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

A: [b] [6].

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

A: I have.

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

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

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

A: I do.

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

A: Right.

Q: Um, so now here are the questions I wanted to ask you. Um, they just have to do with manning and overtime and operational requirements for security. Uh, specifically at Newport for - for starters. Um, you know, I’m not an expert in
security as you know. And so that’s why I’m consulting with you. I - I would
consider you a subject matter expert in this situation. Um, where I’m just
looking for some guidance from you as to the interpretation of the regulations
I’m looking at and the information I’m obtaining from Newport. So, uh, I had
emailed you earlier and asked you of the status of two requests for personnel
actions.

A: Yes.

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

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

Q: Okay.

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

Q: Okay.

A: Uh, I don’t know that they were canceled the same day. The person told me,

"[b] (6)" is our deputy director for admin and logistics.

Q: Okay.

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

Q: Okay.

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

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

A: Yes.

Q: Oh. And you’re saying she didn’t mean to do that - she meant to initiate them
for Little Creek instead?
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91
92 A: Yes.
93
94 Q: Oh. Now could someone else initiate an RPA, um, besides or she’s the only one that has access to do that?
95
96 A: I don’t know. Um, I know she does - she does it. I don’t know that as a rule or as, uh, an access or whatever whether - whether she’s the only one that can do it or not. I don’t know.
97
98 Q: Okay. Maybe I’ll ask her about that.
99
100 A: Yeah.
101
102 Q: She might know more. Um, okay. So that clears that up for me. Um, did you have the im- do you know whether Newport is under the impression that they have RPAs in process that - that somebody from Newport thinks they’re hiring two people?
103 A: We are hiring some people for them as supervisors.
104
105 Q: Okay. Oh.
106
107 A: And those - those have been in the works, uh, for them and I wanna say four other bases that don’t have supervisors validated. Um, are you familiar with the MPVP?
108
109 Q: Yes that’s gonna be the next phase of my questions.
110
111 A: All right.
112
113 Q: Okay yeah this is helpful. Okay so if you - you said you are hiring people for Newport. How many?
114
115 A: There’s - I wanna say one GS8 and one GS9. But they’re temps not to exceed three years.
116
117 Q: Okay. And have those RPAs been actually initiated?
118
119 A: They were done yesterday, yes. They - she did, uh, Crane, Newport, Philadelphia, um, Mechanicsburg, Pennsylvania. I think she said she had gotten four of them done yesterday. There’s two more that have to be done but position descriptions have to be written for supervisors for Cutler and Saratoga Springs. So all these have been in the works, being planned as temps. Because these are not validated positions.
Q: Uh, right. Okay.
A: And so what she’s been doing is the ones where we already have position description she’s been using them for the bases where we have them. And then she’ll - she’ll do new PDs, get those classified, and then, uh, do those on a temp basis as well.

Q: And, uh, it was that initiated those RPAs yesterday?
A: Yes.
Q: Um, okay. And that’s for how many bases? Did - I heard you list off - you said Crane, six.
A: F- four were done yesterday; two more to be done.
Q: Okay. Okay. So - okay. So let me ask you about the - the MPVP, um, because that’s, um, the more I’m looking at that the fact that you’re filling these positions with temporary people now is making me think that you would as a security expert feel that there is in fact a need to have supervisors on those shifts. Is that right? Is it something that’s necessary or not to have supervisors on the shifts?
A: No I think it’s necessary. Yeah.
Q: ‘Cause that’s what I was getting - I was thinking that whoever wrote that MPVP must’ve thought it wasn’t necessary.
A: I would - I would agree with you. That would be the conclusion I would come to as well.
Q: Yeah. So I was thinking, you know, what point...
A: They have a different thought process.
Q: And so that brings me to the next question. Who issues that MPVP? When you say they who - who is they?
A: Okay. So - so if you read the OPNAV instruction on physical security and loss prevention I believe it’s the 553014 echo.
Q: Uh-huh, yep, I have that.
A: Um, if you go to appendix one or appendix two I believe it is.
Q: Yep, yep I think I have that right here. Appendix A. Is it called post-validation model and staffing?

A: Yep.

Q: Yep. Okay.

A: So it’s - it’s an OPNAV.

Q: It’s by CNO N4 developed the model, right? So they’re the ones that come out with this thing? The CNO?

A: Um, actually for a time - and I - okay. MPVP started around 2009 if I remember correctly.

Q: Okay.

A: Prior to that it - it was the security training and assessment team - STAT that did post-validations.

Q: Okay.

A: And when CNIC - at one point CNIC N3 was dual hatted with OPNAV N4. So I won’t say it was an incestuous relationship. But kind of whatever CNIC N3 wanted to do they were automatically rubber stamped by their other hat. And being OPNAV N46 I believe it was.

Q: Okay.

A: So at - at some point at few years ago - couple years ago that - that separated.

So my understanding now is that CNIC is managing that but it’s still gets OPNAV’s stamp. So CNIC N3 a lady by the name of [b] (6) [b] (6) actually works all the manpower numbers for all the (CONUS) bases and the previous N3AT [b] (6) [b] (6) was the decider on whether people got this, that, or the other.

Q: Now would that have been applicable to this 2012?

A: Yes. [b] (6) just retired about a year ago.

Q: Okay. Um, and now so you’re saying that this [b] (6) [b] (6) and [b] (6) together they were the people that put together this 2012 MPVP?

A: I don’t know that she put it...
Q: Or that - I mean it was signed out. I saw something that looked like the admiral of CNIC authorized it - approved it, signed a cover letter.

A: Right. Right.

Q: So...

A: And there’s been a number of variations and changes since then that have not come out officially. I - I will tell you that there’s even - if you’re looking at the one that looks - you’re looking at the one that, uh, says FOUO and then summary staffing with details.

Q: Um, I don’t have the complete document. I only have like excerpts of it.

A: Okay.

Q: I don’t - I don’t know if you have it. I’m trying to track it down actually. If you have the full complete document that would be so helpful.

A: Okay. I do.

Q: Oh great. Is it something you can email or is it too big?

A: I can. No, I can.

Q: Okay. Oh that’s good. And does that cover all of CNIC or just CNRMA?

A: Just - we- well what we get just covers CNRMA.

Q: Okay. Well that’d be good enough for - for...

A: Yeah. Yeah.

Q: ...for now.

A: So there’s two - there’s two pieces. There’s a summary report and then there’s a, um, like a detail report. So there’s - there’s a one page version that shows, um, civilian staffing for guards and entry control points. And then civilians for, uh, patrols and watch commanders. And then whether they - they were military assigned - all that kind of stuff. But there’s another version - and this is kind of interesting - there’s another version that CNIC N1 got that looks like an SMRD that they used with our N1s to create (TFMS) packages and none of us in security have actually seen that.
Q: Does that also eliminate the supervisory billets?

A: I don’t know. Never seen it.

Q: Okay I’m gonna find out. So one thing, you know, what was important to me is whether it - I think you already told me that yes you do think it’s necessary to have civilian supervisors on these patrols.

A: Well supervisors.

Q: Or some kind of supervisors, right?

A: Doesn’t need to be civilian supervisors.

Q: Right.

A: I mean we’re all one team.

Q: Right. They could be military.

A: Right.

Q: But that the billet itself is - is important not to eliminate accor- right?

A: In my opinion.

Q: In your opinion. But so that’s what I want to know is why. Why is that your opinion? What could happen if there’s no supervisor?

A: People, um, patrol officers, gate sentries, uh, goof off, nod off, uh, don’t pay attention, don’t, uh, make good decisions. When they’ve got someone there that they can call on the radio and ask or call on the radio and say, “Hey we’ve got a, uh, we’ve got a situation here that don’t completely understand or the post orders don’t cover. What do you want me to do?” It takes the onus off the patrol officer. And something as simple as getting sick in the middle of the night. So if I - let’s say an officer gets sick in the middle of the night. Um, he needs to go home. Needs - needs to go to, uh, go home and get over the flu.

Q: Okay.

A: So he puts in leave (chit). Well nobody here to approve it; no supervisors. So, um, I - I can’t let you go ‘cause there’s no supervisors here. Well there’s nobody here to even say I can’t let you go. Nor is there anyone here to call someone in from home on overtime or call a military member in to take your post. So you’re sitting in the corner shivering and puking and, uh...
Q: On duty.

A: On duty when you’re supposed to be alert and vigilant and watching for reverse entry or, you know, some - somebody driving in the outbound lane and - and running amuck and causing havoc. Um, and you’re just not able to really pay attention. And nobody’s there to make sure that you’re out there paying attention. And nobody’s there to ensure that, uh, if you need to go home that you can go home. So what do they have to do? They have to call on the radio and instead they call on the radio. The dispatcher calls the, uh, precinct commander at home. And then the precinct commander or the Opps officer or the security director whoever gets called has to make arrangements from there.

Q: Mm-hm.

A: So the - the little things, um, you know, you - you find out things are going wrong by going around and looking into stuff. And watching people do their job. And you can’t do that when - I’ll give you an example. Uh, Mechanicsburg. Um, Mechanicsburg has a security director, a colonel, and a lieutenant. A - one watch supervisor. The watch supervisor is not validated. Okay?

Q: What do you mean by that not - not funded? What do you mean by...

A: No it’s not - it’s not validated on the MPVP. There is no watch supervisors validated. We - though we have - we have a number of positions on this MPVP.

Q: Uh-huh.

A: That though they are not validated they were validated, they were funded at one time.

Q: Okay. And so by attrition.

A: So rather than go and risk them we’re allowing them to attrite through retirement, through, um, moving on to another job.

Q: Right. I understand. But...

A: But as they get vacated...

Q: Mm-hm.
A: ...we’re not filling them. We’re not backfilling them.

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

A: An awful lot for supervisors to do.

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

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

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

A: Well...

Q: Seems like.

A: ...folks in Newport were finding that they were working an amount of overtime that was like sometimes two, three, four 16 hour days in a row to cover up this, um, vacancies that were created when the people vacated their job and they weren’t backfilled. And - and what you just described to me about that person feasibly getting sick on the job and having a fever or vomiting and not being able to work I mean do you think the same principal could apply to someone who only got two or three hours of sleep between
their shifts that they’re - they’re not alert anymore? I don’t know if - if you
could view that as the same type of safety risk that...

A: I - I view - I know that the initial complaint was about the - the more than 12
hours working. And - and driving and all that kind of stuff.

Q: Yeah. Mm-hm.

A: So I - I recognize that there’s - there’s a little hyperbole involved here. They
don’t drive 12 hours. They don’t drive 16 hours. But they do drive and they do
drive after having worked 12 hours and no that’s - that’s not good.

Q: And - and the other point is...

A: Do it three and four days in a row.

Q: Right. And - and they’re carrying weapons, right? During that whole shift?

A: They better be.

Q: Right. I mean do you think there’s an issue there with - with people not
getting rest and being responsible for use of deadly force?

A: Oh sure. Sure there is.

Q: It seems like this whole, uh, and now when you mention to me these other
installations where you had the, um, the temporary R - R - RPAs in process
you said there’s six altogether. Where they also working overtime to cover
vacancies or having supervisory shifts unmanned at certain times?

A: They have the supervisory shifts unmanned for the most part.

Q: Okay. And is - I - I would assume that the reason you’re gonna proceed with
hiring the temps is because that’s not something that you wanna keep in
place?

A: Well it’s - first off it’s not my decision. It’s not my, uh, that was not my
decision. That was - as a result of the IG’s, uh, suggestion. And
then the admiral and talking to - I wanna say Admiral (Smith) at CNIC got
authority to go ahead and do these temps. So this was way above my pay
grade.

Q: Okay.

A: I don’t know exactly how it did but I - I wanna say Admiral - I believe that
Admiral (Williamson) the previous, uh, regional commander, uh, got permission from Admiral (Smith).

Q: To hire the temps.
A: Correct.

Q: But I - I guess - you just told me though that you - as a - from your subject matter expertise as a safety - as a security person believe that the shifts should in fact be manned. That it’s...
A: Oh I - I think they should be manned. But all I’m saying is I didn’t decide to do this.

Q: Right. Okay.
A: I - I did not make that decision. I’m not against that decision.

Q: Okay.  
A: Not saying at all that I disagree.  

Q: Right, right, okay. Um...  
A: Not saying at all that I disagree.

Q: Right. Okay so I guess I’m thinking in the broader picture at - at the other installations - at other regions throughout CNIC is it possible that this MPVP document has affected them as well in a similar way?
A: Possible. I don’t have any knowledge of that.

Q: Yeah. Okay.
A: I would think [b] (6) would know install- I’m - my headset’s dying. I’m gonna have to put you on speaker as well.

Q: Oh okay.
A: Can you hear me?
Q: Yes, yeah.
A: Okay. So knows I’m sure all the numbers of all the regions. Um, I just - I - I have no knowledge of whether, um...

Q: Okay.

A: ...same everywhere.

Q: Right, okay. So, um, okay this is good information. Let me just make sure I covered everything. So if I wanted copies of the RPAs to hire these temporary people I could get that from , right?

A: Yeah. Sure.

Q: Okay. Um, oh I - I know what my other question is. Do you know when the next MPVP will be done again? It had said every five years.

A: She - just sent, uh, sent us, uh, Excel spreadsheet that is called I wanna say Billet Level Detail or something like that. It’s something close to that in an email telling us to consider back the next latest greatest version of MPVP. So she’s very specific. We - I wanna say we just got that in March.

Q: Oh and does that show these billets being funded again?

A: I don’t - I don’t know.

Q: Could you send it to me?

A: Uh, either I can or can.

Q: Yeah, okay. Okay. Um, I think a lot of, um, I did not know about those temps so that kind of resolves some of the other questions I had. Uh, okay. So, um, just some other things that kind of came up which I - I also think these are more at the CNIC level. But I’ll just ask you what you know about it. Um, there’s this CNIC instruction that, um, let’s see - requires physical agility tests and it requires certain type of uniforms to be worn. And, um, do you know if that’s actually being implemented anywhere at CNRMA?

A: Oh yeah, yeah.

Q: So which ones was - are actually doing - which installations are doing the physical agility test now?

A: Uh, Naval Station Norfolk, Naval Weapons Station Earle, Yorktown, um, Oceana, Little Creek.
Q: Okay so, um...
A: (Unintelligible).
Q: All right.
A: Um, there could be some - I think PNSY the shipyard up in, uh, Kittery I think they’re doing it as well.
Q: Okay.
A: Um, there’s - there’s many.
Q: Okay. And is this only for new people that get hired at it’ll be a condition of their employment? Or is this for existing people that were already on board now also have to do that?
A: Both.
Q: It’s both. Okay. All right. And what happens if they don’t pass the physical agility test?
A: Well, it’s sad to say if they can’t pass it it’s - it - they would be fired. Or they would be looking for another job or if they, you know, of course if they, uh, if they (unintelligible), you know, there’s a medical condition and they need reasonable accommodation then there will be a job search that went on - I mean the - the instruction says contact HR for further guidance.
Q: Okay.
A: So that’s - that’s what you do. But really when it comes down to it they get two attempts and then under that instruction - the 553014 alpha there is a final test that is pathetic.
Q: Oh like very easy to pass?
A: So - yeah so yes if you - if you fail the one where you gotta do a mile and a half run in 17-1/2 minutes and however many sit-ups I - I forget what the number is. Uh, if you can’t do that and you can’t do it again then there - the last ditch test which is if you look it up it’s - I - I’m not gonna say this is it exactly. But here’s - here’s the way it kind of goes. You sit in a police car with your duty belt on and a red gun. I don’t know if you’re familiar with the red gun.
Q: No.

A: Okay so a red gun has the same feel kind of as your regular gun but it doesn’t carry bullets. It’s like a toy.

Q: Okay for simulation purposes, yeah.

A: Right. So you have that in your holster. You climb out of the police car, you run 40 yards, you jump a little ditch, you, uh, climb through a window, you run up a set of stairs - two flights of stairs, you come down two flights of stairs, you do another 40 yard jog or whatever. And there’s no time limit. All - the only thing that you’re required to do to pass is continue moving and not drop your weapon.

Q: Okay.

A: So you can’t stop and bend over and be panting while you’re going up and down the stairs. As long as you keep moving you will pass the exam.

Q: Yeah, I see. Okay. Alright. And, um, so is there a plan in place to, uh, sounds like roughly half of the - maybe - I don’t know a third of the installations in CNRMA have already got this in place. Is there like a systematic approach to getting everybody on board with this? All the installations or...

A: Well, there is. And - and it’s called negotiate with the union and get your bargaining obligations and then go do it.

Q: Okay. So at all the installations where it has been implemented that’s already been passed through their unions.

A: Correct.

Q: Okay. All right. So are you working on that with Newport now? Like...

A: I do not work on union negotiations.

Q: Oh that’s N1 handling.

A: That’s correct.

Q: Okay. Who’s the point of contact for that?

A: .

Q: Oh , yeah, I didn’t know how to pronounce that.
A: Yeah.

Q: Okay.

A: She’s the head of labor relations here.

Q: All right.

A: And there’s - there was a guy up there at, uh, New London who was the LR person, uh...

Q: Is it? Yeah.

A: Yeah but I think he’s gone now.

Q: Okay. So’s working on - on getting all the unions slowly on board with that. And as they - as they get negotiated ultimately everyone will be doing those (PAP) tests.

A: Um, well, the uniform - there’s two versions of that 553014 instruction.

Q: Okay and also same situation with the uniforms. Uh, some people are weaning the new uniform per the instruction and some aren’t. Is that where we’re at with that? It’s like in progress?

A: There - there’s a - original that came out, um, in 2011 and then the update that came out in ‘13 - the alpha.

Q: Now was the original one canceled by the second one?

A: Nope.

Q: Oh that’s different. Okay.

A: Um, there were - there were changes and really when - when we talk about negotiations all we’re talking about are the changes. So there were - there were very few changes if any. I don’t think there were any changes on the uniform piece.

Q: Okay.
A: And so I don’t know whether - whether you, um, supervisors don’t have a union.

Q: Right.

A: You do know that.

Q: Right.

A: So the supervisors at Newport, uh, I was up there in March after - after, uh, some of this came to light. And I noticed that the supervisors were not in the proper uniform and I mentioned it to the CO that they should be in the correct uniform.

Q: Okay so are all the supervisors at the other installations wearing that uniform now?

A: The correct uniform?

Q: Yeah.

A: Yes. As far as I know. I haven’t been to all of them in the last two years to - to know. But I think so, yes.

Q: Okay. I see so it was just something you noticed that you had expected to see them in that certain uniform ‘cause all the other supervisors are wearing it.

A: Yes.

Q: And they weren’t. Okay. And you weren’t aware of that until you happened to go there, yeah.

A: Right.

Q: Okay. All right. Um, oh there’s this form called a SECNAV form 5512/1. It has to do with access control.

A: Yes.

Q: Is that something that’s required to be used?

A: Unfortunately, yes.

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

Q: Right.

A: Who ran the check, um, and that sort of thing. So that’s why it’s required.

Q: Okay.

A: I wish it wasn’t but it is.

Q: Okay. So if they’re not using that form at Newport who’s decision would that be not to use it?

A: I don’t know. I - I really don’t know.

Q: Okay. All right. Um, and I was just wondering is that used for everybody that access the base? Even like for MWR events or there’s like a separate process for that?

A: No it’s supposed to be everybody.

Q: Oh so even say some people come to a wedding at (unintelligible) they’re supposed to fill that form out?

A: Yeah.

Q: Okay. What about when they - this is just kind of my curiosity. What about when they have open base type events like air shows and stuff like that?

A: No.

Q: There’s an exception for that? Yeah.

A: Right. We - the - the exception is in the AP Opp order is called General Public Visitation and you have to have a special event anti-terrorism plan for that.

Q: Okay.

A: And the C plan - they’re called C plans. And the C plan goes to the admiral for approval. The CO of the base actually brings the plan to the admiral. So...

Q: I see.

A: ...it’s not required for that.
Q: So there’s a special separate process for that.

A: Right.

Q: Okay. Yeah. Okay. I was just curious. Now - oh another question that came up is about these vehicles that they have to lease from GSA. There’s - I guess the patrol vehicles are all leased through GSA.

A: Okay. I don’t think so. But okay.

Q: And, um...

A: Get someone else to talk to vehicles. I don’t really know.

Q: Okay.

A: Um, I’ve got a warrant officer [B (6)] that works here that can talk to vehicles.

Q: Okay.

A: Um, but I - I...

Q: Okay.

A: ...I don’t know.

Q: All right. I guess, you know, they’re saying that what the problem that CNIC has is process that requires buying the equipment to outfit the vehicles separately from leasing the vehicle. Like they don’t get the vehicle fully decked out with what it needs to be a patrol car.

A: That’s correct.

Q: And then they have to get that stuff through a separate process that takes a long time and so there’s months going by where the vehicles are being paid for every month and they’re - they’re not able to be used.

A: Yes.

Q: So that, you know, it seems like we’re wasting that money every month while the car’s sitting in the parking lot waiting for its lights and sirens, you know?

A: Yes.
Q: Yeah.

A: All that, yes.

Q: Yes? Okay. All true from what you know, right?

A: Yes. They’re - the CNIC has a, uh, I don’t know what - I don’t know what you call it. Um, CNIC N3 has an authorized equipage list - an AEL. And they - they took money - CNIC has always given the regions money. I mean th- they’re the checkbook holder. Right?

Q: Mm-hm. Yeah.

A: Budget Commission Office.

Q: Yeah.

A: So they have always given us money but a couple of years ago they reduced our amount they were going to give us by $5 million so that they could put this AEL in place. So now rather than us, the region giving money to the installations for them to buy gun belt holsters, Mag lights, uh, rifle racks for the cars, cages for the prisoners in the cars, it’s all requested through this central issuance facility managed by [b](6) at CNIC N3.

Q: I see.

A: So last year for example, uh, my understanding is that they ran out of money for buying stuff and ran out of money for shipping stuff after it was purchased.

Q: Okay.

A: So there were several months where nothing came ‘cause they didn’t have the money to either buy it or to send it - one or the other after it was bought.

Q: Okay but meanwhile somebody’s paying for the vehicles every month.

A: Yep.

Q: Okay. And in the old days like before this AEL the local security department a- am I understanding this right - could just use like a purchase card and go get what they needed for the car locally at a vendor and get it squared away?

A: If they - if they could keep it under the micro purchase threshold. A lot of
times they couldn’t and we took a little bit longer ‘cause we still had to do contracts.

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

A: Right.

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

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

Q: Okay we don’t know for sure.

A: It’s - it’s - it’s that nobody wants a temp job.

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

A: It’s - it’s - it’s that nobody wants a temp job.

Q: Oh it’s hard to fill those jobs. I see.

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

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

A: That’s what we don’t know.
Q: Right. Okay.

A: We don’t - we’re - we’re not convinced. I mean this is an experiment. You -
you gotta understand that. Typically police supervisors come up through the
ranks. So they know the nuances of the base. They knew the little hiding spots
’cause they hid in them.

Q: Right.

A: They know, uh, who to watch out for, who’s crooked on the base, that sort
thing - what - what slippery stuff is going on. They know all this stuff because
they’re out there poking around and getting into stuff. And then the idea that
you bring someone in that has never worked on the installation and now
they’re a supervisor they’re gonna have to be taught how to do their job
presumably by some of the people that are g- that are gonna be working for
them.

Q: Mm-hm.

A: So you can be led down the path. We just don’t know whether it’s gonna work
at all or not. We’re not saying it won’t.

Q: Right. I hear you.

A: We’re saying this is an experiment at best.

Q: Right. I hear you.

A: We’re saying this is an experiment at best.

Q: Yep.

A: Nobody should be hanging their hat on all the problems are gonna be solved
as a result of this.

Q: Now is there some way that we could actually announce permanent jobs? Um,
or it’s just absolutely prohibited because of that MPVP?

A: That’s the deal. Until that’s changed we can’t - we can’t make them, um,
career jobs.

Q: Okay.

A: So on the other hand they might take it, work three years, and then go back to
being a patrolman, you know? Some of them are not gonna wanna go back to
being a patrolman after, uh, after three years as a supervisor.

Q: Hm. So you had told me before that some of the other six installations that
were - that you put in the temp RPAs for actually just have their shifts
unmanned. They just don’t work overtime because they just leave the - the shift vacant.

Q: So why aren’t they doing that in Newport? Like why are they working overtime? Why not just leave the supervision vacant?

A: ‘Cause Captain (Boyle) believes that he needs supervisors on each shifts and he’s willing to pay overtime to do it.

Q: Okay so the CO’s making that decision to not leave them vacant.

A: Correct.

Q: And at other installations they’ve handled it in a different way. They just decided we’re gonna go ahead and take the risk of not having supervisors.

A: Someone’s on call or whatever. Yes. A- and to be fair, you know, some of these there is very little risk. There’s like next to nobody working on the base at night. There’s nothing going on. Um, the patrol officers, you know, they come in and check on them every so often. But, you know, some of them have just not had - Crane for an example. The only crime Crane has is traffic accidents. You know? That’s it.

Q: Yeah.

A: Um, Philadelphia pretty much closes up at s- 6:00 pm. Um...

Q: So do you think in those cases the MPVP is - is a good decision to just not have supervisors there?

A: I don’t.

Q: No still even so you still think they should have supervisors?

A: I do.

Q: Yeah.

A: I do but they, you know, there’s - there’s also our - our system is very odd, okay?

Q: Mm-hm.
A: So there’s rules about how many people you need to supervise before you are designated to be a supervisor.

Q: Yeah is it 15 or something?

A: Well there’s generally a span of control that’s - that’s - they want 15.

Q: Yeah.

A: And so that’s why they’ve - they’ve done this thing where like at Mechanicsburg I think they had [b] people that were working there. And they validate them for a security director, a precinct commander, and an Opps Chief. That’s three supervisors although typically all three of those work days. And five days a week. Their thought process is they can do this with those three. It’s up to them how they skin the onion, you know?

Q: And when you say the...

A: I don’t think - no I don’t think it’s a good idea. [b] At least that’s my belief.

Q: Yeah. And - and like when you s- again you said they - they validated them for the three supervisors. They being, you know, the people that generate this MPVP.

A: Right.

Q: So that’s people at OPNAV and at CNIC too, right?

A: Yes. Well CNIC I believe manages - manages the MPVP for OPNAV. That’s my belief.

Q: Okay. Okay. So like when you said until the MPVP is changed we just can’t hire the permanent supervisor positions again, right?

A: Right.

Q: So it can’t be impossible to get it changed is what I’m thinking. Somebody should just change it if it’s the right thing to do, right? Maybe it’s not that simple.

A: I don’t know.
Q: I’m gonna find out. But it just seems, um, you know, if it’s a safety issue - if we have people that are exhausted or people that are being forced to like you said work sick because they can’t find somebody to sign a leave (chit) so they can go home and we’re supposed to be protecting the security of our installations and that doesn’t seem like the right thing to me as a - a non-expert.

A: Right.

Q: It’s just a - a layman, you know, observing this from outside. It just doesn’t seem like it makes any rational sense.

A: I agree.

Q: So - okay. Well you’re helping me to understand the whole situation a lot better. Thank you so much.

A: Okay.

Q: And, uh, I think we covered everything. Do you have any questions for me or...

A: Um, you - do you wanna talk to warrant about the card?

Q: Um, yeah I - I might and I might wanna also talk to .

A: Okay.

Q: So I - I’ll reach out to them but just so you know...

A: I was gonna say I - I’ll - I’m gonna have her - I have three things on my list here. I’ve got RPAs for the temp supervisors you want copies of those, the full MPVP, and the email about that SECNAV form.

Q: Yes, yes. And with the, um, RPAs for the temp supervisors I know you said four were already done and two are pending but I would like even the two pending ones. Uh, if there’s something she can send me showing that she’s planning to do that or...

A: Oh, okay.

Q: You know.

A: All right.
Q: Uh, it was six installations - four were done, two more pending.
A: Right.
Q: Yeah.
A: Okay.
Q: Yeah, okay. And if I think of anything else, you know, I - I’ll give you a call back or - or send you an email.
A: Sounds good.
Q: Okay thank you. It was nice talking to you again.
A: You too.
Q: Okay take care.
Q: Bye.

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

Signed