Q: Okay. So today is, um, May 18, 2016. My name’s [b] (6) [b] (6) [b] (6) and I am an investigator with Commander Navy Installations Command. And, um, could I have you state your name, please?

A: [b] (6) [b] (6) [b] (6).

Q: Okay. And can you spell that last name?

A: [b] (6) [b] (6).

Q: Okay. Thanks. And I’m investigating, uh, case number 201601079. And, um, just wanna confirm you - you understand the tape recorder’s running?

A: Yes, ma’am.

Q: Okay. There’s that. Okay. So, um, as I mentioned I know that there is some background with previous complaints that you submitted... 

A: Mm-hm.

Q: ...as part of a group collective complaint with four of your colleagues. And,
um, that the previous complaint you had reported to your chain of command was investigated by Commander Navy Region Mid-Atlantic...

A: Right.

Q: ...as a Command Inquiry, um, and that there was a report issued. You - you’re - you’re aware of that?

A: Right.

Q: Um, and some recommendations were made in that report.

A: Right.

Q: Um, and so this new complaint that I read now is alleging that no corrective action has been taken and that there’s been reprisal - which, as I explained, I’m not going...

A: Right.

Q: ...to pursue the reprisal aspect, uh, because that will be handled by another agency. Um, but there are some other things in addition to w- here’s the topics I wanna talk to you about: Number 1 is where are we with the overtime? You know, has there actually been any corrective action or not. That’s gonna be...

A: Mm-hm.

Q: ...first topic. And then there are several other things that came up, uh, during the course of reading this new correspondence. There’s a memorandum from March 2016 that was signed by all of you -- um, yourself, and. All right. So in this memorandum there’s a few new things that came up, and also in these e-mails that were included.

A: Mm-hm.

Q: That’s correct?

A: Mm-hm.

Q: Um, and the e-mails seem to be basically yourself and your co-workers corresponding with...
A: Right.

Q: ...newly developed concerns. Okay. All right.

A: Yep.

Q: So with the stage set for what we’re talkin’ about, okay - um, so the question I have, first of all, is what’s the overtime situation like for you right now?

A: Eh, for me, um, it depends on, uh, leave status -- if people are on leave or calling out sick. Uh, so that can change on a weekly basis. There are some weeks where it’s more heavy than others. Um, if I supervisor takes leave on any particular shift - especially eve and midnight watches where there’s only one person - one supervisor on a shift...

Q: Mm-hm.

A: ...um, then it creates a hole that has to be filled for basically a whole week off and on. Um, so, again, it varies by - by week and by pay period. Um...

Q: Have you seen a difference since - between January and now in the amount of overtime requirements?

A: Um, I’d say it’s about the same. Again, it varies but, um, that particular issue can pop its head at any - any particular time. So there’s some weeks where I will work no overtime and there’s some where I’ll be required to work two or three, eh, sometimes four.

Q: Two, three, or four what -- days?

A: Overtime shifts, yes.

Q: Overtime shift. And when you work overtime - an overtime shift, does it ever exceed, you know, 14 hours in one shift?

A: An overtime shift for me is always 16 hours.

Q: Okay.

A: Uh, we have - we have split shifts between supervisors on occasion as well, um, depending on what their work schedule’s been prior.

Q: Yeah.
A: Um, so if I person is fresh starting a week and, uh, have not worked any over, we’ll - we’ll split a shit. So that’ll be 12 by 16.

Q: Okay.

A: Um, so we will do that on occasion if it’s nec- if it’s doable.

Q: Sometimes. So it was - but when you work overtime it’s a double shift.

A: Usually it’s a double shift.

Q: It’s two eight-hour shifts.

A: Yes.

Q: Okay. So let’s take last week for example just to get a most-current.

A: Mm.

Q: Did you work any overtime last week?

A: Last week I did not.

Q: Okay. What about the week before last?

A: Uh, I worked one overtime shift.

Q: And that was a 16-hour day?

A: So in the last pay period I worked two overtime shifts, if that makes more sense.

Q: Oh, okay. That’s good.

A: Okay.

Q: Yeah. Last p- okay, pay period. And so that was two 6...

A: But there’s - but there’s - there’s perpetual positions that are open every weekend, for example. Say, um, every Saturday there’s an evening watch shift every Saturday. There’s a Friday evening shift open every Satur- every Friday on the watch bill. So we take turns filling those. So those are always a given on the watch bill.

Q: So every Friday and Saturday somebody’s gonna work...
A: Yes.

Q: ...overtime.

A: Yep. And, like I said, that coupled with, um, the possibility of someone calling out sick or someone on leave, that leaves sometimes, you know, two people to fill numerous shifts in - in a - in a few-day period.

Q: Right. Okay. And when you say someone, you’re talking only about the supervisors, right?

A: The supervisors. Correct. Um...

Q: And there are five of you - only five of you. Right?

A: Well there’s one m- there’s one Master-at-Arms first class.

Q: Okay. And...

A: Then I’m - I’m midwi- midnight watch...

Q: ...what’s his name?

A: ...with [b] (6) ... Um, [b] (6) .

Q: Do you know his first name?

A: 

Q: Okay. And then there’s five civilians...

A: That’s correct.

Q: ...supervisors. Okay. Now...

A: Now when I say five supervisors, for civilians that counts ... [b] (6) ...

Q: Okay.

A: ...who is the operations division officer who is not on the watch bill. I mean, he does fill in on occasion when nec- when necessary -- not as a rule.

Q: Okay. So...
A: So it’s five supervisors counting the - the Master-at-Arms first class.

Q: Okay.

A: So...

Q: All right. Five civilians and what - but m- I understand.

A: The major - his classification is also supervisory police officer as well.

Q: Mm-hm.

A: So, I mean, he is - he’s an overall in charge of the (OAD3) police officers. But there are times where he will fill a shift every now and again.

Q: Okay.

A: Which shouldn’t be necessary. It is. So I’ll give you an example, um, of how vacancies can impact, um, supervisor and overtime. I think it was two pay periods ago, um, we had a sergeant on (unintelligible) leave for a 40-hour block. He was gone for a week. And we also had the Master-at-Arms first class on midnight watch go out on injury with an accident.

Q: Mkay.

A: Um, so that left...

Q: So that was...

A: Right.

Q: And they - when went out of...

A: So basically that’s both supervisors midnight watch were out.

Q: He was out and do- okay.

A: So one on leave and one on limi- limited duty...

Q: Okay.

A: ...from a car accident. So, um, that me and to fill those watches for the weekend for midnight shift. Because the sergeant was already working a double day prior so she couldn’t -- she would have to work a 24-hour shift, which she can’t. Uh, had just come off a
double but went home, got a couple hours sleep, came back in. And I had to come in. So basically me and [b] were forced in to fill those watches. So I think what they don’t understand, um - and when I say they I mean people outside of the - the department - um, the requirement to have some kind of a, um - I mean, the numbers need to - need to be there to cover those situations. You can’t have...

Q: Numbers meaning the number...

A: ...minimal - minimal s...

Q: ...of manning.

A: ...minimal s- minimal s- minimal staffing because for instances like this with leave and, you know, unforeseen circumstances it causes the - causes the undo hardship for us as supervisors.

Q: Okay. Now w- something I need to do is some research on the regulations - what’s required and stuff.

A: Mm-hm.

Q: ‘Cause, you know, this isn’t really my area of expertise. So I’m...

A: I mean, and that’s the problem.

Q: ...gonna have to find out.

A: Because if you look at the - you know, they call the MPVP, which is what the - what CNIC uses to crunch their numbers, um...

Q: That’s the manning document is what...

A: Right. Basically.

Q: ...you’re talkin’ about.

A: Right.

Q: That’s CNIC...

A: Right.

Q: ...established.
A: Exactly.

Q: Manning levels.

A: Right. If you look at that document it says that supervisors here are not authorized - they’re not funded. That’s why they haven’t filled the lieutenant slot and the sergeant slot which is putting us in this predicament.

Q: Right. Now here’s my other question: When I was saying I need to research...

A: Mm-hm.

Q: ...some regulations, I think it’s in a DoD instruction that there is actually a requirement to have a supervisor on each shift.

A: I wouldn’t doubt it.

Q: Does it say that somewhere?

A: I wouldn’t - I wouldn’t doubt it.

Q: But I need to know for sure...

A: Yeah. I don’t...

Q: ...if it says that.

A: ...know off the top of my head. Um, I... might know. Um, he’s better...

Q: Okay.

A: ...with the regulations than I am. Um, but what I will say is there is a tendency with not just the - this instruction that you speak of - with other within the Navy - where a DoD instruction will contradict a CNIC instruction or a CNRMA instruction. Whereas the MP- MP- MVP- MPVP - excuse me...

Q: Mm-hm.

A: Whereas that will state what the numbers that we’re now authorized not funded supervisors here at Nav State Newport. However, if you look at every instruction - the NTTP which is the training and, um, technical instruction for us - it outlines law enforcement operations for us. Um, it - every other word in there is watch commander, supervisor, watch commander, supervisor. So...
Q: Yeah.

A: ...meaning it’s a requirement there. But yet...

Q: Is there a requirement that they have to be civilians?

A: I don’t think you’ll see that requirement.

Q: So that - this brings me back to my other question now about...  

A: Mm-hm.

Q: If he can serve as a supervisor...

A: Mm-hm.

Q: ...sometimes - sometimes he’s on a duty or serving the shift as a shift supervisor - could they have more militaries to help alleviate the overtime? Could they bring in more MAs to...

A: I mean...

Q: ...be supervisors?

A: ...there were - there were times in the past where we had a large number of MAs that were qualified. But, again, they have to get qualified. Um, we’ve had some first classes and second classes here in the past. Our numbers have dropped in recent months and years. But, uh, there were certain ones that just could not qualify in that position.

Q: I see. So you have to pass...

A: Right.

Q: ...uh, training requirements...

A: Right.

Q: ...to be a supervisor.

A: Exactly.

Q: That’s also in an instruction somewhere?

A: Right.
Q: Mm.
A: But your civilians are your stable. They’re your plank owners, so to speak. I mean, they’re the ones that are - uh, they’re here.
Q: Right.
A: It’s their job. It’s their livelihood. It’s...
Q: But as far as, like, meeting the...
A: There’s - there’s...
Q: ...requirements...
A: ...there’s more continuity with that and...
Q: ...to be a supervisor...
A: Right.
Q: ...it’s not contingent on whether it’s a d- civilian or military. It’s contingent on this training that’s required.
A: Oh, I don’t - I don’t know what the - the correct verbiage would be in the instruction...
Q: Yeah.
A: ...if it does exist.
Q: Yeah.
A: But all I can say is in the past it has been done, yes.
Q: Yeah. Okay. Um...
A: But our - our numbers don’t support it now. They just don’t.
Q: Now another question: You mentioned this MPVP - this manning document.
A: Mm-hm.
Q: Was that issued by CNIC or by somebody above them even? Do you know
where that...

A: Uh...

Q: ...comes from?

A: ...I wanna say it’s actually - the mechanism itself is derived from CNIC but it’s actually driven by CNRMA, if that makes any sense, at that - that local level.

Q: Okay.

A: They - they - they follow guidance from CNIC, I think.

Q: I guess I’ll find that out from...

A: Yeah.

Q: ...N1...

A: Right.

Q: ...you know, the manning...

A: That might be...

Q: ...manpower people.

A: ...that might even be in the original, uh, command directive. There might be verbiage in there from c- uh, [b] (6)[b] (6) when he did his investigation.

Q: Oh.

A: Eh, he did touch on that quite a bit in - in that investigation. So...

Q: Right - right - right. Okay.

A: ...you may wanna refer back to that. Um, and again, [b] (6)[b] (6) may have more insight in that as well ‘cause he’s more well versed at his level at that.

Q: Yes. Okay.

A: He’s very intimately familiar with the numbers and what that stands for and where...
Q: Oh, okay.

A: ...(unintelligible).

Q: Good - good. I’ll talk to him about it. All right. So, um, I wanted to just get your - eh, so since, eh, [b] issued his report in January has anything - action been taken to alleviate the overtime? Is it any different than it was before he issued the report?

A: The same issues are still there. Um, and, again, like I said before, the frequency will come and go, um, but it’s always gonna be there.

Q: Unless what? I mean, unless the hire more people or...

A: Exactly.

Q: ...get more military or something. Right?

A: Right - right.

Q: Okay. So they haven’t done that yet. Do you know if there’s any process c- in place right now? Have positions been announced and just not filled and...

A: No. Not that we know of. Um, I did read the final report that was issued -- uh, what - you know, what they gave us of it. There was some - quite a few pages redacted from it. Um...

Q: Mm-hm.

A: ...but there were some recommendations and there were some timelines there for recommendations. Uh, I wanna say it was 90 days...

Q: Right - right.

A: ...uh, that the admiral gave them to get back to him on...

Q: Mm-hm.

A: ...the way forward. I don’t know what has ever happened with that. It’s - it’s never made it down to our level is any - has there been any movement on it. I know the - the new security director has talked to the CO about it. Um...

Q: Who is the new security director?

A: [b]
Q: Is he a civilian?
A: He is. Retired master chief.
Q: Mkay.
A: Uh, he just started in late March, early April.
Q: Oh, so he’s fairly new.
A: Fairly - fairly new.
Q: Hmm.
A: So I think between him and - and the CO, Captain Boyer, I mean, they’ve - they’ve spoke about it and they’ve spoke of their willingness to do it and backing it -- meaning, tryin’ to get supervisor positions filled. I don’t know if they were getting pushback from cern- CNRMA or if they’re getting pushback from CNIC, if they’ve heard anything back. Um, we’ve also broached the idea of making temporary promotions not to exceed. Uh, nothing’s been done with that.
Q: Mkay.
A: I think the problem with us is - you know, just to kinda piggyback on that is the perception with that is, um, you know, why - why no movement. Why is it so difficult? Whereas other places on base - for instance, the safety office, uh, there was a - a position vacated for the, um, head of safety on base - GS12 position. Um, there’s a person in there currently on a temporary promotion not to exceed.
Q: Uh, right - right.
A: Why is - why is that?
Q: Acting temporary...
A: Why - why is that doable and not for us? Um, there’s an EM position - emergency management - management position at 690 at the command suite. Uh, the - the current [b] (6) , um, went out on, um, long-term sick leave. And, um, as far as I know it, he is still a federal employee. But yet I hear rumor that, uh, they’re actually - they actually - they are gonna fill his job or have put somebody in there or did a hiring process for it - interview process. Now I don’t know if that’s true. That’s just rumor.
Q: Yeah.
A: You know? So if that’s the case that - that just...
Q: And that...
A: ...snaps...
Q: ...position has been vacant for a long time, you’re saying?
A: Oh, not - not - not a long time.
Q: No. Well yeah. But I know what you’re saying. You’re seeing other departments able...
A: Right.
Q: ...to hire people.
A: So the perception’s there. The perception’s there.
Q: Um, did you say that the CO and are both supportive of trying to...
A: Um, it - it - it seems they are. Um, they - they give lip service to that eff- that
effect that, uh, they - they’re - they’re all for it and - but it’s - it’s above there -
it’s above their pay grade type of thing is always the comment, basically.
Which I don’t doubt. I mean, they don’t pull the purse strings. But, um, somebody needs to have enough, you know, clout to push the issue. And that’s one of our - our major - our major complaints.
Q: So how has the OT actually affected you? That’s what I kinda wanted to also get your perspective. Just some - have there been any personal experiences or examples of how this, um, workin’ these double shifts affects either you personally or the mission or...
A: Right. Um, if I work a stretch of, you know, even two overtime shifts a pay period - so that’s two extra days - um, I mean the lack of sleep - I mean, it’s - it’s a long week here. It really is. I mean the - what they require from us as watch commanders and the, um - the scrutiny we have right now, um, a regular week is - is hell.
Q: Mm-hm - mm-hm. And you’re...
A: (Unintelligible).

Q: ...arming up in this situation...

A: Right.

Q: ...with a lack - on an overtime day how much sleep would you get on a day that you worked?

A: No. See, that’s the problem.

Q: Like, you have to drive home. Right.

A: No. See on - on day shift...

Q: Take a shower, eat.

A: ...for - for example, I get up at 4:00 am. Um, ‘cause I have to be here by . I have to get up and running and get roll call done. So up at . Um, my day doesn’t complete until probably , which is usually well after their shift is supposed to end at . Um, if I work a double shift then I’m here ‘til , and I don’t get home until after . So if you do the math, if I have to come back to work the next day I’m getting five hours of sleep if I’m lucky. And that’s getting right home into bed and sleep, which doesn’t happen. So...

Q: Right. Of course. You’d have to take a shower.

A: Right.

Q: You’ve gotta unwind a little, eat.

A: Exactly.

Q: You know...

A: So you’re talkin’ five, four, three hours sleep before I come back and do it all over again.

Q: How many times have you worked double n- shifts in a consecutive...

A: Um, hmm. If - if you were to go back in the watch bills for last summer, for exam- for example...

Q: Mm-hm.
A: Now my base pay here is just shy of $70,000. I made $96,000 last year because of overtime. That’s a lot of overtime.

Q: Mm-hm.

A: Now if you look back in the watch bills for the period of, I’d say, middle of May until the middle of August of last year, 2015, the number of double shifts I pulled back-to-back were staggering.

Q: Yeah. So and on the - all those days in a row getting three or four hours of sleep...

A: And that’s because of people on leave, uh, out sick, or what have you. And it just - ’cause summertime is a popular time for, you know, family va-vacations and, uh, you can’t - you can’t foresee people calling out sick. That’s - that’s another issue. But the - we have no cushion. That’s - we’re back to that again.

Q: So what happens if there was no supervisor? Like, say, you know, like you said, somebody was called out sick and there was a, um, shift that was just unmanned. Would that be violating some standard to...

A: Um...

Q: ...just not have a supervisor?

A: Again, can speak more to that as far as a regulation.

Q: Yeah.

A: Um, but I would say it’s unsafe. Um, in - in law enforcement that is - that is, eh, operational risk management that - that would be a huge hit. That’s - that’s just - I mean, you got people out there with - with weapons and use of force and other things that have to be worried about. I mean, if something happens who’s gonna guide them?

Q: Well yeah. That’s my question. Wouldn’t there be somebody else, like, above you that would be...

A: Well...

Q: ...by default in charge...

A: ...well, I mean...
Q: ...if you weren’t here?

A: ...you’d probably have to have the major come in. Uh, who is who is a deputy security director, you’d probably have to pull if he’s qualified. I don’t even know if he’s even qualified to do it. But, um...

Q: So there’s certain special qualifications you have to have to do this watch supervisor?

A: Right.

Q: And that - that’s probably an instruction somewhere, too?

A: Right. Yeah. Yep. We all have to have one.

Q: Okay. And so that might be the issue with the MAs -- they don’t all meet those special qualifications.

A: Right.

Q: But this he does?

A: He currently does. He passed the - the current - um, the current policy and the current, um, standards we had in place at the time for watch commanders he did pass.

Q: But most MAs don’t. Is that what you’re saying?

A: We’ve had issues in the past. We’ve had one that just can’t pass and we’ve had ones that have passed and, uh, been removed from the position for a myriad of different reasons -- either bad decision making, um, poor judgment.

Q: Okay. Okay. D- have you ever heard if this is a problem elsewhere that other installations have supervisory security personnel working excess OT?

A: Um, I’ve - I’ve heard of certain bases. Um, there’s Crane, Il- uh, Crane in Illinois, I think, were having issues. Um, Mechanicsburg, which I think is Pennsylvania, uh, they were having issues. I don’t - actually, I don’t think they have supervisors at all right now in Mechanicsburg.

Q: Oh, really? So that’s what I was talkin’ about.

A: Yeah.
Q: They’re in violation of something, right...
A: Yeah. It’s just...
Q: ...not even having them.
A: ...bad business. I mean, it’s gotta be against something.
Q: Oh. So in Mechanicsburg you think they don’t even have supervisors?
A: I think it’s just the security director right now. Uh, that’s what I understand. Unless it’s been rectified here in the last...
Q: Can I ask how you know that? Like, is there somebody from...
A: Um...
Q: ...Mechanicsburg that you...
A: ...uh, the operations officer.
Q: Mkay.
A: I don’t think you’ll find any continuity at all between bases when it comes to that. I think you’ll find some bases that have MAAs in those positions as supervisors, you have some that are just civilians, we have some that are mixed. I think it depends on which base you’re talking about. There is no continuity. We always had continuity here in the past. But when that MPVP came out a few years ago and the numbers weren’t there for the supervisors, we’ve lost a lieutenant and a sergeant by attrition - um, both by retirement. And they haven’t filled either one. Now the Master-at-Arms did plug the holes there for a while. But once those people move on or the ones that can’t qualify it’s just made it worse.
Q: So the - the deal w- is that these - this lieutenant and sergeant retired, left, whatever...
A: Mm-hm.
Q: ...and their positions then vacated and...
A: Right.

Q: ...there’s no effort to backfill them because...

A: Right.

Q: ...they’re off the rolls now.

A: Mm-hm.

Q: They’re unfunded.

A: Right.

Q: Okay.

A: And, again, it was - it was...

Q: And there’s no plan to ever backfill them then.

A: Right. The - the - the plan was...

Q: And is the idea to eliminate all the supervisors?

A: That’s - that’s - if you look at the MPVP that - that is - that is the guidance. Yes.

Q: Okay.

A: I think though - I think you’ll - if you talk to, you know, people within Fleet Forces and CNIC, um, and (Three), I think they’ll tell you that, you know, they realize it’s not a - not a good idea. That’s not, um...

Q: More than not a good idea. I’m - I’m also hearing that it’s violating some DoD...

A: Mm-hm.

Q: ...instruction that says you must have a s...

A: Right.

Q: ...supervisor.

A: So, again, I don’t know what that is. I - I think that is correct though.
Q: Okay.
A: So I think they realize that, you know, the - it’s - it’s fine and well to say that - to - to, you know, count beans. But at the end of the day, I mean, you just - you can’t do business that way. It’s just - you just don’t. And I might add this - I mean, this is a train that’s been coming for a while. Um, I think they’ve just - when I say that I mean, you know, previous base commanders, the previous security director, um, CNRMA, I mean, they’ve all seen this train coming down the pike as far - our number has been going like this.

Q: Mm-hm.
A: So as they fall this train gets closer. And I think that...

Q: Mm-hm.
A: ...now the train is - it’s passed the station now.

Q: Yeah - yeah.
A: If I can - that’s the way I put it.

Q: Mm-hm.
A: It - it - it’s to that point.

Q: Do you know who issued that MPVP -- like, where that comes from?
A: Now it’s the (N3) shop at CNRMA and the (N3) at CNIC. So I think they work in tandem with that.

Q: Okay. So it’s not something...
A: But I think the requirement...

Q: ...above CNIC.
A: I don’t know if that’s true or not. But I wanna say it’s - it’s a C- I wanna say it’s a CNIC, uh, document. Um...

Q: You’re not sure. Okay. I’ll find that out.
A: ...or a BIG Region document, you know? ‘Cause they’re the ones that ultimately, you know, drive the numbers, um, and requirements.
Q: Right - right.

A: I think CNRMA pretty much follows their - their guidance.

Q: Right. You think it - there would’ve been...

A: Not - not really...

Q: ...some thought...

A: Eh, sounds like - sounds like even CNRMA doesn’t really quite agree with it. But they have their marching orders. It’s that type of thing.

Q: Hmm.

A: So when it - when it comes time to fight for positions and putting a, um - a Request to - for Personnel Action in to hire somebody - so when they put in an RPA to hire somebody to fill a position, I mean the money comes from CNIC.

Q: Right - right.

A: So CNRMA may say, “Hey, look, we need this.” But they may say, “Oh, I’m sorry. There’s no funding for that.”

Q: Right. Okay. All right. So I think I understand where we’re at with the, uh, overtime. Oh, one more question. Does that affect the patrolmen too - the non-supervisory people? Are they working a lot of overtime as well or just the supervisors?

A: Um, again, it fluctuates. It depends on, again, leave. Uh...

Q: Yeah.

A: ...we’ve had some - some people come back from the academy recently. So they’re starting to fill some holes as they become qualified.

Q: Yeah.

A: We’ve had a couple, uh, Master-at-Arms sailors come onboard here that checked in.

Q: Yeah.

A: So we’ve had a couple of bodies startin’ to fill some positions on the patrol
Q: Mm-hm.
A: So it’s not quite as bad as it was.
Q: Mkay.
A: Uh, not where it needs to be. Um...
Q: Mkay.
A: ...
Q: Right - right.
A: Even on the - on the non...
Q: Okay. All right. So, um, there was some other topics now that came up -- new things. I say new as opposed to they were not mentioned in the previous complaints...
A: Mm-hm.
Q: ...prior to March 6, 2016. Um, there’s this form - I don’t know if you’ll know anything about this, but I’ll ask you anyway - um, called a SECNAV Form 5512/1. It has to do with base access control. And, uh, this is it. Maybe you don’t know anything about that. I mean, do you know if that’s being used here or if it’s required or anything about that?
A: So this would be used for someone tryin’ to get I - and ID card?
Q: Yeah. It has to do with...
A: To get in - to get on...

Q: ...access.

A: ...base.

Q: Yeah.

A: Um, no. This would be a, um, Pass and ID...

Q: Okay.

A: ...Office type of function.

Q: Okay. So you haven’t seen it. You don’t know if it’s required or anything?

A: Yeah. I don’t know.

Q: Okay. That’s fine. All right. Um, now the other question I have is about those physical agility tests. And I realize that’s sort of related to the reprisal complaint...

A: Mm-hm.

Q: ...which I’m not investigating.

A: Right.

Q: But I just wanted to know, eh, you know, ha- has anyone undergone the physical agility test here...

A: For supervisors?

Q: ...for - or patrolmen? Any...

A: For patrolmen, yes. For a job requirement for getting hired, yes.

Q: Okay.

A: As far as an annual requirement, no.

Q: Okay. N- that’s just never been done...

A: Right.
INTERVIEW WITH

Interviewer: 05-18-16
Case # 201601079
Page 24

Q: ...here. Now I - I understand there was - it was mentioned verbally that this would be coming. But has - since that time has there been any further motion on actually enforcing it? Like, did you get a letter saying you have to report for physical agility test or anything?

A: Um, there’s been e-mails going back and forth between, um, region CNRMA - or NRMA they call it now, I guess...

Q: Mm-hm. Okay.

A: ...um, and, uh, and the chain of command here at security, uh, for supervisors to, um, start getting ready to do that.

Q: Okay.

A: Um...

Q: Do you have copies of those? Were you copied on ‘em?

A: Some of ‘em, yeah.

Q: Eh, could you forward those to me?

A: I could.

Q: Mkay. I just wanna, uh, get this - if it’s supposed to be happening - like, if it’s required by the CNIC instruction, um, somebody’s responsible for making sure that happens, you know, everywhere -- not just here and not just at some installations. It’s either required or it’s not.

A: Mm-hm.

Q: So I guess that’s what I’m tryin’ to get down to is are we...

A: Uh - uh...

Q: ...or are we not in compliance with it?

A: Well I think - I think the problem that - it’s not quite that easy. Um, I think when they - this - this has been out there for a while - this proposal. And they’re - it goes back quite a few years -- um, 2012 actually stands out in my mind, if not earlier. And, again, has documentation on that as well.
Q: Okay.
A: Um, some e-mail traffic goin’ back and forth, um, about supervisors specifically. Um, and until a instruction such as this is implemented across the board for everyone under that umbrella...
Q: Yeah. It’s - it’s in the instruction. It’s just a matter of...
A: What to do.
Q: ...throughout CNIC is everyone...
A: (Unintelligible) how do you - how do you...
Q: ...not in compliance.
A: ...implement - how do you implement something that - like that.
Q: Yeah.
A: It has to be fair, equitable, and in the course of the (unintelligible).
Q: And done through HR.
A: Now I think you’ll...
Q: Yeah.
A: ...find that it - it’s - it’s gonna be hit or miss with that for installations.
Q: Okay.
A: I can’t give you specific names or, uh, locations.
Q: Okay.
A: But I think you’re gonna find it’s a big disparity in that. Um, and I wouldn’t doubt if they try to jam that down people’s throats there’s gonna be some - some - some complaints filed on that as well because that’s a major change in working conditions. And...
Q: Right. And...
A: ...you have people that have been here for, you know, 30-something years that they’ve never taken one before - ever before. That’s never been a requirement.
Now to put that in there...

Q: Yeah. There’s gotta be a way for them to phase that in...
A: Right.

Q: ...or something. I - I don’t really know. Uh...
A: So - so I just think, I mean, for us - I think it not - I think I know where you’re getting with this. Um, I think for us the timing of it is interesting.

Q: Yes - yes. I - I...
A: You know, it kinda goes back...

Q: ...could see that.
A: ...to the reprisal.

Q: It was, like, the same day that you discuss, uh...
A: But I wanna say it’s - it’s - it’s interesting.

Q: Now - yeah. Make sure you - you can explain that to them.
A: Right.

Q: Um, is it in your PD that you are...
A: No. Not that I know of. I don’t think it’s been put in there.

Q: Okay.
A: Could be wrong. I haven’t read it in a while. But if they’ve changed it recently I should probably get a copy of that.

Q: Yeah.
A: I haven’t got a copy of a new one in a long time. I mean, I’ll pass it. That’s not the point. There are some here that won’t. No way in hell.

Q: Yeah. Okay.
A: It just - it just seems to me they’re using that at will.
Q: But you haven’t actually been directed yet...

A: No.

Q: ...at least to do that or, like, by...

A: I think the XO...

Q: ...a certain day or...

A: ...the executive officer, Commander Sellerberg, I think she is, um - she’s asking questions about it and she’s wanting updates and she’s wantin’ to know the way forward on it. I - I don’t think there’s been an outright, “Do it.”

Q: Not - yeah. Okay.

A: But...

Q: It may be in the process but they haven’t actually directed.

A: I think there’s - there’s - there’s questions of, okay, there’s supposed to be some kind of a, um, medical screening first. Um...

Q: Mm-hm.

A: ...but there’s no - there’s no vehicle for that. There’s no - there’s no requirement, one, and, two, there’s no guidance on it.

Q: Okay.

A: Uh, they’ve - they’ve contacted the woman over at Occupational Health over here at the - the hospital here and she’s like, “There’s - there’s - there’s nothing in place for this.”

Q: Uh-huh. Okay.

A: I mean, you have annual physical. I mean...

Q: You already do that, right...

A: Right.

Q: ...the annual physical?

A: Exactly. So I think there’s - there’s, you know, the - again, it’s a regulatory...
requirement that doesn’t jive with another.

Q: Okay. You do have an annual, like, a fitness-for-duty...
A: Right.

Q: ...health exam?
A: For law enforcement it’s annually, yeah.

Q: But not a physical agility test. That’s...
A: Right.

Q: ...different.
A: Right.

Q: Okay. Okay. Um, same thing with the uniform. I understand there’s some
guidelines in - well more instruction in that...
A: Mm-hm.

Q: ...CNIC instruction about the uniform that’s not in place here. Right?
A: Right. It’s not. Now, again, same thing applies for that as it does for the
physical agility tests. If you’re gonna do an instruction - you’re gonna make a
certain group do it, you better make every group do it. Now, again, that’s not
happening either. I know that for a fact. Not to mention it’s - it’s, in my
opinion, fraud, waste, and abuse because there’s no reason to.

Q: Mm, to change the uniform -- the expense...
A: That’s a lot of...

Q: ...of it and everything?
A: That’s very expensive.

Q: Yeah.
A: You know, they’re wantin’ to change badges and patches and hats and shirts
and - uh, it’s - it’s - it’s expensive.

Q: Yeah.
A: I get the whole idea of uniformity. But, woof, that’s a bad decision.

Q: Mm, right. Any - okay. Um, oh yeah. So you said you know for a fact that that’s not been uniformly applied to everyone.

A: Well that’s not gonna be hard to vet out.

Q: Yeah. So other installations are also not in...

A: Right.

Q: ...compliance with that. You know that.

A: Right. Uh, there have been former COs here that were of the opinion as well that it just makes no sense.

Q: Yeah.

A: Again, they - they pushed the same issue. When you make it a requirement for every installation within the region then maybe we’ll look at it. But...

Q: Hmm. Okay.

A: And, again, interesting on the timing on that.

Q: Oh, yeah. Of course. Those...

A: Very...

Q: ...two issues, yes.

A: ...very - very interesting.

Q: Yeah. Yeah. So those are the ones you’ll just deal with on that one. Um, so now there’s this guy named...

A: Mm-hm.

Q: ...who is the auxiliary security force coordinator.

A: Mm-hm.

Q: Um, is that...
A: Yes.

Q: Is that him? And, um, does he have, like, a Designation Letter saying that he’s - is that a formal thing that you get appointed to or...

A: Supposed to be. By instruction, actually. It’s supposed to be an E7 chief.

Q: And he’s not?

A: No.

Q: Do you know who appointed him to that position?

A: Um, I don’t know if it’ll be the director or if it would be the - the CO or both or by direction. I don’t know what the current - if he has a letter who it’s signed by. I don’t know.

Q: The director meaning security director?

A: That position has been bounced around so often that it’s hard to even keep it - it’s like a score card. You can’t - they just...

Q: How long has he been...

A: Whoever - whoever’s not - whoever’s not doin’ anything and doesn’t have a job, that’s what they do. That’s what they do.

Q: Um, how long has he been in it?

A: A few months, if that.

Q: Oh, okay. Is he still in it now?

A: He is, yes.

Q: Okay. All right. 

A: Uh, no.

Q: I think.

A: 
Q: Um, ... 
A: ... 
Q: Oh, yeah. 
A: . 
Q: We don’t wanna get into too much of that. 
A: What training? 
Q: Those... 
A: Like, ... 
Q: Yeah - yeah. Okay. And then, uh, there’s this training... 
A: What training... 
Q: ...standards. 
A: ...what training? 
Q: Those...
A: That’s my answer.
Q: Yeah. It says, “There’s a failure to meet the law enforcement training standards for - as accordance with this DoD instruction...
A: Mm-hm.
Q: ...and the CNIC instruction.” So who would be responsible for that? Um, why aren’t the training standards...
A: Oh. It’s...
Q: ...being met?
A: ...it’s the security director’s, um - it’s his job to implement that. Um, however, different things hamper that -- manning is huge. If they don’t have the proper manning you can’t get the proper time for training.
Q: Okay.
A: Now the DoD...
Q: So you would say a big reas...
A: ...I think what it - I think that - what that actually speaks of is it’s the - it’s, um, the requirements for number of hours of training required...
Q: Okay.
A: ...for law enforcement. And I think the disparity there is between the requirement for DoD (unintelligible) and the requirement for Master-at-Arms. Um, again, can speak more into that. He’s more well versed in that than I am. Um, but again, it’s - it’s a - it’s an example of one of instruction not jiving with another. There’s - there’s - there’s a disparity there -- it contradicts each other.
Q: Mkay.
A: So you may have the DoD instruction that says this. But then you have people down at NRMA saying, “Nah. We’re just gonna do this.”
Q: Well let me ask you this: If I were to do, like, an audit of - just pull a random sample of people from the department and check their training requirements versus their training records, would I find that there are people
who have not met some of their training requirements?

A: Um, I don’t know where it actually stands right now, to be honest with ya. Um, that might be interesting.

Q: Okay. Do they do that when they come to do these...

A: Mm-hm.

Q: ...inspections? The (unintelligible) or whatever, do they...

A: They do. They pull the training records and...

A: They’ll take a sampling. Yeah. As a matter of fact, we have a inspection coming up in August. That’s gonna be on major piece is the training piece. I think it’s gonna be interesting.

Q: Is it, um, a command inspection? What kind of inspection?

A: No. It’s driven - it’s, um - I wanna - it’s CNIC driven.

Q: Okay.

A: It’s a CART inspection.

Q: I’ve heard of that. Yeah.


Q: Do they do that, you said, every year?

A: Um, those, I think, are every, uh - this actually - CART is actually fairly new.

Q: I mean, in the past have these inspections reported that you have people out of compliance with their training requirements?

A: Eh, no. There’s always hits. There’s always hits.

Q: Yeah?

A: Some years are better than others. But I don’t think we’ve ever got 100%.

Q: Okay. Okay.
A: Now, again, that’s - I mean, the standard you’re talkin’ about here and the DoD standards, um, that - that’s fairly new as well. And I think there’s a lot of growing pains with that. And I think because there is a - there is not continuity between certain instructions I’m not sure how that’s all gonna shake out. I think they’re just making it up as they go along right now.

Q: Mm-hm.

A: Um, as far as our local training goes, I’d say it’s nonexistent. It’s all computer-based training. Our hands-on training is all - just about nonexistent. We don’t have time to take people off the road and to put ‘em into classroom or out in the field to do training. Zero.

Q: Okay.

A: And I think that...

Q: Because that’s contributed to by the Manning...

A: Right.

Q: ...issue, too.

A: And that - that’s recognized by the CO. It’s recognized by CNRMA. It’s recognized by CNIC. Um, they realize that the Manning is not where it used to be and the training suffers.

Q: So any training you do get is all computer based.

A: Almost 100%. It’s ridiculous.

Q: What about, like, small arms qualifications and stuff? You have to go to a gun range for that kinda thing.

A: Once a year. So once a year you do live fire. Then there’s a sustainment shoot halfway through the year. And that’s done on a FATS machine, which is simulated. And there’s some computer - computer-based training for that.

Q: But there is a small arms, um, range.

A: Right.

Q: Right? And people are supposed to go to that once...
A: Right.
Q: ...a year?
A: Mm-hm.
Q: Is everybody going through?
A: Yes.
Q: That’s something...
A: That’s one - that’s one...
Q: ...you would say you are in...
A: ...that’s one thing - that’s one thing we actually - we have no choice but to make happen. That’s - you can’t put someone out there who’s not qualified. ‘Cause if someone doesn’t do qualifications for weapons then they don’t arm up. And then they can’t - they can’t do their job. And there are more regulations that drive that than most...
Q: Mm-hm.
A: ...because of safety.
Q: Okay.
A: But I think the disparity that, um - I think what will hit pretty hard on that when you ask him that question is the disparity between what the law enforcement training that the civilians get at their academy vice what the military get at their academy. Um, it - the - the difference is staggering. It’s off by hundreds of hours.
Q: Meaning the civilians get more.
A: Right. And the requirements are higher. Now if a civilian doesn’t pass - doesn’t pass, um, their field training or, uh, they don’t pass the academy, they’re fired.
Q: Yeah.
A: If a Master-at-Arms doesn’t pass a patrol qualification they just go do something else.
Q: Right.
A: Uh, they’ll stand a gate or whatever else. If a patrol officer doesn’t qualify on everything in their PD in their training requirements, they’re out.

Q: Mm-hm.
A: So that’s one of the issues of having, you know, military-civilian mix and that’s - that’s always been a rift.

Q: Yes. That’s been...
A: It’s always gonna be there.

Q: ...an ongoing thing for many years.
A: It’s always gonna be there. I understand that more than the major does. He has no military background. So I, uh - I tend to understand it more, I mean, that, uh...

Q: Than who does?
A: Um, ...

Q: Okay. So, um, if someone said the Master-at-Arms training was gun decked, what do you think that would mean. I - to me that means almost, like, falsified. Like you said...
A: Right.

Q: ...somebody went to it and they didn’t. Is that...
A: Right. Um...

Q: ...happening?
A: ...hard to prove. Hard to prove.

Q: I mean, do you know of someone who they think...
A: Mm...

Q: ...may have reported that they received some training that they didn’t or something like that?

A: Um, I mean, there’s been some smackering in the past about, uh, the oral boards for Master-at-Arms and patrol -- they had taken an oral board to qualify. Uh, there was some allegations that the - the test was compromised and being swapped between for answers. So - which means are they really qualified in that position if they had the answers to begin with? Um, again, prove it.

Q: Oh, that somebody got an advance copy...

A: Right.

Q: ...of the test and...

A: Exactly.

Q: ...like...

A: I - I can’t really speak to it.

Q: And when...

A: So...

Q: ...was that?

A: That’s - it goes over the years. It goes over the years.

Q: So not just any specific time?

A: Yeah. Right. It kinda came out, um - uh, was it last year, I wanna say or - uh, the XO was looking into it, uh, because there was some allegations by some of the ex- the Master-at-Arms that couldn’t pass the test. So they wanna know why this particular sailor couldn’t pass the test three or four times - they failed three or four times. Why are they failing and the other ones in the past haven’t? So they kind of vetted the thinking that, uh, the answers were out there. Now we had some Master-at-Arms that - that they - you could tell they knew what they - they were talking about.

Q: Mm-hm.
A: Um, but, again, allegations. No formal investigation was ever done.

Q: Mm-hm.

A: (Unintelligible) move out. Not many other gun-decking examples I know - uh, off the top of my head I know. Unless it’s truth (unintelligible).

Q: Mm, okay. Oh, and now the other question - oh, this is one I think you might be able to help me with. It has to do with these vehicles that are not being utilized.

A: Mm. What do you need to know?

Q: I - I heard there were some cars that - official government vehicles left in a lot somewhere...

A: Mm-hm. Okay.

Q: ...since the summer of 2015.

A: Mm-hm.

Q: So what does that mean?

A: All right. So that’s a system-driven thing. Uh, that’s nothing locally in the base. Um, so the process is with the vehicles. So we get our vehicles through the General Service - eh, so, um, what do you call it -- GSA.

Q: GSA, yes.

A: General Service...

Q: Administration.

A: ...Administration. Right.

Q: Yeah.

A: Um, the Navy leases vehicles from them. Uh...

Q: Now when you say the Navy, who pays for that?

A: Uh, ultimately CNIC.

Q: Okay.
A: CNIC NAVFAC, actually.

Q: Oh, NAVFAC.

A: Yeah.

Q: Okay.

A: Um, they drive the dollars for that and the vehicle types and when they get - when they get transferred and when they get turned over. Uh, usually it’s by mileage but they haven’t been following - following that lately.

Q: Okay.

A: Um, so these two particular vehicles have been sitting in our front lot - um, again, been here since the summer of 2015 - waiting for funding for equipment. Now I should - I should probably preface that with, eh, um, past practice has been to just get funding from NRMA, who gets their funding from CNIC. But I get - uh, get - I would have quotes done to different vendors in the region for cost of installing equipment, swapping equipment, buying new, putting decals on, stripping the old cars. Um, and that would be done at one process - one funding process.

Q: And how do you pay for it, with the purchase card?

A: No. It would have to be a contract. It’s usually well over, uh, $3000 allotment.

Q: Okay.

A: So what I’d had - I’d - I’d have to go out and get at least three bids, submit them, go to contracting.

Q: Okay.

A: They’d bid it out. And then...

Q: Now who would be contracting -- somebody in NAVFAC, right?

A: No. It would be contracting. They’re - they’re (unintelligible).

Q: Well we don’t have any contracting officers in CNIC. It’s either NAVSUP or NAVFAC.

A: It’s one of those then.
Q: Yeah.
A: Usually out of... 
Q: Okay.
A: ...Groton. The ones I deal with is usually out of Groton.
Q: Do you know their names?
A: Uh, I can...
Q: No?
A: ...get 'em to you.
Q: Okay. I’m just curious so I know.
A: But we have - we don’t use that process anymore. So that’s kind of null and void.
Q: Okay.
A: So that’s how we used to do things, which was more streamlined, made more sense. Um, the vehicles wouldn’t sit quite as long. They’d still sit waiting for funding sometimes. We had that issue.
Q: And when did the process change?
A: Um, this go around. So I would say sometime either last - the end of last fiscal year or this fiscal year. Uh, the requirement changed that they have this, um, Authorized Equipment list.
Q: So around 2015?
A: Around there somewhere -- maybe even ‘14. It may have always been there and they just started utilizing it. Um, I don’t know what the - what the real (unintelligible).
Q: Okay. So - so NRMA issued this Authorized Equipment list or CNIC did.
A: Well CNIC too.
Q: Okay.
A: Again, followed by NRMA. Uh, so now the requirement is if there’s any
equipment on that list - the Authorized Equipment list - so it’s the AEL/CIF.
Now the CIF is - I forget what the acronym stands for. But those are the two
ones they always use when I talk about equipment.

Q: Okay.

A: So there’s a - there’s a...

Q: That’s the name of this list.

A: Right. So if there’s equipment on that list you have to use it. Now I think they
buy it in bulk or what they do. Um, so you have to - you have to...

Q: So they have a contract with somebody to - to supply...

A: Probably.

Q: ...all this stuff.

A: Probably. And then there’s - there’s tiers to, um, where you stand in that tier
as to when you get equipment - uh, when it’s funded for you. It’s what it sounds like.

Q: So they have a big contract...

A: So I...

Q: ...for this equipment.

A: Right.

Q: And they want everyone to be under...

A: Right.

Q: ...this umbrella.

A: It’s what it sounds like.

Q: Yeah.

A: You know, if you try - you try to get a straight answer out of it it’s ridiculous.
But, um...
Q: All right.
A: ...so...
Q: So when you need - okay. Say you got...
A: ...so now I have...
Q: ...these two white cars...
A: ...I have two vehicles that have been sitting here for almost - almost a year - goin’ on a year almost...
Q: Mm-hm.
A: ...um, and two vehicles that were supposed to be turned in.
Q: So there’s four all together.
A: So there’s four leases they’re paying right now. They should only be paying two. And ...
Q: So two need to be turned back in...
A: Right.
Q: ...and two...
A: Need funding for (unintelligible).
Q: ...need funding for equipment.
A: Right. And funding to strip the old two. Now if you contact - uh, his first name is - uh, it escapes me.
Q: Who is this -- a contracting officer?
A: No. He’s the vehicle guy for region - for NRMA -- in charge of vehicles. Um, he actually did a - an e-mail to CNIC outlining the cost of having these vehicles sit and what it would’ve cost to just do it the old way. It was well over $30,000 wasted.
Q: Now we he just...
A: Now I...
Q: ...talking about...
A: ...I’ve actually...
Q: ...your two vehicles?
A: ...I’ve actually thought about filing a whistle blower complaint on this as well for fraud, waste, and abuse.
Q: On - on the vehicles.
A: The vehicles.
Q: Yeah.
A: It’s that bad.
Q: So...
A: And they agreed.
Q: ...30K, um, for a year or a month or - or what are we talkin’ about?
A: So far - so far.
Q: Up to day is we’ve wasted, eh, 30K.
A: From delivery date of those two cars that are sitting there doing nothing.
Q: Oh, just for those two cars.
A: No. That’s for all four -- the two new and two old.
Q: Okay.
A: So combined...
Q: Okay. So we can’t get rid of the other two because he have to have the funding to strip their equipment.
A: ‘Cause it takes those...
Q: And we can’t...
1936  A: Right.
1937  Q: ...put the, uh, other two in service because they don’t have any equipment.
1938  A: Right. And I can’t...
1939  Q: Can you take the equipment off the old one and put it on the new one?
1940  A: That - some of it - it’s gonna be a mix. Some of the equipment’s being transferred.
1941  Q: Mm-hm.
1942  A: Some is new.
1943  Q: Yeah. So what’s the problem? If you have this list - AEL/CIF...
1944  A: Yep.
1945  Q: ...and you say, “Okay, I need this stuff...” - have you requested it and it’s just...
1946  A: Yes.
1947  Q: ...not forthcoming?
1948  A: It’s not forthcoming. And it’s not...
1949  Q: Oh.
1950  A: ...funded.
1951  Q: Okay.
1952  A: “Yes. You’re - you’re on the list but it’s not funded. So stand by.” “How long
1953  Q: Such bad planning, it seems like. Okay.
1954  A: “No idea.” Meanwhile the cars still sit there and paying, you
1955  Q: Again, that’s another piece. There’s - there’s no planning. ‘Cause I don’t
1956  A: know ahead of time what kinda vehicles I’m getting ‘til pretty much when
1957  Q: know ahead of time what kinda vehicles I’m getting ‘til pretty much when
1958  A: they’re here. So I don’t - I don’t...
Q: So what’d you say -- it’s $1800 a month?

A: Per vehicle. NRMA’s well aware of this.

Q: For the lease to GSA?

A: Yeah. Right. That’s per vehicle.

Q: And so NRMA is aware.

A: Yeah.

Q: Right? (N3) is aware.

A: And, he’s well aware and he is well...

Q: Just as upset about it as you. Right?

A: ...well interested in the cost. And he even did a - a position paper on it for the admiral and everything. So they do have a way forward, which is to order the cars from GSA with all the equipment already in them. But CNIC has to buy off on that plan. Because obviously their current system is not working ‘cause we’re not the only base waiting for equipment and having cars sit around.

Q: Do you know when this brought this to CNIC’s attention about the...

A: Sure. I can get you the dates on that.

Q: Yeah. Do you have a copy of the e-mail actually?

A: Absolutely.

Q: Oh, yeah. Forward me that.

A: I keep everything.

Q: Just - I mean, I don’t know if it would be effective. But it might if we can somehow...

A: Now...

Q: ...uh, shine some light on this topic. You know?

A: ...now supposedly there was a - now he sent it to me after CNIC - to the
person that’s in charge of the funding for CNIC for vehicles, which is [b][6]. ’Cause he’s security specialist at CNIC. Um, pressuring him basically saying, “Look...” - he unwind it just like I - I said. You know, “Here’s the cost. Here’s what it’s cost so far. It’s fraud, waste, and abuse. It’s waste of money. And this is the cost it would’ve cost to just, eh, at the beginning just do it.” What - it’s like - it was like $4000 to get the whole thing done.

Q: Mm-hm.
A: So $4000...

Q: And we don’t know what response was?
A: Eh, his - supposedly his response to that was he spoke to his boss and they were going to fund it on a credit card and have it mailed to us. And that was weeks ago.

Q: Okay. So we’re not talkin’ months ago. It’s - okay.
A: Oh, it’s been going on for months. But we...

Q: Mm-hm.
A: ...finally got an answer as to some movement. But that - what was we- you know, eh, check’s in the mail, basically, is what it - you know, the equipment’s in the mail. It’s been ordered. But then if you look at the spreadsheet that - that CNIC keeps for equipment that’s on order, it says on the spreadsheet, “Unfunded.” So we don’t know if they’re handing us a line or it’s just incorrect on there.

Q: Okay. So then recently the spreadsheet still shows unfunded.
A: Yeah. Unfunded. So if it says unfunded the - is the equipment coming or is it not?

Q: Hmm.
A: Now [b][6], she is one security specialist down at, uh, CNRMA - uh, she sent an e-mail to this [b][6], um, end of last week asking just that question. “Saw on the spreadsheet that it says unfunded. So is this equipment, uh, coming or not?” And I asked her yesterday and she said it’s - he’s - he’s out of the office. No response. So we don’t know if it’s coming or not.

Q: Okay. Sounds like CRNMA definitely has the...
A: Oh, yeah.

Q: ...uh, awareness and the action.

A: Mm-hm.

Q: And they want this resolved as much as you do.

A: Right.

Q: Um, but it’s just...

A: I mean, it’s bad - it’s bad enough...

Q: ...in the - it’s CNIC level it’s just...

A: It was bad enough - it’s not just us. We’re just the - kind of the - the catalyst for it ‘cause our situation is worse than more m-most others in the region.

But, um, it was - it’s so bad - this process is so skewed that it actually garnished the admiral’s attention at region. And he wanted a deep dive into this to see, you know, what we need to do better because this is not working.

Q: Yeah. And it’s the CNIC’s process.

A: Right. So I think - and I think mo- the recommendation at the end of the whole deep dive was, um, of course, this is dependant on funding - but is to have all security vehicles - law enforcement vehicles from, you know, the next fiscal years on to have ‘em outfitted with the equipment right through GSA...

Q: Oh, I see.

A: ...before they even get here.

Q: Wouldn’t that make more sense?

A: Then you just gotta put stripes on ‘em and put a radio in it and you’re done.

Q: Yes. We might as well buy what...

A: So they think that’s the...

Q: ...we need instead...

A: ...they think - they think they found the way forward.
Q: Yeah.
A: I just don’t know if that’s gonna be the...
Q: Yeah. Okay. Well at least I understand what that comment was about. There was a comment about that.
A: ‘Cause I have two more vehicles that are slated to be turned in this spring. And I don’t know what I’m getting, how it’s being done. If it’s gonna be the same process it’s gonna be painful.
Q: Two different vehicles?
A: ‘Cause we have - ‘cause we have - yeah. And I - I don’t even know what we’re getting.
Q: Yeah.
A: So how can I order equipment and request equipment if I don’t know what I’m getting?
Q: Yeah. I see. Okay. Well I think that was everything I had questions about.
A: And it’s just frustrating. I know it is.
Q: Um...
A: Eh, most of these issues are - it - it just seems - uh, and, again, I - I know funding is funding is funding. But it just seems so easy.
Q: I know.
A: It seems so easy.
Q: Yeah. I - I understand. And, okay, so do you have any questions for me?
A: I don’t think so. So I owe you...
Q: You were gonna send me some e-mails...
A: Yeah.
Q: ...about the vehicles, right?
Mm-hm. And then there was some for the uniform thing, I guess.

Oh, right. The uniform and then...

Right.

...physical agility testing.

Yeah.

Yeah. Okay. So, um, yeah. If you think of anything else or you...

Mm-hm.

...have any questions for me, just let me know. We’re just trying to, um, figure out what - where we need to go or maybe what else we might...

Mm-hm.

...refer to CNRMA to take care of or, you know...

I mean, I think, if - if your gettin’ any - any - you know, a sense of pushback or attitudes or, you know - we just feel like we’re being pushed around. We really do. It’s like it’s being pushed here to there to - to here...

Yeah.

...and to here.

But the, um...

It’s - it’s hard to have a - a trust in the system if you feel like you’re being pushed around.

Yes.

And then it’s just a human shell game. You know? And, um...

Yeah. I - I understand. And the, um, overtime itself, you know, continues to be an issue...

Right. When you have...

...obviously, for all of you.
...when you have supervisory police officers in here - we almost all of us pushed six figures last year. How much money could - could you have saved by hiring two more? I mean, I get the whole benefits...

A: ...piece too. But even that...

Q: Yeah.

A: ...there’s no way you’re gonna touch that.

Q: Yeah.

A: There’s no way you’re gonna touch that. It makes no fiscal sense whatsoever.

Q: Yeah. And n- it’s a safety issue. You know, like you said, you’re functioning...

A: Yeah.

Q: ...on two or three hours of sleep and...

A: Yes. This is (unintelligible) of us...

Q: ...not having a personal life and...

A: ...here are we’re tired, we’re overworked, and this new CO is really - he’s - he’s in our - he’s in our shit. He’s - he’s a stickler.

Q: Yeah.

A: And this new director is gonna be the same. So - I mean, he’s hired a guy that pretty much mirrors his thinking. So - and the CO is out and about everywhere and he questions everything. And, I mean, we’re - we’re just burned out. It’s to the point now where I’m lookin’ to leave. Is lookin’ to leave. is lookin’ to leave. Can retire tomorrow if he wanted to.

Q: Mm-hm.

A: Um, when you have almost your whole supervisory workforce looking to leave, uh, that’s gotta send a message right there. That’s just - I mean, these are people that have longevity. I mean, I’ve been here for 24 years, over 20 years. When you
got that kind of longevity and people are lookin’ to leave at this point there’s gotta be something wrong.

Q: And with the MPV or whatever it’s called, um, setting forth this plan that we would not backfill...

A: Mm-hm.

Q: ...if you did all leave they’re just not gonna backfill those positions. Right?

A: Or - or be, “Oh, shit. What do we do?” One of the two. I don’t know what they would do.

Q: It’s like they made a decision though that that’s what they want...

A: Right.

Q: ...is no more supervisors. And yet I’m hearing on the other side it’s a requirement that we have to have...

A: Mm-hm.

Q: ...supervisors.

A: If we had a sickness go through this department - the flu...

Q: Yeah. I just don’t understand...

A: ...I don’t know what - I don’t know what to...

Q: ...why they would, um, make a decision to eliminate positions that are...

A: Mm-hm.

Q: ...actually required by another instruction...

A: Right.

Q: ...mandatory positions...

A: We...

Q: ...for safety, for...

A: Yeah. If - if...
Q: ...anti-terrorism.

A: ...were to - if were to put his retirement papers in and leave...

Q: Unless there’s something I’m not understanding about this. Like, there must be another plan to replace the civilians with military or something.

A: Well I think if you look in the answers to the original complaint that was one of the recommendations. Look at boosting the number of Master-at-Arms that fill in, um, which that’s driven by a whole other animal, too. So - and then it - again, what’s the guarantee that they’re gonna be able to pass the qualification. So you’re kind of - it’s crap shoot.

Q: Right.

A: Whereas if we hire a civilian you’re hiring him into that position.

Q: Right.

A: Now granted...

Q: Yeah.

A: ...there’s a - there’s a chance they don’t make it either ‘cause there’s a year probationary period. Then again, they get fired.

Q: Yeah.

A: But...

Q: Right.

A: ...um - where was I goin’ with that? Oh, the grand scheme, if there is one. Um, my thinking - only because I’ve become cynical and jaded over the years - especially now...

Q: Mm-hm.

A: ...is I think there is probably a plan to answer this. And I think it’s probably to downgrade the supervisors.

Q: Hmm.

A: And I think they’re just waiting for that all to fall into place. ‘Cause it’s
Q: Well but downgrade is...
A: ...there’s - there’s been...
Q: ...different from eliminate.
A: ...there’s been chatter out there. I mean, that’s not gonna affect me any.
Q: Yeah.
A: ‘Cause they’re not gonna downgrade me from a 9 to an 8. They can’t do that.
Q: Yeah.
A: It’ll be by attrition for me and everybody else that’s...
Q: Yeah.
A: ...already a supervisor. So it doesn’t really affect us.
Q: But that’s not what it said in the MPV, right...
A: Right.
Q: ...that we would hire lower-graded.
A: No.
Q: It just said, “We’re not gonna have them anymore.”
A: Well there might be a grand scheme to change all that. And that’s just what I’m sayin’.
Q: I’m just wondering like...
A: ‘Cause there’s a lot - there’s a lot of - lot of chatter out there that, you know, they’re lookin’ to do this, they’re lookin’ to do that. Uh, ‘cause they’re already doin’ it with patrolmen already -- they’re hiring S4s.
Q: Mm-hm.
A: Then they go to 4 or 5, 6.
Q: Yeah.
A: So they make - make, uh, sergeants lead police officers, which non-supervisory is 7’s and lieutenant’s 8.
Q: Right.
A: That’s what I would think they’re looking at doin’.
Q: Hmm.
A: They’re just waiting for that all to fall in place. Um...
Q: Yeah.
A: ...but do I agree with that? No.
Q: I don’t understand. Okay. All right.
A: But, you know - but things like this linger, thoughts start to wander. That’s - that’s what happens.
Q: All right. Well, um, like I said, feel free to give me a call...
A: Yeah.
Q: ...if you have any other questions. And I really appreciate you...
A: All right.
Q: ...comin’ in.
A: Now a retired E9 myself working as a command task chief, I know what a bad command...