



DEPARTMENT OF THE NAVY

COMMANDER
NAVY REGION MID-ATLANTIC
1510 GILBERT ST
NORFOLK, VA 23511-2737

IN REPLY REFER TO:

9 December 2016

(b) (6)

Naval Station Newport, RI

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Naval Station Newport, RI

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Naval Station Newport, RI

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Naval Station Newport, RI

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Naval Station Newport, RI

RE: JOINT SUPERVISORY CIVILIAN POLICE OFFICER COMPLAINT

Security Supervisors,

Thank you for your letter of November 29, 2016. In response to this letter and as follow up to your prior complaints, Navy Region Mid-Atlantic (NRMA) implemented several actions recommended by the Command Investigation into the Operations and Manning of Naval Station (NAVSTA) Newport, Security Department, 5830 Ser 00J/042, dated January 22, 2016. Your current letter's focus is on the recruiting actions implemented by NAVSTA Newport to alleviate staffing shortfalls, training requirements, and the Commander Naval Installation Command (CNIC) Inspector General investigation. This letter will respond to your concerns on the recruitment actions and training requirements for which we have cognizance.

As you are aware, our Command implemented the recommendations of the Command Investigation which included among several actions filling the staffing shortfall with Term supervisors. The decision to use Term supervisors was intended to accelerate the recruiting process and bridge the gap until the supervisory billets could be officially re-validated in the MPV-P staffing model. Contrary to your allegations, Command Human Resources (HR) staff confirmed that this recruitment was open to all qualified personnel. However, it was unsuccessful in attracting qualified applicants.

RE: JOINT SUPERVISORY CIVILIAN POLICE OFFICER COMPLAINT

After the unsuccessful Term recruitment, our Command received authority from Commander Naval Installation Command (CNIC) to recruit for two permanent GS-8 supervisors, provided we stayed within our budget controls. The hiring certification for the GS-8 supervisors was issued 22 November 2016 with twenty nine (29) applicants expressing interest and is currently with NAVSTA Newport for review/selection. Contrary to your allegations, HR staff confirmed that this recruitment was open to all qualified personnel. After the recruitment is completed, the appointment of two (2) new supervisors will result in a total of eight (8) supervisors on board NAVSTA Newport to address the staffing shortfall raised in your original complaints.

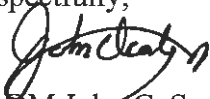
Additionally, your letter alleged that there are different training requirements for Navy civilian police officers and Master at Arms (MA) personnel. To ensure consistency and an element of quality control over Command security officer (Military & Civilian) training processes, our Command N3 reviews our security officer training, programs, processes and procedures on a regular basis. The civilian police officers are not being required to provide additional training beyond current requirements.

In regards to the CNIC Inspector General (IG), case 201601079, which was requested, the findings and recommendations have not been released as of the date of this letter. The Office of the Naval Inspector General (NAVINSGEN) controls the release of this report which was only recently completed by CNIC IG. Our Command IG or CNIC IG will provide you with notice of the procedures to request a copy of the report from NAVINSGEN.

Finally, if you have a discrimination claim, please contact a Command Equal Employment Opportunity (EEO) Counselor within forty five (45) of the matter alleged to be discriminatory or, in the case of a personnel action, within 45 days of the effective date of the action per 5 C.F.R. §1614.105. The Command EEO Officer is (b) (6).

In closing, our Command has taken reasonable actions to address your concerns. If you have questions, please direct them to (b) (6) CNRMA N3 (b) (6).

Respectfully,



RAADM John C. Scorby, Jr.
Commander, Navy Region Mid-Atlantic
1510 Gilbert Street
Norfolk, VA 23511
(b) (6)

Copy to:

Secretary of the Navy
Assistant Secretary of the Navy for Energy, Installations, and Environment
Commander, U.S. Fleet Forces Command
Commander, Navy Installations Command
Commanding Officer, Naval Station Newport
Commander, Navy Region Mid-Atlantic Total Force Manpower (N1)
Commander, Navy Region Mid-Atlantic Operations and Public Safety (N3)
Commander, Navy Region Mid-Atlantic Office of General Counsel (N00L)

COMNAVREG MIDLANT CORRESPONDENCE ROUTING

(Use for all front office routing for signature and/or decision. PII cover sheet required if applicable.)

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REQ ELEC COPY AFTER SIGNATURE: Yes / No Email:		REMARKS:	

SUBJECT:
JOINT SUPERVISORY CIVILIAN POLICE OFFICER COMPLAINT

EXECUTIVE SUMMARY

Route for review/signature. Vri (b) (6)

1. Purpose. (Brief explanation as to why action needs to be taken.)

2. Discussion. (Who was this coordinated with either within or external to command, program or department. Identify specifically by name, position, command, or organization.)

Saved in the shared folder accordingly.

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12/7

COORDINATION

Headquarters			PD / ICO / Dept Head		
Name	Inits	Date	Name	Code	Date
Commander	(b) (6)				
Deputy Commander		12/8/2016			
Chief of Staff		8054/L			
Executive Assistant		8 Dec 16			
Writer					
CMC	N/A				
C&S PD	(b) (6)	12/8			
Admin Officer					
Admin LCPO / LPO	N/A				
Intake POC	N/A				

CONTACT POC (for questions): _____ **All incoming must reflect that the PD, ICO, Dept Head, or Action Officer is in concurrence with the document routing on their behalf.**

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