.P.A.'s have been put in the system. I'll
905 have to find out where they are and I'll have to find out what those doc- I'll g-
906 I'll send you a copy of those documents.
907
908 Q: Oh okay because I just wanted to make sure that I mentioned to you that at the
909 local level there, they - they seem to have a record that there were two
910 R.P.A.'s submitted on March 1 for a watch commander and a supervisory
911 police officer.
912
913 A: And that should be a GS9 or a GS8. So that's probably the two...
914
915 Q: Yeah, it must be.
916
917 A: Or by the same two.
918
919 Q: Yeah, okay but...
920
921 A: But I'll conf- but I'll confirm that.
922
923 Q: Okay.
924
925 A: And - but the - but the - the thing about this is and this is part of - this is part
926 of the - the frustration that everybody has with sec- with the security hiring is
927 that this process is not, you know, it's not a simple quick process. Because not
928 only do you have to go through all the prob- the hiring itself of, you know,
929 culling through prof- personnel to - for their qualifications and, you know, and
930 are they the right - things - interviewing people and that kinda stuff. You also
931 have, once you make selections, they have to go through a pretty extensive on
932 boarding piece which requires a background check. It requires drug testing
933 and a physical agility test and passing a physical. And all those things are all,
934 you know, takes - takes quite a bit of time to - to actually fill a security
935 position.
936
937 Q: Right - right. And - and just to clarify, I know you said this already, but just so
938 I make sure I got it, that these two R.P.A.'s are not gonna be announced as,
939 you know, on U.S.A. jobs as vacant positions to be filled permanently with
940 new people. They're going to be promotions - temporary not to exceed - for a
941 year promotions of people already working there?
942
943 A: That's - that's how I understand it.
944
945 Q: Yeah.

946
947 A: I will confirm that.
948
949 Q: Okay.
950
951 A: Yeah, that's how I, I mean, that's the plan we've always are working to. If
952 they're doin' somethin' different I'll just have to make sure that I understand
953 what the different things...
954
955 Q: Okay.
956
957 A: But yes that's how I understand.
958
959 Q: All right if you happen to hear that it's different than that, definitely let me
960 know.
961
962 A: Oh I will.
963
964 Q: Because I will just assume that's what happenin'. And, um, yeah, if I can get
965 copies of the R.P.A.'s that would be great too.
966
967 A: Got - I got it. Got it on my list.
968
969 Q: Yeah, okay so, um, I think that's kinda it. Um, sounds like y- m- I did have
970 another question is, does this affect other installations besides Newport?
971
972 A: The answer's yes.
973
974 Q: And the answer is yes. And, uh, you've listed off a bunch of 'em there.
975
976 A: Yes ma'am.
977
978 Q: And the same type of corrective actions are ongoing now for those other ones
979 too? Similar, uh...
980
981 A: Yes ma'am. We're doin' the same thing.
982
983 Q: Yeah.
984
985 A: Okay?
986
987 Q: And do you happen to, I mean, and you may not know - do you know of other
988 regions that are experiencing a similar thing?
989
990 A: Um, I think everybody that's implemented the M.P.V.P. would - should - they

991 should have the exactly the same problem.
992
993 Q: Yeah, that's what I would think too.
994
995 A: Because what we, you know, similar size and (unintelligible) I would - I
996 would imagine if you talk to the Southwest region or talk to the Southeast
997 region, they both have smallish installations. It would probably be just like
998 Newport. They would be affected the exact same way.
999
1000 Q: Of - right - right. Okay and, um, do you happen to know if those regions are
1001 doing similar things, like, what you're doin' to try to mitigate the problem?
1002
1003 A: I - I believe all regions were authorized to do this temporary supervisory
1004 thing. I don't - I have no...
1005
1006 Q: Okay.
1007
1008 A: ...idea exactly what they're doin'.
1009
1010 Q: Okay, yeah. All right.
1011
1012 A: Okay?
1013
1014 Q: Well I appreciate your time very much, (b) (6) and you were extremely helpful.
1015
1016 A: Well I'll get ya the stuff that I - that I can tell you about and as soon as I'm,
1017 um, as soon as I can - I'll get the P.D.'s and as soon as I can, uh, get back with
1018 you with any additional information I'll certainly send it right to ya.
1019
1020 Q: Okay great. Thank you (b) (6) and feel free to call me if you have any further
1021 questions or anything.
1022
1023 A: Well - well, yeah, you know calling the I.G. is one of my favorite things.
1024
1025 Q: Well - and y- don't hesitate though, anytime.
1026
1027 A: It - it - it w- it was nice to hear your voice though after all these years.
1028
1029 Q: Yes - yes and it's nice to hear yours too.
1030
1031 A: I - I'll talk to you later.
1032
1033 Q: Okay thank you (b) (6).
1034
1035 A: Yes ma'am.

1036

1037 Q: All right. Bye - bye.

1038

1039 A: Bye - bye.

1040

1041

1042 The transcript has been reviewed with the audio recording submitted and it is an accurate
1043 transcription.

1044 Signed _____