

1





DEPARTMENT OF THE ARMY  
U.S. ARMY MEDICAL DEPARTMENT ACTIVITY  
550 POPE AVENUE  
FORT LEAVENWORTH KS 66027-2332

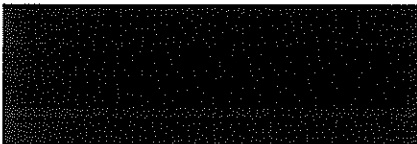
MCXN-PM

28 August 2007

MEMORANDUM FOR KARL GIBSON

SUBJECT: DEFERMENT OF INDOOR AIR QUALITY AND OCCUPATIONAL EXPOSURE TESTING

1. This is to inform you that you are to defer further Indoor Air Quality (IAQ) and Occupational Exposure testing until notice to resume is given by the undersigned or LTC [REDACTED], C, Preventive Medicine, to resume such testing.
2. The results of investigative visits by Scott Bentley, GPRMC Regional Industrial Hygiene Program Manager, on 16-19 July and 20-24 August, 2007, noted that there are fundamental errors in the Munson Army Health Center (MAHC) Industrial Hygiene (IH) program. These errors include, but were not limited to, improper use of sampling techniques, misuse of regulatory standards and IH guidelines, and inappropriate interpretation of sample results.
3. In order to compound the impact of the above-noted deficiencies within the IH program, you are not to perform routine testing until you have been given the opportunity for refresher training in IH techniques, procedures, and interpretations, and until the CHPPM Assessment and Training visit to MAHC which is scheduled to occur in the middle of September 2007 (dates forthcoming). In the interim, emergency IH testing that is determined necessary by the MAHC Command or your supervisory chain will be considered on a one-for-one basis and will be overseen by the first line supervisor or a proxy.
4. Your established performance expectations (e.g., the 350 operations expected to be surveyed annually) will be adjusted so that the above discontinuance of IH testing is not counted against your annual performance expectations.



2LT, MS  
Environmental Science Officer

RECEIPT ACKNOWLEDGED:

Karl L. Gibson

28 Aug 07  
Date

*I NON-concur, please explain above paragraphs.*



2

Copy of this Exhibit not provided to  
Investigating Officer

Exhibit 19 – KG Exhibit # 2

3

Exhibit 19 – KG Exhibit # 3



ONGOING COMPETENCY ASSESSMENT STATEMENT

Non-privileged health care staff only

EMPLOYEE GIBSON, KARL L.	POSITION INDUSTRIAL HYGIENIST	WORK AREA PREVENTIVE MEDICINE
SUPERVISOR [REDACTED]	DATE OF LAST PERFORMANCE APPRAISAL 31 OCT 2007	

- This employee has not demonstrated the knowledge and skills necessary to meet the requirements of their position (See Personnel Documentation Folder)
- This employee has demonstrated the knowledge and skills necessary to meet the requirements of their position, based on job description and defined criteria as per their Initial Competency Assessment Checklist.

Methods of verification: Observation, demonstration, inservice presentation, continuing education, case studies, peer review, discussion groups, mock events, and/or Performance Improvement monitors.



<u>Technical Domain</u>			
①	Field experience in the proper calibration and use of measuring instruments		} Job responsibility
②	Ability to perform solo or team surveys in most workplace settings		
<u>Critical thinking Domain</u>			
	Demonstrates appropriate time management skills		
②	Treats employees / family with dignity and respect		
<u>Interpersonal Domain</u>			
①	Assists in the orientation of new personnel.		

Managers identify competencies for annual review using the following criteria: Is the activity high volume, problem prone, low-volume and high risk, a required competency, identified as part of the department monitoring system, identified through performance improvement monitors identified through needs assessment, or is it a new change in the service/practice?

EMPLOYEE'S SIGNATURE Karl L. Gibson	DATE 25 Jan 08
SUPERVISOR'S SIGNATURE [REDACTED]	DATE 25 JAN 08



4

Exhibit 19 – KG Exhibit # 4

**Gibson, Karl L MAHC**

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**From:** [REDACTED] 2LT  
**Sent:** Friday, February 01, 2008 1:47 PM  
**To:** Gibson, Karl L MAHC  
**Cc:** [REDACTED] LTC MAHC; [REDACTED] D Mr BAMC-Ft Sam Houston TX  
**Subject:** IH Project Priority List (UNCLASSIFIED)  
**Signed By:** [REDACTED]@us.army.mil

**Attachments:** Priority List of IH Projects.xls



Priority List of IH  
Projects.x...

Classification: UNCLASSIFIED

Caveats: NONE

Karl,

Here's a list of the projects I would like you to focus on first for your Hazard Assessment Surveys.

Please let me know if you have any issues or concerns about these projects.

Thanks.

[REDACTED]  
[REDACTED]  
[REDACTED] MS  
Environmental Science Officer  
Department of Preventive Medicine  
Munson Army Health Center  
Office [REDACTED]  
Fax [REDACTED]

Classification: UNCLASSIFIED  
Caveats: NONE

## IH Project Priority List

Rank	Project
1	Bldg 77 - Military Review
2	Bldg 275
3	TRISA
4	Environmental, BLDG 80
5	Bldg 198 HQ
6	Bldg 62, Child Development Center
7	Bldg 102 - CTDC
8	Bldg 198 - DCA Rm 135
9	Bldg 225 - ITR Craft Shop
10	Bldg 262 - Warehouse and Car Wash
11	Entomology, BLDG 227
12	Headquarters, BLDG 85
13	Equipment & Grounds, BLDG 237
14	Maintenance, BLDG 304
15	OMA Maintenance, BLDG 304
16	Utilities, BLDG 304
17	Utilities, BLDG 344
18	Fire Dept. BLDG 700 & 95
19	Bldgs 277 & 278 Stables
20	Bldg 628 Bowling Center
21	Bldg 302 Gruber Gym
22	Bldg 664 Harney Gym & Pool
23	Bldg 318 FCC
24	Bldg 643 Golf Maintenance
25	Bldg 84 Golf Maintenance
26	BLDG 314



5

Exhibit 19 – KG Exhibit # 5

Gibson, Karl L MAHC

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From: [REDACTED] 2LT  
Sent: Wednesday, February 13, 2008 3:52 PM  
To: Gibson, Karl L MAHC  
Cc: [REDACTED] LTC MAHC  
Subject: GPRMC Visit 19 - 22 FEB 2008 (UNCLASSIFIED)  
Signed By: [REDACTED]@us.army.mil

Classification: UNCLASSIFIED  
Caveats: NONE

Karl,

Just to apprise you of what's coming up, [REDACTED] will be here next week at work with you on the IH program, specifically the IHIP, but also the Program Document and any issues you may still be having with DOEHRs-IH. You will be able to work with him primarily on Wednesday the 20th and Thursday the 21st, and finish up (if needed) the morning of Friday the 22nd.

Prepare to use this time with [REDACTED] wisely and efficiently. Let me know if you have any questions or concerns.

[REDACTED]  
[REDACTED]  
1LT, MS  
Environmental Science Officer  
Department of Preventive Medicine  
Gibson Army Health Center  
Office [REDACTED]  
Fax [REDACTED]

Classification: UNCLASSIFIED  
Caveats: NONE

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