

8-14-09

OSC, Washington DC

OSC FILE # DI-07-1068

Here are questions I have relevant to your investigation. If your investigation is done with integrity and the true facts then there should be no problem answering questions.

Fort Lewis Public works Mgmt. and possibly others did unfair hiring practices that the past investigations have proven. I was planning on working another 10 years and applied for supervisor job in person to [redacted] the day after supervisor announcement ended. Nothing has been mentioned about this attempted desire to apply for Fort Lewis WWTP Supervisor Job. My rights were violated intentionally and I would like monetary compensation for the 10 yrs. I was planning on working plus interest. After my attempt to apply for supervisor failed, [redacted] verbally & mentally harassed me to the point of near heart attack and he kept the pressure on. [redacted] & others witnessed this. [redacted] purposely tried to provoke me into a physical confrontation. He retaliated against me for challenging his credentials for WWTP Operator 2 License with WA State DOE. I believe it can be proven that [redacted] cannot be in two places at the same time.

My request under the Freedom of Information Act, for the [redacted] investigation information was disappointing. Fort Lewis Attorney [redacted] re-dacted the truth. Eventually, OSC sent the official [redacted] Invest. without any re-dacting of material. I question whether [redacted] as well as upper & lower management criminally violated the law by lying & being above the law. When I went to testify for Alkai in Seattle, WA just before I was to testify [redacted] asks my name and sarcastically and intimidating says "So you're the one!" Management should be prosecuted for their intentional criminal acts.

When I signed my retirement papers Jan.07, the second I signed my papers, [redacted] pretended to call someone in front of me making a big scene and said cancel the criminal threat. I mentioned this to [redacted] [redacted] checked it out and found out she was just pretending. [redacted] was totally treated an outcast and mgmt. did everything to make it miserable for [redacted]

In my opinion (and I'm sure many other people as well) [redacted] has used lower management as his pawns to do the dirty work making himself look like he did nothing wrong. There are rumors about management having unethical relationships in the government premises and getting caught in the act and compensating people with money incentives to keep secret. This rumor needs to be investigated because it shows the character of management. Put management on a lie detector test to discredit the rumor. However, I don't see OSC investigating this but it is a payoff for being quiet which is criminal.

Why was [redacted] allowed to get away with anything & everything and nothing ever happen to him? I feel I deserve a monetary settlement plus interest for the illegal practices committed that prevented me the opportunity to legally advance my Career and for the illegal harassment I endured.

Sincerely, [redacted]

y

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WORK S-TH 7am-3:30pm PST

To - Lynn Alexander -OSC Fax # 1-202-653-5151

From - [REDACTED] (part of games)

Addendum to 8-14-09 pertaining to the safety issues , unauthorized use of Gov't equipment for personal use and the whereabouts of tools in the maintenance van that [REDACTED] used before he became supervisor, etc. There are many more incidents that I don't recall at this time.

1. [REDACTED] used unsafe practices when trying to repair swing arm to #3 Dig. Floating Lid. The potential for an explosion could have killed all personnel in the vicinity of the sewage plant and caused an environment disaster to the surrounding area and waters of Puget Sound.
2. I witnessed [REDACTED] incorrectly use a power rod cleaner cable without proper training near the Thickner. He led me to believe he knew what he was doing. Anyway, the cable snapped and came out of pipe he was cleaning so fast you couldn't even see cable. The broken cable end hit [REDACTED]'s gloved hand. [REDACTED] didn't know what kind of injury he had until he took his glove off and saw part of his thumb cut-off. His carelessness could have easily have decapitated either one of us. His medical records will show extensive medical treatment to his hand including metal rods. [REDACTED] is carelessly dangerous when it comes to proper safety.
3. I heard [REDACTED] took home the forklift for his own personal use on a week-end. This should be investigated. This is contrary to Exhibit 165 Q & A #18. Who had tools in their garage, as [REDACTED] states?
4. The van tools should be located but it seems like [REDACTED] isn't offering information.
5. [REDACTED] instructed an employee, which transferred to Madigan Plumbing, do some dangerous work using fork lift unsafely. Employee injured his arm, I believe. Employee was lucky injury could have been worse.
6. A big chain hoist support was supposed to be for the wastewater plant for pulling equipment but Al took it away from WWTP and set-up in Exterior Sewer.
7. [REDACTED] once made up a rumor that the big T.V. at water plant was stolen by someone. He had all WWTP personnel believing this rumor. The T.V. was at Water Plant all along.

This information is the best to my knowledge.

Sincerely,

August 26, 2009

To: Office of Special Council

From: Biological Science Technician

Subject: Response to AR 15 investigation ballot comments only (subject material available upon request).

HIRING PRACTICES:

1. The Administration, (in Our opinion) has shown **bias** in current hiring practices by not using past practices of hiring from within of **qualified personnel**.
2. (Meir Island transplant) was hired by [redacted] and was trained by Mr. [redacted] (former Division Chief) for 3 months. Mr. [redacted] had **no** previous supervisory experience. He is now the current Division Chief.
3. After only one month of being hired, Mr. [redacted] hired his own son amongst all other qualified applicants for a temporary position at Eco-park. { nepotism? }
4. Water Supervisor position: Preferential treatment was used when hiring Mr. [redacted]. He was hired for the Water Supervisor position **before** he had received his Water 3 State license. Instead of hiring **on-post qualified personnel** applicants, who already had their Water 3 licenses, the position was held open for Mr. [redacted] till he was able to pass his State test.
Then ignoring normal protocol Mr. [redacted] was used as the temporary supervisor at the Wastewater Treatment Plant (he held only a Wastewater 2 license) over **more qualified** on-site operators that hold State 3 licenses, that one needs to have to work in the supervisor position.
Past practices at Fort Lewis are that when the Supervisor leaves or is absent **employees with experience** are left in charge.
5. Current Supervisor position at the Wastewater Treatment Plant:
Qualifications are State Class 3 licensed operator, no moving expenses for relocation, listed as WS-9.
The newly hired Supervisor opposed these restrictions so management changed the requirements to appease him.
In addition this hiring sets a **unfair precedence**, in all the hirings in Public Works at Fort Lewis the most **qualified personnel**, that had true experience in running the Water or Wastewater Plants or other PW locations were hired. The newly hired Supervisor for Wastewater has **no prior experience** in the type of plant we run at Fort Lewis. Yet we have a number of highly qualified candidates right here at our plant with over 20 to 30 years experience and the proper State licenses. This current selectee will be the **9th** supervisor in the **last 4 years**.

ANNOUNCEMENTS: FOR HIRING

All positions are open to candidates and are e-mailed or posted at on-site union boards.

- This was made an exception for the following positions;
Water/Wastewater Operators jobs were instead posted on USA jobs.gov only.

Mr. ██████████ (8th Temporary Wastewater Supervisor) was the subject of a Sexual Harassment suit by whistle blowers, Ms. ██████████ and Ms. ██████████. Management accepted Mr. ██████████'s word on the complaints without investigating the validity of these charges. We need accountability!

LABORATORY RESULTS:

1. On site operators were subpoenaed in Federal Court by Alki. These were contract vendors who had the responsibility of cleaning the #1 Digester (2005).
2. Subsequent analysis of digester contents by vendor showed excessively high Oil and Total Hydrocarbon contents (THC) approximately 20,000 part per million. Placing this sludge in a hazardous material classification. (not normal domestic sludge) and verified in court.
3. Additional requests by operators for comprehensive analysis affecting plant performance have continued to be denied.
4. EPA had not responded to missing data for April 2009.
5. Current sludge leaving plant had not been tested for THC (oil).
6. Current sludge results only indicate moisture content. Requested results of press operations analytically have fallen on deaf ears; the filtrate (from pressing oil laden sludge) is returned to the plant and continues to affect operations. We need the analysis!

HARASSMENT:

what we need is not retribution but restitution! we do not deserve to be demoralized or treated with a lack of trust.

1. Notice posted on operator board that operators are not to discuss operation with contractors on site. (current)

2. ██████████ spoke to me about current operational tests and stated, "Lab results do not show any interference of operations of the filter press." Interestingly Mr. ██████████ does not have any analytical data to support his claim. He admitted "I talked with other plant locations and they are showing the same problems." Why no testing for THC?
3. Currently Mr. ██████████ was intimating that the July 2009 DMR was inconsistent on the BOD's and suspended solids.
Why wasn't Mr. ██████████ upset when ECO Park (composting compound) dumped 10,000 gallons of Leechate (by product of composting) on the Wastewater Plant from their process that ultimately stripped our Hirate roughing filters. **All Bio-mass was killed.**
4. What is happening here is upper Management is micro-managing the Wastewater Plant's operations.
What should be noted is, that on site operators have continued to operate the plant as efficiently as possible indicated by previous DMR's and are not being credited with the positive results only the negative. But the lack of trained, qualified and licensed supervisors are not being held accountable for the negative performance.
5. Harassment has risen, noticeably evident since **giving testimony** in Federal Court.

WASTEFUL SPENDING - No Accountability

1. Filter Press - necessary - **No**
Composting can only use 30% of sludge produced by plant. **Cost - approx. 1.2 mil.**
2. Drying bed refurbished in 2006/2007 - new roof and structure.
Too bad the hazardous (oil laden) sludge spontaneously caught fire and burned the new roof and structures. **Cost - approx. 1.2 mil**
3. Removal of 12 new valves and piping as originally designed, to make way for composting and filter press operations. **Cost - 100,-200,000.**
4. #2 Digester renovation and new compressor
Sludge pumps originally replaced - 2001
Sludge pumps again replaced - 2005
Sludge pumps AGAIN replaced - 2006
COST - ??? estimate no less than 200,000.
Problem? Al Long's recommendations were of incorrect pump types.

#2 Digester was rebuilt 2001/2002; newly lined with concrete and new roof and escape hatch. **Cost - approx. 1 mil.**
TOO BAD the top cracked and unit leaked!!

5. New Fine Screens: #1 inoperative for 2 years. **Cost** - ? New in 2001/2002
6. Clarifiers - Newly refurbished in 2006/2007
Currently under refurbishment **AGAIN**. **Cost** - ?
7. Currently replacing Ghorman-Rhupp pumps (recycles process water)
due to filter press needs. **Cost** - Est. 1 mil. **Necessary**- NO
8. CL2 tanks leaking - replaced in 2001. **Cost** - ?
9. Peerless replacements - Diesel portable pumps - X's 3 plus installation
Necessary - No - one for standby would be a good idea.
All 3 new Peerless permanent pumps have been installed. A good idea - operators
have been asking for replacements for 15 years.
10. Secondary clarifier - refurbishment proposed. Were refurbished in 2002
soon!

Bottom line 10 plus million on plant upgrade with NO operator input.

Pilot study on Hydrogen stripping of methane? **Cost** - unknown. Why?

None of the above includes "Pre-treatment" requirements agreed to by Colonel [REDACTED]
and agreed to by the State Dept. of Ecology. (Memorandum of Understanding).
Study complete, yet no action for past year by CH2M Hill & Management.

Pre-treatment studies were indicated 10-15 years ago and currently no new
construction or refurbishment done.

The Operators are not responsible for the continued degradation of this facility or
current operations, other than doing their jobs as required by permit and State
regulations.

Aug 31, 2009

ATTN: Megan Therit,

Enclosed is response TO AR-15
investigation RE; OSC file #DI-071058.

I am sending hardcopy out today.
you should receive in 2 days.

Thank you

A handwritten signature in black ink, appearing to be "J. V. U.", with a large flourish extending to the right.

ATTN: LYNN A. ALEXANDER AH.
RE: OSC File #DI-071058

MS ALEXANDER

I'm adding this personal note to draw attention to the fact that I took a oath when I joined the NAVY to uphold the constitution and protect my country in 1974, I ALSO TOOK THE SAME OATH when I TOOK THE JOB WITH THE FEDERAL GOV. I FEEL IN BOTH CASES MY COUNTRY FAILED ME. PERSONALLY I WISH I WOULD OF THOUGHT OF THIS SOONER AND WROTE TO SENATOR KENNEDY WHEN HE WAS STILL ALIVE. WE AS A GROUP WENT TO THE WRONG CONGRESSMEN + SENATORS WITH THESE PROBLEMS. THESE PEOPLE WHO ARE LEADERS AT THIS FT. LEWIS HAVE TAKEN GOOD PEOPLE ALL THROUGH PW AND DESTROYED MORAL + TRUST AS THEY FELL FOR THEIR OWN AMBIGUITY AND PERSONAL GAINS. AND FOR OUR COMPLAINTS TO BE OVERLOOKED AND SET ASIDE AS ONLY DISOBTANTLE EMPLOYEES WOULD. APPEALING TO THIS ADMINISTRATION THAT STANDS FOR CHANGE.

I've serviced ~~my~~ country and now I service
my government. I would deeply appreciate my
voice to be heard without bias or one sided
in favor of management. We the people for
all people. Senator Kennedy was for all the
people small or big. How about president
Obama. Management at this base need to held
accountable for their poor, appalling leadership
and all the lives of the employees under their
leadership they have destroyed physical + morally
Thank you for your service to our government
Please extend the same courtesy to us at PW Employees
Ft. Lewis and the service we gave to our country

Sincerely

Ret & Employee

BULLET POINTS

- 1) Pay issues: Management is not paying us our overtime and/or Sunday premium on a regular basis. I have back pay issues dating back to March of this year and one as far back as 2006. They don't seem to want to resolve these issues and they just keep on happening.
- 2) Acting supervisor: I have the experience and the Wastewater license and yet they won't put me in as acting supervisor. Our current supervisor has no wastewater knowledge and he is the supervisor who ~~_____~~ and ~~_____~~ had trouble with. (~~_____~~)
- 3) Hiring practices: The employee handbook says that when new people are hired they will be hired from within the organization if possible but the last two supervisors have been hired from the outside. (~~George Campbell~~ and ~~Doug Cole~~) WHY? I believe there needs to be an investigation into the hiring practices here at Fort Lewis. An unbiased one this time please.
- 4) Overlooked as supervisor: I have been overlooked as supervisor on numerous occasions.
 - A) When management illegally hired ~~_____~~
 - B) When ~~Nate B...~~ was brought down temporarily as supervisor
 - C) When ~~George Campbell~~ was hired
 - D) When ~~Doug Cole~~ was hired
 - E) When ~~Jim Fl...~~ was brought down temporarily as supervisor. Five times I ~~_____~~ management is going way out of their way to hire anyone but myself as the supervisor for the wastewater treatment plant.
- 5) Vacation supervisor: When supervisors go on vacation they normally have someone from their shop take over as supervisor. When ~~_____~~ has been gone they have put the water plant supervisor in charge. Why do this when myself, ~~_____~~, or ~~_____~~ is available? Again, they are going out of their way to keep us from being supervisor.
- 6) Disappointment with OSC: I have been really disheartened with the response we have gotten from the OSC. In every instance they have sided with management to the point that it looks very suspicious. It seems that the OSC is just going through the motions to appease us so we'll just go away. Rest assured, **WE WILL NOT GO AWAY!!**
- 7) Mismanagement of government funds: Money has been spent on things that are not needed and not well thought out. I believe an investigation is in order.
- 8) Safety issues: I don't feel the safety issues were looked into in any depth. Two separate complaints came in this week, the week of August 24, 2009, regarding the plant outfall (oil sheen) and the belt filter press (odor and safety) by an unknown person/persons.

s
August 28, 2009
OSC File No. DI-07-1061

(2)

After going through the "Dog & Pony" show of arbitration in this case management lost the decision.

However an appeal was filed by Management - the Attorney - or Army.

Case has been languishing @ FLRA for 2+ yrs. and management as verbally expressed to me by (current Deputy Dir) is that nothing can be done to repay me.

What is evident here is reprisal rather than restitution is in effect.

Members of the operating staff (discussed operators) have been under these reprisals since we were supposed to testify in Federal Court in Seattle as to the allegation made by Alki of oil in the Ft. Lewis Sewage plant sludge.

Alki was an outside contractor that discovered THC (total hydrocarbon) element in our sludge. These Analysis were confirmed in court.

Management has yet to acknowledge our requests for total hydrocarbon (oil & diesel, J84) testing on site.

Currently the sludge is fed into a ball press + added polymer for processing to a dried transportable condition.

Problem is: Filtrate (liquid from pressing operation) is returned to the plant and interferes with normal operations of the plant.

The sewage plant was not designed to handle this toxic waste stream.

I believe that management's handling of removed sludge, containing this hazardous material is not in accordance with existing regulations.

Why has management not done the proper evaluations/testing to ensure that the hazardous material is at an acceptable level? Denial of contamination is not a valid excuse!

The passing of words as to operators responsibility of plant operations is not valid. ~~Dr. [redacted]~~ - Dpty Dir.

The plant Permit states: Section III. E. "The permittee shall @ all times properly operate and maintain all facilities and systems of treatment and control (and related appurtenances) that are installed and used by the permittee to achieve compliance with the conditions of this permit."

The above is quoted directly from our operating permit. Nothing about "staffing" or "Manpower" is stated.

When operators are working alone, 2/3rd of the 24 hr. clock - we realized the difference between - "sometimes"

and "at all times". This is related by the Deputy Director.

Over my 20 yrs years of service it has always been an operator concensus that the sewage plant was not to be left un-attended.

Power failures occur, back-up generator do not re-start the necessary operational equipment at the plant. This must be done by the qualified operators to prevent by pass - an official violation of permit.

We were told that all hazardous sludge would be removed and dumped at the 304th St. county landfill.

Approx 90 tons of sludge was composted and spread under the auspices of the Composting facility on the Lewis soil.

Approx ? tons were delivered to this site. We have no records of this transport. If approx 300 tons of hazardous sludge are missing, where was it dumped?

Remember it was incorrectly disposed of in the East gate area firing ranges.

Bottom line comments:

We need continuation of hazardous content of sludge & wastestreams to plant.

Correctives of improper procedures by management made to injured parties.

End discharge of petroleum products to Puget Sound receiving waters.

Please excuse the "country boy" pronunciation - Not Computed Skills. Sincerely Submitted 11-1

To Lynn Alexander II

I read your report and agree with the findings in reference to the safety issues and lack of management tools in regards to ~~the~~.

I cannot comment on the quote illegal dumping as I was not involved.

I am frustrated however in the manner in which I was dealt with with my back injury and surgery. I am appalled with the way that management handled my case to include the Deputy Garrison Commander. I know that you are more concerned with the waste water plant, but I feel my issues have been ignored. I WAS ~~continuously~~ continuously offered manual labor jobs or other jobs that management knew I couldn't do. This occurred during the RIF + MEO. My last year at Ft Lewis I had a temporary assignment with the Ft Lewis Fire Dept that could have turned permanent but Public Works refused to OK it. Over

I feel I had to retire early
when I could have worked
another 4 years.

I feel that CPAC, Public
works and the EEO office
found ways to ignore this
situation - I feel your office
will ignore my sincerely
issues also.

2011/11/21 10:21