

EXHIBIT 10

TAB 14

BOOK 2 OF 3

CD- EXH 10

TAB 14

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: 5/2/2007
Rank: DA Civilian (NSPS) Time: 0830 hours
Organization: Fort Lewis CPAC Location: Bldg 2015
Phone: (b)(6) Email: (b)(6)
Union Representative: Not Covered Union POC Info: N/A

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Documents Requested: None

Interview Notes:

1. Interviewer Question: For FY06 and FY07, are you personally aware of repair part requests for the WWTP being denied due to a lack of funds?

Interviewee Response: No, I am not aware

2. Interviewer Question: For FY06 and FY07, are you personally aware of individual job order (IJO contracts) requests for the WWTP not being executed due to a lack of funds?

Interviewee Response: No, I am not aware

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division

Appointing Official: COL Cynthia A. Murphy, Garrison Commander

3. Interviewer Question: Are you personally aware of any allegations of financial mismanagement within DPW?

Interviewee Response: *No.*

4. Interviewer Question: Are there currently any on-going internal reviews of financial management within DPW?

Interviewee Response: *Not that I'm aware of. No, not at all (other invest)*

5. No questions for investigator.

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/2/2007**
Rank: **DA Civilian (NSPS)** Time: **0830 hours**
Organization: **Fort Lewis CPAC** Location: **Bldg 2015**
Phone: (b)(6) Email: (b)(6)
Union Representative: **Not Covered** Union POC Info: **N/A**

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO

Documents Requested: None

Interview Notes:

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Interviewee Response:

2. Interviewer Question: For FY06 and FY07, are you personally aware of individual job order (IJO contracts) requests for the WWTP not being executed due to a lack of funds?

Interviewee Response:

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AR 15-6 Investigation

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Interviewee Response:

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Interviewee Response:

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Page 2 of 2 Pages

AR 15-6 Investigation

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Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

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Rank: **DA Civilian (NSPS)** Time: **0830 hours**
Organization: **Fort Lewis CPAC** Location: **Bldg 2015**
Phone: (b)(6) Email: (b)(6)
Union Representative: **Not Covered** Union POC Info: **N/A**

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Interviewee Response:

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Interviewee Response:

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Interviewee Response:

EXHIBIT 10

TAB 15

BOOK 2 OF 3

CD- EXH 10

TAB 15

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division

Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: 5/3/2007
Rank: WS14/DA Civilian Time: 0900 hours
Organization: DPW Location: Bldg 2044
Phone: (b)(6) Email: (b)(6)
Union Representative: Not Covered Union POC Info: N/A

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Documents Requested: None

Interview Notes:

Purpose – Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
PRINCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.
ROUTINE USES: Your social security number is used as an additional/alternate means of identification to facilitate filing and retrieval.
DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION Bldg 2044, Fort Lewis, WA 98433	2. DATE (YYYYMMDD) 2007/05/03	3. TIME 0900	4. FILE NUMBER N/A
5. LAST NAME, FIRST NAME, MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS WS14/DA Civilian	
8. ORGANIZATION OR ADDRESS Directorate of Public Works (DPW), Fort Lewis, WA 98433			

9. I, (b)(6), (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

INTERVIEWER QUESTION: What is your official position title, series and grade?
INTERVIEWEE RESPONSE: *Operations and Maintenance Division Chief, 4749, WS14* (b)(6)

INTERVIEWER QUESTION: Who is your supervisor?
INTERVIEWEE RESPONSE: (b)(6), (b)(6)

INTERVIEWER QUESTION: Approximately how many personnel do you directly supervise?
INTERVIEWEE RESPONSE: *Approximately 170 personnel* (b)(6)

INTERVIEWER QUESTION: Approximately how many hiring actions do you handle in a calendar year?
INTERVIEWEE RESPONSE: *This year has been out of the ordinary due to reorganization, I've handled about 40 I guess but am not sure.* (b)(6)

INTERVIEWER QUESTION: Were you the hiring official for the competitive temporary promotion Recruit-Fill action for Utility Systems Repairer-Operator Supervisor, WS-4742-10 which resulted in the selection of (b)(6) in December 2005?
INTERVIEWEE RESPONSE: *Yes, I was.* (b)(6)

INTERVIEWER QUESTION: Why did you list (b)(6) as a "by name" request on the Recruit-Fill Request for Personnel Action (RPA) for the competitive temporary promotion?
INTERVIEWEE RESPONSE: *you do that to use his skill sets as the standard for which all the other applicants are qualified against.* (b)(6)

INTERVIEWER QUESTION: Why did you not include other personnel as "by name" requests on the Recruit-Fill Request for Personnel Action (RPA)?
INTERVIEWEE RESPONSE: *There really isn't any specific reason why I didn't use others. I specifically chose (b)(6) because he was licensed in water treatment and was to water treatment.* (b)(6)

10. EXHIBIT	(b)(6)	PERSON MAKING STATEMENT	PAGE 1 OF <u>7</u> PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"
THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Did you receive a referral list for this Recruit-Fill action on December 28, 2005? (b)(6)
INTERVIEWEE RESPONSE: I received a referral list, but I don't recall the exact date.

INTERVIEWER QUESTION: Did you review the resumes for the personnel on the referral list? (b)(6)
INTERVIEWEE RESPONSE: yes, there was only one person on the referral list.

INTERVIEWER QUESTION: Did you conduct interviews with the personnel on the referral list?
INTERVIEWEE RESPONSE: No. (b)(6)

INTERVIEWER QUESTION: Did you make a selection from the referral list on December 28, 2005?
INTERVIEWEE RESPONSE: I made a selection from the referral list but don't recall the exact date.

INTERVIEWER QUESTION: Who did you select from the referral list and why? (b)(6)
INTERVIEWEE RESPONSE: I selected (b)(6). He was the qualified candidate.

INTERVIEWER QUESTION: Did you verify the selected individual had a Washington State Driver's license?
INTERVIEWEE RESPONSE: yes, I do annually. (b)(6)

INTERVIEWER QUESTION: Did you verify the selected individual had a Group III waste water certification issued by the State of Washington?
INTERVIEWEE RESPONSE: I verified that he had a Group II waste water certificate and he had one year to obtain a Group III waste water certificate. (b)(6)

INTERVIEWER QUESTION: Did you notify Waste Water Treatment Plant (WWTP) and Water Treatment Plant (WTP) employees that (b)(6) was selected for the competitive temporary promotion as Utility systems Repairer-Operator Supervisor, WS-4742-107?
INTERVIEWEE RESPONSE: I don't specifically recall making a formal announcement. I recall having informal conversations with employees. (b)(6)

INTERVIEWER QUESTION: Were you (b)(6) rater? How did you rate his performance for 2005 and 2006?
INTERVIEWEE RESPONSE: yes. I haven't yet rated his performance. I'm behind in my ratings and am working to get caught up. (b)(6)

INTERVIEWER QUESTION: What was the nature of your relationship with (b)(6) prior to his selection for a competitive temporary promotion as Utility systems Repairer-Operator Supervisor, WS-4742-107?
INTERVIEWEE RESPONSE: Strictly professional relationship. I've only seen (b)(6) one time in a social setting outside of work and that was a group Superbowl party.

INITIALS OF PERSON MAKING STATEMENT (b)(6) (b)(6) (b)(6)
PAGE 2 OF 7 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: What was the nature of your relationship with (b)(6) after he was selected for a competitive temporary promotion as Utility systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: The same as before he was hired. (b)(6)

INTERVIEWER QUESTION: Did you instruct your secretary, (b)(6) to call (b)(6) to notify him when the vacancy announcement was open?

INTERVIEWEE RESPONSE: I don't recall doing that. (b)(6)

INTERVIEWER QUESTION: Did you instruct (b)(6) not to notify (b)(6) and (b)(6) of the open vacancy announcement?

INTERVIEWEE RESPONSE: No, I wouldn't have done that. (b)(6)

INTERVIEWER QUESTION: Did (b)(6) call you on or about December 24, 2005 to inform you that she had called Veith A. Long to notify him that the vacancy announcement had opened?

INTERVIEWEE RESPONSE: I don't recall that, I believe I was on leave. (b)(6)

INTERVIEWER QUESTION: Did you provide advance notification to anyone that a vacancy announcement would be open on or about December 23, 2005 for a competitive temporary promotion as Utility systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: No, I don't recall providing anybody advance notice. (b)(6)

INTERVIEWER QUESTION: Did you direct (b)(6) to assist Directorate of Public Works (DPW) personnel with the writing, revision and uploading of their resumes on the Army Resume Builder website?

INTERVIEWEE RESPONSE: Yes. It's part of her duties of M&R division secretary. I don't recall who she helped, but she helped numerous individuals. I never directed Carol Blake not to help specific individual employees. Just the opposite, I encouraged all employees to get their resumes in the system. (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

PAGE 3 OF 7 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are you familiar with the maintenance requirements for the Waste Water Treatment Plant (WWTP) Gas Compressor?

INTERVIEWEE RESPONSE: No, I'm not. (b)(6)

INTERVIEWER QUESTION: What oil type/weight does the WWTP Gas Compressor require?

INTERVIEWEE RESPONSE: I don't know. (b)(6)

INTERVIEWER QUESTION: Is there a document or publication which specifies the oil type/weight to be used in the WWTP Gas Compressor?

INTERVIEWEE RESPONSE: If there isn't a document on hand, I'll go to my supervisor or research on line. I'm not sure there is a document. (b)(6)

INTERVIEWER QUESTION: Have you ever directed an oil type/weight be purchased and used in the WWTP Gas Compressor which was different from the required oil type/weight?

INTERVIEWEE RESPONSE: No, I haven't. (b)(6)

INTERVIEWER QUESTION: What is the purpose of the WWTP daily logs?

INTERVIEWEE RESPONSE: To keep a log of the plant condition, a recorded history. (b)(6)

INTERVIEWER QUESTION: Is there written guidance on how to properly fill out WWTP daily logs?

INTERVIEWEE RESPONSE: I doubt it, I don't believe there was at the time. (b)(6)

INTERVIEWER QUESTION: Were WWTP employees trained on how to properly fill out WWTP daily logs?

INTERVIEWEE RESPONSE: I doubt it, my guess would be no because the employees have been filling that log out for a very long time and it's an informal log. (b)(6)

INTERVIEWER QUESTION: Did WWTP employees ever inform you that they believed inappropriate comments were being entered into the daily logs by their supervisor (b)(6)?

INTERVIEWEE RESPONSE: yes (b)(6) did. Prior to that, (b)(6) showed me logs in which all employees were making inappropriate comments. He told me that he had to counsel all the employees about writing inappropriate stuff. (b)(6) believed at long was writing insulting comments in the log. The comments he showed me were several years old. (b)(6)

INTERVIEWER QUESTION: Are you aware that some of the WWTP historical daily logs are missing?

INTERVIEWEE RESPONSE: No I'm not aware. They probably not missing but in storage somewhere. (b)(6)

INTERVIEWER QUESTION: Do you know the disposition of the missing WWTP historical daily logs?

INTERVIEWEE RESPONSE: They are probably in storage somewhere. (b)(6)

INITIALS OF PERSON MAKING STATEMENT

[Handwritten initials]

PAGE 4 OF 7 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Were the normal procedures for removing sludge from a digester followed on or about 14 November 2006 when Cascade/Alki personnel moved sludge from digester number one to the drying beds?

INTERVIEWEE RESPONSE: I don't know. (b)(6)

INTERVIEWER QUESTION: Are there any circumstances under which it would be reasonable not to test sludge being moved from a digester to a drying bed?

INTERVIEWEE RESPONSE: I don't know. (b)(6)

INTERVIEWER QUESTION: Did WWTP employees report a safety violation to you related to the repairs of the swing arm of the digester floating lid?

INTERVIEWEE RESPONSE: Yes (b)(6) reported what she felt was a safety violation by (b)(6) and one or two other Water Plant Employees working on the swing arm. I talked to Al and made a determination he was done fine. Safety cards out and did a report and the procedures were okay. (b)(6)

INTERVIEWER QUESTION: What procedures are normally followed during sewage back up? Were those procedures followed on/about January 3, 2007?

INTERVIEWEE RESPONSE: There was no reporting procedures previously. We are making changes to that now. (b)(6)

INTERVIEWER QUESTION: Are you familiar with the WWTP National Pollutant Discharge Elimination System (NPDES) permit provisions?

INTERVIEWEE RESPONSE: I'm not intimately familiar with it but I know we operate under the NPDES permit. (b)(6)

INTERVIEWER QUESTION: Does the NPDES permit require the WWTP be manned 24/7?

INTERVIEWEE RESPONSE: No, it does not. (b)(6)

INTERVIEWER QUESTION: Is there a management policy or practice which results in the WWTP being left unattended?

INTERVIEWEE RESPONSE: Yes. If there is a lift station alarm, the operator on duty responds to that and occasionally are trained on the operation of the VACTOR truck. If we get an after hours call of a sewage back up and an operator is trained he/she will respond to take care of that (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

(b)(6) (b)(6)

PAGE 5 OF 7 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

(b)(6)

STATEMENT OF

(b)(6)

TAKEN AT Fort Lewis, WA

DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: What regulation, document or permit specifies how to treat water at Donovan Reservoir?

INTERVIEWEE RESPONSE: I don't know what the document is but the water plant is under WA state controls. (b)(6)

INTERVIEWER QUESTION: Approximately how often did you visit the WWTP and WTP in 2006?

INTERVIEWEE RESPONSE: Sporadically, there was no schedule. (b)(6)

INTERVIEWER QUESTION: Did WWTP or WTP employees request you conduct a site visit in either 2006 or 2007?

INTERVIEWEE RESPONSE: I think I've had a request from the WWTP and I visited as requested. (b)(6)

INTERVIEWER QUESTION: Is there currently a shortage of repair parts or equipment at either the WWTP or WTP?

INTERVIEWEE RESPONSE: The only reason there would be a shortage is because the orders have not arrived. (b)(6)

INTERVIEWER QUESTION: Who is responsible for monitoring repair part and equipment inventories for the WWTP and WTP?

INTERVIEWEE RESPONSE: That responsibility falls on supervisor, (b)(6)

INTERVIEWER QUESTION: Who is responsible for identifying repair parts and equipment that need to be ordered to replenish on hand inventories at the WWTP and WTP?

INTERVIEWEE RESPONSE: The employees are responsible for identifying what they need and the supervisor is responsible for ensuring it is ordered. (b)(6)

INTERVIEWER QUESTION: Over the past two years, have you denied any requests for repair parts or equipment for either the WWTP or the WTP?

INTERVIEWEE RESPONSE: Yes, there are occasions when budget constraints force me to deny requests. I haven't denied any legitimate life, safety, health requests. (b)(6)

INTERVIEWER QUESTION: Are you aware of any deficiencies at the portable latrine dumping site at North Fort?

INTERVIEWEE RESPONSE:

Yes, I am aware and it will be corrected in a few weeks. We are building a concrete containment so that when there is a spill it is contained and nothing gets on the ground. (b)(6)

INITIALS OF PERSON MAKING STATEMENT



PAGE 6 OF 7 PAGES

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 2007/05/03

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Is there anything you would like to add to your statement?

INTERVIEWEE RESPONSE: No, I don't have anything to add to the questions you have asked me. (b)(6)

INTERVIEWER QUESTION: Do you have any documents you would like to provide related to these questions?

INTERVIEWEE RESPONSE: No, I don't have any documents that I want to add to the investigation. (b)(6)

(b)(6) AFFIDAVIT

(b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 7. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(b)(6)
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 3rd day of May, 2007 at Bldg 2044, Fort Lewis, WA 98433

(Signature of Person Administering Oath)

Greta M. Powell
(Typed Name of Person Administering Oath)

AR 15-6 Investigating Officer
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS
ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

(b)(6)

(b)(6) (b)(6)
PAGE 7 OF 7 PAGES



AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: 2007/06/06
Rank: WS14/DA Civilian Time: 1430
Organization: DPW Location: Bldg 2044
Phone: (b)(6) Email: (b)(6)
Union Representative: Not Covered Union POC Info: N/A

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Documents Requested: None

Interview Notes:

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DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION Fort Lewis, WA	2. DATE (YYYYMMDD) 20070606	3. TIME 1430	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS WS14	
8. ORGANIZATION OR ADDRESS Directorate of Public Works (DPW), Fort Lewis, WA 98433			

9. (b)(6) . WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

INTERVIEWER QUESTION: Previous position descriptions for the WS-4742-10 Utility Systems Repairer-Operator Supervisor required WWTP Operator Group III, Water Distribution Manager Group III and WTP Operator Group II certifications. Why was PD Number EU200383 altered to require WWTP Operator Group III, 2 years to obtain Water Distribution Manager Group II and two years to obtain WTP Operator Group II certifications?

INTERVIEWEE RESPONSE: *I didn't make that change. It was made as part of the commercial activities study that was in progress. I assumed they made the change because they were combining the WTP and WWTP supervisor positions. I guess they gave 2 years for the water certifications because that's how long it takes to get those.* (b)(6)

INTERVIEWER QUESTION: Were you aware that (b)(6) previously held a supervisory position at the Water Treatment Plant from 29 May 1994 to 11 October 1998?

INTERVIEWEE RESPONSE: *yes, I was aware through normal work interaction* (b)(6)

INTERVIEWER QUESTION: Do you know why (b)(6) left his previous supervisory position as the Water Treatment Plant for a lower graded maintenance mechanic position?

INTERVIEWEE RESPONSE: *I did not know why he left but was aware that he had.* (b)(6)

INTERVIEWER QUESTION: When Ms. (b)(6) CPAC, recommended (b)(6) attend the HR for Supervisors Course, why did you decline to send (b)(6) to the training?

INTERVIEWEE RESPONSE: *He had already taken the training during his previous supervisory experience; the LEAD course from before. I felt there wouldn't be any value in having him repeat the course.* (b)(6)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT (b)(6)	PAGE 1 OF 2 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"
THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE BE INDICATED.

STATEMENT OF (b)(6) TAKEN AT Fort Lewis, WA DATED 20070606

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Did you manipulate the vacancy announcement process for vacancy announcement number WTEU05004308 to ensure Mr. Long was selected for the position?

INTERVIEWEE RESPONSE: No. (b)(6)

INTERVIEWER QUESTION: (b) has not received a performance appraisal since he assumed supervisory duties on 4 September 2005. Why?

INTERVIEWEE RESPONSE: That is my fault because I am behind on appraisals. (b)(6)

INTERVIEWER QUESTION: In CY 2006, approximately how many times did you make site visits to the WWTP? The WTP? The Outside Water and Sewer Building?

INTERVIEWEE RESPONSE: It was sporadic and based on issues that I would need to address with supervisors to get answers. (b)

INTERVIEWER QUESTION: Did you approve the purchase of the Samsung High-Design 40 inch Flat-Panel LCD HDTV?

INTERVIEWEE RESPONSE: yes, I did. I approved it based on (b)(6) justification to view pipeline photographs and training. I was not aware of where it was purchased. (b)(6)

(b)(6) AFFIDAVIT

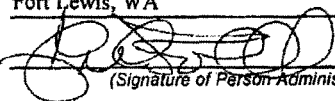
I, (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 2. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE (b)(6)

(b)(6)
(Signature of Person Making Statement)

WITNESSES:

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 6th day of JUNE, 2007
Fort Lewis, WA

(Signature of Person Administering Oath)
Greta M. Powell
(Typed Name of Person Administering Oath)
AR 15-6 Investigating Officer
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT (b)(6) PAGE 2 OF 2 PAGES

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/3/2007**
Rank: **WS14/DA Civilian** Time: **0900 hours**
Organization: **DPW** Location: **Bldg 2044**
Phone: (b)(6) Email: (b)(6)
Union Representative: **Not Covered** Union POC Info: **N/A**

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO

Documents Requested: None

Interview Notes:

Purpose – Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

EXHIBIT 10

TAB 16

BOOK 2 OF 3

CD- EXH 10

TAB 16

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/3/2007**
Rank: **WG10/DA Civilian** Time: **1300 hours**
Organization: **DPW** Location: **Bldg 7972**
Phone: (b)(6) Email: (b)(6)
Union Representative: **Not Covered** Union POC Info: **N/A**

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Documents Requested: None

Interview Notes:

Location: Sequalitchew Water Treatment Plant, Bldg. 7972, Vancouver Road, North Fort

Purpose - Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

1. Currently supervises the following employees:
 - Ⓐ Water Treatment Plant - Jeff Houston, James Martin, Andy Davis, and Frank Flemming
 - Ⓑ Outside Water and Sewer - Danny Rutledge, James Scott, Bobby Malone, Jimmy Chambers, Gary Huff.
2. Provided the following documents:
 - Ⓐ WWTP Log guidance
 - Ⓑ Exhibit 6 - Blank
 - Ⓒ 3 log books with inclusive dates from 11 Feb 05 to 2 JUL 06

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
PRINCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.
ROUTINE USES: Your social security number is used as an additional/alternate means of identification to facilitate filing and retrieval.
DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION Bldg 7972, Fort Lewis, WA 98433	2. DATE (YYYYMMDD) 2007/05/03	3. TIME 1300	4. FILE NUMBER N/A
--	----------------------------------	-----------------	-----------------------

5. LAST NAME, FIRST NAME, MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS WG10/DA Civilian
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8. ORGANIZATION OR ADDRESS
Directorate of Public Works (DPW), Fort Lewis, WA 98433

9. I, (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

INTERVIEWER QUESTION: What is your official position title, series and grade?
 INTERVIEWEE RESPONSE: *Water Utility Supervisor, WS-10-40742.* (b)(6)

INTERVIEWER QUESTION: Who is your supervisor?
 INTERVIEWEE RESPONSE: (b)(6)

INTERVIEWER QUESTION: Approximately how many personnel do you directly supervise?
 INTERVIEWEE RESPONSE: *Approximately 18 personnel.* (b)(6)

INTERVIEWER QUESTION: Did you load a resume in the Army Resume Builder (Resumix) anytime between January 2004 and December 2005?
 INTERVIEWEE RESPONSE: *yes.* (b)(6)

INTERVIEWER QUESTION: Did anyone assist you with the writing, revision and uploading of your resume on the Army Resume Builder website?
 INTERVIEWEE RESPONSE: *yes, (b)(6) helped me how to do the Resumix after I asked her to. She was assigned by (b)(6) to help everyone in the Division with resumix which was important for the reorganization. She showed me how to get into system and what to write and gave me a copy of the RPA advertisement.* (b)(6)

INTERVIEWER QUESTION: Are you familiar with the USA Jobs website or the Army CPOL vacancy website?
 INTERVIEWEE RESPONSE: *yes, it's on my favorites. It's like one stop shopping on one site.* (b)(6)

INTERVIEWER QUESTION: Did you regularly search job vacancies on either the USA Jobs website or the Army CPOL vacancy website prior to December 2005?
 INTERVIEWEE RESPONSE: *I always search for vacancies because I have a few places I'd like to go. About once a month I see if there are vacancies. I don't use the CPOL. USA Jobs is the only one I use.*

INTERVIEWER QUESTION: Did you establish an automatic email notification client through either the USA Jobs website or the Army CPOL vacancy website prior to December 2005?
 INTERVIEWEE RESPONSE: *No, I did not.* (b)(6)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT (b)(6)	PAGE 1 OF <u>1</u> PAGES
-------------	---	--------------------------

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"
 THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Did anyone in your management chain of command notify you that there would be a job announcement from 23 - 27 DEC 05 for a competitive temporary promotion as Utility Systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: Yes, (b)(6) told me over the telephone that they had gotten the authorization to hire about a week before the vacancy announcement. She also helped me with my Resumix at that time so I could apply. *va*

INTERVIEWER QUESTION: How did you learn the position was open?

INTERVIEWEE RESPONSE: (b)(6) called me at home while I was on leave in the evening because I was in school. (b)(6)

INTERVIEWER QUESTION: Did (b)(6) secretary, (b)(6) call you on or about December 24, 2005 to notify you that the vacancy announcement was open?

INTERVIEWEE RESPONSE: Yes, I believe so. (b)(6)

INTERVIEWER QUESTION: Did you self nominate for a competitive temporary promotion position as Utility Systems Repairer-Operator Supervisor, WS-4742-10 in December 2005?

INTERVIEWEE RESPONSE: Yes, I did. (b)(6)

INTERVIEWER QUESTION: Were you selected for the position?

INTERVIEWEE RESPONSE: Yes (b)(6)

INTERVIEWER QUESTION: Who contacted you to offer you the position?

INTERVIEWEE RESPONSE: I don't recall who that was. (b)(6)

INTERVIEWER QUESTION: In December 2005 did you have a valid Washington State Driver's license? Did anyone verify you possessed a valid Washington State Driver's license when you were offered the position?

INTERVIEWEE RESPONSE: Yes, I had a valid WA State Driver's license. No, (b)(6) Robinson did not verify I had a license. He has never asked to see my license. (b)(6)

INTERVIEWER QUESTION: In December 2005 did you have a Group III waste water certification issued by the State of Washington? Did anyone verify you possessed a Group III waste water certification issued by the State of Washington when you were offered the position?

INTERVIEWEE RESPONSE: No, I had a level II certification for waste water. No one verified I had a level II certification. I had all the correct certifications for water treatment and one year to get a level III waste water certificate. I had a year to upgrade to a level III, I had the experience. (b)(6)

INTERVIEWER QUESTION: Who notified Waste Water Treatment Plant (WWTP) and Water Treatment Plant (WTP) employees that you were selected for the competitive temporary promotion as Utility Systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: No one from management told them. I told them at a weekly meeting. That went over like a lead balloon because a couple of the characters down there thought their qualifications were ten times better than mine. They thought they were more qualified to be a waste water supervisor than me. They didn't understand that that was just one of the functions of the job and not the whole job. *val*

INITIALS OF PERSON MAKING STATEMENT (b)(6)

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Who was your rater in 2005 and 2006? How was your performance rated by your supervisor?

INTERVIEWEE RESPONSE: (b)(6) I haven't been rated. (b)(6)

INTERVIEWER QUESTION: What was the nature of your relationship with (b)(6) prior to your selection for the competitive temporary promotion as Utility Systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: I knew him from the metal shop as a fellow worker. I didn't hang out socially with him. (b)(6)

INTERVIEWER QUESTION: What was the nature of your relationship with (b)(6) after you were selected for the competitive temporary promotion as Utility Systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: Just he's my boss. We don't socialize off the job. (b)(6)

INTERVIEWER QUESTION: Are you familiar with the maintenance requirements for the Waste Water Treatment Plant (WWTP) Gas Compressor?

INTERVIEWEE RESPONSE: Yes, quite extensively. (b)(6)

INTERVIEWER QUESTION: What oil type/weight does the WWTP Gas Compressor require?

INTERVIEWEE RESPONSE: It requires a special oil, 30 weight hydraulic. (b)(6)

INTERVIEWER QUESTION: Is there a document or publication which specifies the oil type/weight to be used in the WWTP Gas Compressor?

INTERVIEWEE RESPONSE: Yes, in the maintenance manual. (b)(6)

INTERVIEWER QUESTION: Have you ever directed an oil type/weight be purchased and used in the WWTP Gas Compressor which was different from the required oil type/weight?

INTERVIEWEE RESPONSE: No. Employees may have used the incorrect oil by grabbing the wrong can. We keep multiple oils on site and it's their job to use the correct oil. Using the incorrect oil is an employee self made decision. There is always a way for them to get the correct oil. I had the authority to purchase the correct oil at any time using the government purchase card. I don't recall employees asking me to buy oil for the compressor. I had to do it for the front loader. (b)(6)

9. STATEMENT (Continued)

INTERVIEWER QUESTION: What is the purpose of the WWTP daily logs?

INTERVIEWEE RESPONSE: Record of anything that is a significant notice to next shift operation. Gives an indication of what happened on the shift. (b)(6)

INTERVIEWER QUESTION: Is there written guidance on how to properly fill out WWTP daily logs?

INTERVIEWEE RESPONSE: There was, I have a copy. (b)(6)

INTERVIEWER QUESTION: Were WWTP employees trained on how to properly fill out WWTP daily logs?

INTERVIEWEE RESPONSE: It was discussed at a weekly meeting and written instructions were provided to all employees (b)(6)

INTERVIEWER QUESTION: Did you ever enter inappropriate comments in the WWTP daily logs?

INTERVIEWEE RESPONSE: Sure, I wrote a personal attack on (b)(6) because I wanted a written document of what transpired between him and I (b)(6)

INTERVIEWER QUESTION: Are you aware that some of the WWTP historical daily logs are missing?

INTERVIEWEE RESPONSE: No, they are not missing. I have them in my possession at the water treatment plant. (b)(6)

INTERVIEWER QUESTION: Do you know the disposition of the missing WWTP historical daily logs?

INTERVIEWEE RESPONSE: Yes, they are at the Water Treatment Plant. I have three logs with start Dates and End Dates as follows: 12/23/05 - 3/26/06; 2/11/05 - NO END DATE; 3/27/06 - 7/2/06. I took them to prevent them from going missing. I don't know where the rest of the logs are. There is no central storage for the logs. lol

INITIALS OF PERSON MAKING STATEMENT (b)(6)

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Were the normal procedures for removing sludge from a digester followed on or about 14 November 2006 when Cascade/Alki personnel moved sludge from digester number one to the drying beds?

INTERVIEWEE RESPONSE: you prepare the bed, open certain valves & turn on pump. The lab technician determines when it's time to pour a bed. When the bed is poured representative samples are taken. We had nothing to do with the Alki personnel. They used our lab to perform their tests using their own lab tech. They were on contract to clean the digester and were responsible to follow the conditions of their contract. (b)(6)

INTERVIEWER QUESTION: Are there any circumstances under which it would be reasonable not to test sludge being moved from a digester to a drying bed?

INTERVIEWEE RESPONSE: yes, when that bed is going out for disposal to landfill. We do have to test for heavy metals but we wouldn't do the normal lab testing. ~~not~~

INTERVIEWER QUESTION: Were the normal safety procedures followed when repairs were made to the swing arm of the digester floating lid?

INTERVIEWEE RESPONSE: Yes, they were followed. I made the repairs with Dave Beave and Gary Huff. I did not use non-sparking tools because the environment did not require them. I did not use a lift because it wasn't required. I ~~got~~ took the gas off the lid so there wouldn't be working on a full lid of gas. Rhonda Rounds reported the repairs as a safety violation. Safety office came down to investigate her claim and they concluded everything was done properly. They have a written report. ~~not~~

INTERVIEWER QUESTION: What procedures are normally followed during sewage back up? Were those procedures followed on/about January 3, 2007?

INTERVIEWEE RESPONSE: At the plant, they have to answer the alarms but they don't do anything special when there is a sewage back up outside the plant. ~~not~~

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are you familiar with the WWTP National Pollutant Discharge Elimination System (NPDES) permit provisions?

INTERVIEWEE RESPONSE: I sure am. (b)(6)

INTERVIEWER QUESTION: Does the NPDES permit require the WWTP be manned 24/7?

INTERVIEWEE RESPONSE: No. (b)(6)

INTERVIEWER QUESTION: Is there a management policy or practice which results in the WWTP being left unattended?

INTERVIEWEE RESPONSE: yes, to answer lift alarms. (b)(6)

INTERVIEWER QUESTION: What regulation, document or permit specifies how to treat water at Donovan Reservoir?

INTERVIEWEE RESPONSE: The water is treated at the water treatment plant & then stored in tanks/reservoirs for fire protection. There is a WA State permit for the water treatment facility. (b)(6)

INTERVIEWER QUESTION: Approximately how often did you visit the WWTP and WTP in 2006?

INTERVIEWEE RESPONSE: After I moved to WTP, I split time between two facilities. I would be at the WWTP from 7am to noon. (b)(6)

INTERVIEWER QUESTION: Is there currently a shortage of repair parts or equipment at either the WWTP or WTP?

INTERVIEWEE RESPONSE: No. Current policy dictates that we buy parts as needed compared to stocking parts. Only critical parts are stocked for health or safety reasons only. (b)(6)

INTERVIEWER QUESTION: Who is responsible for monitoring repair part and equipment inventories for the WWTP and WTP?

INTERVIEWEE RESPONSE: We don't keep inventory except for crucial equipment. We buy as we need. It was a bad past practice to maintain inventories because parts went in used and rot. (b)(6)

INTERVIEWER QUESTION: Who is responsible for identifying repair parts and equipment that need to be ordered to replenish on hand inventories at the WWTP and WTP?

INTERVIEWEE RESPONSE: The operators. When they need something they are to fill out an exhibit and bring to me. I get (b)(6) initials and then purchase. (b)(6)

INTERVIEWER QUESTION: Over the past two years, have you denied or failed to action any requests for repair parts or equipment for either the WWTP or the WTP?

INTERVIEWEE RESPONSE: yes, because it was an idiotic request. Like \$37,000 for polymer. I turned down requests for frivolous, stupid stuff. Like bright jackets, windbreakers for rain. Sometimes I informed employee that request was denied and sometimes requests were so stupid it was a waste of my time to acknowledge with a denial. I've taken requests forward to (b)(6) (b)(6) that were denied due to lack of funds. I would let the employees know that the request was denied because we didn't have the money to do it. lol

INITIALS OF PERSON MAKING STATEMENT (b)(6)

PAGE 6 OF 7 PAGES

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are you aware of any deficiencies at the portable latrine dumping site at North Fort?

INTERVIEWEE RESPONSE: Porta poties were dumped at WWTP, that stopped because of improper engineering. Troops were dumping live rounds in the porta poties which would then cause the pumps to be destroyed. A site was made at North Fort near their compound. Department of Ecology, WA State observed dumping into man hole and spillage around the manhole. That is a no, no. First solution was sand bags and when there was sewage on the sand bags they told us to stop dumping until we had a proper facility. Now they are dumping at water & sewer shop where they can be observed.

INTERVIEWER QUESTION: Is there anything you would like to add to your statement?

INTERVIEWEE RESPONSE: I would like to ask why I've never had the opportunity other than this to explain. Col Murphy has had sensing sessions with employees (b)(6) and upper management and I've been intentionally excluded from them. I personally feel that I'm being persecuted by this type of action without a fair chance to defend myself.

INTERVIEWER QUESTION: Do you have any documents you would like to provide related to these questions?

INTERVIEWEE RESPONSE: No, not until I see all the other documents (b)(6)

AFFIDAVIT

(b)(6) (b)(6) HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 1. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE (b)(6)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 3rd day of May, 2007

Bldg 7972, Fort Lewis, WA 98433

(Signature of Person Administering Oath)

Greta M. Powell

(Typed Name of Person Administering Oath)

AR 15-6 Investigating Officer

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

(b)(6)

PAGE

(b)(6) OF

PAGES

TREATMENT PLANT. THIS FORMAT ¹¹¹
IS TO BE FOLLOWED UNTIL ⁷¹⁰
OFFICIALLY STATED OTHERWISE. ^{7N}
^{RE}

(b)(6)

(b)(6)

WASTEWATER PLANT SUPERVISOR

FORMAT NEXT PAGE

EACH SHIFT WILL ONE PAGE

DAYSHIFT: START/STOP TIME OF SHIFT.

PERSONNEL: ALL PERSONNEL ON THE SHIFT THAT DAY.

ROUNDS DONE: START/STOP TIME ROUND DONE LIST AREAS TWO PER SHIFT MIN. OF PLANT OBSERVED AND ACTIONS TAKEN ANY READINGS TAKEN, STATUS OF EQUIPMENT AS TO ON OFF, STANDBY, OFFLINE ETC. A CLEAR UNMISTAKABLE PORTRAYAL OF PLANTS CONDITION. ONLY INFORMATION PERTAINING TO PLANT WILL BE ENTERED.

END OF SHIFT REMARKS: PLACE TO ENTER INFORMATION THAT NEEDS TO BE PASSED ON, SITE VISITS, ALARMS, CALL-OUTS, OTHER SHOPS OR CONTRACTORS ON SITE & REASON FOR ETC ETC.

END OF SHIFT SIGNATURES: ALL SHIFT PERSONNEL SIGN
END OF PAGE VERIFYING PAGE ENTRIES MADE ARE TRUE.

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/3/2007**
Rank: **WG10/DA Civilian** Time: **1300 hours**
Organization: **DPW** Location: (b)(6)
Phone: (b)(6) Email: (b)(6)
Union Representative: **Not Covered** Union POC Info: **N/A**

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO

Documents Requested: None

Interview Notes:

Location: Sequalitchew Water Treatment Plant, Bldg. 7972, Vancouver Road, North Fort

Purpose – Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

EXHIBIT 10

TAB 160

BOOK 2 OF 3

CD- EXH 10

TAB 160

RECORD

Water management

38° Dig

GIBSON

5/16/05 Crave - (b)(6) - 2:00 - 0800
2400 PC, Sa PU, Sampler 4k, Lab - #3 draining (Pr
0200 Hd Wks + Comp
8600 PC, SJ 1/2, 2011 TSP, 98° Dig, Washed down
#3 Clar - lots of soap & foam in influent, some
stuff @ before when TF had foam + Secondary - T.O.

(b)(6)

0630-430pm MAY 17, 2005 days Tuesday (b)(6) (b)(6) (b)(6) (b)(6) (b)(6)
0630-0830 (b)(6) - (b)(6) had diluge pump come on - (b)(6) will become
informing for quite a while 0900-1100 C.P. foam at headworks
caused level for spirolator (big screen) to not come on - by 11:30
around approx 12:30 hr - hit reset to send equipment
through a cleaning cycle - grease scum pump broke & grea
the trough plugged - (b)(6) came down after lunch
to run line - washed down grease vault 1200-200pm
C.P. - SJ 2ft (20-1), temp 97° (auto) - big grease chunks broke
up & sucked up by (b)(6) 230-430pm C.P. turn
over to (b)(6) (b)(6)

2200

1730 P₂₀₀ K

SJ < 1/2 TSP
- To Ran

1630 - Ramp checks.

5-17-05 1300-2300 Lieder Hezy
Grease And Lots of Fden 1800 Plant
Rounds 1430 Wash TSS Filters 2200
Plant (b)(6) S.J. 3 TSP 15% Digester
96° foam left in Secondaries &
Detention Tanks Turn Over To (b)(6)

2011 TSP,
T.O. - 2 - SJ 0715

* ZP Runway Clean
About Auger
Head works
Pumping #3.

J. 1/2
π Point Set At 96°
shift week
J.

Defination... OF A TEAM - 8

6/23/05

0630-430pm MAY 17, 2005 days Tuesday (b) (b)(6) (b)(6) (b)(6) (b)(6)
 0630-0830 (b)(6) (b)(6) had diluge pump come on - ^{APPT} it will becomi.
 in/forming for quite a while 0900-1100 (b)(6) Form at headworks
 caused level for spirator (big screen) to not come on - bypas
 around approx 1/2 - 3/4 hr - hit reset to send equipment
 through a cleaning cycle - grease scum pump broke & gre
 the trough plugged - (b)(6) came down after lunch
 to run line - washed down grade vault 1200-200pm
 C.F. - SJ 2ft (20-1) temp 97° (auto) - big grease chunks' brck
 up & sucked up by (b)(6) 230-430pm C.F. turn
 over to (b)(6) (b)(6)
 1630 - RAMP check -

2200

1730 P₂₀₀ F
 SJ < 1/2 TSP
 - To Ron

201 TSP,
 T.O. - 2 - SJ 0715

* ZP Runway Class
 Check Auger
 Headworks
 Pumping #3 &

5-17-05 1300-2300 Liedes Hezuy
 Grease And Lots of F.dam 1800 Plant
 Rounds 1430 Wash TSS filters 2200
 Plant (b)(6) S.J. 3 TSP 15&1 Digester
 96' Foam Left in Secondaries
 Detention Tanks Turn Over To (b)(6)

J. 1/2

at Point Set at 96°
 shift weeks
 d.

1700 Transfer
 1845
 at Rounds
 96°

Defination of a TEAM - 8

A whole bunch of people doing
 what I Tell them to do. 26

5/17/05 Team Grace - (b)(6) 2200 - 0800 We always a
 what I tell them! - 0200 Comp - RW works
 @ 630 PC - SJ 2 - TSP 154 - Safety Meet - 0700 TC
 2 - (b)(6)

RECORD

FORMAT TO BE USED FROM
THIS DATE 12/23/05 BY ALL
PERSONNEL^{WV} ASSIGNED TO
THE FORT LEWIS WASTEWATER
TREATMENT PLANT. THIS FORMAT
IS TO BE FOLLOWED UNTIL
OFFICIALLY STATED OTHERWISE.

(b)(6)

(b)(6)

WASTEWATER PLANT SUPERVISOR

DAYSHIFT: START/STOP TIME OF SHIFT.

PERSONNEL: ALL PERSONNEL ON THE SHIFT THAT DAY.

ROUNDS DONE: START/STOP TIME ROUND DONE, LIST AREAS (TWO PER SHIFT MIN.) OF PLANT OBSERVED AND ACTIONS TAKEN ANY READINGS TAKEN, STATUS OF EQUIPMENT AS TO ON OFF, STANDBY, OFFLINE ETC. A CLEAR UNMISTAKABLE PORTRAYAL OF PLANTS CONDITION. ONLY INFORMATION PERTAINING TO PLANT WILL BE ENTERED.

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END OF SHIFT SIGNATURES: ALL SHIFT PERSONNEL SIGN END OF PAGE VERIFYING PAGE ENTRIES MADE ARE TRUE.

Handwritten notes on the left margin, including "PAPER", "NO MET", "100293", "10/11/11", "10/11/11", "10/11/11", "10/11/11".

Handwritten mark "41" at the bottom left.

1-3-06-Grave - (b)(6) (b)(6) 2200 - 0820
2200 - 2400 PL - Pump pump gauges changed out by Gary
0015 Sampler ck - S&P, lab, Data recorded
0200 T-Valve ck

0520 gate opened - Backside.
0800 PL - Sampler ck - 35 LI - 95 Dig
Meeting concerning "who's-N. charge" - T.O. 2 Brian
Called (b)(6) about who is the supervisor down
here and he said (b)(6) is. Sol posted on intercept to said.
Called (b)(6) just to know of it? (b)(6)

10 JAN 06

WILSON

UNIT

CHANG
(b)(6)

0745 Post Rag & grit cans
for Truck Drivers

0819 Adjusted chlorine TO
0900 STRYKER TWA .60 on computer

0915 Put #3 Primary Clarifier
on Line - ~~AVGAR~~ -
empty Grit chamber being filled
by high flow -

1110 Checked S&S on dunes
checked Boiler TSP 15.1 S.S 1

1230 Pumped Secondary pits
Skimmed grease on all 3
Primary Clarifiers

MTG WITH
(b)(6)

Logbook procedures

washed bottom of grit classifier
after it was pumped down -

1330 Rm Concentrator
Turned Sludge recuit pump to AUTO
checked DeChlor - OK

Checked Traps
Put 2nd Headworks Screen on-L
per J.J. - to even flow a little!

checked boiler -
Checked Compressor - oiled -
Adjusted T-values - OK

1430 checked grit classifier + can - OK
checked Rag bin - OK
L+E's completed

STRYKERS GONE

1500 WF flow at 9.3 mgd - ^{reported} to AL
RT #4 Primary Clarifier on -

ALL 4 Primaries on line now -
#4 AVGAR OK -

Pulled 2 more Grit slide gates +
Keep flow from going back into
empty grit classifier -
Cl₂ Reaps checked - OK

1530 Boiler check - OK

1-19-06 (b)(6) - (b)(6) Arrv 2025

2200 T.O. PC - Normal Opts 2345 PC, Sampler Ck, So PV, Lab
0200 T-Valves 0500 gate = 0515 Pur lose - gen on - re-sort
Plant: SS 3" - 15/1 TSP 96" Dig - Cl₂ input to chest not working.

(b)(6) opened steel cabinet & reset but chest still not operating
~(0625) 0650 Gen stopped - Power flicker - re-checked plant - pie,
Sec, normal - Tried resetting Cl₂ - chest pan still dead.

Normal Pur on 0655 - (b)(6) ran Cl₂ with approx 0645
all appears to be operating @ 0700 - (called (b)(6) about 0717-0800)

We need a written S.O.P. to satisfy opt'r coverage of the
STP - had & not been here the plant w/ be on by-pass for
over an hour. How we gonna fix this? Suggestion: go back to
the former method of 30 yr procedure of complete plant coverage
by Cert. Opt'r's. 0740 T.O. 2 (b)(6) - walk around de-energized
inoperative sections of plant re-checked prior to 0740 - we were
both covering plant - (b)(6) in lab & moving rag cans

We need flashlight Batteries

(b)(6)

Ø - checked
ØØ -
Closed off recirc
ANALYZER + IT
Reading (2.38 ppm) 0539
CL₂ TO 100% from 75%
Signal TO 25% from 75%

TO AUTO Reading 46 ppm
WRT reading 48
33 ppm increased
60% passing from 40%
AUTO .15 reading
+ started backing down
TO manual ppm -

83
down TO 20% 105 ppm
57

reading 107
I wanted a walk
ped, after you are
ids - He declined a
his rands -

OK
OK
filters OK
Sludge pumps - cleaned
OK UP floor
drum OK
OK
Belt drive OK
no - OK
nut bars - OK
OK
Dechlor pumps OK

1345-1445 water plant to pick up paperwork
1515

checked Tanking filters
checked Secondary OR
Rumped Secondary pit - OK
checked T-Valves - Adjusted
checked Recirc Valve OK
checked feeders pump OK
Skimmed grease on all clarifiers
Jerry worked on CL₂ + Dechlor
for cleaning
checked Thicken Sludge pump
checked Concentrator grease supply pump
Rgn Concentrator OK
checked gut & ray bins OK
checked air diffuser pump OK
checked Fine Screens - OK
washed deck
checked primary, Eff + Rm ^{Sludge pump} OK
checked belt drive OK
handwork augars OK
checked Compressor &
added oil to Compressor
drained water Traps up & down
Sludge Recirc Pump OK
Dig Temp 95°

Check Elec Plug* Outside De Chlor Building
Air Cover Fan Switch Fan Lights Air ~~Cover~~
Concentrator

SJT 2' TSP 15 + L

1615 Turnover TO

(b)(6)

11-0830 Jan 31 - Feb 1, 2006 Grave Tuesday (b)(6) / (b)(6)
run, ~midnight C.P. - 1115 - Conveyor belt tripped - reset & left on man
Changed out carbons - took readings 0030 - 0300 C.P. 0330 - 0530
C.P. - 0600 - 0830 C.P. - 55 2ft (15-1), temp 96° (Auto), conveyor
put back on auto

Keep eyes on the conveyor!

0700 Left for meeting (b)(6) (b)(6) (b)(6)
(b)(6) - scheduled meeting w/ (b)(6)

0600 - 1051
(b)(6)
R
(b)(6)

(b)(6)

ve - stopped/Plugged
 and - tripped in
 out #2 T-Valve
 1st thing in the
 1 Jerry #2 sludge
 took readings,
 prim auger drive
 #2 T-Valve - still
 2 T-Valves - approx
 2 luck - 0530-0830
 in., HEADWORKS
 SJ 1 3/4 ft (15-1),
 saw hose down #2
 down - All flights
 ing noise, washed
 is OK - cleared



Feb 3, 06

Dayshift 0530-1600

(b)(6)
(b)(6)

(b) v
Army 0720
0720

0530 checked Cl₂ + DeCl₂ Circuits - OK
 0600 Unplugged #2 T-Valve
 0715 checked boilers - OK
 0820 Pulled bag + grit bins out &
 washed pads beneath both - lots of
 0920 checked primary clarifiers - R
 checked #1-valve - ADJUSTED
 checked headers - OK
 checked Cl₂ + DeCl₂ Analyzers - OK
 checked Thickener drive - OK
 checked Sump pump - OK PMS
 checked Secondarys - OK
 checked Compressor - OK
 checked Belt Conveyor - OK on AUTO
 checked Fine Screens - OK
 1000 cleared #4 Cross Collector + Turned motor of
 1010 Army Captain here to see AL -
 1100 checked boilers - OK
 1230 checked Cl₂ Pump - OK PWT bag +
 1530 checked Secondarys - OK grit bins
 OK
 pumped Secondary pit
 checked Primaries - OK
 cleared #4 cross collector round top of
 skinned grease
 S.J 2' TSP 15 + 1
 checked Cl₂ + DeCl₂ Analyzers - OK
 checked Cl₂ Sample Pump - OK
 checked Thickener drive - OK
 checked headworks Fine Screens - OK
 PMS
 checked Belt Conveyor OK auto
 checked air pump - OK
 checked Prim, Eff + Row Samplers
 checked yoman pump - OK
 checked Compressor - OK

edes
1 1/2 TSP 30 & 1
OFR=6

n Primary
econd pit
96° Drain

(b)(6)

2200 - 0830 2-13-06 Grove K

2200-2400 Plt. Rd.
0021 SWITCHED CARBOYS
0200 H.D. WKS SWITCHED RAG FANS
0500 #2 Dig 95° #2 TSP ^{EFF} ^{IN PUMP ROOM} S.J.O (MAYBE 2")
0600 Plt. Rd. _{Time 30-V}

0700 EUTL, SUPPOSED TO HAPPEN WITH AL LONG
0730 METAL STRIP COMING OUT TO LOCK HT
BAR SCREEN HOLE TO PREFABRICATE CONTAINER
FOR Rags

0830 0745 #2 Perlees (Pri Chair. EFF. Pump) 0/5
(Today) Flow 7.5 #3 Perlees 1/5 CONTROLLING EFF
PIT LEVEL. W/ LIMIT TRAP VALVE. (b)(6)

Q

Lieder
is, Thresher
- condenser

Check Heat

TSS

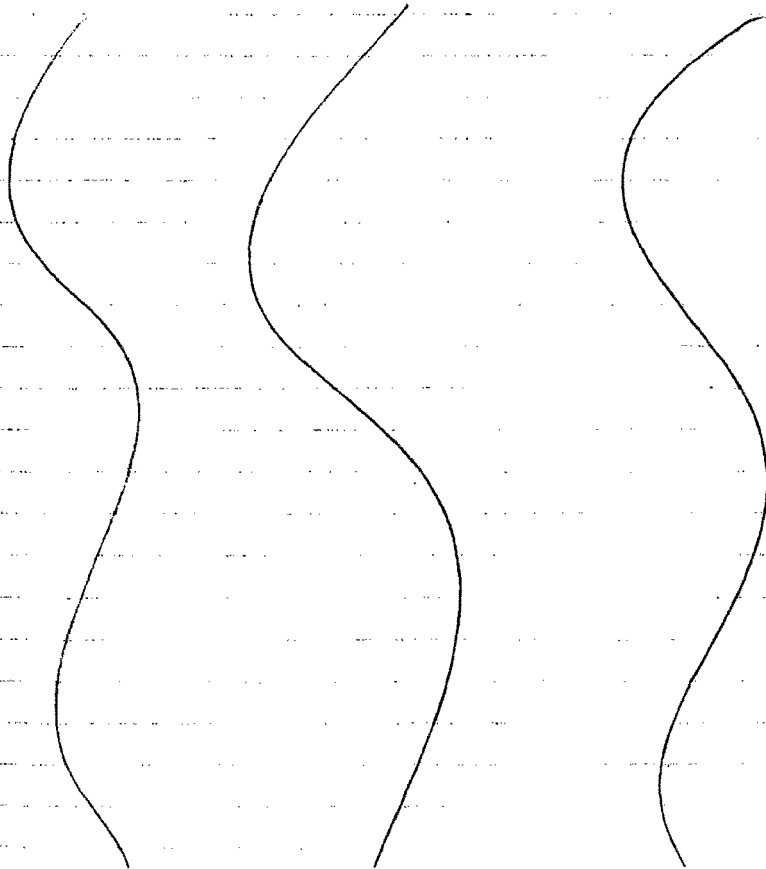
TSP 30 ml

% Shown P-:
P: up Sec and

1000pm-0830 Feb. 17-18, 2020 Genue Feil Sat (b)(6)
1000pm-midnight: C.P. - changed out carbons, put seal on, took readings - plant OK - back on normal electricity 0030-0230 C.P. - everything OK - lab work 0300-0500 C.P. - ALL OK, lab 0530-0830 C.P. - lab work, SJ 2 1/2 ft (30-1) temp 93° (Auto), (b)(6) & I tightened bolts on manifold (Cl₂) leak stopped, (b)(6) pulled out grit can & broke grit plug loose, (b)(6) said he will take care of sec trough branches later today when it warms up some - no 30 wt oil for gas lifter (b)(6) said it was on order

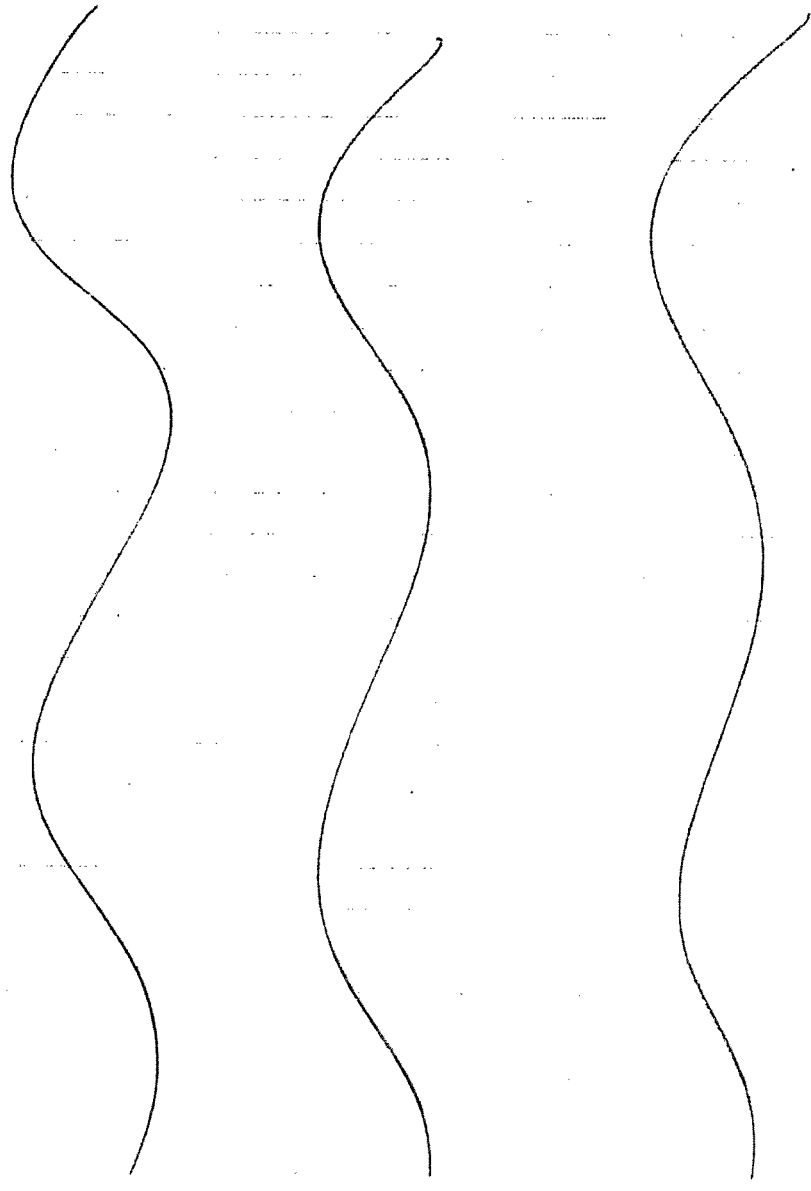
*exception - Grit plugged (frozen) broke big chunks into can, Cl₂ manifold leaking Cl₂, Sec trough full of branches

(b)(6)



- Dies
- Primaries
- (Only Leaks)
- Boiler - OFF
- Grease Can
- TSP 30# /
- % checked
- Dies & Contacts
- Head marks
- Belt on floor
- ensure

1000pm - 0830 Feb. 19-20, 2006 Sun Mon GAave (b)(6)
 1000pm - midnight C.P. - put seed on, changed carbons, took readings, conveyor belt on manual 0030-0230 C.P. - plant OK 0300-0500 C.P. - OK 0530-0830 C.P. - conveyor still on manual - still no oil for compressor, SJ 2ft (30+), temp 94° (Auto) - NO boiler problems - drained water (PST 24) turnover to (b)(6) (b)(6) (b)(6)



Tues (b)(6)
 d out carbonyls
 al 0030-0230 C.F.
 OK 0530-0830 C.F.
 OK ST 2/6(30-1)
 (b)(6) (b)(6)

2-21-06 Days (b)(6) (b)(6) (b)(6) (b)(6) 0530-1600
 (b)(6) 0905 - showed Tim; the select metal guy the need a

Dypt. Koo hd wifes conveyor @ pan Koden
 0700 cleaned primary weirs
 0800 adjusted control for grease unit
 to low level 1.2 -
 0900 troubleshooting level control
 1130 checked Secondary
 checked primary
 checked Cl₂ Sample Pump
 checked Cl₂ + DCl₂ Analyzers
 checked Thickener
 checked gut/rag bins
 checked hydro filter
 checked fine Screens
 checked Belt conveyor
 checked compressor
 1300 worked on level control info
 1530 checked Secondary
 pumped Secondary pit
 checked T-valves
 checked primary valves
 checked peerless
 checked Cl₂ Sample pump
 skimmed grease
 checked Cl₂ + DCl₂ Analyzers
 checked Thickener chn
 S.T. 2' T₂ 30+ 1
 Ran Concentrate
 checked Rag + gut bins
 checked air pump
 checked fine Screens
 checked belt conveyor
 checked compressor -
 changed upper & lower traps
 oil came in - delivered -

Metal Shop
 here for Koden's
 Service order
 fixed upper
 pan -



START - 3-27-00
Ended 7-2-00

RECORD

(b)(6)

index

(b)(6)

2200-0830

Grease 5-14-06 on

2200-2300 Plt. Rde, came in at 1050 p.m but logged 10 hrs.

2345 CAUSED FOR A WELFARE CHK/UP FOR (b)(6)

THROUGH 911 via (b)(6) DISPATCH FOR ORTING

Police. THEY SAID THEY WILL CHK ON Rndh + call me back

0015 (b)(6) called from Texas + told (b)(6)

She will be on F.L. THE WHOLE SHIFT. SHE

will be back-in-town Thu. 18 MAY 06 on her

DAY OFF. (b)(6) said she will take care of letting

Orting Police know she is O.K.

0200 Plt. Rde

0500 Plt. Rde, #2 Dig Temp 96

0700 (b)(6) came down - wrote down RULES

FOR (b)(6) + (b)(6) - I CHALLENGED (b)(6) ON HIS

RULES + MISSING EQUIP. NOT ACCOUNTED FOR

+ HE TOLD ME "DONT GO THERE". (b)(6) said I

do NOT HAVE A DIRECT LINK (LIASON) TO (b)(6)

I TACKED TO UNION + UNION REP CAME

DOWN, TO BE FURTHER INVESTIGATED, TIME

FOR UNION REP TO GO 900 AM + I left at

9:15 AM. I TOLD RON I DIDNT FINISH Plt. Rde.

BECAUSE OF UNION MEETING. (b)(6) IS TAKING

Plt.

20 Grease Con

20 Pommies

Dozer Traps

ster 96

-euch Shot

ech Samples

Line Bank Triped

OK

~



(b)(6)

1000pm-0830 MAY 23-24, 2006 Game Tuesday (b)(6) (b)(6)
1000pm-midnight C.P. - put seed on, checked Peerless level
0030-0530 C.P. - changed carbons, took readings, 0300-0520
C.P. - everything OK 0530-0830 C.P. - SJ 3 1/2 ft (25-1),
temp 96° (Auto), #1 sec valve closed to bring
peerless level up, turnover to days RAR

0820 (b)(6) from centennial here to look at
guard rail projects RAR

0850 Meeting with (b)(6) with (b)(6) on
respecting superior + the leader's leadership +
decision making. We disagreed on every topic.
(b)(6)

Friday (b)(6)
d Comitorque
valves, closed
2 peerless
30 C.P. - SJ 3 ft
1, limitorque OK,

~~11~~ 0530 - 1600 K 05 DAYS
0530 P.M. CHK, P.M.'S FOR REV 5/25/06 (b)(6) (Arr 0710)
0600 - 0800 LAB BODIES 0730 (b)(6) (Dpt 1600) (b)(6) PMS
0910 CONTRACTORS SIGNED IN TO LOOK AT PRIMARKS FOR RECOATING (b)(6) AS PL
1000 COLIFORMS,
1240 P.M. P.M.'S FOR (b)(6)

5/25, 24/26 per conversation w/ (b)(6) - (b)(6) I am
relieved of my duties as the wastewater operator - no buttons,
valves, ch/rector Apparatus or any mission / operational
actions or decisions are to be made by myself until
upper management decides my status - I'm an misc
designation as per L&E program on site. - (b)(6)

1045 Recvd call from Contract Inspector (b)(6) The
Contract w/ ANEAI is back on - a centrifuge w/ be
arriving to resume the work on the digester clean-out.

0100 P.M. Rdn., Cleaned GAT BASE CAN WITH CHLORINE-STAINY
1350 - Called + notified (b)(6) of most recent
relief from duties as an operator - he said I don't
believe (b)(6) said that - I replied, check w/ JJ
I've received no written notice of this advance personnel action

0250 Pumped Scum Pit #3 Pumping Crane SKIMMED, ELEC. HANG FOR BELT
(CHANGE) #2 Dig 95, #2 TSP 51, S.J. 4

0300 Truss, H. D. WKS., #1 SEC. SPLITTER BOX GATE
VALVE STILL CLOSED WITH #1 Sec. Pump Shut off AT
THE MCC BLDG., WASHED DOWN SOLIDIFIED CRYSTALLIZED CHLORINE
PRECIPITATE IN CORNER OF CHLORINE ROOM

1600 Turnover (b)(6)

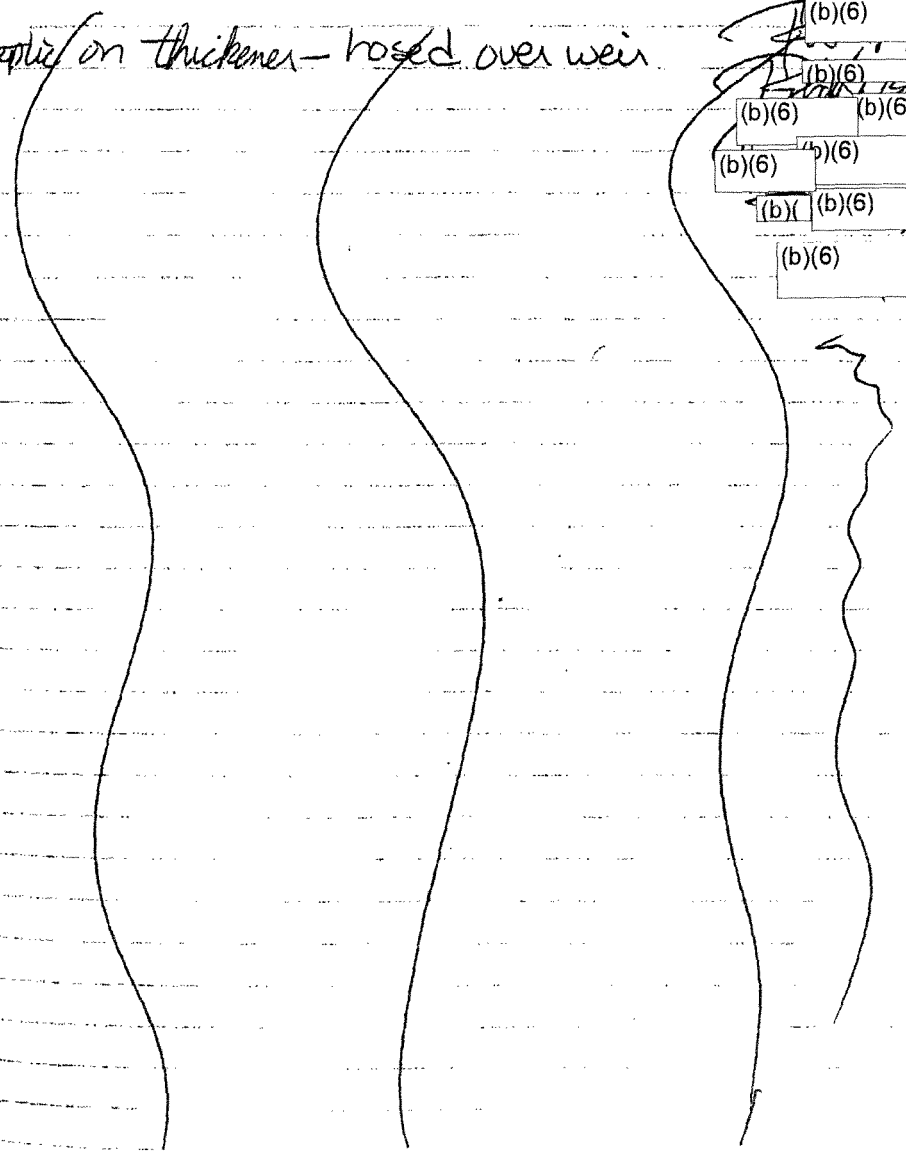
7
23

1000pm - 0830 May 30-31, 2006 ~~Grave~~ Mont/Tues (b)(6) (b)(6)
 1000pm - midnight C.P. - put seed on 0030-0230 C.P. - took readings,
 changed carbays 0300-0500 C.P. - everything OK 0530-0830 C.P. -
 SJ 2 1/2 ft (20-1) temp 96 (Auto), samplers OK, turn over
 to days RWR 2200 - I (b)(6) CAME IN
 TRIED CALLING (b)(6) NO ANSWER AS TO
 WHETHER I STAY OR GO HOME SINCE I MADE
 MISTAKE OF ASKING FOR (b)(6), WHEN I DIDNT HAVE
 TO WORK 2200-2400 HT + 8 HRS HL (b)(6)

ew 1, The Woods
 2' TSP 2001
 w/fe 68%

• View 1st hole

Septic on thickener - holed over weir

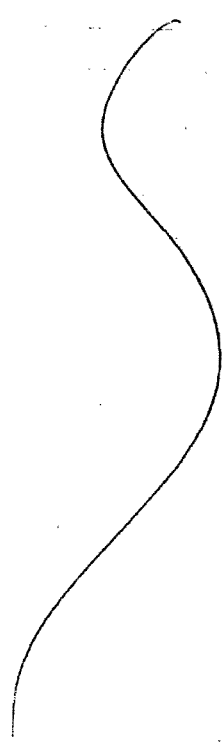


(b)(6)
 (b)(6)
 (b)(6) (b)(6)
 (b)(6) (b)(6)
 (b)(6) (b)(6)
 (b)(6)

The Woods
 sup Down
 No Response
 tools
 Wet
 e Cleared
 Sable Not
 1 1 1

Legal sweep
alt TSP
etc

0059 Switched Cadbury
0200 Pth. file
0500 #2 Dig 96 #2TSP 2001, S.J. 24'
0700 Called ETS, w/s TO LET BEER know I HAD
MR. Apple & had put in a request slip & put in
(b)(6) box. Don't know (b)(6) whereabouts
LEFT VER BAL MESSAGE w/ (b)(6)
0730 Left for Apple.



R. J. K. G. R.

sheds
1541

2200-0830 6-7-06 K Gure (04)

2200-2400 Pkt. Adas, Riedinger
008 Switched Caboose

0200 Pkt. Ph

0500 #2 Dig 94°, #2 TSP15-1, S.J. 3 1/4', Turned #2 Dig Temp
Set Pt. from 96° to 97°

0645 (b)(6) CALLS ME INTO CONFERENCE RM.
& SAID BRING SOME PAPER & A PENCIL. I STARTED TO
GO IN THEN HESITATED & SAID I NEED SOMEONE PRESENT
A UNION REP. HE ASKED ME ARE YOU REFUSING A DIRECT
ORDER & I RESPONDED BUT SAYING "I GO TO MEETING BUT
I WANT A UNION REP. I CALLED UNION & (b)(6)

(b)(6) & TOLD HIM STORY & THAT I ~~FRIED~~
~~FOR~~ CALLED AL AND ASKED HIM WHAT THIS MEETING
WAS ABOUT HE SAID "I'LL WORK THIS OUT ANOTHER
WAY ^{THAT'S} ~~THIS~~ WAS ALL IN PRESENCE OF JUDITH ZANCY

(b)(6) & (b)(6) I HAVE DOCUMENTED THIS INCIDENT
IN A PERSONAL LETTER, TIME & DATE (b)(6)

0810 FINISHED PLANT RES., Turnover

0900 WANTED TO HEAR FROM (b)(6) ABOUT MEETING
INFO BUT HEARD NOTHING. ^{3RD} ON IN PRESENCE OF
WMP OPERATORS TODAY ON SHIFT.

21 JUN 06 DAYSHIFT

0600 CK boiler

CK Cl₂ Pump

0700 CK T-valves

0730 Safety meeting + letter from
Ken Place discussed

0830 Skim grease -

CK Cl₂ Sample Pump

CK belt conveyor - handwheels

CK air Pump

CK Fire Screens

CK gas Compressor

CK Secondary

0900 City of Tacoma here to collect
Sludge Samples from #3 digester

- EPA - CID here to interview
employees about plant operations

1000 Answered questions about the plant
+ outside equipment sites -

1230 CK T-valves -

1315 Taking #1 Primary Clarifier off-line
to ~~more~~ decrease detention time -

1340 Pulled all headwheels gates for even flow
to primaries

1430 CK Secondary

Pump Secondary P.T

Skim Primary

CK belt conveyor

CK air Pump

CK Fire Screen

CK Rag + grit bins

CK gas Compressor oil Compressor

1530 CK Belt - tripped -
put belt on hand

97° dig temp

S.T. 2 1/2 T₂ 15+1

- mod. 1.1th

(b)(6)

(b)(6)

(b)(6)

(b)(6)

EXHIBIT 10
TAB 17

BOOK 2 OF 3

CD- EXH 10

TAB 17

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
 Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name:	(b)(6)	Date:	5/7/2007
Rank:	GS-13	Time:	1300
Organization:	Installation Safety Office	Location:	(b)(6)
Phone:	(b)(6)	Email:	(b)(6) (b)
Union Representative:	N/A	Union POC Info:	N/A

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

Documents Requested:

1. Document Name Safety Investigation Report (Memorandum for Record)
 Provided: YES NO N/A - Available from another source _____

Interview Notes:

1. What process/procedural steps are followed when an individual reports a safety violation?

- ① There are three reporting channels an individual can use:
 - Ⓐ Report through Chain of Command (i.e. immediate or secondary supervisor)
 - Ⓑ Report through Installation Safety Office
 - Ⓒ Report through Occupational Health and Safety Administration (OSHA)
 - ② A individual can report verbally or in writing. If in writing, it is usually done on DA Form 4755 (formal hazard report)
 - ③ If Installation ~~Safety~~ Safety Office receives report, then the following steps are taken:
 - Ⓐ Verbal conversation with reporting individual and management to resolve
 - Ⓑ Conduct site visit to evaluate & mitigate (if necessary)
 - Ⓒ Write a formal report (if necessary)
2. Did your office received notification of safety violations at the Waste Water Treatment Plant (WWTP) anytime between 2005 and present?
- ① Yes, there were three incidents reported:
 - Ⓐ Repairs to digester arm on floating lid - (b)(6) admitted to not checking in with WWTP operator and not using non-sparking tools and lift. Safety concurred that those mitigations were necessary for hazards present.
 - Ⓑ Troops using Sole Point Road for PT during hours of darkness - Post policy adopted placing restrictions on use to mitigate risk.
 - Ⓒ Waste dripping from truck used to clean out digester. Only safety issue was absence of "Confined Space" sign. Other issues related to spreading contamination outside of WWTP
 - ② Bottom Line - No residual risks after mitigations in place to warrant further action.

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division

Appointing Official: COL Cynthia A. Murphy, Garrison Commander

3. Were investigations conducted into the alleged safety violations? Were reports written? Can I have copies of those reports?

Yes, (b)(6) conducted site visits related to the repairs to the digester arm and the waste dripping from the fuel. Although a safety investigation report was not generated at the time, (b)(6) drafted a MFR at the direction of (b)(6), Supervisor of ISO.



REPLY TO
ATTENTION OF

**DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
HEADQUARTERS, UNITED STATES ARMY GARRISON
BOX 339500, MAIL STOP 66
FORT LEWIS WASHINGTON 98433-9500**

IMNW-LEW- SO

4 May 2007

MEMORANDUM FOR RECORD

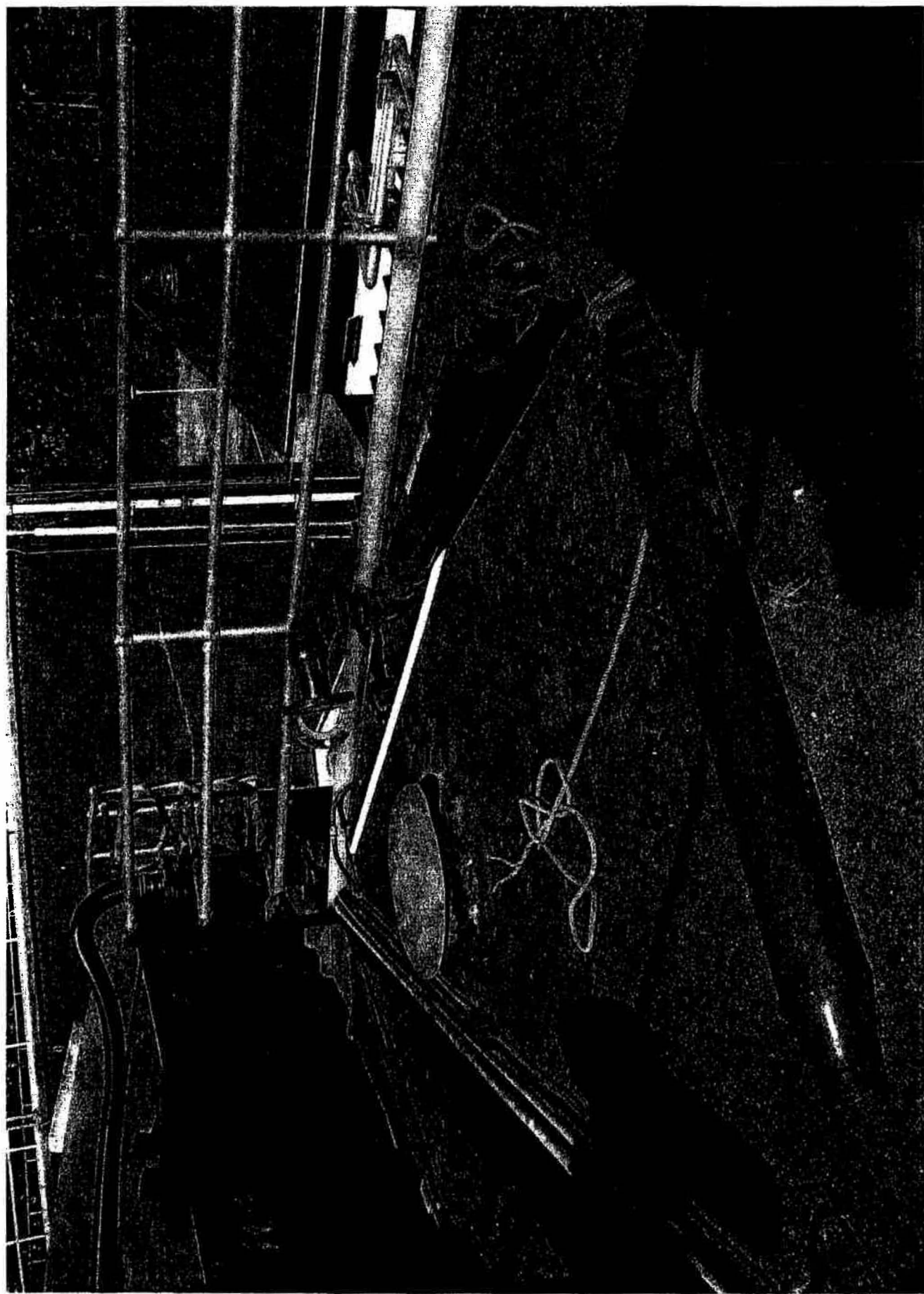
SUBJECT: SAFETY ISSUE AT SOLO POINT WASTE TREATMENT PLAN

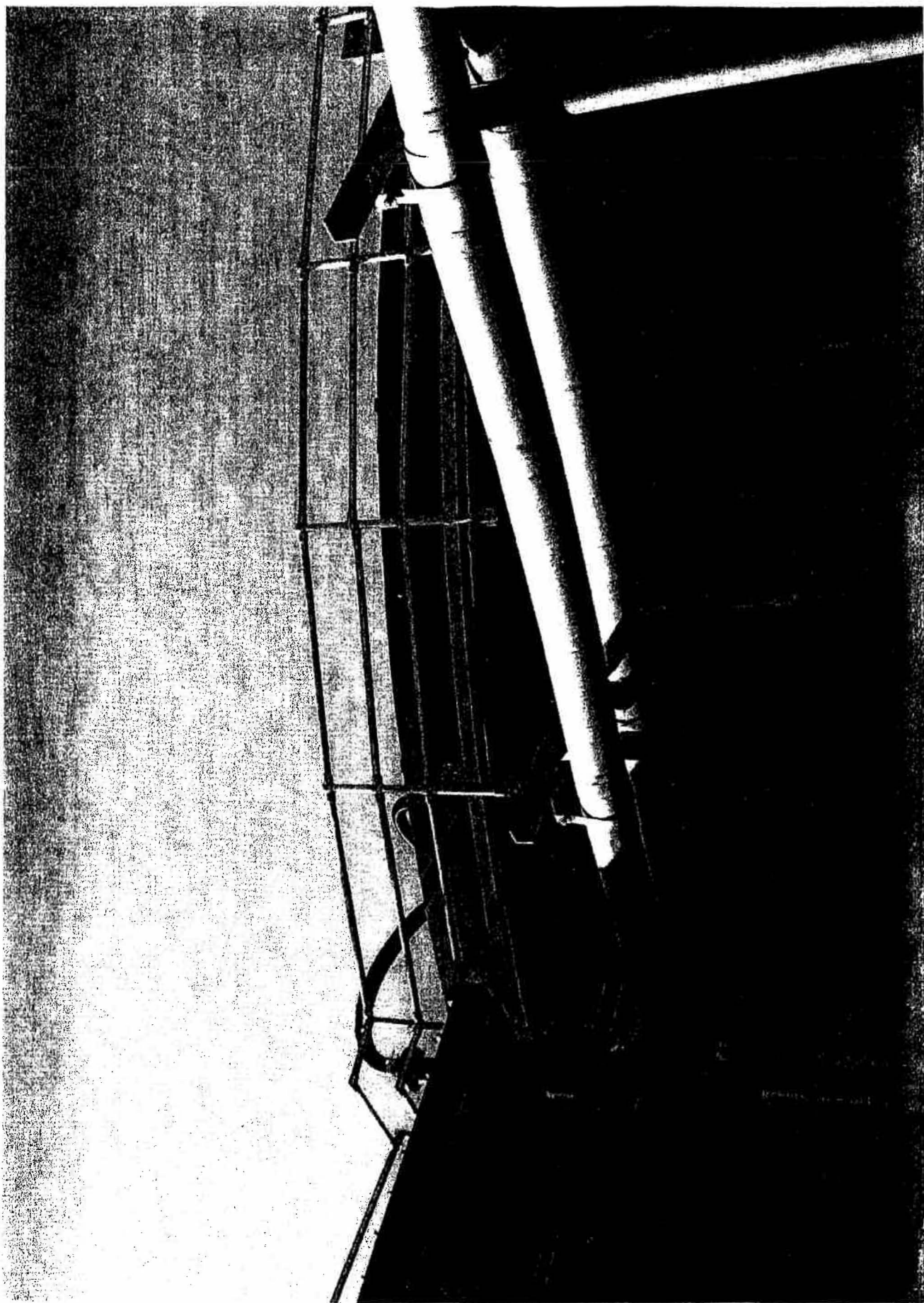
- 1 Issue: Broken Standpipe for gas removal from digester and repair of same (spring 2006).
2. Hazard: Supervisor did not report to the Operator on duty as per their SOP, the supervisor was not qualified to make repairs, he was not using "non-sparking tools, and he needed to have a crane to remove the broken part, as it was on a building roof and would be dangerous to carry down the stairs.
3. Repair Discussion: The broken standpipe was repaired by installing a length of steel reinforced plastic flexible hose. Four pictures are enclosed.
4. Recommendation: In discussion with supervisor, recommended that he follow the Plant SOP and always check-in with the operator on duty in the Control Room. That he use only non-sparking tools when working in an area where gas could be present, and that he get a crane to move the broken standpipe from the roof of the building where it was laying. The Plant Supervisor agreed with these recommendations.

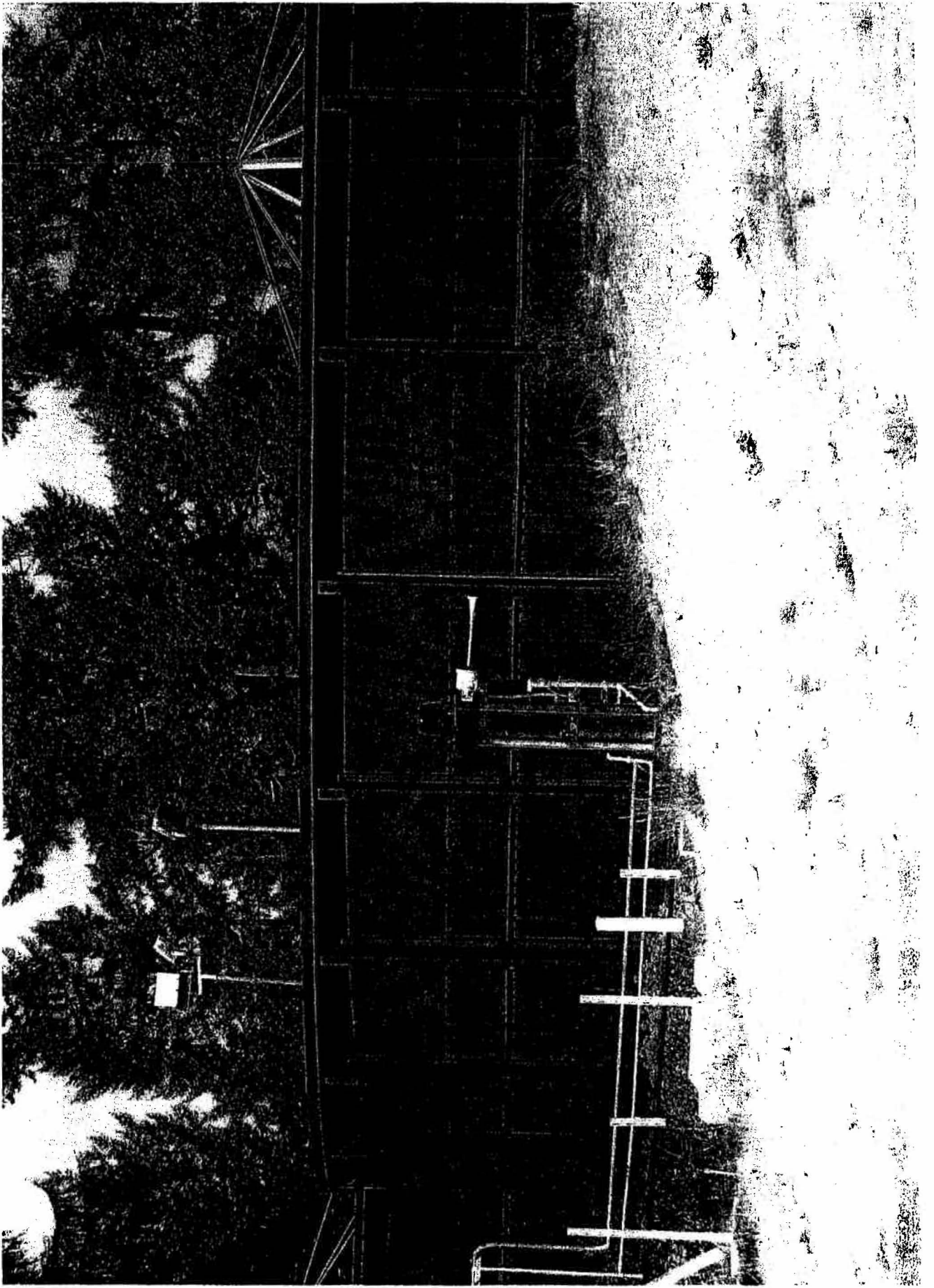
(b)(6)

Encl
as

Safety and Health Specialist
Installation Safety Office
Office: 253-966-6928
Cell: 253-576-3562











AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/7/2007**
Rank: **GS-13** Time: **1300**
Organization: **Installation Safety Office** Location: (b)(6)
Phone: (b)(6) Email: p(b)(6)
Union Representative: **N/A** Union POC Info: **N/A**

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO

Documents Requested:

1. Document Name

Provided: YES NO N/A – Available from another source _____

Interview Notes:

1. What process/procedural steps are followed when an individual reports a safety violation?

2. Did your office received notification of safety violations at the Waste Water Treatment Plant (WWTP) anytime between 2005 and present?

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AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division

Appointing Official: COL Cynthia A. Murphy, Garrison Commander

3. Were investigations conducted into the alleged safety violations? Were reports written? Can I have copies of those reports?

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Page 2 of 2 Pages

EXHIBIT 10

TAB 18

BOOK 2 OF 3

CD- EXH 10

TAB 18

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
 Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6)	Date: 5/8/2007
Rank: WG-09 (RETIRED)	Time: 1130
Organization: DPW	Location: (b)(6)
Phone: (b)(6)	Email: (b)(6)
Union Representative: IAM 282 (Previously)	Union POC Info: (b)(6)

Sworn Statement <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Privacy Act Advisement <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	Rights Waiver Certificate <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
--	---	--

Documents Requested:
 None / Subject provided a variety of documents

Interview Notes:

Purpose - Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

1. Believes (b)(6) retaliated against employees by removing conference room chairs.
2. Motivated by daughter's illness (Brain Tumor)
3. Believes Donovan Reservoir may be called Ross Reservoir.
4. Wants to appeal last appraisal rating.

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
PRINCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.
ROUTINE USES: Your social security number is used as an additional/alternate means of identification to facilitate filing and retrieval.
DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION: Happy Teriyaki, Dupont WA 2. DATE (YYYYMMDD): 20070508 3. TIME: 1130 4. FILE NUMBER: N/A

5. LAST NAME FIRST NAME MIDDLE NAME: (b)(6) 6. SSN: (b)(6) 7. GRADE/STATUS: WG-09 Retired

8. ORGANIZATION OR ADDRESS: Retired (b)(6)

9. I, (b)(6), WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

INTERVIEWER QUESTION: What is your official position title, series and grade?
INTERVIEWEE RESPONSE: Utility Systems Repairer Operator, WG-09 STEPS. I am now retired. All those questions are answered to the best of my knowledge. (b)(6)

INTERVIEWER QUESTION: Did anyone in your management chain of command notify you that there would be a job announcement from 23 - 27 DEC 06 for a competitive temporary promotion as a Utility systems Repairer-Operator Supervisor, WS-4742-10?
INTERVIEWEE RESPONSE: No. (b)(6) can substantiate that. (b)(6) led us to believe there would be an announcement but he kept it quiet. There was limited time to apply because the Resumix system was down for maintenance (b)(6) called (b)(6) from her house about merit promotion supervisor job. (b)(6)

INTERVIEWER QUESTION: If you had been aware of the vacancy announcement for a competitive temporary promotion as a Utility systems Repairer-Operator Supervisor, WS-4742-10, would you have self nominated for the position?
INTERVIEWEE RESPONSE: Yes, I would have applied for it but I probably would have been demoted back to an operator position because of management's violations of the code of ethics, that is why I tried to keep the job opening from me in my opinion. (b)(6) (b)(6)

INTERVIEWER QUESTION: Did you load a resume in the Army Resume Builder (Resumix) anytime between January 2005 and December 2006?
INTERVIEWEE RESPONSE: Yes. (b)(6)

INTERVIEWER QUESTION: Are you familiar with the USA Jobs website or the Army CPOL vacancy website?
INTERVIEWEE RESPONSE: Yes, to a degree. (b)(6)

INTERVIEWER QUESTION: Did you regularly search job vacancies on either the USA Jobs website or the Army CPOL vacancy website prior to December 2006?
INTERVIEWEE RESPONSE: Yes, during the time period the supervisor job was supposed to open. (b)(6) (b)(6)

10. EXHIBIT: _____ 11. INITIALS OF PERSON MAKING STATEMENT: (b)(6) PAGE 1 OF 16 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Dupont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Did you establish an automatic email notification client through either the USA Jobs website or the Army CPOL vacancy website prior to December 2006?

INTERVIEWEE RESPONSE: No, I don't know about that, I just kept looking. If I did an automatic notification on computer, I didn't realize it. (b)(6)

INTERVIEWER QUESTION: Did you contact CPAC or WCPOC to request consideration after (b)(6) announcement was closed? (b)(6)

INTERVIEWEE RESPONSE: I contacted office of Personnel Management after (b)(6) got the job. (b)(6) of Special Counsel

INTERVIEWER QUESTION: Do you believe you are qualified for the position of Utility systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: Certainly. (b)(6)

INTERVIEWER QUESTION: Are you aware of anyone receiving advance notification from anyone in your management chain of command that there would be a job announcement from 23 - 27 DEC 06 for a competitive temporary promotion as a Utility systems Repairer-Operator Supervisor, WS-4742-10? If yes, who received the advance notification and how did you learn this information?

INTERVIEWEE RESPONSE: (b)(6) to tell me that (b)(6) instructed her to tell Al Long and not tell me. See (b)(6) documentation. (b)(6)

INTERVIEWER QUESTION: Did anyone notify you that Mr. Veith A. Long was selected for the competitive temporary promotion as a Utility systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: No one notified us. Everybody was wondering who got the job. I took the initiative to call (b)(6) and he told me (b)(6) got the job. I later learned that (b)(6) was RIF'd into a permanent Supervisory job in the presence of (b)(6) at the Water Plant. (b)(6)

INTERVIEWER QUESTION: Do you believe someone else was more qualified than Mr. Veith A. Long for the position of Utility systems Repairer-Operator Supervisor, WS-4742-10?

INTERVIEWEE RESPONSE: I think I was probably the most qualified because I have certification in Wasee Water Class III and Water Distribution Manager Class I and Water Plant Operator Class I. I believe management selected (b)(6) as a puppet and a scapegoat. (b)(6)

INTERVIEWER QUESTION: Is there anything you would like to add regarding this specific competitive temporary promotion action?

INTERVIEWEE RESPONSE: (b)(6) tried to manipulate the hiring process to get (b)(6) hired. He kept the job announcement secret. (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

PAGE 2 OF 10 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT DuPont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are you familiar with the maintenance requirements for the Waste Water Treatment Plant (WWTP) Compressor?

INTERVIEWEE RESPONSE: *yes.* (b)(6)

INTERVIEWER QUESTION: What oil type/weight does the WWTP Compressor require?

INTERVIEWEE RESPONSE: *Non-emulsifying oil, I'm not sure what the weight is. The wrong oil has been used for years. We have been using emulsifying oil which mixes with the water. Requests for correct oil were submitted but no action was taken.* (b)(6)

INTERVIEWER QUESTION: Is there a document or publication which specifies the oil type/weight to be used in the WWTP Compressor?

INTERVIEWEE RESPONSE: *It might be in the operations and maintenance manual but you'd have to look hard to find it. Some manuals are missing.* (b)(6)

INTERVIEWER QUESTION: Have you ever used an oil type/weight in the WWTP Compressor that was different from the required oil type/weight?

INTERVIEWEE RESPONSE: *Always because that's all there was. 30 weight engine oil.* (b)(6)

INTERVIEWER QUESTION: Have you ever observed another individual use an oil type/weight in the WWTP Compressor that was different from the required oil type/weight?

INTERVIEWEE RESPONSE: *yes because that's all there was* (b)(6)

INTERVIEWER QUESTION: What is the purpose of the WWTP daily logs?

INTERVIEWEE RESPONSE: *To document the operations of the plant on a daily basis* (b)(6)

INTERVIEWER QUESTION: Who is responsible for updating the WWTP daily logs?

INTERVIEWEE RESPONSE: *Everyone, if there's two people on shift the person who does the rounds writes in the logs.* (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

(b)(6) (b)(6)

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Duport, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Is there written guidance on how to properly fill out WWTP daily logs?

INTERVIEWEE RESPONSE: *There were different formats throughout my years there. (b)(6) changed format and so did (b)(6) and (b)(6). (b)(6)*

INTERVIEWER QUESTION: Has anyone in your management chain of command ever trained you on how to fill out WWTP daily logs?

INTERVIEWEE RESPONSE: *I definitely observed during my break in period when I was first hired. (b)(6)*

INTERVIEWER QUESTION: Have you ever written anything in the WWTP daily logs that was not directly related to WWTP operations?

INTERVIEWEE RESPONSE: *No, I don't think so. (b)(6)*

INTERVIEWER QUESTION: Have you ever observed anyone (b)(6) in the WWTP daily logs that you felt at the time was inappropriate?

INTERVIEWEE RESPONSE: *Very much so. (b)(6) wrote comments like "one legged woodpecker" and many more. (b)(6)*

INTERVIEWER QUESTION: Who has access to the WWTP daily logs?

INTERVIEWEE RESPONSE: *Everybody, in the plant and management. It has been suspected that pages have been ripped out of the logs in the past. Log books have been taken by management, (b)(6) & (b)(6) and never returned. (b)(6)*

INTERVIEWER QUESTION: Where are the WWTP daily logs stored?

INTERVIEWEE RESPONSE: *They are supposed to be on a shelf in chronological order or in the back room by date in boxes. (b)(6)*

INTERVIEWER QUESTION: How long are the historical WWTP daily logs retained?

INTERVIEWEE RESPONSE: *I would say 3, 5 or 7 years. Permit is 3 years, but I think it's longer. I really don't know the answer, but I do know they are not supposed to be removed from the plant. (b)(6)*

INITIALS OF PERSON MAKING STATEMENT *RJK*

RJK RJK
PAGE 4 OF 10 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT Dupont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: What procedures are normally followed when sludge is removed from a digester?

INTERVIEWEE RESPONSE: Certain valves to open, pump it to drying bed. Take samples at beginning, middle & end of bed post for Pth and volatiles. (b)(6)

INTERVIEWER QUESTION: Are there written procedures for removing sludge from a digester?

INTERVIEWEE RESPONSE: I don't know officially. It's just been procedure for a number of years. It's probably in the operations and maintenance manual that (b)(6) has possession of. (b)(6)

INTERVIEWER QUESTION: Were you on duty on or about 14 November 2006 when Cascade personnel moved sludge from digester number one to the drying beds?

INTERVIEWEE RESPONSE: Yes, I remember parts of this. The contractor, George Webster moved the sludge to the drying bed and took samples. The samples had high levels of oil & hydrocarbons. Management & environmental took additional samples and didn't share the results with the plant lab tech. (b)(6) (b)(6)

INTERVIEWER QUESTION: Were the normal procedures for removing sludge from a digester followed on or about 14 November 2006 when Cascade personnel moved sludge from digester number one to the drying beds?

INTERVIEWEE RESPONSE: No. Everything was off. Environmental kept taking their own samples & did not give them to the WWT P lab. (b)(6) tried moving with transfer pump but that didn't work. Tried pumper truck and that failed. In the end, a company came and pumped it out and put into drying beds. (b)(6)

INTERVIEWER QUESTION: Are there any circumstances under which it would be reasonable not to test sludge being moved from a digester to a drying bed?

INTERVIEWEE RESPONSE: No, we always made it common practice and it was logged and recorded in lab book. (b)(6)

INTERVIEWER QUESTION: Were you on duty when repairs were made to the swing arm on the floating lid of digester number three?

INTERVIEWEE RESPONSE: I was on shift when it happened, but it did not get repaired until (b)(6) fixed it. (b)(6)

INTERVIEWER QUESTION: Who made the repairs?

INTERVIEWEE RESPONSE: (b)(6) (b)(6) and a couple other people. It was not the WWT P people. (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

(b)(6) (b)(6)

PAGE 5 OF 10 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT DuPont, WA DATED 2007/05/08

(b)(6)

9. STATEMENT (Continued)

INTERVIEWER QUESTION: What procedures are normally followed when repairs to the swing arm are required?
INTERVIEWEE RESPONSE: ^{and supervisor} Notify the WWTP operator, isolate the digester, make sure you have parts on hand, proper brass non-sparking tools, gas detector, notify fire department, proper paperwork. Have a boom crane because it was required for weight of it. (b)(6)

INTERVIEWER QUESTION: Did the individual who made the repairs to the swing arm following the normal repair procedures?
INTERVIEWEE RESPONSE: No, it did everything wrong. He used mostly sparking tools. The swing arm actually fell to the ground. Someone could have really gotten hurt. The digester could have exploded. He didn't communicate with us at all. It was like we weren't even there. No put other people in jeopardy. (b)(6)

INTERVIEWER QUESTION: Was anyone injured during the repairs to the swing arm?
INTERVIEWEE RESPONSE: Not that I know, it fell down by itself with no one around. (b)(6)

INTERVIEWER QUESTION: Do you believe the way in which the repairs of the swing arm were handled was unsafe?
INTERVIEWEE RESPONSE: Yes. (b)(6)

INTERVIEWER QUESTION: Did you report a safety violation related to the repairs of the swing arm to anyone in your management chain of command or to anyone at the Installation Safety Office?
INTERVIEWEE RESPONSE: Logged it and (b)(6) called safety. (b)(6)

INTERVIEWER QUESTION: What procedures are normally followed during a sewage back up?
INTERVIEWEE RESPONSE: Water and Sewer would call the WWTP and let us know. (b)(6)

INTERVIEWER QUESTION: Are there written procedures for a sewage back up?
INTERVIEWEE RESPONSE: I'm not sure if there is a written procedure. There should be an SOP for that. (b)(6) removed previous SOP's. It's pretty much common sense. (b)(6)

(b)(6) (b)(6)

INITIALS OF PERSON MAKING STATEMENT (b)(6)

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT DuPont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Were you on duty on or about 3 January 2007 when there was a sewage back up?

INTERVIEWEE RESPONSE: *I think I recall that but I was processing out for retirement. Water and Sewer would handle that. I heard it from somebody but don't recall who told me, I think.* (b)(6)

INTERVIEWER QUESTION: Were the normal procedures followed during the sewage back up?

INTERVIEWEE RESPONSE: *Don't know.* (b)(6)

INTERVIEWER QUESTION: Does the WWTP have a 24/7 manning requirement?

INTERVIEWEE RESPONSE: *Yes.* (b)(6)

INTERVIEWER QUESTION: Are there ever occasions when the WWTP is staffed by a non-employee?

INTERVIEWEE RESPONSE: *Yes, but not legally.* (b)(6)

INTERVIEWER QUESTION: Have you ever known the WWTP to be left unattended?

INTERVIEWEE RESPONSE: *No not really. Only if there a lift station alarm. Then I will lock the gates and respond to the alarm. Procedure should be that someone should be called in to cover the plant.* (b)(6)

INTERVIEWER QUESTION: Have you ever left the WWTP unattended?

INTERVIEWEE RESPONSE: *No, not really. Only if there was a lift station alarm.* (b)(6)

INTERVIEWER QUESTION: What procedures are normally followed to treat water at Donovan Reservoir?

INTERVIEWEE RESPONSE: *I don't really know. Flush the lines and check altimeter do turbidity tests. Do water testing.* (b)(6)

INITIALS OF PERSON MAKING STATEMENT

(b)(6)

(b)(6)

(b)(6)

PAGE 7 OF 10 PAGES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT DuPont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are there written procedures for treating water at Donovan Reservoir?

INTERVIEWEE RESPONSE: During a war game exercise, soldiers tested the water for PCB's and I believe I heard from (b)(6) that it tested positive for PCB's. When I told (b)(6) he immediately tried to flush it and said it was diluted by the time it got to the water plant. (b)(6) didn't isolate the reservoir like he was supposed to.

INTERVIEWER QUESTION: Have you ever observed an individual not follow the normal procedures for treating water at Donovan Reservoir?

INTERVIEWEE RESPONSE: I can't tell you that because I don't know their routine. (b)(6) by manage- (b)(6) ment.

INTERVIEWER QUESTION: Who in your management chain of command is responsible for making site visits to the WWTP?

INTERVIEWEE RESPONSE: The only person was (b)(6) who came to harass us. (b)(6)

INTERVIEWER QUESTION: How regularly are they required to make site visits?

INTERVIEWEE RESPONSE: Whenever, we never knew his (b)(6) schedule. (b)(6)

INTERVIEWER QUESTION: During the time period January 2006 to January 2007, how often did individuals from your management chain of command visit the WWTP?

INTERVIEWEE RESPONSE: Many times but I never saw anyone from environmental because I work grape yard. (b)(6)

INTERVIEWER QUESTION: Have you ever been dissatisfied with the frequency of visits by members of your management chain of command?

INTERVIEWEE RESPONSE: Not really, but basically (b)(6) treated us like dirt and manage- (b)(6) ment wouldn't do anything about it.

INTERVIEWER QUESTION: Have you ever requested a member of your management chain of command conduct a site visit?

INTERVIEWEE RESPONSE: Yes, I asked (b)(6) (b)(6)

INITIALS OF PERSON MAKING ST: (b)(6)

(b)(6) (b)(6)

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF (b)(6) TAKEN AT DuPont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Is there currently a shortage of repair parts or equipment for the WWTP?

INTERVIEWEE RESPONSE: yes (b)(6)

INTERVIEWER QUESTION: During the time period January 2006 to January 2007, was there ever a shortage of repair parts or equipment at the WWTP?

INTERVIEWEE RESPONSE: yes (b)(6)

INTERVIEWER QUESTION: Who is responsible for monitoring repair part and equipment inventories?

INTERVIEWEE RESPONSE: (b)(6) took on that job when he was supervisor. and (b)(6) handles the lab and other inventory. Other people are sometimes involved. (b)(6)

INTERVIEWER QUESTION: Who is responsible for identifying repair parts and equipment that needs to be ordered to replenish on hand inventories at the WWTP?

INTERVIEWEE RESPONSE: The initiative of the employees to put in work order or request for parts to (b)(6) (b)(6)

INTERVIEWER QUESTION: If you need a repair part or piece of equipment that is not available in on hand inventories, what procedures do you follow to request/order the part or piece of equipment?

INTERVIEWEE RESPONSE: You fill out a form and submit it to (b)(6) (b)(6) approves or disapproves it and then orders with (b)(6) government credit card. Did not communicate ~~of~~ disapproval of requests in writing. you ~~state~~ just didn't know the status of requests. (b)(6)

INTERVIEWER QUESTION: Have you ever submitted a request for a repair part or piece of equipment and had the request denied? If yes, did management explain why the request was denied?

INTERVIEWEE RESPONSE: yes, for example boots (b)(6) purposely withheld boots from me in retaliation for his belief that he was an out cast. He never told me why the request wasn't processed. I finally got the boots during my half appraisal period. When I asked him please can I have my boots he said go down and get them. (b)(6)

INITIALS OF PERSON MAKING STATEMENT

(b)(6)

(b)(6)

(b)(6)

PAGE 9 OF 10 PAGES

STATEMENT OF (b)(6) TAKEN AT Dupont, WA DATED 2007/05/08

9. STATEMENT (Continued)

INTERVIEWER QUESTION: Are you aware of any deficiencies at the portable latrine dumping site at North For (b)(6)
INTERVIEWEE RESPONSE: yes, they didnt notify WWTP of dumping. (b)(6)

INTERVIEWER QUESTION: How did you learn of these deficiencies?
INTERVIEWEE RESPONSE: (b)(6) and (b)(6) and (b)(6) witnessed it. (b)(6)

INTERVIEWER QUESTION: Did you notify anyone in your management chain of command of these deficiencies?
INTERVIEWEE RESPONSE: I dont think I did, operators just accepted it and logged it in the book. (b)(6)

INTERVIEWER QUESTION: Do you have any documents you would like to provide related to these questions?
INTERVIEWEE RESPONSE: yes, definitely yes. (b)(6)

(b)(6)

AFFIDAVIT

I, (b)(6) (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 10. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(b)(6)
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 8th day of May, 2007 at Happy Terizaki, Dupont, WA

(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

Greta Marie Powell
(Typed Name of Person Administering Oath)
AR 15-6 Investigating Offices
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT (b)(6)

(b)(6) (b)(6)
PAGE 10 OF 10 PAGES

AR 15-6 Investigation

Investigating Officer: Greta M. Powell, GG-13/Chief, DPTMS Security Division
Appointing Official: COL Cynthia A. Murphy, Garrison Commander

Interview Data Sheet

Name: (b)(6) Date: **5/8/2007**
Rank: **WG-09 (RETIRED)** Time: **1130**
Organization: **DPW** Location: H: (b)(6)
Phone: (b)(6) Email: (b)(6)
Union Representative: **IAM 282 (Previously)** Union POC Info: (b)(6) (b)(6)

Sworn Statement	Privacy Act Advisement	Rights Waiver Certificate
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO

Documents Requested:
None

Interview Notes:

Purpose – Refer to question/response format on Sworn Statement. Any information provided not relevant to sworn statement questions will be listed below this note for future reference/follow up.

EXHIBIT 10

TAB 18P

BOOK 2 OF 3

CD- EXH 10

TAB 18P

10-18-06

To: (b)(6)

(b)(6)

(b)(6)

(b)(6)

(b)(6)

(b)(6)

Other Agencies As Needed

From: (b)(6) (Fort Lewis WWTP)
4023 Libby Rd. NE
Olympia, WA 98506

First of all, I want to say (b)(6) conducted a professional presentation MEO meeting on 10-18-06 at 0700 hrs.

There has been a serious allegation made about me and I would like it to stop. I do not wish to pursue ANY issues further with (b)(6). I didn't know I would feel like this after the MEO meeting today, but it just happened! (b)(6) & I had a productive meeting in the parking lot as we were both leaving at the same time and was not planned. The conversation was about how I could retire before the end of the year with a financial boost. (b)(6) said present a letter to management and we will take it from there.

I would like to retire on good terms with everyone!

I would just like to be with my family & help my wife raise our two grandsons age 2 & 5. They are both special needs kids that require a lot of time & expense. My daughter, (b)(6), (26 yrs. old), needs assistance from my wife & myself. She had brain surgery on 28 March 2006, to remove a tumor putting pressure on the brain. The doctor removed some of the tumor to prevent further pressure, but didn't get the entire tumor. She will be monitored for the rest of her lifetime. (b)(6) and her two boys will live with us indefinitely.

My wife & I take care of all of their medical, dental, educational needs & transportation needs. (b)(6) does not drive. (b)(6) has no child support or other financial support of any kind due to court decisions. She is completely supported by my wife & I and not able to work at this time if ever. This situation was not what we were planning in retirement, being parents to grandkids and a daughter this late in life, but you have to accept it and go on.

Would you please consider me eligible for a VISP (\$25,000), so I could retire A.S.A.P. ? Otherwise, I will have to stay on into 2007 sometime. I am physically & mentally exhausted from all that has been going on, but I need the high 3 for retirement purposes. If I could get a VISP (\$25,000) I could go out as fast as the process will allow. I would like to cash in my annual leave & qualify for the 2007 pay increase for retirement

purposes around 3 Jan. 2007 approximately if possible.

Would you please consider & assist me in this matter?

I would also like to be able to freely come visit people after retirement on occasion because I would miss the comorodity with them after many years of working with them. I do feel I have been a very good employee for 29 years and feel I have contributed to the Fort Lewis WWTP.

Thank you for your understanding.

Sincerely,

(b)(6)

10-18-06

To: Al Long

(b)(6)

(b)(6)

(b)(6)

(b)(6)

(b)(6)

Other Agencies As Needed

From: (b)(6) (Fort Lewis WWTP)
4023 Libby Rd. NE
Olympia, WA 98506

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I would like to retire on good terms with everyone!

I would just like to be with my family & help my wife raise our two grandsons age 2 & 5. They are both special needs kids that require a lot of time & expense. My daughter, (b)(6), (26 yrs. old), needs assistance from my wife & myself. She had brain surgery on 28 March 2006, to remove a tumor putting pressure on the brain. The doctor removed some of the tumor to prevent further pressure, but didn't get the entire tumor. She will be monitored for the rest of her lifetime. (b)(6) and her two boys will live with us indefinitely.

My wife & I take care of all of their medical, dental, educational needs & transportation needs. (b)(6) does not drive. (b)(6) has no child support or other financial support of any kind due to court decisions. She is completely supported by my wife & I and not able to work at this time if ever. This situation was not what we were planning in retirement, being parents to grandkids and a daughter this late in life, but you have to accept it and go on.

Would you please consider me eligible for a VISP (\$25,000), so I could retire A.S.A.P. ? Otherwise, I will have to stay on into 2007 sometime. I am physically & mentally exhausted from all that has been going on, but I need the high 3 for retirement purposes. If I could get a VISP (\$25,000) I could go out as fast as the process will allow. I would like to cash in my annual leave & qualify for the 2007 pay increase for retirement

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I would also like to be able to freely come visit people after retirement on occasion because I would miss the comorodity with them after many years of working with them. I do feel I have been a very good employee for 29 years and feel I have contributed to the Fort Lewis WWTP.

Thank you for your understanding.

(b)(6)

Sincerely,

(b)(6)

(b)(6) + (b)(6) 1-11-20

- 1) ASK PEOPLE FOR THEIR INPUT BEFORE YOU DECIDE ON AN ISSUE
- 2) BE COURTEOUS ON phone ~~or face to face~~ ~~with~~ ~~others~~ + others (b)(6), (b)(6) DON'T DEMAND OF OTHERS FAMILY
- 3) Sneaking around - possible injury - announce or KNOCK on door. ~~by~~ RECEPTION + ENTRAPMENT.
- 4) NEED TO COMMUNICATE, EXPLAIN REASONS FOR THINGS EVEN IF THEY DON'T AGREE WITH IT. TALK OR. INPUT

5) ALL OF US (REGARDLESS (OF SUPERVISING TECHNIQUES)) SHOULD CAN CHOOSE TO HAVE A GOOD DAY OR CHOOSE TO HAVE A BAD DAY, AND ALL OF US NEED TO CHOOSE TO HAVE A GOOD DAY REGARDLESS OF CIRCUMSTANCES, INCLUDING SUPERVISOR.

6) ALL OF US ^{CONSIDER} TALK ^{ING} TO (b)(6), may have helpful insight of how to deal ~~with~~ ~~with~~ ~~situation~~.

7) EVERYONE TALK FOR STRESS RELIEF ^{COMMUNICATE} TO OTHERS.

8) WORK ENVIRONMENT CAN BE STRESS FULL AT TIMES BUT IT CAN BE HARMONIOUS WITH OTHERS.

9) NO ROOM FOR PERSONAL VENDETTA - ^{GOES} BOTH WAYS

10) PERSPECTIVE FOR COMPASSION: WE TOOK YOU IN DON'T PICK US OUT ~~SEEMS~~

11) VAR TOOLS TO EXT. W/S

12) SHARE RESPONSIBILITY ALL ^{WITH} ~~ALL~~ OF US + YOU CAN SHARE

13) (b)(6) SHOULD TAKE TIME TO VISIT OCCASIONALLY ALL SHOPS. MAKE A DAY IN YOUR SCHEDULE FOR THAT PURPOSE ONLY. ALL SHOPS WILL RESPECT YOU FOR THAT

14) DECISION MAKING (B/S up + Employees) ARE NOT ALWAYS CORRECT THAT'S HOW WE LEARN

15) DOESN'T WORK WELL WITH OTHERS, ^{GOES BOTH WAYS - BOTH SIDES WORK ON IT} ~~IT~~

16) (b)(6) ^{can} PERMISSION TO DO SCHEDULE + CLEANING ^{to} (b)(6) + (b)(6) ^{but} (b)(6) ^{TALKS} O' ^{work} (b)(6) ^{on} SCHEDULE.

(b)(6)
1) DOES (b)(6) HAVE REMORSE? DO MEETING ONCE A MONTH
MAXIMO FROM EMPLOYERS COMPUTER ROOM
(b)(6) ISSUES 1-12-06

DONT MIND DOING TIME SHEETS, PAYROLL OR DMR BUT
DONT LIKE TO BE TALKED DOWN. ENTHUSIAST IN THAT
PERSON - LIKE (b)(6) ON A POWER TRIP, SIGNING STATEMENTS
FOR BEING RESPONSIBLE FOR TIME CARDS OR TIME OR (b)(6)

2) AL BROKE RULES (TRAD OF THREATS - YOU DONT WANT
TO OPEN THAT DOOR, ARGUMENT (MY WAY OR HIGHWAY)
CREDIT CARD

3) BRAIN STORMING - FEEL GOOD

4) (b)(6) - JOB DESCRIP. OF (b)(6)

(b)(6) RESPONSIBILITY - DMR, MAXIMO, PAYROLL, TIME SHEET, SCHEDULING
(b)(6) NEEDS TO BE ON

(b)(6) (b)(6) (b)(6) TO DIRECTOR

HIGH SOUNDS CALL TIE FOR GRAPH.

5) (b)(6) DOESN'T ^{PRIORITISE} ~~FAITISE~~, SHANT REASON ON US + TAKES INFO TO
DARRILL + PUTS BLAME ON OTHERS. DOESN'T TAKE RESPONSIBILITY
FALLO MAXIMO
REFUSES TO TAKE RESPONSIBILITY, PUSH WORK OFF ON OTHERS + THEN BLAME
OTHERS.

6) STICK UP ^{FOR} OTHERS.

7) RESPECT GOES BOTH WAYS

8) AL NEVER SEEMS TO JUSTIFY FOR WHAT HE DOES. HE ATTACKS

9) DOESN'T HAVE TO BE FLOW PROPORTIONAL
FEDERAL EPA (CRAWFORD), ROB SEE HIM
DENNIS LAZAR - SMALL OUT FALLS

10) CHANGE A.L. ~~STANDARD~~ STANDARD BACK TO WHY IT WAS
WE ARE TALK FOR COURAGE GIVE US LEeway

11) WHY DID AL CONFISCATE (b)(6) DOWNLOADED DISKS ON 1-17-06
AND I+E, FLOW, LAB FORMS, HALIMAT ETC. NO TOOK NO EXPLANATION. WHAT
IS REASON FOR THIS.

(b)(6)

1-12-06

~~NO BRAINSTORMING PROVED IT WOULD NOT WORK~~

2) PUT ON PAPER ISO FORM

-DARRELL ISO TO JJ - PROPER PROCEDURE FOR ISO

3) AL PASS HOT POTATO TO SOMEONE ELSE. EX. Pkt. Procedure / Evidence of a how to correct problem.

THE PRIORITY WWTTP + WTP ON BOARD JJ + BEN SET. AL DOESN'T DO. THAT AL IS IGNORED BY ALL THE OTHERS. NO. PROCEDURE FOLLOW THROUGH TO DARRELL. THROUGH ISO there for project. ~~AL~~ DOESN'T GET STARTED OR FINISH. DOESN'T ALLOW INPUT.

NOT KNOWLEDGEABLE ON WWTTP - SHOULD LISTEN TO OPERATORS

5) GO SOMEWHERE TOP OF DIB IN SUN MEDITAZ. HOWEVER (b)(6)

6) JJ TRIED TO HELP HIM WITH MEETINGS³ PEOPLE, BUT DOESN'T LETS JJ KNOW HE'S SUPERVISOR. NOT A FRIENDLY USER

7) NEED MTGS. / WRK BY SOMEONE & ONCE IN A WHILE BY SUPERVISOR TO WHAT'S HAPPENING. YOU NEED TO COMMUNICATE

8) (b)(6) NEEDS TO EARN RESPECT

9) COMPUTER TRAINING FOR ALL FOR P.W - NO ONE KNEW

10) JJ RUNS SHOW AT WWTTP AS PER AL BUT AL DOESN'T

11) OFFICE (SUP) FOR JJ. TOO EXTRA DESK

12) (b)(6) SAID TO (b)(6) THAT 12 M. SHIFTS COULD HAPPEN (b)(6) TOLD ROB IT WOULDN'T, WHICH IS IT? NO NINE HA SHIFTS

13) (b)(6) ON SCHEDULE SO WE CAN ANSWER PHONE CALL QUESTION IF HE OFF OR AL. VIS. L.

14) PROFESSIONAL MEDIATOR WITH (b)(6) / EMPLOYEES

15) AERO PUMP WASTEWATER

16) HIT HLL TO DRYING - (b)(6) WANTED MTG BEFORE PROCEEDING - NO INPUT ABOUT MTG.

17) NO MAXIMO TRAINING. GO TO P.W. COMPUTER CLASS

CIVILIAN PERSONNEL BULLETIN

Items of interest for civilians and their supervisors

MARCH 2001

PREVENTION OF WORKPLACE VIOLENCE. I Corps and Fort Lewis Policy Statement #16 was signed by the Commanding General, I Corps and Fort Lewis on 2 November 2000. The Policy Statement reaffirms the Fort Lewis policy on prevention of violence in the workplace so that all personnel can feel safe and be safe when they are on the installation. The Fort Lewis policy applies to all commanders, soldiers, civilian employees, managers, and supervisors operating on Fort Lewis and its sub-installations. The policy states that violent, threatening, intimidating, or hostile behavior has no place in the workplace and will not be tolerated. All employees, supervisors and managers of I Corps and Fort Lewis are expected to promote a safe working environment. All employees should report violent, threatening, intimidating, or hostile behavior. Training for I Corps and Fort Lewis Supervisors as well as union representatives has been completed. The training increased their ability to recognize early warning signs of potentially violent persons or situations; provided intervention techniques to confront early warning signs and unacceptable workplace behavior; and described the resources which are available to deal with workplace violence situations. Briefings on the policy were also provided to all I Corps and Fort Lewis employees in conjunction with the BAEDA/Anti-terrorist briefings. Further information is described in Fort Lewis Regulation 690-13, subject: Human Resource Workplace Violence Prevention. Non-I Corps and Fort Lewis activities have or are developing their workplace violence programs. Madigan Army Medical Center Memorandum 190-3, Subject: Prevention of Violence, describes the MAMC policy. You should ask your supervisor or call your servicing civilian personnel advisor in the Civilian Personnel Advisory Center if you have any questions about the Fort Lewis or your activity's policy on prevention of workplace violence.

EMPLOYEES NEED TO INSURE THEIR VEHICLES ARE REGISTERED ON POST. On 1 June 2001, the Fort Lewis gates will again be manned by the Military Police. Additionally, there are several anti-terrorist/force protection exercises on the post. Employees are reminded that if they have let their registrations expire, they need to register their vehicles on post and have the proper decals affixed on their vehicles.

2-1-04

1001

- 1) ABUSE OF POWER
- 2) HARASSMENT TO A VERY HOSTILE ENVIRONMENT

3) CL₂ ANALYZER - REQUESTED FROM HARCH - SERVICE AGREEMENT WITH HARCH - HARCH IS COMING FEB 12
 NO COMMUNICATION WITH ANYONE
 HE TOOK HARCH REUSE

4) ALL THE HEAT IS ON OUR STOP - WITY DOESN'T HAVE TO BE

5) ~~ADMR~~ MGMT. TILZ SAID PEOPLE ARE ASSUMING. DO WE COOK BOOK THE BOOKS (FALSIFY)

6) PEOPLE ARE SO MAD OF HIS ABUSE OF POWER (PERSONNEL ARE READY TO GO TO ANY LEVEL HEART ATTACKS POSSIBLE FROM UNNECESSARY STRESS)

7) I CALLED WATER PUT LAST NIGHT 2-1-06 A.M. TO SEE IF THEY HAVE PROTOCOL FOR WORK DAY. DAVIS LOOKED & SAID NT.

8) OPEN MAIL FOR J.C. ~~IN HER NAME~~ NEVER GIVES MAIL TO J.C. THIS IS ILLEGAL

9) (b)(6) CALLED BY (b)(6) 5 MIN. BEFORE ~~9~~ P.M. AND (b)(6) KNEW THAT ~~AFTE~~ HOURS BEFORE BUT NEVER CALLED. HE CALLED (b)(6) LATE OR EARLY AFTERNOON. (b)(6) KNEW - TOTAL PREJUDICE + HARASSMENT.

10) AL CALLED SECURITY TO PROTECT EMPLOYEES FROM DISGRUNTLED MR. JOHNSTON JUST AFTER HE CALLED HIM

11) AT 5:09 P.M. FIRST CALLED MR. JOHNSTON'S WIFE AND TO NOT COME IN, WAS RWDZ TO HER.

12) EMPLOYEES SO DISGRUNTLED THAT EMPLOYEES ARE READY TO GET (b)(6) LAWYER (+ ON) TO UPPER LEVELS. LIKE UNION RIGHTS + CPO PERSONNEL + ~~THE~~ PEOPLE DON'T WANT TO COME TO WORK. WE HAVE THE RIGHT TO A NON-HOSTILE ENVIRONMENT.

13) WE HAVE ONE VEHICLE NOW
(b)(6) - GONE (NO EXPLANATION)
OTHER TRUCK - WATER PLANT TOOK. HOW DO WE
DO OUR JOB WITH 1 VEHICLE.

14) DRYING BED HEATING IDEAS PUT A HALT TO IT
AS PER CHAMBERS & APPARENTLY CELL WENT
OVER HIS HEAD TO GET APPROVED FROM WAST EMPLOYEES

15) GRIT AERATION CHAMBER ^{NEEDS} EMERGENCY REPAIR.
IF ~~WORKING~~ GRIT ANGR GOES BAD. THE WHOLE
PLANT GOES BAD & EXCESSIVE WHERE ON VALVE PUMP & IMPELL

16) HINDER OUR JOBS BY NOT COMMUNICATING WITH
US.

17) (b)(6) BACK PAY REPEATEDLY ASK FOR & NOT
GOTTEN

18) (b)(6) SON DRIVING GOVERNMENT TRUCK ON COMPOUND

19) (b)(6) ^{paperwork} shift change FOR GRAVEYARD
SHIFT DIFFERENTIAL. SHE HAS NOT GOTTEN

20) REITERATE THAT (b)(6) TOOK COMPUTER LAB
DISC (b)(6) NEEDS

21) (b)(6) SEEMS TO BE ON A PERSONNEL VENDETTA
AGAINST WAST EMPLOYEES FOR SIGNING LACK OF CONFIDENCE
LETTER.

22) MISUSE OF HIS POSITION

23) EMPLOYEES REQUEST THIS BE RESOLVED

2) REVERTING TO 300 AREA

3) (b)(6) OTH MANUAL FOR WWTIA (PER: BK-NH 8
'BACK TO WWTI')

36) MICROMANAGEMENT ISNT NECESSARY
FOR HIGHER COMPETENT INDIVIDUALS

4) THE SITUATION IS VERY DIFFERENT



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(b)(6)

(b)(6)

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Subject: Merit Systems Protection Board (MSPB)

Date: THU, 14 Dec 2006 09:33:00 -0800

From: (b)(6) CIV USA USALMA <(b)(6)> |> Add Mobile Alert

To: rjk951@yahoo.com

<http://www.mspb.gov/>

When you receive this can you give me a call....I have a question for you. My home number & cell are: (b)(6)

(b)(6)

Welcome

Agency Mission

The Merit Systems Protection Board (MSPB) is an independent quasi-judicial agency established to protect Federal merit systems against partisan political and other prohibited personnel practices and to ensure adequate protection for employees against abuses by agency management. The Board carries out its statutory mission by: Adjudicating employee appeals of personnel actions over which the Board has jurisdiction, such as removals, suspensions, furloughs, and demotions;

Adjudicating appeals of administrative decisions affecting an individual's rights or benefits under the Civil Service Retirement System or the Federal Employees' Retirement System; Adjudicating employee complaints filed under the Whistleblower Protection Act, the Uniformed Services Employment and Reemployment Rights Act, and the Veterans Employment Opportunities Act;

Adjudicating cases brought by the Special Counsel, principally complaints of prohibited personnel practices and Hatch Act violations; Adjudicating requests to review regulations of the Office of Personnel Management that are alleged to require or result in the commission of prohibited personnel practice-or reviewing such regulations on the Board's own motion; Ordering compliance with final Board orders where appropriate; and

Conducting studies of the Federal civil service and other merit system in the Executive Branch to determine whether they are free from

prohibited personnel practices.

(b)(6)

File and Emergency Services

Office: (b)(6)

Fax 253-967-2613

(b)(6)

"Trust Your Leadership, Respect Your Peers
Mentor Your Subordinates".

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To: (b)(6) <rjk951@yahoo.com>

Date: Mon, 25 Dec 2006 10:50:48 -0800

Subject: Re: rjk951@yahoo.com - attorney's contact #

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hello (b)(6)

I am so sorry! I completely forgot to call you back the next day after we spoke and by the time I remembered your number was no longer on my caller ID. anyhow the attorney's name and number is below. I hope you are at least having a pleasant holiday in spite of all the things that are happening. and again I am truly sorry for not telling you about the supervisor job being open... I should have not allowed barrell to manipulate the situation and followed my heart and told you about the opening although I was instructed not to. whatever you do don't let them force you to retire. the attorney information is as follows:

Joan K. Mell
 MILLER, QUINLAN & AUTER, P.S., INC.
 1019 Regents Blvd., Suite 204 Fircrest, WA 98466
 joan@mqnlaw.com
 (253) 565-5019 Telephone
 (253) 564-5007 Facsimile

----- Original Message -----

From: (b)(6) (b)(6)

Date: Sunday, December 24, 2006 11:00 pm

Subject: (b)(6) 951@yahoo.com - attorney's contact #

> 12-24-06 (b)(6) Just to let you know that I am
 > interested in talking to your attorney. (b)(6)
 >
 >

2288

(b)(6)

From: (b)(6)
Sent: Thursday, December 29, 2005 8:31 AM
To: (b)(6)
Subject: FW: Utility Systems Repairer-Operator Supv, WG-4742-10, RPA 00430 8

From: (b)(6)
Sent: Friday, December 23, 2005 11:06 AM
To: (b)(6)
Cc: (b)(6); (b)(6)
Subject: Utility Systems Repairer-Operator Supv, WG-4742-10, RPA 004308

Attached is an advanced copy of the vacancy announcement for the above position, for your information only. The announcement opens 12/23/05 (closes 12/27/06) and will be posted on CPOL (<<http://www.cpol.army.mil/>> www.cpol.army.mil/). The self nomination link in this emailed announcement will not allow applicants to self nominate. Applicants must access the announcement through CPOL or our website (<http://cpolrhp.belvoir.army.mil/west/>), in order to self nominate for the position.

Please get this to anyone that you know of that might be interested in being considered for this position.

PLEASE LET ME KNOW ON TUESDAY IF YOU FEEL THIS NEEDS TO BE EXTENDED TO BE OPEN FOR A LONGER PERIOD OF TIME.

From: (b)(6)
Sent: Friday, December 23, 2005 11:00 AM
To: (b)(6)
Subject: Announcement #: WTEU05004308

DEPARTMENT OF THE ARMY;
Vacancy Announcement Number: WTEU05004308

Opening Date: December 23, 2005 Closing Date: December 27, 2005

Position: UTILITY SYSTEMS REPAIRER-OPERATOR SUPERVISOR, WS-4742-10

Salary: \$29.31 - \$34.20 Hourly
Place of Work: Public Works, Fort Lewis, WA

Position Status: Temporary Position Not to Exceed: 1 year - Full Time

Number of Vacancy: 1

Duties: Supervises employees in accomplishing the work of an organizational. Plans use of subordinate workers, equipment, facilities and materials. Establishes deadlines, priorities and work sequences. Investigates work related problems such as excessive costs or low productivity. Supports and explains management programs to subordinates. Recommends disciplinary actions, promotions, reassignments, awards and other personnel actions. Works with the Quality Control Manager to establish and implement the shop Quality Control Plan. Has a working knowledge of the work performed by subordinates, to include Utility Systems Repairers and Plumbers. Operates and maintains all units of a sewage disposal plant and other wastewater and stormwater facilities. Sewage plant provides for pretreatment, primary and secondary treatment and separate sludge digestion. Performs installation, maintenance and repair of sanitary sewer collection systems, storm drain systems and water distribution systems.

About the Position: Fort Lewis is the US Army's Power Projection Platform for the west coast. The units it supports are directly engaged on the Global War on Terror. The selecting official is the Chief of the Maintenance and Repair Division, Public Works, Fort Lewis, WA

Who May Apply:

<<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=whoMayApply>>
(Click on Who May Apply)

- * Army employees serving on career or career conditional appointments.

Qualifications: Click on link below to view qualification standard.

Trades and Labor

<<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=tradesLabor>>

- * Qualifying experience is experience in a sanitary sewer collection plant, storm drain and water distribution systems, which provided the knowledge of how the various systems and equipment work. NOTE: Must possess a valid Washington State drivers license. Must possess and maintain a Group III waste water certification issued by the State of Washington. SPECIAL REQUIREMENTS: Must be able to obtain within 2-years and maintain a current State of Washington Water Distribution Manager III certification. Must be able to obtain within 2-years and maintain a current State of Washington Water Treatment Plant Operator II certification.

- * Experience and training that furnish the knowledges, skills, and abilities needed to perform the duties of this position consistent with accepted practices of the trade. Ability to use and maintain appropriate tools and equipment. Ability to read, understand, and apply instruction and other materials related to the job.

- * Ability to do the work of the position under normal supervision.

- * Ability to lead or supervise employees engaged in technical work related to this position.

- * The experience described in your resume will be evaluated and screened for the Office of Personnel Management's basic qualifications requirements, and the skills needed to perform the duties of this position as described in this vacancy announcement.

Other Information:

<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=otherInformation>
(Click on Other Information)

- Selection is subject to restrictions resulting from Department of Defense referral system for displaced employees.
- Position may be filled by temporary promotion not to exceed 1 year
- Temporary promotion may be made or extended up to a maximum of five years.
- Competitive temporary promotion may be made permanent without further competition.
- Permanent Change of Station (PCS) expenses are not authorized.

Other Advantages: Fort Lewis is located in the southern Puget Sound Region of Western Washington State. While the installation is less than an hour from Seattle and Seatac International Airport, the alpine playgrounds of Mt. Rainier and the Cascade Mountains are within an easy drive as are Pacific Ocean beaches. Local housing in close proximity to the base is readily available. Nearby Tacoma, a city of over 200,000, includes a four year branch of the Univ of Washington, plus other education opportunities.

Other Requirements:

<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=otherRequirements>
(Click on Other Requirements)

- A medical examination is required.
- License/Certification: WA drivers license and other licenses listed in Qualifications section
- One-year supervisory probationary period required.

How to Apply:

<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=applyInstruction&seIDoc=Resumix> (Click on How to Apply)

- Resumes must be received by the closing date of this announcement.
- Self-nomination must be submitted by the closing date.
- Resume must be on file in our centralized database.
- Announcements close at 12:00am (midnight) Eastern Time.

If your resume is currently in our central database, you may click here to Self Nominate

<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=selfNom&annouNum=WT EU05004308&position=UTILITY SYSTEMS REPAIRER-OPERATOR SUPERVISOR, WS-4742-10&payPlan=WS&series=4742&grade=10>

Click here to use the Army Resume Builder

<https://cpolwapp.belvoir.army.mil/public/forward/VAB?id=rt> to create your resume. Follow the instructions in this vacancy announcement to apply for the job.

Point of Contact: Central Resume Processing Center, 410-306-0137, applicanthelp@cpsrxtpl.belvoir.army.mil

12-29-06
1527 HRS

I (b)(6)

WOULD LIKE TO POSTPONE
MY 3 JAN 07 RETIREMENT
TO 31 JAN 07

SS# (b)(6)

(b)(6)

(b)(6)

(b)(6)

HOME PHONE #

I work AT FORT LEWIS
PW/WWTP SECTION.

(b)(6)

FAX
ATTN -

(b)(6)



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To:

Date: Sun, 07 Jan 2007 21:06:22 -0800

Subject: Re: Letter

I decided to send the letter today...I am going to be crazy busy next week and did not want something as important as this to be overlooked. Attached is a letter stating what I could recall about what happened when the supervisors position came open. Do stay in-tough and I wish you luck with the merit promotion board.

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----- Original Message -----

From:

Date: Sunday, December 24, 2006 11:00 pm

Subject: - attorney's contact #

> 12-24-06 , Just to let you know that I am
> interested in talking to your attorney:

>

>

>



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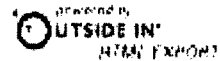
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(b)(6)

(b)(6)

(b)(6)

January 7, 2007

To Whom It May Concern:

My name is (b)(6), and I was the secretary for (b)(6) from August 2005 to October 2006. During the time that (b)(6) was my direct supervisor, (b)(6) asked me to participate as well as discuss several things that I believed to be unethical.

One particular incident was related to all the employees who worked at the Water plant which included the Sewer plant. We had a supervisor position become available, (b)(6) asked me to generate a non-completive RPA request naming (b)(6) as the desired person to fill the position and that I should not let anyone know.

(b)(6) was currently filling the position on a temporary basis. I was later told that CPAC said that the position had to be announced and that (b)(6) could not fill the position on a non-completive basis.

I cannot recall the exact date, however it was either December 2005 or January 2006 that I was instructed by (b)(6) that he had arranged for the revised RPA to be processed and that I should keep an eye out for the announcement as he was not going to be available and asked if I would contact (b)(6) when I see the announcement posted on Resumix as he didn't want AI to miss the opportunity to apply. I noticed that the position was posted on one of my days off so I contacted (b)(6) from my home to alert him to apply.

Although (b)(6) was aware that several employees were interested in the supervisor position he repeatedly told employees when asked that he was not sure when the position would become available and instructed me to do the same especially when it came to (b)(6) as he was the one that had inquired about the position on a regular basis.

Sincerely,

(b)(6)

January 7, 2007

To Whom It May Concern:

My name is (b)(6) and I was the secretary for (b)(6) from August 2005 to October 2006. During the time that (b)(6) was my direct supervisor, (b)(6) asked me to participate as well as discuss several things that I believed to be unethical.

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Sincerely,

(b)(6)

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To: [\(b\)\(6\)](#) [\(b\)\(6\)](#)

Date: Tue, 09 Jan 2007 22:01:41 -0800

Subject: [Re: \(b\)\(6\)](#)



While I believe that Management and those who support management would and have intimidated individuals, as I was not present at the time that the actions you said took place...It would be unfair for me to bring someone else into a situation that they clearly stated that they had no knowledge about.

This person may have been truthful to me or could have chosen to be dishonest. Maybe (b)(6) said she called (b)(6) office but instead called someone else....or maybe no one was on the other end of the phone.

Overall I think you have enough information to support your claims against PW and will be happy to support you in speaking about how un-ethical they are and how one of (b)(6) favorite thing to say is "If they don't like what I have to say I will just fire them".

Look how long it was before he told (b)(6) that he was actually hired on as a permanent employee? I don't think (b) would have known that he was a permanent employee until I told him, what's crazy about the whole thing was when I asked (b)(6) why he didn't tell (b) he replied "I wanted him to sweat a little". Lastly, I remain optimistic that one day our combined efforts will clean up that organization to where people can eventually work without having fear of retaliation. Just so you will know....I will be tied up for the next few days with my father and his many appointments so I will not be checking email most likely during his short visit.

----- Original Message -----

From: [\(b\)\(6\)](#)

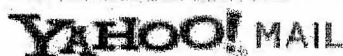
Date: Tuesday, January 9, 2007 9:14 pm

Subject: [\(b\)\(6\)](#)

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To:

Subject: Rob Koden

Attach Files

1-9-07 Hi (b)(6), I have been trying to find the proper channels about merit promotion tampering. I have gotten different answers from the merit promotion board office from different people. One person said to go through merit promotion the other said the U.S. Office of Special Counsel, WA DC. I got a call from the U.S. Office of Special Counsel, WA DC today. (I have called them a few times and got to talk to a judge who said to go through standard protocol for filing a complaint.) Since this complaint is complex, involves many people's rights violated & different agencies involved, I imagine that is why they called me. I wasn't expecting this call. The person said I can call him & he will have an attorney help me file.

Use my signature

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Subject: [Subject]

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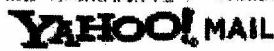
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From: (b)(6) [View Contact Details](#) [Add Mobile Alert](#)
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To: (b)(6)

Date: Thu, 01 Feb 2007 13:27:49 -0500

Subject: Re: (b)(6)

Re: (b)(6)

I hope all has been going well. From what I understand everyone has been very silent here at FT. Lewis about our case, i have no idea what is happening if anything. Anyhow (b)(6) email address is as follows:
 (b)(6)

----- Original message -----
 From: (b)(6)
 Date: Thursday, February 1, 2007 10:42 am
 Subject: Rob Koden
 To: (b)(6)

> 2-1-07 Hi (b)(6) I hope things are going o.k. for
 > you. Can you or could you find (b)(6), (the
 > union steward) Fort Lewis E-mail address. I would
 > appreciate it. I'll give you a call at home, also.
 > Thanks (b)(6)

> **Need Mail bonding?**
 > Go to the Yahoo! Mail Q&A for great tips from Yahoo! Answers users.
 > <http://answers.yahoo.com/dar/?link=link&id=326546091>

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 carol.j.blaha.vcf (119) Scan and Save to Computer - Show in Yahoo! Briefcase

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- cpomisc
 - lakes89
 - mr. koden

From: (b)(6)
 Yahoo! DomainKeys has confirmed that this message was sent by us.army.mil. Learn more

To: (b)(6)

Date: Wed, 07 Feb 2007 09:37:43 -0800

Subject: (b)(6)

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(b)(6)

I just have to let you know that I was blown away by the report I received in the mail yesterday from the investigation GEO did with Darrell in reference to me. Darrell basically said I was incompetent in my job and that I never finished task. He referred to as being spoiled... I am not sure I understood that statement. Either way GEO accepted my claim as valid. Please stay in-tough as we are all in this together.

----- Original Message -----
From: (b)(6)
Date: Wednesday, February 7, 2007 12:30 am
Subject: (b)(6)
To: (b)(6)

> 2-7-07 (b)(6) thanks for the feedback. Good luck on
 > your case & I wish you & your husband the best. (b)(6)
 > ... (b)(6)
 > > Hey (b)(6).
 > >
 > > I am so heavily tasked with my husbands deployment
 > > coming up that I wouldn't have time to participate
 > > in a group. I am involved with several involving the
 > > military and am quite involved with those. Please
 > > feel free to call or email anytime. I don't know if
 > > you have my work number but it is (b)(6)
 > > People are finding it easier to reach me at work
 > > instead of home these days. Thanks for the invite.
 > >
 > > Carol

> ----- Original Message -----
 > > **From:** (b)(6)
 > > **Date:** Sunday, February 4, 2007 10:16 am
 > > **Subject:** (b)(6)
 > > **To:** (b)(6)

> > > 2-4-07 Hi (b)(6) I would like to know if you are
 > > > interested in joining this group. I understand
 > > > if you
 > > > decide not to since you have a case going

Long, Al (PKI)

(b)(6)

From:

Sent: Thursday, March 09, 2006 10:14 AM

To: *PW M&R Division Supervisors; *PW M&R Div. WorkLeaders

Subject: Résumé Reminder

I just wanted to remind you all that I will no longer be assisting employees with Resumes. If you have employees that were unable to get in to see me, let them know that once RIF notices are sent that CPAC will give further guidance on resume assistance.

(b)(6)

Public Works
Maintenance & Repair Division Secretary

(b)(6)

April 1, 2007

To: OPM Federal, OSC or any other agency as needed:

From: (b)(6)

To Whom It May Concern As Needed-

I was advised OPM to write a letter requested by OPM via telephone conversation:

I retired from Federal Civil Service (CRSR'S) on 3 Jan. 07. I did so under pressures from mgmt both physically & mentally because of Fort Lewis, WA management. Dept. The Fort Lewis management has not been following the CPO Code of Ethics, causing mental & physical stress on many public work employees by hostile work environment, retaliation and other rules that are supposed to be strictly prohibited. Documentation and personal witnesses can prove this along with local news media & WA State Dept. of Ecology, who protects WA State Waters.

In Oct 06 I put in a request to management to retire on 01/03/07 under mental & physical stress, meaning their unethical practices, caused by management. I sent a letter through the chain-of-command through (b)(6), the 1st line supervisor. I asked for a VISEP (\$ 25,000) at this time. A few days later, I asked (b)(6) personally what 3rd line supervisor, (b)(6) thought of the letter. (b)(6) told me that (b)(6) thought it was a good idea. I patiently waited to get something in writing from (b)(6) and nothing happened. I went to see (b)(6) in person and asked him about the VISEP. (b)(6) said he didn't think he had jurisdiction to give out a VISEP. He then called a secretary to ask the question of who has the authority to grant a VISEP but no one answered and he would get back to me. Weeks went by and no response from (b)(6). (b)(6) I went to personally talk to him again. He called the secretary to ask again. She answered phone and the response (b)(6) gave was OPM does. I was surprised and didn't know what to say so I left.

On 12-29-06 I temporarily changed my retirement date in writing to 1-31-07 and changed it back again to 1-03-07 in writing on 1-03-07.

After I retired I called OPM and asked them who has jurisdiction to approve a VISEP. OPM said Fort Lewis Management does, so I E-mailed (b)(6). I asked him who has jurisdiction over approving a VISEP- you or OPM. Randy has not responded to the dated e-mail.

I would like to know who really has jurisdiction to give out VISEPS. If OPM does, as (b)(6) says, then he did not follow the chain-of-command for routing my letter to OPM. On the other side, if (b)(6) said that OPM has jurisdiction and (b)(6)

really did have jurisdiction, then (b)(6) LIED to me. I am asking to be granted the \$25,000 VISEP for these reasons. (b)(6) did not follow protocol or chain-of-command and violated the Civilian Personnel Code of Ethics for unethical and prohibited personnel practices.

Under these circumstances I feel entitled to a VISEP \$25,000 bonus plus 10 yrs. of lost salary, since I was planning on working another 10 years as a supervisor because I was the only one who applied for the job by delivering in person to (b)(6) (temporarily acting as supervisor) on 10-18-26 and I had the prerequisites for the job. I have documented facts to back up these allegations.

I would appreciate an answer. Thank you.

Sincerely,

(b)(6)

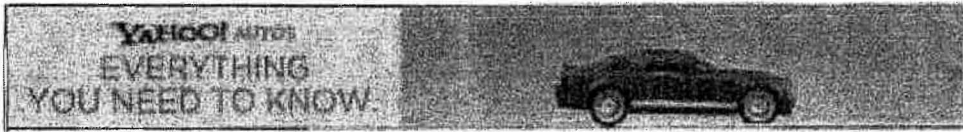
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Yahoo! Tech
Tech made easy

Online upgrades
are hot. Hot!

Subject: Games, LLC

Date: Wed, 25 Apr 2007 13:44:03 -0700

From: (b)(6) [New Contact Details] [Add Mobile Alert]

To: (b)(6), (b)(6), (b)(6), (b)(6), (b)(6), (b)(6), (b)(6), (b)(6), (b)(6), (b)(6)

Please see attached letter from Joan Mell and call if you have any questions. Thanks.

Daria Moran, Paralegal
Miller Quinlan & Apter, P.S., Inc.
1019 Regents Blvd., Suite 204
Ft. Worth, WA 98466
Tel: 253.585.5019
Fax: 253.584.5007

Attachments

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2007_04_25_Ltr_to_GAMES_members_re_legal_rep.pdf (100K) [Can't open? Save to computer - save to internet browser]

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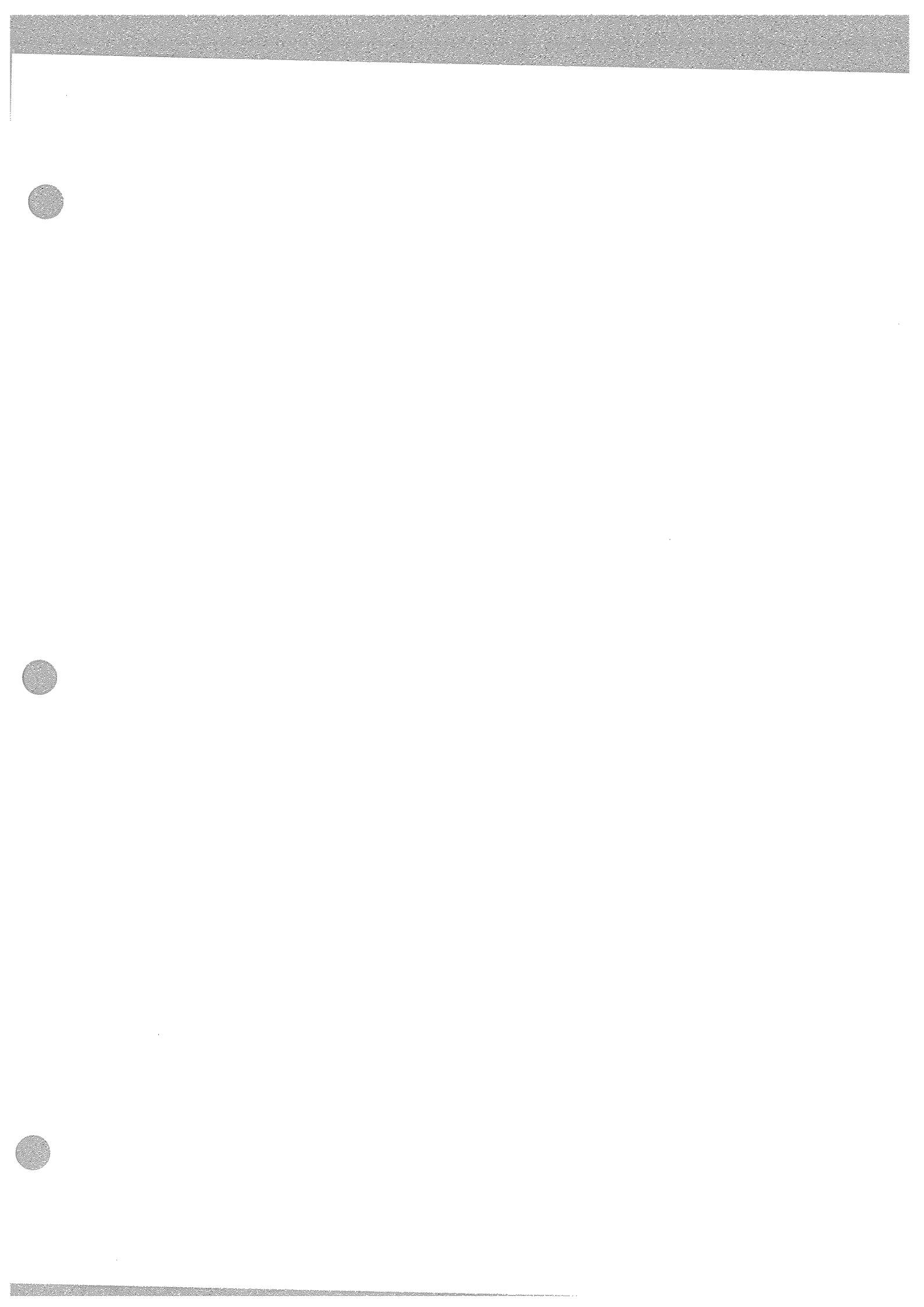
27 April 2007

Joan Mell, Contained in this envelope is a letter to Office Of Personnel Management (OPM) & to OSC. I have been wanting to send it but waited to see how things turned - out. Since, the Garrison Commander stepped in and is having an investigation , does that change things with me asking for a money settlement? Please read my OPM & OSC letter and (b)(6) e-mails to me. She said she would testify on my behalf along with my letter I've been waiting to fax to OPM & OSC. I just thought my chances of a settlement would have a better chance with you sending a letter rather than me faxing one by myself. OPM told me to send in a letter request.

Just let me know if it is worth your time and effort. You have written documentation that proves I applied for supervisor job & (b)(6) as a witness.

Sincerely,

(b)(6)
(b)(6)




GOVERNMENT VISA CREDIT CARD REQUEST/RECEIPT INFORMATION	UNIT	SUPPLIES	JOB NO.
		SERVICES	

1. REQUEST THE FOLLOWING ITEM(S) BE PURCHASED WITH THE GOVERNMENT CREDIT CARD.

ITEM	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE
1	BOOTS RED WING AS PER DR. THIS NEEDS REGIONAL WITH SER # OF SHOE PRICE OF THE SHOE THIS IS A SPECIAL PURCHASE OF THE PURCHASE OF THE AN OFF NEED TO SUPPLY THE YOU WITH A MORE DESCRIPTION	1		

2. SOURCE OF SUPPLY/SERVICE

COMPANY NAME:	POC:
COMPANY ADDRESS: REDWING	
	OLYMPIA
PHONE#:	FAX:
SIG (b)(6)	SIGNATURE OF HAND RECEIPT HOLDER
DA	DATE
SIGNATURE OF APPROVING OFFICIAL	SIGNATURE OF ADP MANAGER
	DATE
	SIGNATURE OF TRANSPORTATION OFFICER
DATE	DATE
I HAVE RECEIVED THE ABOVE REQUESTED ITEMS, AS ANNOTATED ON THE INVOICE. FROM THE CARD HOLDER	
SIGNATURE	PRINTED NAME
	POSITION
	DATE


 Fac: OLY Dept: PT
 Patient Name: (b)(6) J.
 Med-Rec #: 00815221 Chart Loc: OLY
 Olympia Medical Cen DOB: 26Sep51 Sex: M
 700 Lilly Rd. Date/Time: 12May06 / 9:30am
 Olympia, WA 9 Checkin Time: 09:34 User: CAMPSJ1
 360-923-701 Primary: (b)(6) Prov #: 015669
 Attend: (b)(6) Prov #: 006549
 Account #: 043651354
 Date 5/12/06 Plan 1: OWCP *WASNT SURE* Plan 2:
BUT HAVE ARTHRITIS IN
BOTH ANKLES & FEET
 PATIENT WEIGHT 845.00 ALLERGIES OR NKDA _____

*Pt. needs new work boots
 to improve support to ankles.*

(b)(6) PT, M.D. _____, M.D.
 SUBSTITUTION PERMITTED DISPENSE AS WRITTEN
 REFILL UP TO _____ TIMES D.R.# _____
 OM-1282 (9/03)