Okay so today’s 23 May, 2016, and as I said my name [b] [6]. I work for Commander, Navy Installations Command, Inspector General and, um, this is case 201601079 and we’re conducting a preliminary inquiry at this point. Um, and I am interviewing, ah, [b] [6] and could I have you spell your last name for me chief?

A: Yes, [b] [6].

Q: Okay and whe- are you an [b] [6] is that... 

A: [b] [6].

Q: [b] [6], sorry. Okay and, um, so you have no objection to me using the tape recorder, is that correct?

A: No, no objection.

Q: Okay and I already had you sign the Privacy Act Statement and the Confidentiality Agreement, correct?

A: Yes.

Q: And if you could please sign this one more - this is, um, just a reminder of the importance of being candid and truthful during an (IG) interview and if you could raise your right hand. Do you swear or affirm the information you will provide is true and correct to the best of your knowledge?

A: I do.

Q: Okay, thank you. That’s a different kind of pen.

A: Okay, I can write with this one.

Q: Okay so, um, ah, I’m following up on a previous complaint that was submitted
back in the fall in September, ah, was referred to Commander, Navy Region
Mid-Atlantic as a command matter. And they did an internal command
inquiry into this concern that, um, some supervisory police officers had, ah,
submitted alleging among some other things reprisal and also, um, that the
issues with the overtime had not been resolved and they’re still working the
same high levels of overtime that they were back in the fall. Um, ah, one thing
I want to make really clear about the reprisal complaint that was made is, ah,
our office does not handle that aspect of this at all. That is handled by the
(DOD) (IG) directly or the Office of Special Counsel but not - not by my
office.

A: Okay.

Q: So what I’m gonna talk to you ha- is not going to be about, ah, about the
reprisal. So can you just, um, first of all explain to me your role and your de-
h, job title in the Security Department.

A: Ah, yes ma’am I’m the, ah, Deputy Security Director, ah, also the Anti-
Terrorist Officer of - for the base. Um, basically I’m the second-in-charge -
there’s one person over me which is the director. Um, I handle law
enforcement, ah, (VISEC) (ATO) well supervise all - put my hands in as little
as much - as little as possible but...

Q: And what’s the director’s name now?

A: The new director now is (b) (6).

Q: Okay and is it correct that you were the Acting Director...

A: Yes.

Q: ...prior to him?

A: Yes.

Q: So during what period of time were you the Acting Security Director?

A: Um, at the end of September, um, to the first week of April.

Q: September 2015?

A: Yes, ma’am.

Q: To the first week of April, 2016, right?
A: Yes, ma’am.

Q: Okay, um, okay so the first question I have has to do with following up on the - the report that was made that there was high levels of overtime being worked by the supervisory policemen.

A: Yes, ma’am.

Q: Civilians...

A: Yes.

Q: ...that work in the...

A: Yeah.

Q: ...department. And then I have a few other issues that I’m just gonna touch on, um, with you - outside of that - different things, um, related to compliance with (CNIC)’s, um, Instruction 5530.14.

A: Okay.

Q: Okay, um, but first of all just - what are your thoughts about the overtime situation - just - I’ll just leave it open for you to - to explain to me what your understanding is?

A: Well, my understanding is - it’s, I mean, as far as supervisors go, ah, we technically only have five, ah, civilian - and that’s - that’s including the major though. Ah, we have one military member but he’s out of here next year in February. So when you look at the - the whole breakdown well I -- excuse me -- the major’s not (an extra) one I’m sorry. So you got the captain, the lieutenant, the two sergeants, and yes -- I’m sorry -- the major does sometime pull in extra shifts but...

Q: So that’s is...

A: Yes.

Q: ...the major.

A: Yes, ma’am.

Q: And who’s captain?
A: [b] (6) [b] (6) [b] (6) .

Q: and lieutenant?

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

Q: Sergeant?

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

Q: Okay.

A: So now the major he does a lot of admin stuff so he’s Monday through Friday and like I said every now and then he does - he does step in to help out but if - if you look at it, you know, you’re working three shifts of eight and, I mean, you got, ah, I - I don’t know the best way to put it but it - it really limits their - their - their opportunities to take leave, um, you know, if somebody gets sick, I mean, it - it just creates - and creates - and creates overtime. And then on a perfect week if you look at everything, um, everybody’s working Monday through Sunday, I mean, it’s hard for the guys and girls to even take a day off.

Q: So even without somebody taking leave or being out sick there still is overtime?

A: There still is a lot of overtime, yes, ma’am. I mean, it gives - it gives everybody a hard time to, you know, to have a personal life, family time, etcetera.

Q: And what impact do you think this has on the mission of - at - at work...

A: Well...

Q: ...when they are working.

A: Well, I mean, you know, the - I - actually I (have to) think about it but, um, they - basically what I’m getting at is just the morale is - is shot, um, I mean, we all know we’ve been working long hours - (12) hours and you should know, I mean, you get worn down. Um, you know, we carry weapons, um, and that’s - that’s one of the big thing about carrying weapons is - is you know, you - you got to be alert, you know, you got to respond, you want to be able - it’s as simple as (unintelligible), you know, downloading and uploading if you don’t have enough rest, I mean, you could possibly do a negligent discharge. I’m just using that for an example.

Q: Mm-hm, have you ever had any incidents?
A: No - no.

Q: Mm-hm.

A: Thank God.

Q: But the potential is there?

A: The potential is...

Q: Yeah.

A: ...there, yes, ma’am. Now don’t get me wrong, we’ve had - we’ve had a couple patrolmen, ah, and I know it’s not - this is not about patrolmen, you know, they’ve had a couple of, you know, car incidents, you know, heading home and stuff like that so but they work - they work just as long hours as the supervisors do.

Q: Oh the patrolmen do too - so you have a lot of overtime even non-supervisory?

A: Yes, that’s right.

Q: And, ah, this is the main thing I want to know is has it improved at all since, ah, [b] (6) [b] (6)’s report was issued in January?

A: Ah, as far as the supervisors, no ma’am it has not. We’ve, ah, we’ve been told by, ah, (unintelligible) when it was Admiral (Williamson), ah, and, ah, Vice Admiral (Smith) - his visit that, you know, we were gonna hire more supervisors. Ah, but we haven’t seen anything.

Q: Did they say when they were gonna hire them?

A: They did not say when but, I mean, ah, Admiral (Williamson) wa- said this last year, I mean, granted he’s transferred now and Admiral (Scorby) is in place but, um, he made a comment of, you know, “That’s stupid not to have supervisors.” And what he asked for us to do, which I did, um, put a request in for (RPA) for supervisors and it got shot down and then I was recently told to resubmit one -- I think my timeframe might be off -- three or four months ago again. Ah, so Captain (Boyer) the (CO) of the base can put it in his bi-weekly reports, um, but we haven’t heard anything back. We even requested to, ah, you know, promote or temporarily promote, ah, not to exceed so many days until this is filled and nothing has happened so we’ve given every possible kind of remedy for this but nobody’s stepping forward to say yea or nay - or
it’s more of a nay than a yea.

Q: Okay, um, I understand that there’s something called a - a Mission Post Validation document...

A: An (MVPV), yes, ma’am.

Q: Yeah, now that that actually - according to that determination all the supervisory billets were to be eliminated by attrition over time so basically there’re - the one to two that - there used to be two more than there are now - those people left and the positions were never backfilled, is that correct?

A: That’s correct, yes, ma’am.

Q: Now for somebody to have issued - I don’t know who issued that (MVP) document yet. I’m gonna try to find out, do you?

A: You - you know it’s - it’s funny because, ah, one minute you hear (CNIC) wrote the (MVPV) and other times you hear Fleet Forces does it you - you - we don’t know who - who does this (MVPV). Ah, nobody ever has a go-, you know, they want to point the finger at somebody else so, yeah.

Q: But somebody must like sign it out.

A: Ah, I agree somebody does that. I couldn’t tell you who.

Q: Okay, and whoever issued that must have thought that it would have been okay not to have supervisors because the zeros across there that says, “Authorized billets for supervisors zero.”

A: Yeah, I don- I don’t know who.

Q: So my question was going to be is that reasonable? Is there some justification or thought process that there’s another plan in place or some way to get around this where we’re not - just not gonna have supervisors?

A: I- if there is I don’t know of any, ah, but it makes no sense to not have supervisors.

Q: Okay.

A: Ah, an - an - an a reason I say that - you have just normal patrolmen who is gettin’ paid (GS5) pay, I mean, what incentive do they give him or her to want to step up and perform extra duties.
Q: Mm-hm.
A: So, um, we - we need supervisors.
Q: Is there an instruction somewhere, um, that actually requires that there are supervisors - that the duties that they perform have to be done by certain...
A: Well...
Q: ...you know, people or...
A: ...I - I - I wouldn’t say instruction -- and if there is I haven’t read it -- ah, I would say based off their (PDs), ah, you know, what a patrolman does, what a, you know, a sergeant does, what a lieutenant or captain does, whatever a major does, um, I - I - I think, you know, basically goes off their (PD).
Q: Okay, yeah, but if they eliminated the billets they’d eliminate the (PDs). I’m wondering if there’s an instruction somewhere...
A: No, I tried not to...
Q: ...that requires that we have supervisors as part of our...
A: Mm-hm.
Q: ...to meet the safety requirements or something, you know.
A: No, I understand what you’re saying. I - I - if - if there is I don’t know. I - I try not to memorize, ah...
Q: Okay.
A: Ah, instructions anymore. I used to just memorize them all - I no longer do that no more so...
Q: Okay - okay. Um, now have you ever heard of this issue affecting other installations besides (Newport)?
A: (In) one of the bases, ah, it wasn’t (Canonsburg), Pennsylvania, um...
Q: They’re also affected by this same thing with this (MPV) where they’re not...
A: Right...
Q: ...backfilling?
A: ...they - they - they don’t have supervisors and, um, you know, there’s also -
that’s - as far as just managing in general, I mean, that’s up and down the
region so there could be more if, you know, not enough supervisors - I know
up and down the Region there’s - the manning issue is - is a problem.

Q: In security?
A: Yes, ma’am.

Q: Do you think it’s just this region or you think it’s all the Regions?
A: I can really speak of - lo- look I - I was stationed Southeast Region.

Q: Oh, yeah?
A: I - I was - I was...

Q: Yeah, that’s...
A: ...with the - right, so.

Q: ...why I asked, you never know.
A: I was - I was - I was with Southeast Region and I (unintelligible) assessment.
I, you know, this is years ago but I didn’t see us having, I mean, an issue at
that time, I mean.

Q: How many years ago?
A: Ah, let’s see I was there from ‘09 to ‘11, so...

Q: Okay.
A: It’s - so I’d say it’s been over five years but, um, as far as men let go, ah, I - I
think if you went up and down the coast you’d find out that yes, manning is an
issue.

Q: So 2011, that was before that 2012 (MPVP)...
A: (MPVP), that’s right.

Q: ...came out though. Hm, okay. So what reason - just from your observations --
I’m gonna ask you this again - I kind of asked you already -- Do you view it
as being important to have the supervisors on duty? Like say nobody showed
up one day - like they all just were out sick - what - like what’s the pro-

A: Um, it’s, I mean, the supervisor gets paid to le- to (know when) lead, to take
care - to take charge. You get paid to finish all the admin. work, ah, to, ah,
answer the calls the - the - a normal patrolman wouldn’t. Um, I mean, I’m
trying to think, I mean. The supervisor has a lot...

Q: I guess what I’m saying is, “Could the base function without the supervisors?”
I mean would it - would there be a - a significant...

A: Ah...

Q: ...safety risk if we didn’t have them or...

A: I would ask, “How?” I mean, how - how - how would it work - that - that’d be...

Q: That’s what I’m trying to...

A: ...my question.

Q: ...ask you...

A: Yeah, so...

Q: ...you know?

A: ...I - I don’t think so, ah...

Q: You don’t think - say - say again?

A: I don’t think - I - I don’t think they could - they could - they could operate
without having supervisors in place. And like I said, you - you - you guys -
remembering, ah, the folks that are (GS5), I mean, if they’re - they’re gettin’
paid the bare minimum it seems, so you know, they - I’m not gonna say they
would just run wild but it - it would be nobody to keep everybody under
control.

Q: Okay - okay. Um, now have you discussed this with the new security director?
Is he aware that there’s a concern about this?

A: He’s aware but, ah, his mind is elsewhere - it’s not focused on what we need
to do in-house so...
Q: What do you mean? Where is i- where - where would you say he is focused?

A: Man, I told you I’m a very honest person - his focus is - is right now it rests with the team command. That’s (unintelligible) getting’ in, knowing the job, knowing the people, ah, and getting right down to the problem. Like right now, we’re talking about, ah, he’s too busy trying to appease the triad - and I don’t think that’s right.

Q: Oh.

A: So.

Q: Yeah, by the triad, you mean, (CO), (XO), (Master Chief)?

A: Right.

Q: Um, what about the (CO) and the (XO) do they recognize this issue? Have - are they - to your knowledge like taking some steps to hire some people or to alleviate this problem?

A: The - the (CO), ah, he knows about it. Ah, like I say he puts it in his bi-weekly report that goes to the admiral. Um, is he really pushin’ it? I doubt it. I think, you know, there - he - he could do more to say, “Hey let me hire,” or, like I mentioned earlier (then) before, you know, we can temporarily promote a couple, you know, not to exceed so many days until the problem is fixed so we can put people in that position. Ah, as far as the (XO), she don’t give - she don’t give two shits about us. Anything she can do to step on us and make us look bad is she’s gonna do.

Q: Mm, so she’s not - sounds like - of the mind set of pushing to - to hire more people.

A: No, she, ah, told -- I forget who it was -- and I might - as a matter of fact it was me and, ah, at the time in a meeting that we’re not hiring supervisors, you know. It was like the admiral’s just left and he said, you know, we were gonna hire, ah, som...

Q: But why wouldn’t she want to hire some? This - this is what I don’t understand. If everyone recognizes this as a safety issue and they see people working 16-hour days multiple days in a row why would she not want to alleviate that?

A: When I - when I was interim director, ah, she was the so-called (S & E) because she came from the Region in San Diego, ah, but when this new guy came in all of a sudden she started, “I’m not the (S & E). I was never the (S &
E),” type thing so in my opinion -- and I’ve been doing this for over 20 years - - she overstepped her bounds and she tried to come an - an - and lead stuff that she had no earthly idea what was goin’ on. Ah, she had, um...

Q: There’s birds out there, you hear ‘em?

A: Yeah, (unintelligible). We had the (ESO), um, another safety guy and there was supposed to have been a - a civilian (IG) do a - a paper to come up with a - a resolution and it was all said and done. And when they presented it to her she threw it back and said, “This is not what I’m lookin’ for.”

Q: Oh, this was the safety people?

A: Yes, ma’am, so...

Q: Okay.

A: ...she - she - she wanted them to do a little -- I don’t know what you want to call it -- safety council board but ah, participated in it and they - they did everything and came up with recommendations and she was like, “This is not what I’m lookin’ for,” and threw it back - that - that’s exactly what we needed so, um, I don’t know why she did that but she did. Um, I don’t think she cares. She’s out of here next September anyway.

Q: I just don’t understand, I mean, I could - I could see that possibly their hands are tied in some way because of that (MPVP) but that they would want to hire people and be trying to do that.

A: And I’ll give you a perfect example, ah, was a great guy in Safety, okay?

Q: What was his name?

A: he was the...

Q: .

A: ...safety - really - really great guy. He’s currently the...

Q: I didn’t talk to him.

A: ...safety officer. No - no - no, I just - I’m - I’m gonna give a perfect example but he’s a - he’s currently the safety officer. He’s filling a (GS12) slot. Okay,
they temporarily promoted him, okay, she just sent an email out two weeks ago advertising for the safety job, okay? Now we know he’s gonna get it because it’s already been promised to him but they temporarily promoted him to a (GS12) Safety Officer until they get the slot filled so why couldn’t they do the same thing for security personnel.

Q: Well the way I understand it they don’t have the slots, you know what I mean? The billets are gone.

A: And we - we would...

Q: Whereas the Safety billet is there - it’s just vacant.

A: Well you - you mentioned like the - the two supervisors that we had before -- I forget their names - [b] (6) [b] (6) and somebody else -- we had before, I mean, they didn’t fill those when they left so you know what, there’s two right there that’s (unintelligible).

Q: But I think that by that (MPVP) those billets were eliminated once they vacated ‘em.

A: And - and this is where whomever, ah, is doing this (MPVP), I mean, they don’t know what they’re doing.

Q: Yeah.

A: And somebody went in there and it’s like, “Oh they don’t have those people - zero - zero,” and that’s not right.

Q: Right, and yet I think that the (MPVP) binds people - like they have to abide by it even if it’s crazy.

A: But in - see then this brings up a lotta questions to me because if that’s - if that’s the case, I mean, we should all know who is doing this (MPVP).

Q: Right.

A: That way we could go him just like the military and say, “Hey, you know, we need this billet or these billets filled,” and they could make their little scratches on their paper or whatever and...

Q: Yeah.

A: It seemed like some - nobo- no one asked, ah, you know, what’s the status? Somebody just went in there and said, “We can cut this - we can cut that -
Q: Without thinking about...
A: Right.
Q: ...the reality of how that would affect people...
A: An- that - that...
Q: ...and the mission.
A: Yes, ma’am, that’s how I see it.
Q: Yeah, it almost makes you wonder if it’s a mistake - if there’s some sort of algorithm like a formula that just was automated - computer just spits out those numbers and nobody really thought about it or looked at it or...
A: Well...
Q: I don’t know.
A: ...you know, base but I - I - I tend to think that there was some people that looked at all the - the bases in the Mid-Atlantic and they say, you know, and we’ll - we’ll rob (Peter) to pay (Paul) type scenario,” or, you know, these people need this - this amount. These people - they didn’t know without being here and seeing what we do so...
Q: Mm-hm.
A: ...should have just kept it like it was.
Q: Now I understand they have some high-level, um, personnel that come here pretty often for that, um -- what is it -- the International Sea Symposium or something like that?
A: Oh, that - I assist in September, yes, ma’am, um, we’re havin’, I mean the (CNO) is coming and (Vice CNO), I mean, you - you’re going to have a lot a high-ranking personnel. I mean, this Wednesday we got the (SECNAV) coming, you know. You know, you - you always have (HRPs) coming.
Q: So, yeah, you have a lot of, ah, dignitaries that visit here.
A: Yes, ma’am, and - and I mean the war college is - is far - it’s -- excuse me --
right behind us. Um the thing they always have something going on.

Q: And do, they have their own security staff - is that right - at the war college?

A: Ah, I’m not trying to insult them but, ah, they have security guards, ah, that
man their posts out there. And they have a - like a security team, ah, that
handles every- you know, certain moves and - and different events that goes
on with the war college but they’re not - (OE3s) - those guys are (OE - OE5s)
but they’re not (OE3s) or (unintelligible).

Q: Okay so they don’t have the same - like law enforcement...

A: That’s right.

Q: ...qualifications that the (OE3s) have?

A: Yes, ma’am.

Q: Okay - okay, alright. I think I’ve covered that. Now the other things that were
in that new complaint that we got in April 2016 -- one of the things was that
there’s this form called a (SECNAV5512/1) and it has to do with base access,
um, controls and that it’s not being used here in (Newport)...

A: Like I said, I try not to remember all this stuff. Um, ah...

Q: ...but that is required somewhere?

A: Yes, ma’am, that - that’s a true statement.

Q: Okay.

A: (Unintelligible). We - we...

Q: What did I do with that form?

A: ...we should be using it but we don’t.

Q: Okay, so that’s my question is where does -- oh here it is, this is the form -
what it looks like.

A: Mm-hm.

Q: Okay so wh- where does it say that you have to use that ‘cause I couldn’t find
it anywhere. I (Googled), I looked in that (CNIC) Instruction - unless I’m
looking at the wrong version - if you can help me out with finding where it
saves that form is required?

A: I’ll have to send you an email on it if that’s okay.

Q: ‘Cause - that’s fine, if you can research that and if you determine that it’s not required anywhere...

A: (It’s required.)

Q: ...let me know that too.

A: Yeah, we - we should be using this form (unintelligible) but I’ll get back to you on that one.

Q: Okay - okay and why aren’t you using it do you know? Is there a reason why?

A: Um, (Naval Station Newport) is a very unique place because, um, you know the capn- the captain’s philosophy is to support the Lieutenant Commander.

Q: Mm-hm - mm-hm.

A: Anything we do that that would, ah, like hurt commands or slow their process up then, you know, we’re not supporting ’em, so...

Q: So because it would be a little time consuming...

A: Yes, ma’am.

Q: ...administratively burdensome...

A: Yes, ma’am, so you know, (NWR) events on here for example - they hold weddings...

Q: Mm-hm.

A: ...so they say, “Hey here’s a list bring - let these people on.” and we say, “No, they need to be vetted.” And it’s like, “No,” because it’s preventing us from making money and we’re (unintelligible) “No, this is preventin’ bad people from coming on base.” You know, six - seven months ago - maybe eight, ah, one of our patrolmen were assaulted by a drunk guy leaving a wedding and when, ah, put his stuff in, you know, a week later, I mean, he saw the guy had a nice little (rap) sheet - so we’d a caught that had we vetted him.

Q: Okay.
A: So, ah, the commands, you know...

Q: Now when you say the command - have you actually said to Captain (Boyer)...

A: We - we...

Q: ...I think we should be using this?

A: ...we - we - we presented it to Captain (Boyer) and he - he looked at it and, you know, I can’t remember the exact timeframe - it - it - he - he determined, “No.” Um, but we recommended that, “Hey use this form so we know who’s coming on (out) and this is where, you know, as - as an (ATO) perfectionist, I mean, this is what my guess, ‘cause I - I don’t want to be sittin’ here and the next thing you know we have an active shooter or somethin’ going off because we let, you know, whoever on base without vettin’ ‘em.

Q: Okay, do you - you don’t remember when that happened that you met with the (CO) about that form?

A: I know it was last year. I - I - matter of fact I think our - our former director, ah, [b] (6) may have been here - we may have been in a (SNC) Meeting and for - and, ah, we brought this up. I couldn’t give you a timeframe.

Q: Did you remember if you told him it was required?

A: Yes, ma’am I - I - I believe we did tell him it was required -- you gonna have me think way back then.

Q: Okay so - but it was - [b] (6) was here then the former security director?

A: Yes, ma’am, I think [b] (6) myself and, ah, maybe [b] (6) were at a (SNC) Meeting when we - we talked about this.

Q: And was the (XO) there too or just the (CO)?

A: Ah, she’s always there.

Q: Okay, ah, yes so it’s important for me to find out if it’s actually required or if it’s just an optional thing that’s offered as a tool if you choose to use it - that would be different. But if there’s somewhere that says you must...

A: Mm-hm.
Q: ...I - that’s what I - I need to find.

A: Alright, when I leave here I’ll - I’ll swing by...

Q: Yeah.

A: ...my office.

Q: Okay, now another thing that’s - now this I know is in the (NCIC) Instruction - this Physical Agility Test requirement for the security civilians.

A: Mm-hm.

Q: That’s not being implemented here, right?

A: No, it’s not, um, now when we talk about the - the whole physical agility ‘cause this just came up, ah, came down from the Region, um, back in March - early March and he brought this to my attention, you know, and - and I was acting director at the time and I told him...

Q: He’s - he’s at Mid-Atlantic Region?

A: Yes, ma’am, he’s the, ah, deputy region - deputy regional security officer.

Q: Who’s the security - the actual (N3) the security officer above do you know?

A: Oh man, don’t quote me.

Q: Oh, that’s okay.

A: I think it’s - god...

Q: I just thought if you knew - it’s okay.

A: It, yeah, it’s - everything goes through so...

Q: Okay.

A: Ah...

Q: That’s okay. So anyway go ahead.

A: So, anyway, he brought this to my attention and I - and I was like, “This is totally new to me,” um, so I started looking into it and reading about it but,
um, my understanding - if you’re a - if you’re a - (O8O, O8- 83) supervisor
(bla - bla) this date you should be doin’ a, you know, Physical Agility Test.
That’s, you know, nobody’s ever, you know, nobody’s doing it so when I -
when I called, you know, certain bases and I go- I mean, I called (Virginia)
even, ah, (Philadelphia), ah -- who else did I call? Ah, man...

Q: When you say (Virginia) you - you talkin’ Naval Station (Norfolk)?
A: Yes, ma’am, nobody’s doing this - this physical agility and [b] [6] had brought
up about the uniformity and all this stuff - nobody’s doing that so I don’t
understand how you’re gonna push that if you’re not leading by example, and
that’s ‘cause the base in (Norfolk) basically.

Q: Yeah, there should probably be some sort of a way of, um...
A: Hm.
Q: ...getting everybody into compliance all at once like.
A: Right, you- you’re in (Groton), you said, right?
Q: Yeah.
A: I guarantee your folks aren’t doing it...
Q: Not doing it in (Groton), I don’t know but - that (means) something. Okay
and, um, the same thing with the uniforms - I understand there’s this whole
delineation in the (CNIC) Instruction about what the uniforms are supposed to
be?
A: It’s - it’s like, ah, I don’t know if you want to call it black or navy blue and it
has like a s-, I don’t know -- I’m from Texas I - I call everything a Stetson
almost so -- like a Stetson cowboy hat, um, I - I just had a teleconference three
weeks ago and they were talking about the new (CART) that’s comin’ up.
Ah...
Q: Oh, that’s an inspection cart - C-A-R-T?
A: Yes, ma’am.
Q: Yeah, do you know what that stands for, you know?
A: Like...
Q: It’s okay.
A: I don’t know for sure.

Q: It’s an inspection though being done by (CNIC) or?

A: Talking about going dummy right now, um, ah, (unintelligible) - I can’t remember.

Q: Okay, yeah, but it’s an inspection...

A: Sorry.

Q: ...it’s done by (CNIC)?

A: Ah, it’ll be, ah, like a (unintelligible) and various other people coming with ‘em.

Q: Okay.

A: So, but anyway, ah, I - I - I saw the uniform on PowerPoint for the first time that morning.

Q: Oh, they showed you what it looks like?

A: Yes, ma’am, um, I was never wearing this until, like I said, [b] had informed me of it when he came he for his visit. Um, but me being who I am, I mean like, “Who wears this stuff?” I haven’t found any command that’s doing it.

Q: And came in March - this past March 2016?

A: Yes, ma’am.

Q: Um, so you would think is - are the - is there an expectation that supervisory civilian police officers will be wearing this uniform?

A: That’s ac- according to [b] that’s what he said. He said that, ah, you know, “This is what everybody should be wearing.”

Q: Everybody meaning supervisors and patrolmen?

A: Ah, yes ma’am, that’s the way I understood it that he said, “Everyone across Mid-Atlantic should be wearing this uniform.” No, I’m sorry, supervisors -- I’m sorry. He said, “All supervisors should be wearing this.”
Q: And yet they’re saying you’re not supposed to have supervisors by that (MPVP)? So it seems like there’s a disconnect if - on one hand they’re comin’ up with these new uniforms for all the supervisors but on the other hand they’re saying, “We’re not gonna have any more supervisors” according to this manning document.

A: See you got it.

Q: Yeah, I see okay - okay.

A: You got it.

Q: So have they actually - “they” being [b] [6] - has he or the (CO) or the (XO) since March formally notified anybody that effective such and such a date you’re gonna start wearing that uniform or you’re gonna start gettin’ a (PAT).

A: Look - this - this is funny, um, ‘cause the, you know, the - and the captain came to my office and gave me a debrief, and they already talked to the supervisor before and they said, “Yeah, we need a debrief now is that okay?” Cool. The very next day the (CO)’s like, “I want a Physical Agility Test - I wanna - I wanna give them the correct uniform.” I said, “Okay, sir, I’m gonna get into the book and start workin’ and looking into it.” Two weeks later, this new director guy shows up -- I hope I’m not talking too fast...

Q: No - no.

A: ...he shows up and I say, “Okay,” he - we didn’t even do a turnover, okay? I mean, and he just came to me like, “I’m taking it, I got it.” The next thing you know he’s like, “Don’t worry about the Physical Agility Test, don’t worry about the uniforms, I already talked to the captain about it.”

Q: Don’t worry meaning, “We’re not gonna do it?”

A: Yes, ma’am.

Q: Right now.

A: Yes, ma’am, I was like, “Wow,” and here I am following orders of the (CO) and this new guy comes in and says, “We’re not gonna do it.” - roger that.

Q: And that was like two weeks later?

A: Yes, ma’am ‘cause he came like the 29th, I believe, of March. I mean, he finally, you know, a week later - a week or two later he gave him his Designation Letter. Like I said, he - he and I never done a turnover so I just
went right back to my office as a deputy and he, so - to this day we’ve never
done a turnover.

Q: Oh, really? So he started, ah, the 29th of April?

A: Yes, he went down to the Region for a week to get "Programmed." That’s what he said - he - I don’t make up this stuff. said, “I gotta program him how to run this place.” So he went to get “programmed” and he came after that and - yeah, he walked in.

Q: Okay so he - he started April 29?

A: He - he - he - he stepped onboard -- look at a calendar -- he stepped on board March 29, which I believe was a Tuesday. Um...

Q: You’re talking about , right?

A: Yes, ma’am, so...

Q: Yeah.

A: Yes, ma’am, he - so he - he came onboard March 29, ah, then he like left for a week or so and then he came back like it could have been the second week of April and he was - he was the director.

Q: Okay.

A: Okay, yep - yep.

Q: Okay now another thing that was - kind of came up was there’s this, um, position called the Auxiliary Security Force Coordinator - the (ASF) Coordinator?

A: (ASF), well yes, ma’am. So technically (ASF) Coordinator is me. You had to be a chief or above. I have my (GM1) actually run it for me but I oversee the program.

Q: Okay, um, do you have an actual Designation Letter or something like that?

A: Ah, actually I do not, um, in - in - in - where - why we’re in the situation we are now is because I went deputy to the director and then back to the deputy. And those - and those positions, ah, I’m not given - of course I had a (AOC) here which transferred. We have - when (AOC) left I had a lieutenant and here. They kinda like said, “Hey, you know, we’ll oversee the program.” Wow I did my security duties right off. The
lieutenant commander went back to his class and the other lieutenant entered into her class and, you know, we’ll get (word) out here soon. So the recommendation was, “It doesn’t have to be in the security department where the coordinator is...

Q: Mm-hm.

A: ...so let’s have a chief - any chief on base - chief and above be our (ASF) Coordinator.” But, for some reason they - and not meaning the security department but the chain of command, you know, the triad did not want to do that. They wan- they wanted to keep it, you know, close-knit inside the security department and I don’t understand why. So my (GM1) - he had back surgery and, I mean, he’s gone down so I’m, “Hey, while you’re here this is what I need you to do.” And then I’m overseeing it but I never got a Designation Letter - I’ve never seen anybody here with a Designation Letter even when I first checked onboard.

Q: Yeah, I wasn’t sure if it was required to be designated in writing or - and if it was, I wanted a copy but...

A: I just - I just know the Instruction says, “Your (ASF) Coordinator has to be an (E7) or above.”

Q: Yeah.

A: Ah, I don’t - I don’t remember (unintelligible).

Q: So you would say that technically you were the (ASF) Coordinator?

A: Pretty much, yes.

Q: Yeah, okay.

A: Alone - (unrelieved).

Q: And this (GM1) - his name is (b) (6)?

A: (b) (6), yes, ma’am.

Q: But you oversee what he does...

A: I do.

Q: ...right now?
A: He worked for me when - he - he worked for me - he worked in the armory but he can’t be around guns because he’s on medication and, ah, like I said he had back surgery so, you know, that leaves - he sits right across the hall from me now.

Q: Okay.

A: So I can just see what’s going on - let’s get this done.

Q: Okay, alright, now another thing was there’s somethin’ about this (CNIC)

A: That’s - that’s kinda...  

Q: Yeah.

A: ...hard to do. Um, I know at night when the, ah...

Q: Does realize that?  

A: Which one?

Q: Including ?

A: Oh, yes, ma’am. Ma’am the - the - Adm- Admiral (Williamson) came here last year and - and this is funny because he was like, “I just fixed your manning problem,” and I was - me, (b) (6) and (unintelligible) were standing like, “What?” He goes, “I just fixed your manning problem. I just (spent) 1. “ The night - that same night that he flew out. I was like, “Well there went our manning issue again,” but, ah, Admiral (Skorby) (unintelligible) and - and Vice Admiral (Smith) was just here. (“(b) (5) ” and okay

Q: And the (CO)?

A: Yes, ma’am. Ma’am the - the - Adm- Admiral (Williamson) came here last year and - and this is funny because he was like, “I just fixed your manning problem,” and I was - me, (b) (6) and (unintelligible) were standing like, “What?” He goes, “I just fixed your manning problem. I just (spent) 1. “ The night - that same night that he flew out. I was like, “Well there went our manning issue again,” but, ah, Admiral (Skorby) (unintelligible) and - and Vice Admiral (Smith) was just here. (“(b) (5) ” and okay
Q: Hm.
A: ...!
Q: Okay, um, alright. And then there was some questions about the training.
A: There is no training.
Q: There’s a problem with, yeah, okay.
A: We don’t - we don’t have the - the personnel to im- and this goes to the whole overtime, you know, we can’t do training because we don’t have the bodies to fill the shifts and great so there is no training. They get some (CVT) computer- computer-based training, ah, pretty much about it.
Q: Okay.
A: And that’s even hard to do sometimes.
Q: Okay, so you think if they were to, um, resolve the manning shortage problem that might also help the training?
A: Yes, ma’am, um, an - an just keep in mind that, you know, a while back they said, “Hey we’re gonna hire - every- everybody’s gets to hire ten personnel,” ah, you know, like a big joint hiring so we or- we ordered (unintelligible) -- excuse me -- we hired ten but, you know, so many dropped off, um, so well right now we have - I don’t know who checked in this week -- so what - by the end of this month, ah, we’ll have like three bodies of those - of those ten that was, you know, put out there and...
Q: This is non-supervisory?
A: Yeah, this is non...
Q: Yeah.
A: ...supervisory, yes, but I mean, you know, this - our patrolmen do so much and we’re so small but even the supervisors...
Q: You got three new ones, you said, recently?

A: Well, yes, ma’am. We got one that’s already in place, and one checked in last week and one checked in this week so...

Q: Okay so you still have seven more in process that are gettin’ hired - is that right?

A: Technically so -- this is kinda hard -- so technically there’s like the three that I just told you about, maybe three more or so but four dropped out so we sent a request for, ah, four new (RPAs) and that’s been over three months now where we haven’t heard anything back. Um, so you - you know how to process work I’m sure.

Q: You said th- you said three months ago?

A: Yes, ma’am.

Q: How many of those (RPAs), you said, that are pending?

A: Ah, four - we requested four.

Q: Okay - okay, so you got three, you sent out four more and you haven’t heard from those other four?

A: Yes, ma’am.

Q: And with this secu- with the supervisors now I saw that there’s two (RPAs), you can look in (TWMS) and see, um, it’s called (RPA Tracker) that I had visibility of and I can see that there’s two supervisory police officer requests for personnel actions submitted on March 1 by somebody, I’m not sure who. And then - but it says, “Received and acknowledged by HR” and it’s blank so it’s like - I don’t know where those two are.

A: For the - for the supervisory, right?

Q: The supervisors, yeah. And also, I saw...

A: Yes.

Q: ...that the security director submits a PowerPoint slide at the meeting to the (CO) and it shows two supervisor - so it gives me the impression that there is some sort of effort by somebody to try to hire some supervisors.

A: Yeah, but the slides we do, ah, at the department head meeting, ah, and it’s
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Interviewer:

every - and it’s every - it’s ever other week, um, and like I said, the captain
does his bi-weekly report that he sends off to the admiral. I - I have to go look
in the email - it was either [b] [6] or [b] [6] puts in on our behalf for the supervisors, ah, requests so...

Q: But - so even though they’re on that slide and they were requested on March
1, is there any progress being made toward actually...

A: No, ma’am.

Q: ...getting supervisors that you know of?

A: Not that we know of, I mean, an- an- and you - and you think about it, ah, if
we get - if we get the go ahead to do that, I mean, we have, you know,
patrolmen on standby, ah, to - to, oh, interview for that sergeant’s position.
Ah, we have two sergeants that can interview for the lieutenant position, you
know, ah, other folks coming from like maybe from [b] [6]. I mean, you
know, so once we get it out there, I mean, we’ll be - we haven’t - but we
haven’t heard anything.

Q: Okay, but the fact that like the security director keeps it on his brief would
make you think that it’s not like off the table - that it’s - somebody’s trying to
make it happen?

A: That report - I started that as a director. Um, when we started doing our
department head because [b] [6] was out, ah, for like
(unintelligible) or somethin’ so we started it. So this - I’ve been advertising
this ever since I’ve been the director - every - every department head meeting
we go to so he - he’s come in now and he’s doing it now. He’s just doing
exactly what I’ve been doin’.

Q: Just to keep the...

A: It’s a...

Q: ...visibility high.

A: Exactly. It’s - every - every week, you know, instead of goin’ there and
readin’ it, “The same thing as last then - no changes” is what basically is said.

Q: Yeah.

A: There - there are no changes.

Q: I see, okay - okay. And now one thing, I - I think I already know, but I’ll just
mention it to you that-about these vehicles. I guess there’s some kind of a flawed process for getting vetted equipment on the vehicles?

A: Oh...

Q: Is that - can you explain your understanding of that?

A: Now the whole trio thing and when I - when I was with Southwest Region I was in charge of the trio. We did not have it this jacked up but that my understanding is the way they do it here they wanna piecemeal everything or whatever you want to call it. You know, get the car and order bits and pieces here and then finally everything and I think that’s the dumbest thing in the world. You know, you should just take the - most (unintelligible) before they even give us the vehicle get the whole police package in and get the whole stickers on there and then drop the car off. It saves a whole lot of time and money but they don’t do anything like that, I mean, we got two sedans sittin’ in the front of the building right now unmarked, ah, they’re pretty much used as admin. vehicles right now. Ah, but, you know, hey let’s get the stickers on, let’s get the lights on, let’s get the radio and sirens, etcetera, and cages, ah, and put ‘em to use. I mean, we - we got cars that - I won’t say on their last leg but they’ve been here and they’re - they’re past their - their service time.

Q: And you’re paying for those two cars, right?

A: And you are paying for those two cars, yes, ma’am. That’s a little fraud, waste and abuse going on there but anyway.

Q: Yeah - yeah, right. That’s why I asked you about it, you know.

A: Yes, ma’am.

Q: Okay, yeah. So they sit and they’re paying the lease...

A: Yes, ma’am, we’re gettin’ - there’s been a lease on there right now and, I mean, granted it’s not - well I won’t say it’s not my money coming out of my pocket but overall, I mean, taxpayer dollars, I mean...

Q: Mm-hm.

A: ...so, I mean, you’re - you’re wasting taxpayer dollars right now.

Q: Okay that was the - the other items I think I needed to know and ask you about. Um, there was something about - somebody mentioned the Master at Arms Training being gun decked, which to me the term,”Gun decked” kinda means it wasn’t really done and somebody said it was, right, I mean?
A: The (train man) came out, ah, the new (train man) came out and said that, you know...

Q: When you say, “Train man,” that’s training manual?

A: Yes, ma’am.

Q: Yeah, okay.

A: So it - it came out be- and before this, you know, the master at arms - and keep in mind I - I never went to (ME) school so I graduated from academy, I don’t know nobody that went to school but in my opinion it’s weak. Um, before the (train man) happened the master at arms would come in here and they’d do the (FTO) Program, you know, and get trained up, take a few hours, etcetera and rock and roll. Now this (train man)’s come out, you know, you gotta go through all these, ah, sustainment training, the compliance courses and - and, you know, because of the union having to bargain often - and negotiated, okay, so it makes hard for the master at arms to get qualified patrolmen here.

Q: Mm-hm.

A: There are some that are grandfathered but like the new master of arms come in, you know, until this whole (train man) and everything is - is worked out I don’t see my master at arms - my favorites gettin’ qualified for patrol any time soon. You know, and it’s not - it’s not the supervisor - it’s not - it’s just somebody in the big Navy wanted to be just (unintelligible) whomever messed up. Ah, and my folks here, I mean, they - they are by the book so if the book says it, I mean, that’s how they’re gonna treat it so it makes it hard for my (civilians) to get qualified. And, you know, I’m - I’m not mad at my folks here I’m - I’m mad at whoever decided to institute this at - at this time and didn’t put a lot of thought behind it so...

Q: Mm, it’s - you mean, whoever issued that training manual?

A: Yes, ma’am.

Q: Is that somethin’ that comes out every year or...

A: No, this - this is somethin’ that just recently came out. I can’t tell you when, um...

Q: Is it an - is there a number on it - an instruction manual?
A: It’s, ah -- god damn, let me think about that for a while...
Q: If you could send me that training manual?
A: I will - I - I’ll...
Q: Yeah.
A: I’ll send you the training manual and - and...
Q: And also the regulation requires that, yeah.
A: Yeah, I don’t (unintelligible).
Q: Okay.
A: So...
Q: Um, I think that’s all I have.
A: Cool.
Q: Um, and so, you know, hopefully you can see like where I’m going with all of this.
A: Mm-hm.
Q: It’s just kind of follow-up and see, you know, what’s really being done to resolve the...
A: Yeah.
Q: If it’s - number one -- is it a legitimate concern - legitimate issue - it sounds like you said...
A: It is.
Q: ...it is and number two -- has any action been taken to resolve it - not really, right?
A: An- and a lot of recommendations have been thrown out there like, “Hey, here’s some solutions,” you know, everybody will say, “Well, you know, you got a problem come recommend...
Q: Offer a solution, yeah.
And - and we have done that - myself, we’ve - we’ve gone to the captain and (XO) and said, “Hey here’s some, you know, solutions - recommendations.” It’s like, “Okay, thank you, just go away.”

So, ah, you know, I mean, I - I’m now - I’m gettin’ ready to retire, you know, so, ah, they - they burned me out here.

When are you gonna retire?

Um, I don’t know yet - maybe - maybe in July.

Okay. Just in case I needed to reach you - if you could give me a number to contact you if - if that does happen?

Oh, I’ll give it to you right now.

Oh, okay - okay.

It’s...

Mm-hm.

... ... ... ...

Mm-hm.

... ...

Okay.

And that’s just tentative right now.

Okay, alright. Um, do you have any questions for me before we wrap up here.

No, ma’am.

Alright, so feel free to call me. You have my email...

Okay.

...and phone number if you should ne- ah, think of anything or want to share anything else please just feel free to call me - and, um, just follow-up on those
Q: And, um, and then that’s it.
A: Alright.
Q: Okay.
A: Thank you very much.
Q: Thank you I appreciate your time. Thanks...
A: Mm-hm.
Q: ...for coming.
A: Yes, ma’am.
Q: I’ll go ahead and shut this off now.
A: There you go.

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

Signed ________________________________