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SECRETARY OF THE ARMY
WASHINGTON

DEC 17 2001



MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Delegation of Authority Under Title 5, Sections 1213 (c) and (d)

In accordance with Title 10, United States Code, section 3013(f), I hereby delegate to you certain authority conferred upon me as agency head under Title 5, United States Code, section 1213. Specifically you are authorized to review, sign and submit written reports of investigations of information and related matters transmitted to the Department of the Army by The Special Counsel, in accordance with Title 5, United States Code, sections 1213(c) and (d). The authority delegated herein may not be further subdelegated.

This delegation shall remain in effect for three years from the date of the execution, unless earlier rescinded in writing by me.

Thomas E. White

CF: Under Secretary of the Army
General Counsel

BB



U.S. OFFICE OF SPECIAL COUNSEL
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

SECRET

DEC 17 2003

B D

The Special Counsel

December 17, 2003

The Honorable Donald H. Rumsfeld
Secretary
United States Department of Defense
1000 Defense Pentagon
Washington, DC 20301-1000

Re: OSC File Nos. DI-03-1637

Dear Mr. Secretary:

The U.S. Office of Special Counsel is authorized by law to receive disclosures of information from federal employees alleging violations of law, rule or regulation, gross mismanagement, gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety. 5 U.S.C. §§ 1213(a) and (b). As Acting Special Counsel, if I find, on the basis of the information disclosed, that there is a substantial likelihood that one of these conditions exists, I am required to advise the appropriate agency head of my findings, and the agency head is required to conduct an investigation of the allegations and prepare a report. 5 U.S.C. §§ 1213(c) and (g).

For the reasons set forth below, I have concluded that there is a substantial likelihood that information provided to the Office of Special Counsel by an employee at the Department of Defense (DOD) discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DOD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. Accordingly, I am referring this information to you for an investigation of the allegations described below and a report of your findings within 60 days of your receipt of this letter. The whistleblower in this case has requested anonymity.

The Information Disclosed

The whistleblower has alleged to the Office of the Special Counsel (OSC) that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG, fails to follow, and instructs the whistleblower and other employees to disregard, proper security procedures. Specifically, the whistleblower alleges that on several occasions he has observed Mr. Furmankiewicz admit individuals to highly sensitive APG facilities solely upon voice recognition, without verifying the individuals' personal code numbers to determine whether they are authorized to enter the facilities.

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The Honorable Donald H. Rumsfeld
Page 2

The whistleblower also alleges that Mr. Furmankiewicz instructs employees, including the whistleblower, to admit individuals solely upon voice recognition. When the whistleblower has refused to follow this instruction, the whistleblower states that Mr. Furmankiewicz has become angry and verbally abusive. The whistleblower states that access to these secure facilities, which store highly sensitive and potentially hazardous military materials, is remotely controlled by Police and Fire Dispatchers (Dispatchers). The Dispatchers disarm the alarm system to allow entry of authorized personnel. The whistleblower contends that the Dispatchers are required under APG Regulation 190-9 to confirm the identity and authorization of individuals seeking entry by verifying their names and personal code numbers. The whistleblower asserts that permitting access to these highly sensitive areas solely upon voice recognition creates a substantial and specific danger to public health and safety.

The whistleblower further alleges that Mr. Furmankiewicz frequently turns off the teletype machine in the DLES Communication Center, which is used to obtain critical information from law enforcement agencies and the Department of Homeland Security regarding potential security threats and suspicious and/or criminal activity that could affect APG. The whistleblower asserts that the failure to properly monitor these messages may prevent DLES from carrying out necessary security measures under an emergency situation. The whistleblower alleges that a few months ago, Pennsylvania State Police issued a warning regarding an individual who had made threats potentially involving APG. The DLES Communication Center was unaware of this warning when it was issued, because the teletype machine was turned off. Although the police apprehended the individual before he reached APG, the whistleblower contends that this incident highlights the importance and necessity of reviewing information received on the teletype machine as it arrives.

In addition, the whistleblower alleges that on several occasions, Mr. Furmankiewicz has made statements and exhibited behavior that the whistleblower and other employees consider threatening. Specifically, the whistleblower alleges that Mr. Furmankiewicz has made comments to employees regarding shooting Dispatchers from a nearby water tower, taking hostages, using explosive devices in buildings on APG premises, and committing suicide. The whistleblower asserts that, based on Mr. Furmankiewicz's comments and overall negative demeanor towards his co-workers, employees are concerned that Mr. Furmankiewicz may engage in some manner of workplace violence. The whistleblower states that employees have raised their concerns to DLES management, in particular, to Ian Booth, Supervisor of the Dispatchers. However, management has not taken appropriate steps to address the problem.

The Special Counsel's Findings

As noted above, if I find that there is a substantial likelihood that information disclosed to my office reveals a violation of law, rule or regulation, gross mismanagement, an abuse of authority or a substantial and specific danger to public health or safety, I am required to send that information to the appropriate agency head for an investigation and report. 5 U.S.C. § 1213. Based on the information disclosed by the whistleblower, I have concluded that there is a

The Special Counsel

The Honorable Donald H. Rumsfeld

Page 3

substantial likelihood that the whistleblower has disclosed gross mismanagement and a substantial and specific danger to public health and safety arising out of the actions of Mr. Furmankiewicz and DLES management at APG.

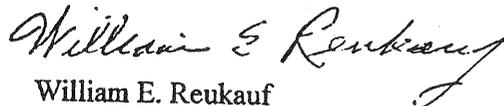
Accordingly, I am referring this information to you for an investigation of the allegations described above and a report of your findings within 60 days of your receipt of this letter. By law, the report must be reviewed and signed by you personally. Should you delegate your authority to review and sign the report to the Inspector General, or any other official, the delegation must be specifically stated and must include the authority to take the actions necessary under 5 U.S.C. § 1213(d)(5). Without this information, the report may be found deficient. The requirements of the report are set forth at 5 U.S.C. § 1213(c) and (d). A summary of § 1213(d) is enclosed.

In the event it is not possible to report on the matter within the 60-day time limit, as the statute requires, you may request in writing an extension of time not to exceed 60 days. Please be advised that an extension of time will not be granted automatically, but only upon a showing of good cause. Accordingly, in the written request for an extension of time, please state specifically the reasons the additional time is needed. After making the determinations required by 5 U.S.C. § 1213(e)(2), copies of the report, along with any comments on the report from the person making the disclosure and any comments or recommendations by me will be sent to the President and the appropriate oversight committees in the Senate and House of Representatives. 5 U.S.C. § 1213(e)(3).

A copy of the report and any comments will be placed in a public file in accordance with 5 U.S.C. § 1219(a).

Please refer to our file number in any correspondence on this matter. If you need further information, please contact Catherine A. McMullen, Chief, Disclosure Unit, at (202) 653-6005. I am also available for any questions you may have.

Sincerely,



William E. Reukauf
Acting Special Counsel

Enclosure

Requirements of 5 U.S.C. § 1213(d)

Any report required under subsection (c) shall be reviewed and signed by the head of the agency¹ and shall include:

- (1) a summary of the information with respect to which the investigation was initiated;
- (2) a description of the conduct of the investigation;
- (3) a summary of any evidence obtained from the investigation;
- (4) a listing of any violation or apparent violation of law, rule or regulation; and
- (5) a description of any action taken or planned as a result of the investigation, such as:
 - (A) changes in agency rules, regulations or practices;
 - (B) the restoration of any aggrieved employee;
 - (C) disciplinary action against any employee; and
 - (D) referral to the Attorney General of any evidence of criminal violation.

In addition, we are interested in learning of any dollar savings, or projected savings, and any management initiatives that may result from this review.

¹ Should you decide to delegate authority to another official to review and sign the report, your delegation must be specifically stated.

Enclosure

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- (2) a description of the conduct of the investigation;
- (3) a summary of any evidence obtained from the investigation;
- (4) a listing of any violation or apparent violation of law, rule or regulation; and
- (5) a description of any action taken or planned as a result of the investigation, such as:
 - (A) changes in agency rules, regulations or practices;
 - (B) the restoration of any aggrieved employee;
 - (C) disciplinary action against any employee; and
 - (D) referral to the Attorney General of any evidence of criminal violation.

In addition, we are interested in learning of any dollar savings, or projected savings, and any management initiatives that may result from this review.

¹ Should you decide to delegate authority to another official to review and sign the report, your delegation must be specifically stated.

CC



(Hotline)

INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202-4704

US OFFICE OF
SPECIAL COUNSEL
WASHINGTON, DC

DEC 31 2003

MS CATHERINE A MCMULLEN
DISCLOSURE UNIT
US OFFICE OF SPECIAL COUNSEL
1730 M STREET NW
SUITE 300
WASHINGTON DC 20036-4505

Dear Ms. McMullen:

This is in reference to a letter of December 17, 2003, from Mr. William E. Reukauf, Acting Special Counsel, to the Secretary of Defense, regarding alleged improprieties at the Directorate of Law Enforcement and Security, Aberdeen Proving Gound (OSC File No. DI-03-1637).

We have asked the Department of the Army Inspector General to inquire into these concerns and advise us of their findings.

Should you have any questions, please contact me at (703) 604-8555.

Sincerely,

Leonard Trahan, Jr.
Director
Defense Hotline

DD

SAGC

WED 08:41 FAX 703 81 182



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104

REPLY TO
ATTENTION OF

Suspense: 6 February 2004
13 January 2004

MEMORANDUM FOR Headquarters Army Materiel Command, Office of the Command Counsel, ATTN: Ms. Kathryn Szymanski, 5001 Eisenhower Avenue, Alexandria, Virginia, 22333-0001

SUBJECT: Whistleblower Investigation—Aberdeen Proving Ground (APG), Maryland
~~Aviation and Missile Command, (OSC File No. DI-03-1637)~~
C/TJ

Enclosed for your action is a 17 December 2003 letter from the Office of Special Counsel (OSC), requesting an investigation of the noted allegations and a report pursuant to 5 U.S.C. 1213(c)(1) and (g). The Special Counsel has concluded that there is substantial likelihood that information provided by an employee (the whistleblower) from the Department of Defense (DoD) discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DoD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

According to the OSC's correspondence, the whistleblower alleges that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG, fails to follow and instructs the whistleblower and other employees to disregard proper security procedures including admitting individuals to highly sensitive APG facilities solely on voice recognition and not following procedures required by APG Regulation 190-9; he frequently turns off the teletype machine in the DLES Communication Center which is used to obtain critical information from law enforcement agencies and the Department of Homeland Security regarding potential security threats and suspicious and/or criminal activity that could affect APG and prevent DLES from carrying out necessary security measures under an emergency situation; and has made statements and exhibited behavior that the whistleblower and other employees consider threatening.

Please note that the initial correspondence was addressed to the Secretary of Defense. The initial DoD staffing of the correspondence resulted in it being forwarded to the DoD Inspector General's (IG) Office that in turn forwarded it to the Department of the Army IG office for action. Since the Army IG office does not have primary responsibility for such OSC actions, it was re-routed to the appropriate Army office for action, specifically, the Army Office of the General Counsel. By statute, the agency has sixty days to complete the report unless the agency requests and receives an extension from OSC. In the instant case, that entails the investigation being completed and the Army report being fully staffed and sent to OSC by 18 February 2004. Since several weeks of the sixty-day agency investigative period have been "lost" merely by trying to forward the correspondence for action to the appropriate office, there has been a significant delay in

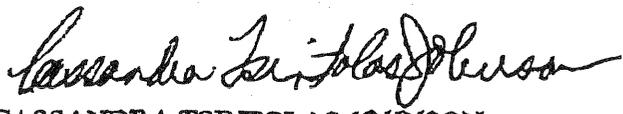
SUBJECT: Whistleblower Investigation—Aberdeen Proving Ground (APG), Maryland (OSC File No. DI-03-1637)

beginning the Agency's investigation. Therefore, please begin the investigation as soon as possible.

A final response describing any actions taken to address the allegations should be prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) who has been delegated the authority by the Secretary of the Army to review, sign and submit written reports of investigations of information and related matters transmitted to the Department of the Army by the Special Counsel, in accordance with Title 5, United States Code, sections 1213(c), (d) and (g). The final response should be submitted to this office **AS SOON AS POSSIBLE BUT NOT LATER THAN 6 February 2004.**

The Army's response will be available to the public. Therefore, our response and any supporting investigative report should be prepared in a manner intended to facilitate public understanding of the allegations and Army's response thereto. The requirements specified in 5 U.S.C. 1213(d) (copy enclosed) may be used as a guideline and should include findings, conclusions and corrective action. In all cases, please furnish for our review all backup materials supporting the proposed response that will be used to prepare the official response for the Secretary of the Army.

If necessary, I will seek an extension of the date for our reply to the Special Counsel. As soon as it becomes apparent that more time will be needed, you should forward to me an interim response requesting the extension and indicating the reasons for the request and the date by which the Special Counsel can expect to receive our final response.



CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosure

CF: DAJA-LE, Ms. Diane Nugent
DA IG, COL Bob Faille
DAEC-CA, LTC Perry Rearick

EE



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VA 22060-5527

REPLY TO
ATTENTION OF:

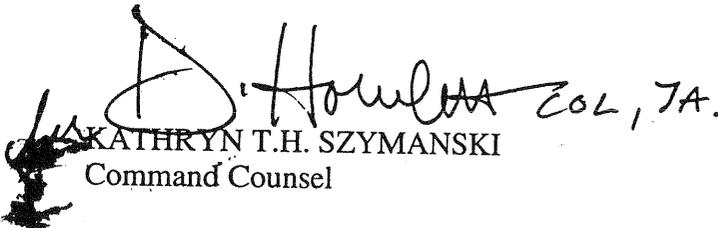
AMCCC

24 February 2004

MEMORANDUM FOR Office of the General Counsel, Ms. Cassandra Tsintolas
Johnson, 104 Army Pentagon, Washington DC 20310-0104

SUBJECT: Whistleblower Investigation-Aberdeen Proving Ground (APG), Maryland
(OSC File No. DI-03-1637)

1. The Army Materiel Command (AMC) legal office has reviewed the enclosed investigation and concurs with the findings of the investigation.
2. We are forwarding the report and a final response prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) to your office as requested.
3. The point of contact for this matter is Amy Armstrong, (703) 806-8277, e-mail: amy.armstrong@us.army.mil.


KATHRYN T.H. SZYMANSKI
Command Counsel



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005

REPLY TO
ATTENTION OF:

AMSSB-CO

12 February 2004

MEMORANDUM THRU: Office of Chief Counsel, Army Material Command, Building 2-1SW5809 (9351 Hall Road), Fort Belvoir, VA 22060

FOR: Department of the Army, Office of the General counsel, ATTN: Ms. Cassandra Tsintolas Johnson – Associate Deputy General Counsel [Human Resources], 104 Army Pentagon, Washington, DC 20310-0104

SUBJECT: Whistleblower Investigation (OSC File No. DI-03-1637)

1. Pursuant to your request and my directive, an informal investigation - in accordance with Army Regulation 15-6, Procedures For Investigating Officers And Boards Of Officers - was conducted into allegations of gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security (DLES), U.S. Army Garrison, Aberdeen Proving Ground, Maryland (APG), Maryland.
2. The investigating officer conducted a very thorough investigation (see enclosure) and found that there was neither gross mismanagement nor a substantial and specific danger to public health and safety arising out of alleged actions by employees at the Directorate of Law Enforcement and Security (DLES), U.S. Army Garrison, Aberdeen Proving Ground, Maryland (APG). Specifically, the investigating officer found:
 - a. Appropriate security procedures are utilized to grant persons access to protected locations on APG.
 - b. The Teletype machine, or NCIC printer, has, on occasion, been left off-line for extended periods of time, but there is no evidence to suggest that such acts were anything more than inadvertent, temporary oversights.
3. In addition, the investigating officer found, DLES management had previously taken appropriate corrective action to address prior allegations of workplace violence and harassment, and action was pending to address and correct recent allegations of harassment and verbal abuse prior to the receipt of the OSC request for investigation.
 - a. The investigating officer specifically found that Mr. John Furmankiewicz, a Lead dispatcher within the DLES Communication Center at APG used abusive or offensive language, gestures or similar conduct to create a hostile and offensive work environment.

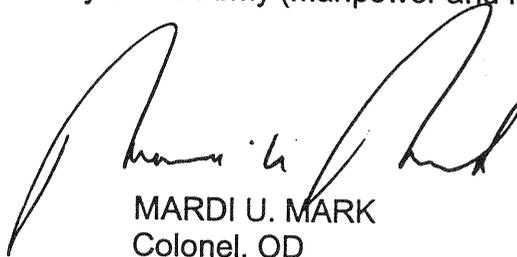
AMSSB-CO

AMSSB-CO

SUBJECT: Whistleblower Investigation (OSC File No. DI-03-1637)

- b. In May 2002, the Director of Law Enforcement and Security at APG, Robert Krauer, directed that a DLES internal investigation be conducted into allegations of harassment, verbal abuse, and intimidation relating to the conduct of Mr. John Furmankiewicz.
- c. The May 2002 investigation found that Mr. Furmankiewicz was, at times, abrupt and abrasive with the general public, and often rude, impolite, and unmannerly to his fellow coworkers by using abusive and offensive language. As a result of the May 2002 investigation, Mr. Furmankiewicz received a letter of reprimand, dated 3 July 2002, which was to be placed in his official personnel folder for two years.
- d. The investigating officer found that in October 2003, Mr. Furmankiewicz harassed and verbally abused Ms. Roland. Then in November 2003, Mr. Furmankiewicz made inappropriate comments of a violent nature to Ms. Roland and Mr. Golczewski while watching a television program relating to correcting a child's bad behavior.
- e. In November 2003, Mr. Furmankiewicz's first line supervisor Mr. Booth began coordinating with the civilian personnel representative to suspend Mr. Furmankiewicz. While this action is still pending, it should be noted that management officials began addressing this behavior prior to receiving the OSC request for investigation.
- f. The investigating officer found that in December 2003, Mr. Furmankiewicz made inappropriate comments of a sexual nature in the presence of Ms. Roland. This additional incident of offensive language will be added to the already proposed suspension to arrive at an appropriate level of proposed punishment.
4. As a result of this investigation, the previously proposed disciplinary action against Mr. Furmankiewicz, is being monitored for expeditious completion.
5. In accordance with Title 5, United States Code, Section 1213 (c) (d) and (g), a final response describing the actions taken to address the allegations has been prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) and is attached.

1 Encl
as



MARDI U. MARK
Colonel, OD
Commanding

Office of Special Counsel
ATTN: Mr. William E. Reukauf
1730 M Street, N.W., suite 300
Washington, D.C. 20036-4505

SUBJECT: Whistleblower Investigation (OSC File No. DI-03-1637)

Dear Mr. Reukauf:

Pursuant to your request, the Department of the Army has conducted an investigation into suspected gross mismanagement and allegations of a substantial and specific danger to public health and safety arising out of the actions by employees of the Directorate of Law enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. In accordance with Title 5 United States code, Section 1213 the following report is provided:

1. A summary of the information with respect to which the investigation was initiated:

a. By letter dated, December 17, 2003, the Office of Special Counsel concluded that there is a substantial likelihood that information provided to the OSC by an employee at the Department of Defense (DoD) disclosed gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DoD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. This letter was forwarded to the Secretary of Defense.

b. The whistleblower alleged to the OSC that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG fails to follow, and instructs the whistleblower and other employees to disregard, proper security procedures. The whistleblower also alleged that Mr. Furmankiewicz frequently turns off the teletype machine in the DLES Communication Center, which is used to obtain critical information from law enforcement agencies. Lastly, the whistleblower alleged that Mr. Furmankiewicz was verbally abusive and exhibited behavior that the whistleblower and other employees consider threatening.

c. The initial DoD staffing of the correspondence resulted in it being forwarded to the DoD Inspector General's (IG) Office which in turn forwarded it to the Department of Army Inspector General Office for action. The OSC Disclosure Unit was informed of the referral from DoD to DA by letter dated December 31, 2003.

d. Since the Army IG's office does not have primary responsibility for such OSC actions, the case was re-routed to the Army Office of the General Counsel.

e. By memorandum dated 13 January 2004, the Army Office of General Counsel forwarded the request for investigation to the Office of the Command Counsel, Army Material Command with suspense of 6 February 2004.

f. After a review by the Command Counsel of Army Material Command (AMC) it was determined that the proper agency was U.S. Army Garrison, Aberdeen Proving Ground, Maryland. The file was then forwarded to APG on 14 January 2004.

2. A description of the conduct of the investigation:

a. The Garrison Commander for Aberdeen Proving Ground, Maryland appointed an investigating officer on 15 January 2004 to investigate the facts and circumstances surrounding the allegations of gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

b. The investigating officer conducted a very thorough investigation (see attached). The investigation is approximately 270 pages in length and contains 34 exhibits. The investigating officer made both general and specific findings.

3. Summary of any evidence obtained from the investigation;

a. The investigating officer found that there was neither gross mismanagement nor a substantial and specific danger to public health and safety arising out of alleged actions by employees at the Directorate of Law Enforcement and Security (DLES), U.S. Army Garrison, Aberdeen Proving Ground, Maryland (APG). Specifically, the investigating officer found:

(1) Appropriate security procedures are utilized to grant persons access to protected locations on APG.

(2) The Teletype machine, or NCIC printer, has, on occasion, been left off-line for extended periods of time, but there is no evidence to suggest that such acts were anything more than inadvertent, temporary oversights. And

(3) DLES management has previously taken appropriate corrective action to address prior allegations of workplace violence and harassment, and action was pending to address and correct recent allegations of harassment and verbal abuse prior to the receipt of the OSC request for investigation.

b. However, the investigating officer did find that Mr. John Furmankiewicz, a Lead dispatcher within the DLES Communication Center at APG used abusive or offensive language, gestures or similar conduct to create a hostile and offensive work environment. Specifically, the investigating officer found:

(1) In May 2002, the Director of Law Enforcement and Security at APG, Robert Krauer, directed that a DLES internal investigation be conducted into allegations of harassment, verbal abuse, and intimidation relating to the conduct of Mr. John Furmankiewicz.

(2) The May 2002 investigation found that Mr. Furmankiewicz was, at times, abrupt and abrasive with the general public, and often rude, impolite, and unmannerly to his fellow coworkers by using abusive and offensive language. As a result of the May 2002 investigation, Mr. Furmankiewicz received a letter of reprimand, dated 3 July 2002, which was to be placed in his official personnel folder for two years.

(3) In October 2003, Mr. Furmankiewicz harassed and verbally abused Ms. Roland by saying to her, "What do you tell a woman with two black eyes? Nothing, you have already told her twice," and "What do you tell a woman with one black eye? Don't make me say it again." Then in November 2003, Mr. Furmankiewicz made inappropriate comments of a violent nature to Ms. Roland and Mr. Golczewski by commenting while watching a television program relating to correcting a child's bad behavior, "have you tried holding him underwater?"

(4) In November 2003, Mr. Furmankiewicz's first line supervisor Mr. Booth began coordinating with the civilian personnel representative to suspend Mr. Furmankiewicz. While this action is still pending, it should be noted that management officials began addressing this behavior prior to receiving the OSC request for investigation.

(5) In December 2003, Mr. Furmankiewicz made inappropriate comments of a sexual nature in the presence of Ms. Roland by telling a caller who asked for Mr. Farrington that Mr. Farrington was "giving a blow job to someone," and later told the same caller Mr. Farrington did not answer because "his mouth was full". This additional incident of offensive language has been added to the already proposed suspension to arrive at the appropriate punishment.

4. A listing of any violation or apparent violation of any law, rule, or regulation;

a. 5 Code of Federal Regulations, Section 735.203, Conduct Prejudicial to the Government.

b. 29 Code of Federal Regulations, Section 1604.11, Sexual Harassment.

c. Army Regulation 690-700, Chapter 751, Discipline.

d. APGR 385-5, Workplace Violence Prevention Program.

5. A description of any action taken or planned as a result of the investigation;

a. In November 2003, management proposed disciplinary action against Mr. Furmankiewicz for a second offense of discourtesy and violation of APGR 385-5, Workplace Violence Prevention Program. Because the investigation revealed additional deliberate offensive comments of a sexual nature made by Mr. Furmankiewicz in the December 2003 time frame, a more appropriate 30 day suspension is currently being proposed against Mr. Furmankiewicz.

b. Management has also taken steps necessary to strike "lead" dispatcher designation from Mr. Furmankiewicz's position description.

Sincerely,

Reginald J. Brown
Assistant Secretary of the Army
(Manpower and Reserve Affairs)



DEPARTMENT OF THE ARMY
U.S ARMY GARRISON ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005

REPLY TO
ATTENTION OF:

AMSSB-GJA-AL (15-6)

5 February 2004

MEMORANDUM FOR Commander U.S. Army Garrison, Aberdeen Proving Ground, (AMSSB-GC), Aberdeen Proving Ground, Maryland 21005-5201

SUBJECT: Investigation into Whistleblower Allegations Involving DLES (OSC File No. DI-03-1637)

1. The Office of the Staff Judge Advocate has conducted a legal review of the subject AR 15-6 investigation in accordance with paragraph 2-3b and has determined that:

- a. The proceedings comply with the legal requirements;
- b. Sufficient evidence supports the findings of the investigation; and,
- c. The recommendations are consistent with the findings.

2. Point of contact is the undersigned at DSN 298-1553 or commercial 410-278-1490.

FOR THE STAFF JUDGE ADVOCATE:

A handwritten signature in black ink, appearing to read "D. H. Scott".

David H. Scott
Chief, Administrative and
Civil Law

REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER/BOARD OF OFFICERS

For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

SECTION I - APPOINTMENT

Printed by MARDI U. MARK, COL, OD, Commander, United States Army Garrison, Aberdeen Proving Ground, Maryland
(Appointing authority)

on 15 January 2004 (Date) (Attach inclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)

SECTION II - SESSIONS

The (investigation) (board) commenced at Aberdeen Proving Ground, Maryland at 1030
(Place) (Time)

on 15 January 2004 (Date) (If a formal board met for more than one session, check here . Indicate in an inclosure the time each session began and ended, the place, persons present and absent, and explanation of absences, if any.) The following persons (members, respondents, counsel) were present: (After each name, indicate capacity, e.g., President, Recorder, Member, Legal Advisor.)

PAUL A. MARONE, Investigating Officer

DAVID H. SCOTT, Legal Advisor

Following persons (members, respondents, counsel) were absent: (Include brief explanation of each absence.) (See paras 5-2 and 5-8a, AR 15-6.)

N/A

The (investigating officer) (board) finished gathering/hearing evidence at 1810 on 29 January 2004
(Time) (Date)
and completed findings and recommendations at 0800 on 30 January 2004
(Time) (Date)

SECTION III - CHECKLIST FOR PROCEEDINGS

A. COMPLETE IN ALL CASES

		YES	NO ^{1/}	NA ^{2/}
1	Inclosures (para 3-15, AR 15-6)			
	Are the following inclosed and numbered consecutively with Roman numerals: (Attached in order listed)			
	a. The letter of appointment or a summary of oral appointment data?	X		
	b. Copy of notice to respondent, if any? (See item 9, below)			X
	c. Other correspondence with respondent or counsel, if any?			X
	d. All other written communications to or from the appointing authority?			X
	e. Privacy Act Statements (Certificate, if statement provided orally)?			X
	f. Explanation by the investigating officer or board of any unusual delays, difficulties, irregularities, or other problems encountered (e.g., absence of material witnesses)?			X
	Information as to sessions of a formal board not included on page 1 of this report?			X
	h. Any other significant papers (other than evidence) relating to administrative aspects of the investigation or board?	X		

FOOTNOTES: ^{1/} Explain all negative answers on an attached sheet.
^{2/} Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation or board.

		YES	NO ¹⁾	NA ²⁾
2	Exhibits (para 3-16, AR 15-6)			
	a. Are all items offered (whether or not received) or considered as evidence individually numbered or lettered as exhibits and attached to this report?	X		
	b. Is an index of all exhibits offered to or considered by investigating officer or board attached before the first exhibit?	X		
	Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	X		
	Are copies, descriptions, or depictions (if substituted for real or documentary evidence) properly authenticated and is the location of the original evidence indicated?			X
	e. Are descriptions or diagrams included of locations visited by the investigating officer or board (para 3-6b, AR 15-6)?			X
	f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded in a verbatim record?			X
	g. If official notice of any matter was taken over the objection of a respondent or counsel, is a statement of the matter of which official notice was taken attached as an exhibit (para 3-16d, AR 15-6)?			X
3	Was a quorum present when the board voted on findings and recommendations (paras 4-1 and 5-2b, AR 15-6)?			X
B. COMPLETE ONLY FOR FORMAL BOARD PROCEEDINGS (Chapter 5, AR 15-6)				
4	At the initial session, did the recorder read, or determine that all participants had read, the letter of appointment (para 5-3b, AR 15-6)?			
5	Was a quorum present at every session of the board (para 5-2b, AR 15-6)?			
6	Was each absence of any member properly excused (para 5-2a, AR 15-6)?			
7	Were members, witnesses, reporter, and interpreter sworn, if required (para 3-1, AR 15-6)?			
8	If any members who voted on findings or recommendations were not present when the board received some evidence, does the inclosure describe how they familiarized themselves with that evidence (para 5-2d, AR 15-6)?			
C. COMPLETE ONLY IF RESPONDENT WAS DESIGNATED (Section II, Chapter 5, AR 15-6)				
9	Notice to respondents (para 5-5, AR 15-6):			
	a. Is the method and date of delivery to the respondent indicated on each letter of notification?			
	b. Was the date of delivery at least five working days prior to the first session of the board?			
	c. Does each letter of notification indicate --			
	(1) the date, hour, and place of the first session of the board concerning that respondent?			
	(2) the matter to be investigated, including specific allegations against the respondent, if any?			
	(3) the respondent's rights with regard to counsel?			
	(4) the name and address of each witness expected to be called by the recorder?			
	(5) the respondent's rights to be present, present evidence, and call witnesses?			
	Was the respondent provided a copy of all unclassified documents in the case file?			
	If there were relevant classified materials, were the respondent and his counsel given access and an opportunity to examine them?			
10	If any respondent was designated after the proceedings began (or otherwise was absent during part of the proceedings):			
	a. Was he properly notified (para 5-5, AR 15-6)?			
	b. Was record of proceedings and evidence received in his absence made available for examination by him and his counsel (para 5-4c, AR 15-6)?			
11	Counsel (para 5-6, AR 15-6):			
	a. Was each respondent represented by counsel?			
	Name and business address of counsel:			
	(If counsel is a lawyer, check here <input type="checkbox"/>)			
	b. Was respondent's counsel present at all open sessions of the board relating to that respondent?			
	c. If military counsel was requested but not made available, is a copy (or, if oral, a summary) of the request and the action taken on it included in the report (para 5-6b, AR 15-6)?			
12	If the respondent challenged the legal advisor or any voting member for lack of impartiality (para 5-7, AR 15-6):			
	a. Was the challenge properly denied and by the appropriate officer?			
	b. Did each member successfully challenged cease to participate in the proceedings?			
13	Was the respondent given an opportunity to (para 5-8a, AR 15-6):			
	a. Be present with his counsel at all open sessions of the board which deal with any matter which concerns that respondent?			
	b. Examine and object to the introduction of real and documentary evidence, including written statements?			
	c. Object to the testimony of witnesses and cross-examine witnesses other than his own?			
	d. Call witnesses and otherwise introduce evidence?			
	e. Testify as a witness?			
	f. Make or have his counsel make a final statement or argument (para 5-9, AR 15-6)?			
14	If requested, did the recorder assist the respondent in obtaining evidence in possession of the Government and in arranging for the presence of witnesses (para 5-8b, AR 15-6)?			
	Were all of the respondent's requests and objections which were denied indicated in the report of proceedings or in an inclosure or exhibit to it (para 5-11, AR 15-6)?			

NOTES: 1) Explain all negative answers on an attached sheet.
2) Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation or board.

SECTION IV - FINDINGS (para 3-10, AR 15-6)

The (investigating officer) (board), having carefully considered the evidence, finds:

See attached General and Specific Findings.

SECTION V - RECOMMENDATIONS (para 3-11, AR 15-6)

In view of the above findings, the (investigating officer) (board) recommends:

See attached Recommendations.

SECTION VI - AUTHENTICATION (para 3-17, AR 15-6)

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE. (If any voting member or the recorder fails to sign here or in Section VII below, indicate the reason in the space where his signature should appear.)

Paul A. Marone

PAUL A. MARONE

(Investigating Officer) (President)

(Recorder)

(Member)

(Member)

(Member)

(Member)

SECTION VII - MINORITY REPORT (para 3-13, AR 15-6)

To the extent indicated in Inclosure _____, the undersigned do(es) not concur in the findings and recommendations of the board. (In the inclosure, identify by number each finding and/or recommendation in which the dissenting member(s) do(es) not concur. State the reasons for disagreement. Additional/substitute findings and/or recommendations may be included in the inclosure.)

(Member)

(Member)

SECTION VIII - ACTION BY APPOINTING AUTHORITY (para 2-3, AR 15-6)

Findings and recommendations of the (investigating officer) (~~board~~) are (~~approved~~) (~~disapproved~~) (approved with following exceptions/ substitutions). (If the appointing authority returns the proceedings to the investigating officer or board for further proceedings or corrective action, attach that correspondence (or a summary, if oral) as a numbered inclosure.)

WITH THE EXCEPTION OF RECOMMENDATION III. 4 AS IT PERTAINS TO HIRING TWO SUPERVISORY DISPATCHERS,

Mardi U. Mark

MARDI U. MARK
Colonel, OD
Commanding

4 FEB 04

GENERAL FINDINGS:

Conclusion: There was neither gross mismanagement nor a substantial and specific danger to public health and safety arising out of alleged actions by employees at the Directorate of Law Enforcement and Security (DLES), U.S. Army Garrison, Aberdeen Proving Ground, Maryland (APG).

- I. Appropriate security procedures are utilized to grant persons access to protected locations on APG.
- II. The Teletype machine, or NCIC printer, has, on occasion, been left off-line for extended periods of time, but there is no evidence to suggest that such acts were anything more than inadvertent, temporary oversights.
- III. DLES management has previously taken appropriate corrective action to address prior allegations of workplace violence and harassment, and action is presently pending to address and correct recent allegations of harassment and verbal abuse.

SPECIFIC FINDINGS:

Preliminary and Introductory Matters.

1. None of the employees interviewed was a member of a bargaining unit subject to a collective bargaining agreement that required an advisement of the right to have a representative present during the proceedings, per Army Regulation (AR) 15-6, paragraph 3-7a(2).
2. Since this report of proceedings will not be filed in a system of records from which it can be retrieved by reference to the name or other personal identifier of the witness, and since no respondent was named, no Privacy Act statements were provided, per AR 15-6, paragraph 3-7(e).
3. The APG Emergency Communication Dispatchers ("the dispatchers") are currently supervised by BOOTH, who reports to the Chief of the Operations Division at DLES, SFC KONTAK (EXHIBITS 8, 19, 32, & 34).
4. In 2002, MORGAN (Squad One) and FURMANKIEWICZ (Squad Two) were designated "lead" dispatchers to assist BOOTH in coordinating work schedules, timekeeping, and distributing information among their fellow dispatchers (EXHIBIT 10, 14, & 21).
5. The physical plant of the DLES Communications Center is not conducive to a healthy work environment; the furniture, floors, and ceiling need to be replaced (EXHIBITS 8, 11, 16, 18, 20, & 22).

I. Access to Protected Locations.

1. APG Regulation (APGR) 190-9, Intrusion Detection System (IDS), dated 16 October 1996, prescribes policies, defines responsibilities, and establishes procedures for the American District Telegraph (ADT) intrusion detection system (IDS) located in the Aberdeen and Edgewood areas of Aberdeen Proving Ground, and provides instructions for gaining access to the IDS (EXHIBIT 1).
2. APGR 190-9, paragraph 5c(6), requires office chiefs/directors, and/or supervisors of each organization to ensure that only authorized personnel are permitted access to the IDS (EXHIBIT 1).
3. APGR 190-9, paragraph 5d(3), requires users to call the alarms monitor at the military police station, 306-0550, prior to accessing area without a key pad and state their telephone access code and their name (EXHIBIT 1).
4. APG DLES Standard Operating Procedure (SOP) #100, 911 Center Operations, dated 10 April 2003, Appendix A (ADT Operations), provides that, to access an area, verify name and four digit code in alarm book (EXHIBIT 2).
5. APG DLES SOP #26, Radio Telecommunications Operator (RTO) and Alarms Monitor, dated 17 February 1998, section II, paragraph G4a(3), provides that, when opening and securing protected areas, the alarm monitor will check the telephone access list and ensure the name and access code is correct (EXHIBIT 3).
6. Each of the dispatchers knows that every person seeking access to the IDS must state his or her name, code number (also known as PIN number), and the specific location that the person seeks to access, and that they must verify that this information is accurate (EXHIBITS 4, 6, 11, 12, 14, 16, 18, 20, 22, 23, 25, & 26).
7. Many of the dispatchers (BECK, BECKER, FRANCIS, MORLOK, ROLAND, SHEPARD, and SNYDER) consult the access book every time that a person calls in order to verify and ensure that the particular person seeking access has accurately stated his code number and has been granted access to the requested location (EXHIBITS 4, 6, 12, 22, 23, 25, & 26).
8. Some of the dispatchers (JOHNSON, FURMANKIEWICZ, also known as MAC, and MORGAN) do not consult the access book every time that a person calls when they are able to verify and ensure that the person has been granted access to the requested location because they recognize the person's voice from repeated, prior telephonic and/or face-to-face conversations occurring over a long period of time, and have committed the particular person's code number and access locations to memory. If they are not sure, JOHNSON, FURMANKIEWICZ, and MORGAN know to check the access book (EXHIBITS 14, 18, & 20).

9. When COALE first observed FURMANKIEWICZ verify access by voice recognition and memory without consulting the access book, COALE consulted the access book and confirmed that FURMANKIEWICZ was correct (EXHIBIT 11).

10. On occasion, FURMANKIEWICZ has told new dispatchers that there will come a time when they will be able to verify whether a person has been granted access to a specific location by voice recognition and memory without having to consult the access book (EXHIBITS 16 & 23).

11. The dispatchers' current supervisor (BOOTH), their former division chief (BROWN), and a former dispatcher and dispatcher-trainer (WOOTEN) understand that verification may be accomplished without consulting the access book when a Dispatcher recognizes the caller's voice, and has personal knowledge and remembers the person's code number and access locations from frequent contact with the caller (EXHIBITS 8, 10, & 27).

12. In a related security matter, protected locations on APG that were properly opened by dispatchers during the duty day for authorized persons were occasionally left unsecured at the end of the duty day; when brought to BOOTH'S attention, BOOTH and FURMANKIEWICZ developed a procedure and a checklist to ensure that these locations were being secured (EXHIBITS 8, 9, 14, & 20).

II. NCIC Printer Placed Off-Line.

1. The NCIC printer receives and prints information from other law enforcement agencies regarding upcoming NCIC training, general law enforcement-related messages, road closures, and BOLOS (be on the lookout) (EXHIBIT 27).

2. The NCIC printer should never be turned off completely, except for maintenance; however, it must be placed off-line in order to advance the paper to retrieve a printout (EXHIBITS 8, 10, & 27).

3. The NCIC printer is remotely monitored by the Maryland State Police, who will notify an agency whenever they notice that the printer has been left off-line for an extended period of time (EXHIBIT 27).

4. Even if the NCIC printer is off-line, law enforcement queries specific to APG will still appear on the NCIC computer monitor (EXHIBIT 27).

5. Each of the dispatchers knows that, while the NCIC printer should never be turned off, it must be placed off-line in order to advance the paper to retrieve a printout (EXHIBITS 4, 6, 11, 12, 14, 16, 18, 20, 22, 23, 25, & 26).

6. On occasion, the NCIC printer has been inadvertently left off-line for extended periods of time (EXHIBITS 4, 6, 7, 12, 16, 20, 23, & 27).

7. Some of the dispatchers (BECK, COALE, FURMANKIEWICZ, and MORGAN) have inadvertently left the NCIC printer off-line after retrieving a printout (EXHIBITS 4, 6, 7, 11, 16, 20, 22, & 23).

III. Allegations of Workplace Violence.

1. APGR 385-5, Workplace Violence Prevention Program, dated 25 August 2002, paragraph 3a, provides that every employee has a right to work in an environment free of harassment, direct or implied threats, or violence (EXHIBIT 28).

2. APGR 385-5, paragraph 4, defines workplace violence as any act of aggression by an individual that occurs at the work site; it is not limited to physical assault, but also includes near misses, intimidation, harassment, verbal abuse, direct or implied threats, and sexual harassment (EXHIBIT 28).

3. In May 2002, the Director of Law Enforcement and Security at APG, ROBERT KRAUER, directed that a DLES internal investigation be conducted into allegations of harassment, verbal abuse, and intimidation relating to the conduct of FURMANKIEWICZ (EXHIBITS 8, 10, 12, 14, 22, 29, & 30).

4. This investigation found that FURMANKIEWICZ was, at times, abrupt and abrasive with the general public, and often rude, impolite, and unmannerly to his fellow coworkers by using abusive and offensive language; as a result of the investigation, FURMANKIEWICZ received a letter of reprimand, dated 3 July 2002, which was to be placed in his official personnel folder for two years (EXHIBITS 14, 29 & 30).

5. During the summer of 2002, BECKER and GOLCZEWSKI reported to the civilian personnel representative who serviced DLES, DONNA LEWIS, that FURMANKIEWICZ made comments of a violent nature in the workplace, which LEWIS transmitted to BROWN, who in turn transmitted the allegations to BOOTH (EXHIBITS 6, 7, 8, & 10).

6. In the context of having a "bad day at work," FURMANKIEWICZ has made comments in the workplace to the effect, "this would be a good day to go to the tower," referring to the infamous 1966 University of Texas tower shooting incident (EXHIBITS 6, 7, 14, 17, 18, 22, & 27).

7. BOOTH advised LEWIS that these allegations were previously addressed in the May 2002 DLES internal investigation, and took no additional action at that time (EXHIBIT 8).

8. Subsequently, the Chief of Occupational Health Services at Kirk U.S. Army Hospital (Kirk) at APG, DR. DONALD WALLACE, advised BOOTH that he had received a letter from Perry Point Veterans Affairs Medical Center (Perry Point) relating to FURMANKIEWICZ, and that he wanted to see FURMANKIEWICZ about the issues raised in the letter (EXHIBITS 8, 9 & 14).

9. FURMANKIEWICZ saw WALLACE at Kirk, was referred to Perry Point, and was later cleared to return to work (EXHIBITS 8, 10, & 14).

10. In October 2003, FURMANKIEWICZ harassed and verbally abused ROLAND by saying to her, "What do you tell a woman with two black eyes? Nothing, you have already told her twice," and "What do you tell a woman with one black eye? Don't make me say it again." (EXHIBIT 24).

11. In November 2003, FURMANKIEWICZ made inappropriate comments of a violent nature to ROLAND and GOLCZÉWSKI by commenting while watching a television program relating to correcting a child's bad behavior, "have you tried holding him underwater?" (EXHIBITS 16 & 24).

12. In November 2003, BOOTH began coordinating with the civilian personnel representative who services DLES, LINDA BRYANT, to suspend FURMANKIEWICZ, however, this action is still pending (EXHIBITS 8, 9, 14, & 19).

13. In December 2003, FURMANKIEWICZ made inappropriate comments of a sexual nature in the presence of ROLAND by telling a caller who asked for DOUG FARRINGTON that FARRINGTON was "giving a blow job to someone," and later told the same caller FARRINGTON did not answer because "his mouth was full" (EXHIBIT 24).

RECOMMENDATIONS:

I. Access to Protected Locations.

DLES management should re-emphasize the importance of following the proper verification procedures when admitting persons to protected areas on APG. Require dispatchers to consult the access book unless they are absolutely sure that they can verify the caller's right to access based on voice recognition, caller's name, code number, and specific location, and no change has occurred in the caller's status since the access book was last consulted regarding the caller.

II. NCIC Printer Placed Off-Line.

DLES management should also re-emphasize the importance of ensuring that the NCIC printer is on-line at all times. Require dispatchers to check the printer throughout the shift to ensure proper functioning and minimize periods of time when the printer may be inadvertently left off-line.

III. Allegations of Workplace Violence.

1. Recommend taking appropriate disciplinary action against FURMANKIEWICZ for a second offense of discourtesy and violation of APGR 385-5, Workplace Violence Prevention Program.
2. Strike "lead" dispatcher designation from FURMANKIEWICZ.
3. Move FURMANKIEWICZ to Squad One, away from ROLAND, BECKER, and GOLCZEWSKI.
4. Eliminate "lead" dispatcher designations, and hire two (2) supervisory dispatchers to facilitate closer supervision, training, cross training, and improvements to the physical plant (EXHIBIT 33).



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND MD 21005-5001

S: 30 January 2004

AMSSB-GC

15 January 2004

MEMORANDUM FOR Mr. Paul Marone, Office of the Staff Judge Advocate, U.S. Army Garrison, Aberdeen Proving Ground, Aberdeen Proving Ground, Maryland 21005

Subject: Appointment of AR 15-6 Investigating Officer

1. Effective this date, you are hereby appointed an Investigating Officer, pursuant to AR 15-6, as indicated:

a. Authority: AR 15-6, Procedure for Investigating Officers and Boards of Officers, 30 September 1996.

b. Purpose: To investigate the facts and circumstances surrounding allegations of gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security, U.S. Army Garrison, Aberdeen Proving Ground, Maryland. The specific allegations are outlined in the attached memorandums from the Office of Special Counsel and the U.S. Army Office of the General Counsel.

c. Period: Until relieved or released by appointing authority

d. Special instructions:

(1) In your investigation, all witness statements will be sworn.

(2) You will use **informal procedures** under AR 15-6. If in the course of your investigation you come to suspect that certain individuals may be responsible for any violation, you must advise them of their rights under the UCMJ, Article 31, or the Fifth Amendment, as appropriate. In addition, you must provide them Privacy Act Statement before soliciting any (further) personal information. Statement(s) obtained during the course of your investigation will be administered on DA Form 2823, Sworn Statement, and submitted as Exhibits to Report Proceedings by Investigating Officer/Board of Officers, DA Form 1574.

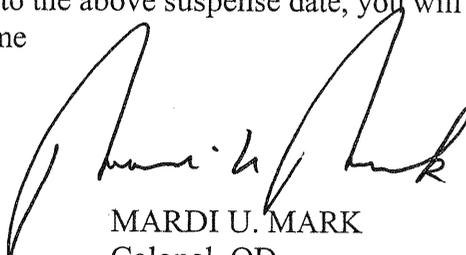
(3) Prior to the start of your investigation, you will coordinate with Mr. David Scott, Legal Advisor from the Office of the Staff Judge Advocate, 410-278-1144.

2. The conduct of this investigation will be your primary duty until completed and relieved or released by the appointing authority.

AMSSB-GC

Subject: Appointment of AR 15-6 Investigating Officer

3. Your finding(s) and recommendations(s) will be submitted using DA Form 1574, in three copies thru the office of the Staff Judge Advocate to me **no later than 30 January 2004**.
4. Should you require an extension to the above suspense date, you will submit a written request for extension, with justification, to me



MARDI U. MARK
Colonel, OD
Commanding

CF:

Staff Judge Advocate (AMSSB-GJA), USAGAPG, Bldg 310

**U.S. ARMY MATERIEL
COMMAND**

AMCCC



Fax

To: *Ms. Goldsmith*

From: Amy Armstrong
Office of Command Counsel
Bldg/Room: 2-1SW5010

Phone: 703-806-8277 (DSN 656-8277)

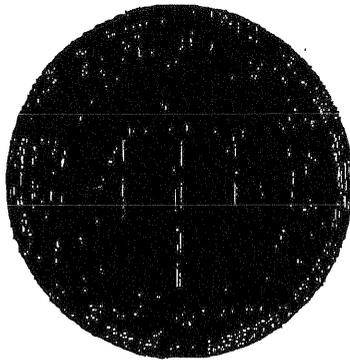
Date: _____ **Fax:** 703-806-8874 (DSN 656-8874)

• **Comments:**

Per our phone conversation

TOTAL # OF PAGES (INCLUDING COVER) 11

ENCLOSURE II (10/11)



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
OPERATIONS & PERSONNEL
104 ARMY PENTAGON, ROOM 2E725
WASHINGTON, D.C. 20310-0104

FACSIMILE TRANSMITTAL SHEET

FAX
703-206-8875 TO: *Kathi Szymanski* AFC Command Counsel FROM: CASSANDRA TSINTOLAS JOHNSON
703-588-0140 *Diane Huet SAJA-LE Associate Deputy General Counsel
703-497-6823 *LTC Kerry Reardon SA-ECC (Human Resources)
703-614-5628 AGENCY: *COL Bob Fattle DA-16

DATE OF TRANSMISSION:

1/13/04 1/14/04

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SENDER'S PHONE NUMBER:

(703) 695-0562/DSN 225-0562

FAX: (703) 614-1362/DSN 224-1362

SUBJECT:

*Office of Special Counsel Investigation DT-83-1637
AP6, Maryland*

URGENT

FOR REVIEW

PLEASE COMMENT

PLEASE REPLY

PLEASE RECYCLE

REMARKS:

Thank you for your assistance-

Cassandra Johnson

**Please substitute this version for the one received yesterday. An administrative error was in that version.*



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

Suspense: 6 February 2004
13 January 2004

MEMORANDUM FOR Headquarters Army Materiel Command, Office of the Command Counsel, ATTN: Ms. Kathryn Szymanski, 5001 Eisenhower Avenue, Alexandria, Virginia, 22333-0001

SUBJECT: Whistleblower Investigation—Aberdeen Proving Ground (APG), Maryland
~~Aviation and Missile Command~~ (OSC File No. DI-03-1637)
C J J

Enclosed for your action is a 17 December 2003 letter from the Office of Special Counsel (OSC), requesting an investigation of the noted allegations and a report pursuant to 5 U.S.C. 1213(c)(1) and (g). The Special Counsel has concluded that there is substantial likelihood that information provided by an employee (the whistleblower) from the Department of Defense (DoD) discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DoD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

According to the OSC's correspondence, the whistleblower alleges that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG, fails to follow and instructs the whistleblower and other employees to disregard proper security procedures including admitting individuals to highly sensitive APG facilities solely on voice recognition and not following procedures required by APG Regulation 190-9; he frequently turns off the teletype machine in the DLES Communication Center which is used to obtain critical information from law enforcement agencies and the Department of Homeland Security regarding potential security threats and suspicious and/or criminal activity that could affect APG and prevent DLES from carrying out necessary security measures under an emergency situation; and has made statements and exhibited behavior that the whistleblower and other employees consider threatening.

Please note that the initial correspondence was addressed to the Secretary of Defense. The initial DoD staffing of the correspondence resulted in it being forwarded to the DoD Inspector General's (IG) Office that in turn forwarded it to the Department of the Army IG office for action. Since the Army IG office does not have primary responsibility for such OSC actions, it was re-routed to the appropriate Army office for action, specifically, the Army Office of the General Counsel. By statute, the agency has sixty days to complete the report unless the agency requests and receives an extension from OSC. In the instant case, that entails the investigation being completed and the Army report being fully staffed and sent to OSC by 18 February 2004. Since several weeks of the sixty-day agency investigative period have been "lost" merely by trying to forward the correspondence for action to the appropriate office, there has been a significant delay in

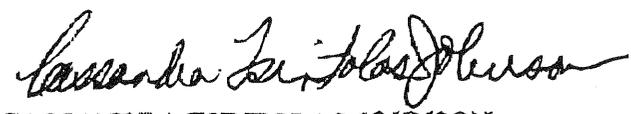
SUBJECT: Whistleblower Investigation—Aberdeen Proving Ground (APG), Maryland (OSC File No. DI-03-1637)

beginning the Agency's investigation. Therefore, please begin the investigation as soon as possible.

A final response describing any actions taken to address the allegations should be prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) who has been delegated the authority by the Secretary of the Army to review, sign and submit written reports of investigations of information and related matters transmitted to the Department of the Army by the Special Counsel, in accordance with Title 5, United States Code, sections 1213(c), (d) and (g). The final response should be submitted to this office AS SOON AS POSSIBLE BUT NOT LATER THAN 6 February 2004.

The Army's response will be available to the public. Therefore, our response and any supporting investigative report should be prepared in a manner intended to facilitate public understanding of the allegations and Army's response thereto. The requirements specified in 5 U.S.C. 1213(d) (copy enclosed) may be used as a guideline and should include findings, conclusions and corrective action. In all cases, please furnish for our review all backup materials supporting the proposed response that will be used to prepare the official response for the Secretary of the Army.

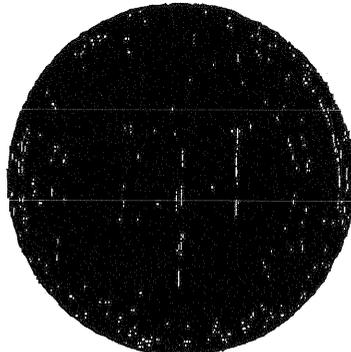
If necessary, I will seek an extension of the date for our reply to the Special Counsel. As soon as it becomes apparent that more time will be needed, you should forward to me an interim response requesting the extension and indicating the reasons for the request and the date by which the Special Counsel can expect to receive our final response.



CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosure

CF: DAJA-LE, Ms. Diane Nugent
DA IG, COL Bob Faille
DAEC-CA, LTC Perry Rearick



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
OPERATIONS & PERSONNEL
104 ARMY PENTAGON, ROOM 2E725
WASHINGTON, D.C. 20310-0104

FACSIMILE TRANSMITTAL SHEET

FAX
703-868875
703-588-0140
703-97-6873
703-614-5628

TO: *Kathi Szymanski - AIC Command Counsel
*DANIELA - DATA-LE
*LTC Perry Rennie DA-ECC
AGENCY: *COL Bob Fallo - DA-IG

FROM: CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

DATE OF TRANSMISSION:

1/13/04

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FAX: (703) 614-1362/DSN 224-1362

SUBJECT:

Office of Special Counsel Investigation 07-03-1637

URGENT FOR REVIEW PLEASE COMMENT PLEASE REPLY PLEASE RECYCLE

REMARKS:

*Thank you for your assistance -
Cassandra Johnson*



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-4104



REPLY TO
ATTENTION OF

Suspense: 6 February 2004

13 January 2004

MEMORANDUM FOR Headquarters Army Materiel Command, Office of the Command Counsel, ATTN: Ms. Kathryn Szymanski, 5001 Eisenhower Avenue, Alexandria, Virginia, 22333-0001

SUBJECT: Whistleblower Investigation—Aviation and Missile Command (AMCOM)
(OSC File No. DI-03-1637)

Enclosed for your action is a 17 December 2003 letter from the Office of Special Counsel (OSC), requesting an investigation of the noted allegations and a report pursuant to 5 U.S.C. 1213(c)(1) and (g). The Special Counsel has concluded that there is substantial likelihood that information provided by an employee (the whistleblower) from the Department of Defense (DoD) discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DoD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

According to the OSC's correspondence, the whistleblower alleges that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG, fails to follow and instructs the whistleblower and other employees to disregard proper security procedures including admitting individuals to highly sensitive APG facilities solely on voice recognition and not following procedures required by APG Regulation 190-9; he frequently turns off the teletype machine in the DLES Communication Center which is used to obtain critical information from law enforcement agencies and the Department of Homeland Security regarding potential security threats and suspicious and/or criminal activity that could affect APG and prevent DLES from carrying out necessary security measures under an emergency situation; and has made statements and exhibited behavior that the whistleblower and other employees consider threatening.

Please note that the initial correspondence was addressed to the Secretary of Defense. The initial DoD staffing of the correspondence resulted in it being forwarded to the DoD Inspector General's (IG) Office that in turn forwarded it to the Department of the Army IG office for action. Since the Army IG office does not have primary responsibility for such OSC actions, it was re-routed to the appropriate Army office for action, specifically, the Army Office of the General Counsel. By statute, the agency has sixty days to complete the report unless the agency requests and receives an extension from OSC. In the instant case, that entails the investigation being completed and the Army report being fully staffed and sent to OSC by 18 February 2004. Since several weeks of the sixty-day agency investigative period have been "lost" merely by trying to forward the correspondence for action to the appropriate office, there has been a significant delay in

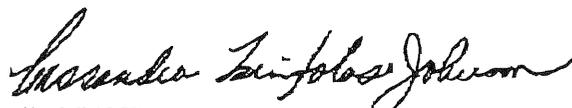
**SUBJECT: Whistleblower Investigation—Aviation and Missile Command (AMCOM)
(OSC File No. DI-03-1637)**

beginning the Agency's investigation. Therefore, please begin the investigation as soon as possible.

A final response describing any actions taken to address the allegations should be prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) who has been delegated the authority by the Secretary of the Army to review, sign and submit written reports of investigations of information and related matters transmitted to the Department of the Army by the Special Counsel, in accordance with Title 5, United States Code, sections 1213(c), (d) and (g). The final response should be submitted to this office **AS SOON AS POSSIBLE BUT NOT LATER THAN 6 February 2004.**

The Army's response will be available to the public. Therefore, our response and any supporting investigative report should be prepared in a manner intended to facilitate public understanding of the allegations and Army's response thereto. The requirements specified in 5 U.S.C. 1213(d) (copy enclosed) may be used as a guideline and should include findings, conclusions and corrective action. In all cases, please furnish for our review all backup materials supporting the proposed response that will be used to prepare the official response for the Secretary of the Army.

If necessary, I will seek an extension of the date for our reply to the Special Counsel. As soon as it becomes apparent that more time will be needed, you should forward to me an interim response requesting the extension and indicating the reasons for the request and the date by which the Special Counsel can expect to receive our final response.



CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosure

CF: DAJA-LE, Ms. Diane Nugent
DA IG, COL Bob Faille
DAEC-CA, LTC Perry Rearick



U.S. OFFICE OF SPECIAL COUNSEL
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

The Special Counsel

December 17, 2003

The Honorable Donald H. Rumsfeld
Secretary
United States Department of Defense
1000 Defense Pentagon
Washington, DC 20301-1000

Re: OSC File Nos. DI-03-1637

Dear Mr. Secretary:

The U.S. Office of Special Counsel is authorized by law to receive disclosures of information from federal employees alleging violations of law, rule or regulation, gross mismanagement, gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety. 5 U.S.C. §§ 1213(a) and (b). As Acting Special Counsel, if I find, on the basis of the information disclosed, that there is a substantial likelihood that one of these conditions exists, I am required to advise the appropriate agency head of my findings, and the agency head is required to conduct an investigation of the allegations and prepare a report. 5 U.S.C. §§ 1213(c) and (g).

For the reasons set forth below, I have concluded that there is a substantial likelihood that information provided to the Office of Special Counsel by an employee at the Department of Defense (DOD) discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at DOD, Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. Accordingly, I am referring this information to you for an investigation of the allegations described below and a report of your findings within 60 days of your receipt of this letter. The whistleblower in this case has requested anonymity.

The Information Disclosed

The whistleblower has alleged to the Office of the Special Counsel (OSC) that John Furmankiewicz, a Lead Dispatcher within the DLES Communication Center at APG, fails to follow, and instructs the whistleblower and other employees to disregard, proper security procedures. Specifically, the whistleblower alleges that on several occasions he has observed Mr. Furmankiewicz admit individuals to highly sensitive APG facilities solely upon voice recognition, without verifying the individuals' personal code numbers to determine whether they are authorized to enter the facilities.

The Special Counsel

The Honorable Donald H. Rumsfeld

Page 2

The whistleblower also alleges that Mr. Furmankiewicz instructs employees, including the whistleblower, to admit individuals solely upon voice recognition. When the whistleblower has refused to follow this instruction, the whistleblower states that Mr. Furmankiewicz has become angry and verbally abusive. The whistleblower states that access to these secure facilities, which store highly sensitive and potentially hazardous military materials, is remotely controlled by Police and Fire Dispatchers (Dispatchers). The Dispatchers disarm the alarm system to allow entry of authorized personnel. The whistleblower contends that the Dispatchers are required under APG Regulation 190-9 to confirm the identity and authorization of individuals seeking entry by verifying their names and personal code numbers. The whistleblower asserts that permitting access to these highly sensitive areas solely upon voice recognition creates a substantial and specific danger to public health and safety.

The whistleblower further alleges that Mr. Furmankiewicz frequently turns off the teletype machine in the DLES Communication Center, which is used to obtain critical information from law enforcement agencies and the Department of Homeland Security regarding potential security threats and suspicious and/or criminal activity that could affect APG. The whistleblower asserts that the failure to properly monitor these messages may prevent DLES from carrying out necessary security measures under an emergency situation. The whistleblower alleges that a few months ago, Pennsylvania State Police issued a warning regarding an individual who had made threats potentially involving APG. The DLES Communication Center was unaware of this warning when it was issued, because the teletype machine was turned off. Although the police apprehended the individual before he reached APG, the whistleblower contends that this incident highlights the importance and necessity of reviewing information received on the teletype machine as it arrives.

In addition, the whistleblower alleges that on several occasions, Mr. Furmankiewicz has made statements and exhibited behavior that the whistleblower and other employees consider threatening. Specifically, the whistleblower alleges that Mr. Furmankiewicz has made comments to employees regarding shooting Dispatchers from a nearby water tower, taking hostages, using explosive devices in buildings on APG premises, and committing suicide. The whistleblower asserts that, based on Mr. Furmankiewicz's comments and overall negative demeanor towards his co-workers, employees are concerned that Mr. Furmankiewicz may engage in some manner of workplace violence. The whistleblower states that employees have raised their concerns to DLES management, in particular, to Ian Booth, Supervisor of the Dispatchers. However, management has not taken appropriate steps to address the problem.

The Special Counsel's Findings

As noted above, if I find that there is a substantial likelihood that information disclosed to my office reveals a violation of law, rule or regulation, gross mismanagement, an abuse of authority or a substantial and specific danger to public health or safety, I am required to send that information to the appropriate agency head for an investigation and report. 5 U.S.C. § 1213. Based on the information disclosed by the whistleblower, I have concluded that there is a

The Special Counsel

The Honorable Donald H. Rumsfeld
Page 3

substantial likelihood that the whistleblower has disclosed gross mismanagement and a substantial and specific danger to public health and safety arising out of the actions of Mr. Furmankiewicz and DLES management at APG.

Accordingly, I am referring this information to you for an investigation of the allegations described above and a report of your findings within 60 days of your receipt of this letter. By law, the report must be reviewed and signed by you personally. Should you delegate your authority to review and sign the report to the Inspector General, or any other official, the delegation must be specifically stated and must include the authority to take the actions necessary under 5 U.S.C. § 1213(d)(5). Without this information, the report may be found deficient. The requirements of the report are set forth at 5 U.S.C. § 1213(c) and (d). A summary of § 1213(d) is enclosed.

In the event it is not possible to report on the matter within the 60-day time limit, as the statute requires, you may request in writing an extension of time not to exceed 60 days. Please be advised that an extension of time will not be granted automatically, but only upon a showing of good cause. Accordingly, in the written request for an extension of time, please state specifically the reasons the additional time is needed. After making the determinations required by 5 U.S.C. § 1213(e)(2), copies of the report, along with any comments on the report from the person making the disclosure and any comments or recommendations by me will be sent to the President and the appropriate oversight committees in the Senate and House of Representatives. 5 U.S.C. § 1213(e)(3).

A copy of the report and any comments will be placed in a public file in accordance with 5 U.S.C. § 1219(a).

Please refer to our file number in any correspondence on this matter. If you need further information, please contact Catherine A. McMullen, Chief, Disclosure Unit, at (202) 653-6005. I am also available for any questions you may have.

Sincerely,

William E. Reukauf
William E. Reukauf
Acting Special Counsel

Enclosure

Enclosure

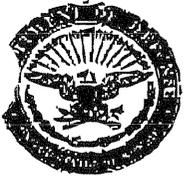
Requirements of 5 U.S.C. § 1213(d)

Any report required under subsection (c) shall be reviewed and signed by the head of the agency¹ and shall include:

- (1) a summary of the information with respect to which the investigation was initiated;
- (2) a description of the conduct of the investigation;
- (3) a summary of any evidence obtained from the investigation;
- (4) a listing of any violation or apparent violation of law, rule or regulation; and
- (5) a description of any action taken or planned as a result of the investigation, such as:
 - (A) changes in agency rules, regulations or practices;
 - (B) the restoration of any aggrieved employee;
 - (C) disciplinary action against any employee; and
 - (D) referral to the Attorney General of any evidence of criminal violation.

In addition, we are interested in learning of any dollar savings, or projected savings, and any management initiatives that may result from this review.

¹ Should you decide to delegate authority to another official to review and sign the report, your delegation must be specifically stated.



(Hotline)

INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202-4704

US OFFICE OF
SPECIAL COUNSEL
WASHINGTON

DEC 31 2003

MS CATHERINE A MCMULLEN
DISCLOSURE UNIT
US OFFICE OF SPECIAL COUNSEL
1730 M STREET NW
SUITE 300
WASHINGTON DC 20036-4505

Dear Ms. McMullen:

This is in reference to a letter of December 17, 2003, from Mr. William B. Reukauf, Acting Special Counsel, to the Secretary of Defense, regarding alleged improprieties at the Directorate of Law Enforcement and Security, Aberdeen Proving Ground (OSC File No. DI-03-1637).

We have asked the Department of the Army Inspector General to inquire into these concerns and advise us of their findings.

Should you have any questions, please contact me at (703) 604-8555.

Sincerely,

Leonard Trahan, Jr.
Director
Defense Hotline

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EXHIBIT 1	APGR 190-9, dated 16 October 1996, and Changes 1-3 thereto
EXHIBIT 2	APG DLES SOP #100, dated 10 April 2003
EXHIBIT 3	APG DLES SOP #26, dated 17 February 1998
EXHIBIT 4	Statement of LISA S. BECK, dated 23 January 2004
EXHIBIT 5	Attachment to BECK'S statement, dated 5 November 2003
EXHIBIT 6	Statement of ROSS V. BECKER, dated 23 January 2004
EXHIBIT 7	Attachments to BECKER'S statement, assorted dates
EXHIBIT 8	Statement of IAN F. BOOTH, dated 29 January 2004
EXHIBIT 9	Attachments to BOOTH'S statement, assorted dates
EXHIBIT 10	Statement of MSG BRYAN D. BROWN, dated 29 January 2004
EXHIBIT 11	Statement of JOHN W. COALE, dated 28 January 2004
EXHIBIT 12	Statement of ANNE M. FRANCIS, dated 21 January 2004
EXHIBIT 13	Attachments to FRANCIS' statement, assorted dates
EXHIBIT 14	Statement of JOHN W. FURMANKIEWICZ, dated 28 January 2004
EXHIBIT 15	Attachments to FURMANKIEWICZ'S statement, assorted dates
EXHIBIT 16	Statement of MATTHEW GOLCZEWSKI, dated 28 January 2004
EXHIBIT 17	Attachments to GOLCZEWSKI'S statement, dated 14 August 2002

- EXHIBIT 18 Statement of CAROLYN J. JOHNSON, dated 23 January 2004
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- EXHIBIT 30 Letter of Reprimand, JOHN W. FURMANKIEWICZ, dated 3 July 2002
- EXHIBIT 31 Letter to DR. WALLACE, undated
- EXHIBIT 32 DLES Operations Division Organization chart
- EXHIBIT 33 IMA Vacancy Announcement, Supervisory Public Safety Dispatcher, dated 22 January 2004
- EXHIBIT 34 Senior System Civilian Evaluation Report, IAN F. BOOTH, dated 2 December 2003

DEPARTMENT OF THE ARMY
U.S. ARMY ABERDEEN PROVING GROUND
Aberdeen Proving Ground, Maryland 21005-5001

APG Regulation
No. 190-9

16 October 1996

Military Police
INTRUSION DETECTION SYSTEM (IDS)

The term "he" (and its derivatives) when used in this regulation represents both the male and female genders; exceptions will be noted.

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1. PURPOSE. This regulation prescribes policies, defines responsibilities, and establishes procedures for the American District Telegraph (ADT) intrusion detection system (IDS) located in the Aberdeen and Edgewood areas of Aberdeen Proving Ground.

2. SCOPE. This regulation is applicable to the operation, access, and physical location of all IDS. All persons (supervisors and users) who are authorized to access or secure IDS must comply with this regulation to protect Government property.

3. DEFINITIONS.

a. Privacy Act of 1974 Information. Personal information or identifiers of an individual, including, but not limited to, home address, home telephone number, social security number, financial transactions, medical history, duty performance characteristics (to include personal or behavioral) and/or criminal or employment history.

b. Telephone Access Code. Alphanumeric characters that

*This regulation supersedes APG Regulation 190-9, 6 July 1990.

EXHIBIT 1 (1 OF 13)

controlled by a key pad to the alarms monitor.

c. Key Pad Access Code. Numeric characters which allow users to operate their IDS.

4. OBJECTIVES.

a. Provide instructions for gaining access to the IDS.

b. Provide guidance to prevent unauthorized access to:

(1) User telephone access code.

(2) User key pad access code.

5. RESPONSIBILITIES.

a. The Director, Law Enforcement and Security, U.S. Army Garrison, Aberdeen Proving Ground (USAGAPG), will:

(1) Coordinate maintenance, system analysis and design, and operational instruction for all alarm systems on the installation with the alarm systems contractor.

(2) Notify the affected activity security officer whenever alarm systems malfunction, are non-operational, or otherwise adversely affected.

(3) Coordinate initial installation, additions or modifications of alarm systems (costs to be borne by the requester) between the requester and the alarm system contractor.

(4) Withhold installation of alarm systems until all head-in equipment (phone lines, electricity, etc.) have been installed to ensure a complete and usable system.

(5) Ensure the requester inspects newly installed equipment to ensure the system meets the requester's needs. Requester will be required to sign acceptance form.

b. The requesting activity security officer will:

(1) Identify alarm system requirements for their activity to the Contracting Officer's Representative (COR), Directorate of Law Enforcement and Security (DLES), USAGAPG.

(2) Ensure that work request and/or telephone service requests have been submitted by the end user to support operation of the system. Monitor progress to ensure requests are completed and notify the COR when alarms can be installed.

16 October 1996

APGR 190-9

(3) Coordinate transfer of funds to the COR to pay for installation, lease and maintenance of alarm systems used by their activity.

(4) Inspect and accept each alarm system installed for their activity.

(5) Submit a consolidated roster of individuals authorized access to each alarm system by name, address, daytime phone number and home phone number for each area authorized.

c. Office chiefs/directors, and/or supervisors of each organization will:

(1) Authorize the required number of persons needed to access the IDS.

(2) Ensure an up-to-date access roster is forwarded through the activity security officer to the Commander, USAGAPG, ATTN: STEAP-SO-L (Alarms Monitor), Building 2101, with the authorized persons' name, address, daytime phone number and home phone number, for each area authorized.

(3) Notify the Physical Security Division (PSD), DLES, immediately when a user is transferred, terminated, or temporarily separated from duty for a period of 60 days or more.

(4) Ensure that personnel in these positions meet the clearance requirements of the property they are protecting.

(5) Report to PSD the names of any personnel who become ineligible for access to the area for which they have access codes assigned. The PSD will remove the codes from the system.

(6) Ensure that only authorized personnel are permitted access to the IDS.

(7) Ensure that telephone access codes and key pad access codes are not compromised nor given to another person to use, even if that person is authorized entry.

(8) Submit request with persons name, rank/grade, social security number, and system to be used through the activity security officer to Commander, USAGAPG, ATTN: STEAP-SO-P, Building 5453. A numerical telephone access code will be assigned to that individual for systems not controlled by a key pad.

(9) Notify COR, PSD, STEAP-SO-P, for key pad access code to be placed into the system.

d. Users will:

(1) Protect their telephone access code and key pad access code from disclosure to other personnel and safeguard them, at a minimum, as For Official Use Only (FOUO) material.

(2) Report compromise of codes and other security violations to PSD, DLES.

(3) Call the alarms monitor at the military police station, 278-3650, prior to accessing area without a key pad and state their telephone access code and their name.

(4) For areas with a key pad - enter area and enter key pad access code into system.

(5) Call the alarms monitor after securing to ensure system is secure on the monitor's system.

(6) For areas without a key pad - call the alarms monitor at the military police station, 278-3650, when system is to be secured and state their telephone access code and their name.

6. POLICY.

a. Incidents of users not following proper opening and closing procedures will be responded to as actual intrusion/duress alarms.

b. Users compromising their codes will be subject to disciplinary action.

c. Office chiefs/directors, supervisors, and users will conduct operational tests in accordance with the appropriate Army regulation governing the structure and items being stored.

7. SECURITY CLASSIFICATION. Plans and diagrams showing location and technical data of installed systems, signal transmission lines, and monitor units are classified and are to be protected accordingly.

8. PROCEDURES.

a. Controlling Access to IDS.

(1) Office chiefs/directors and/or supervisors will ensure only the minimum required personnel have access codes to operate the system.

16 October 1996

APGR 190-9

(2) Office chiefs/directors and/or supervisors will maintain a file of authorized users. The access code list will be kept secured and safeguarded, at a minimum, as FOUO material.

b. Obtaining Key Pad Access Code and Telephone Access Code.

(1) Office chiefs/directors and/or supervisors will make requests to COR, PSD, building 5453, for access codes to be installed into their system.

(2) Office chiefs/directors and/or supervisors will submit a signed memorandum to Commander, USAGAPG, ATTN: STEAP-SO-P, Building 5453, for telephone codes.

c. Key Pad Access Code and Telephone Access Code.

(1) Codes are to be memorized. Key pad access codes and telephone access codes will be given only to the individual assigned and will not be given to other personnel.

(2) Revelation of the code to any person for whom the code was not intended is a security incident.

d. Violations. Unauthorized access, destruction, or modification of the IDS will be investigated by PSD and Law Enforcement Division, DLES, in accordance with applicable regulations and federal laws.

e. Security Responsibility. Office chiefs/directors, supervisors, and users have the responsibility to protect their system and the property it protects. Security conscious personnel are the best defense for securing Government property from unauthorized personnel.

9. INTRUSION DETECTION SYSTEM TESTING.

a. Office chiefs/directors and/or supervisors will ensure that testing is completed on the IDS in accordance with regulatory requirements.

b. Intrusion detection systems protecting Category I missiles and rockets and all categories of arms will be tested monthly. Category II, III and IV ammunition and explosives will be tested quarterly. Alarm tests of these facilities will be conducted in coordination with the alarms monitor, 278-3650.

c. Systems protecting controlled medical substances and money handling activities will be tested quarterly in coordination with the alarms monitor, 278-3650.

16 October 1996

d. Intrusion detection systems protecting other areas will be tested in accordance with current regulation pertaining to the structure and the property it is protecting or at a minimum, a quarterly test of the system will be conducted in coordination with the alarms monitor.

e. The Focus 45 and 100 will be tested using the following procedures:

- (1) Install the five digit key pad access code.
- (2) Press the number 2.
- (3) Press the word TEST.

(4) Walk test all motion sensors, photo-electric beams and other sensors you may have by observing the walk test light on the sensor. The walk test will start from points of likely entry. Ensure that the walk test light is out prior to any movement. The walk test light should light within three steps, indicating that the sensor has alarmed and sensitivity is adequate.

(5) Doors installed with a balanced magnetic switch (BMS) will be opened so that the BMS is separated approximately 1-1/4 inch.

(6) Reinstall the five digit code and push TEST.

(7) All sensors that were activated will scroll in the window on the Focus 45 and 100. If a sensor number does not show, repeat the process for that sensor only.

f. The focus 100C and D will be tested using the following procedures.

- (1) Install the five or six digit access code.
- (2) Press MORE until TEST appears on screen.
- (3) Press TEST, then press SECURITY POINTS, then press SEE RESULTS, then press AREA.
- (4) Press MORE until START TEST appears.
- (5) Press START TEST.

(6) Walk test all motion sensors, photo-electric beams and other sensors you may have by observing the walk test light on the sensor. Walk test will start from points of likely entry.

16 October 1996

APGR 190-9

Ensure that the walk test light is out prior to any movement. The walk test light should light within three steps, indicating that the sensor has alarmed and sensitivity is adequate.

(7) Doors installed with a BMS will be opened so that the BMS is separated approximately 1-1/4 inch.

(8) After all sensors have been activated, reinstall five or six digit code, press MORE until HISTORY appears. Press HISTORY, press SCREEN, then press PREV until WALK TEST appears. Then press NEXT until ALL SENSORS TESTED appears, then press QUIT, PREVIOUS, RESET, TEST, CONTINUE, QUIT.

g. The duress alarm must be tested in conjunction with the alarms monitor, 278-3650. First, call the alarms monitor and inform him that you are going to test the duress alarm. Activate the duress button and the alarms monitor will tell you if a duress alarm was transmitted. Reset the duress button. The alarms monitor will inform you when the duress is set. Do not attempt this test without contacting the alarms monitor.

h. The Focus 40-P is mainly used on bunkers and must be tested in conjunction with the alarms monitor. First, call the alarms monitor and inform him that you are going to test the alarm. At that time you will activate the sensor in accordance with f(6) above. The alarms monitor will inform you if an alarm was transmitted.

i. Alarm tests will be recorded on DA Form 4930-R (Alarm/Intrusion Detection Record). A copy of all alarm tests will be forwarded to Director, Law Enforcement and Security, ATTN: STEAP-SO-P, Building 5453, or appropriate tenant security office after weekly, monthly, or quarterly tests have been conducted.

j. Sensors which fail testing will be reported to the alarms monitor, 278-3650, for repair. Areas failing the test which require constant surveillance or security checks when alarm system malfunctions will be reported to civilian security guards or military police as soon as possible.

10. REFERENCES.

a. AR 190-11, Physical Security of Arms, Ammunition, and Explosives.

b. AR 190-18, Physical Security of U.S. Army Museums.

c. AR 190-51, Security of Unclassified Army Property (Sensitive and Nonsensitive).

d. APGR 190-7, Crime Prevention Program.

(7 of 13)

16 October 1996

APGR 190-9

APPENDIX A

SAMPLE REQUEST FOR TELEPHONE CODE

STEAP-QA-Z (190)

16 October 1996

MEMORANDUM FOR Commander, U.S. Army Garrison, Aberdeen Proving
Ground, ATTN: STEAP-SO-P, Building 5453

SUBJECT: Request for Telephone Code

1. Request telephone codes for personnel listed below in order
to gain access to building 123 arms room intrusion detection
system.

a.	Smith, John L.	SFC	123-45-6789	278-0123
b.	Jones, John F.	SSG	987-65-4321	278-3210

2. The point of contact is MSG Edward Johnson, 278-4567.

JACK W. FROST
CPT, AG
Chief, Operations Division

APGR 190-9

16 October 1996

(STEAP-SO)

FOR THE COMMANDER:

David G. Burdick
DAVID G. BURDICK
Adjutant General

DISTRIBUTION:

A2 plus 10 DLES, STEAP-SO-P
2 TECOM, AMSTE-IM-A and AMSTE-SI-S
2 DOIM, STEAP-IM-R, Bldg 2201
25 Publications Stockroom, Bldg 346

DEPARTMENT OF THE ARMY
U.S. ARMY ABERDEEN PROVING GROUND
Aberdeen Proving Ground, Maryland 21005-5001

APG Regulation
No. 190-9
Change 1

20 April 1998

Military Police
INTRUSION DETECTION SYSTEM (IDS)

APGR 190-9, dated 16 October 1996, is changed as follows:

Change alarms monitor telephone number "278-3650" to read "306-0550" throughout the regulation.

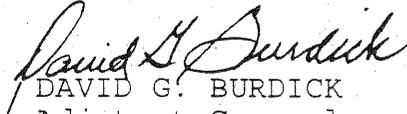
Page 3, paragraph 5c(2). Change "Building 2101" to read "Building 2200."

Page 5, paragraph 9b. Superseded as follows:

"Intrusion detection systems protecting all arms, ammunition, and explosives will be tested monthly. Alarm tests of these facilities will be conducted in coordination with the alarms monitor, 306-0550."

(STEAP-SO)

FOR THE COMMANDER:


DAVID G. BURDICK
Adjutant General

DISTRIBUTION:

A2 plus 10 DLES, STEAP-SO-P
2 TECOM, AMSTE-IM-A and AMSTE-SI-S
2 DOIM, STEAP-IM-R
Publications Stockroom, Bldg 346

DEPARTMENT OF THE ARMY
U.S. ARMY ABERDEEN PROVING GROUND
Aberdeen Proving Ground, Maryland 21005-5001

APG Regulation
No. 190-9
Change 2

7 December 1998

Military Police
INTRUSION DETECTION SYSTEM (IDS)

APGR 190-9, dated 16 October 1996, is changed as follows:

Page 5, paragraph 8. Add subparagraph "f" after subparagraph "e" as follows:

"f. In the event of a post wide power outage, structures having ADT intrusion detection systems (IDS) are equipped with a minimum of an eight hour battery back-up system. Should the power outage exceed eight hours, activities having arms, ammunition, and explosives (AA&E), or special access areas which require constant surveillance in the event of an IDS failure, will provide personnel from within the activity who have access to these areas until the outage is repaired. It is the responsibility of the activity supervisor to ensure assets for which he/she is responsible are protected in accordance with regulatory requirements."

(STEAP-SO)

7 December 1998

FOR THE COMMANDER:


DAVID G. BURDICK
Adjutant General

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DEPARTMENT OF THE ARMY
U.S. ARMY ABERDEEN PROVING GROUND
Aberdeen Proving Ground, Maryland 21005-5001

APG Regulation
No. 190-9
Change 3

5 January 1999

Military Police
INTRUSION DETECTION SYSTEM (IDS)

APGR 190-9, dated 16 October 1996, is changed as follows:

Change 2 to APG Regulation 190-9, dated 7 December 1998, is
rescinded in its entirety.

(STEAP-SO)

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SUBJECT: 911 Center Operations

1. GENERAL

The APG Emergency Services Center utilizes a modified Verizon Automatic Call Distribution (ACD) system to route incoming calls to an available Dispatcher/Alarms Monitor. Each call, regardless of the number dialed (911, 7-digit, operator assisted, wireless, etc.), is routed by Xtend to the 911 Center using this system. The display provides the originating telephone number of the caller if a 4-digit number was dialed. If it is a 911 call, the database provides the caller's number, name, and location information. The Dispatcher receives the call, determines course of action and forwards the information for appropriate response.

2. RESPONSIBILITIES

a. The Operations Staff is responsible for establishing policy and procedures for the Aberdeen Proving Ground Dispatcher/Alarms Monitor and will:

- (1) Coordinate with the other Directorates on APG.
- (2) Coordinate with the Divisions/Sections within the Directorate.
- (3) Assist in resolving difficulties between participants.
- (4) Appoint two (2) Lead Dispatcher/Alarms Monitors.
- (5) Ensure only trained personnel operate terminals.

b. Internal Control Chief (an appointed duty of the Supervisory Police Officer in the Operations Division of the Directorate of Law Enforcement and Security) will:

- (1) Ensure all Dispatcher/Alarms Monitors act in compliance with this SOP.
- (2) Coordinate Dispatchers/Alarms Monitor operations with Police/Fire/EMS activities.
- (3) Ensure Dispatcher/Alarms Monitors are trained to standard.
- (4) Ensure Dispatcher/Alarms Monitors are evaluated.
- (5) Coordinate all training for Dispatcher/Alarms Monitor with the Police and Fire training officers.
- (6) Coordinate with Operations Staff, for work/leave scheduling.

c. Dispatcher/Alarms Monitor will be responsible for:

- (1) The accuracy of entries and validating records.
- (2) Proper and timely responses to inquiries.
- (3) Physical security and accountability of equipment.
- (4) Reporting to the Operations Section known updates that are not implemented.

3. DUTIES

The Dispatcher/Alarms Monitor is the primary individual designated to answer calls received via 911 and other calls received in the dispatch office. 911 calls are for all emergencies. A police, fire or EMS emergency is when **IMMEDIATE RESPONSE IS NECESSARY** to protect life and/or property. If an emergency is actually occurring, it is important that the dispatcher is aware that the emergency is **IN PROGRESS**. The Dispatcher/Alarms Monitor must stay calm ask and answer any questions that the caller may ask. The Dispatcher/Alarms Monitor will **STAY ON THE LINE**. The Dispatcher/Alarms Monitor does not have to hang up the telephone in order to dispatch the police, fire, or EMS. The Dispatcher/Alarms Monitor will continue to update the situation and provide current information to responding units. Procedures for receiving telephone calls:

a. The Dispatcher/Alarms Monitor greets the caller and inquires about the requested services or information. If general information is requested, the caller will be transferred internally to a non-emergency information group, where another person provides the requested resource information.

b. If a dispatch is required, the incident is entered into the Intergraph Computer-Aided Dispatch (CAD) system. This system integrates all aspects of police, fire, and EMS incident management. The system is based upon a verified location in the Master Street Address Guide (MSAG; maintained by the Directorate of Installation Operation-DIO) and an incident type. There are several incident types entered into the CAD, ranging from parking complaints and loud music to cardiac emergency, shots fired, or structure fire. Based upon the incident type, the CAD system routes the incident to the appropriate police, fire, and/or EMS dispatcher as appropriate.

c. When the dispatcher receives the incident waiting on their status monitor, the CAD system makes a unit recommendation based upon the currently active units, their availability, and post assignment. Fire and EMS units can be recommended based upon the equipment and availability. The priority of the waiting incidents is pre-determined by the oversight committees that represent each of the public safety disciplines. Police "in-progress" or "just occurred" incidents are dispatched under an "agency neutral" policy, where any unit in the vicinity of the incident is immediately dispatched.

d. The zone dispatchers maintain contact with each field unit, managing the available resources to rapidly respond to changing conditions. There are also technical assistants at auxiliary dispatch positions, handling officer off-line inquiries, record-keeping tasks, and tactical control of critical incidents. There are two dispatch zones for APG (Aberdeen Area (AA) and Edgewood Area (EA)). This policy is primarily for the Aberdeen area unless otherwise indicated. **The Police Watch Commander is responsible for overseeing the daily operation of the on duty Dispatcher/Alarms Monitor.** They are responsible for all aspects of daily operations, from quality control to monitoring of active incidents and personnel.

4. TOUR OF DUTY

The APG Dispatcher/Alarms Monitor tours of duty are divided into two (2) shifts (0530-1800 and 1730-0600) which parallel that of the APG police. The APG Dispatcher/Alarms Monitor will remain on duty until properly relieved (*One for One with the exception for the Cad Call position*). If an APG Dispatcher/Alarms Monitor should call in sick, the police desk officer will be notified for a journal entry. The on duty APG Dispatcher/Alarms Monitor will make every attempt to get a **qualified** replacement. (*Under no circumstances will an individual outside the section be used*). A log of the notifications /attempts will be made and forwarded to the operation section indicating who was contacted and the reason why they can't report for duty. (*Leaving a message on an answering machine is not a contact*).

5. PERFORMANCE WORK STANDARDS

a. All APG Dispatcher/Alarms Monitor will work an entire shift at the police and fire position at least two (2) times during the pay cycle.

b. All APG Dispatcher/Alarms Monitor(s) will obtain a briefing from the off going APG Dispatcher/Alarms Monitor for all on going activities.

(1) The APG Dispatcher/Alarms Monitor working the Police position will attend the police roll call (guard mount) briefing and participate in the exchange of information. (*This is a good time to remind the patrols to stay current as to reporting their status*).

(2) The APG Dispatcher/Alarms Monitor working the Cad-Call position will make an attempt to attend the on coming shift charge briefing for the APG fire station.

c. During the tour of duty, the APG Dispatcher/Alarms Monitor will periodically check their APG email for messages that may contain information needed to keep them informed of management issues and other information.

d. A fully trained APG Dispatcher/Alarms Monitor will be on duty at all times in the communications center.

e. The APG Dispatcher/Alarms Monitor may take personal breaks only when adequate coverage is provided at that position. The APG police desk officer must be informed of the location of the break. The APG Dispatcher/Alarms Monitor will take a hand held radio (scan mode) if leaving for more than 3 minutes.

f. The Dispatcher/Alarms Monitor will be alert at all times and will not sleep or give the appearance of sleeping during their tour of duty. The on duty desk officer may request or direct a replacement be called in if the Dispatcher/Alarms Monitor is deemed unfit for duty.

g. The volume of noise producing devices (i.e. radio's TV etc) will be kept to a minimum.

h. The use of electrical devices such as coffee pots and heaters within the communications center is authorized if approved by the APG Fire Marshal.

i. The APG Dispatcher/Alarms Monitor will dress appropriately for their tours of duty. Maintenance of items of personal hygiene and additional clothing are suggested in the event of extended tours due to emergencies. Parking (except for handicap) is located in the rear of the building during the normal workweek.

j. The APG Dispatcher/Alarms Monitor who request leave will submit their request through the team leader to the operations section for approval. The team leader will make an attempt to obtain coverage and advise the operation section of the status. The APG Dispatcher/Alarms Monitor will refer to the posted scheduled (located on the J Drive) to determine if the request can be honored. Request for normal leaves must be submitted at least 2 weeks prior.

6. OPERATIONAL STANDARDS

The following standards must be understood and followed on a daily basis:

a. Individuals requiring emergency assistance, reporting crimes, requesting service, or information relative to any of the above, should be encouraged to contact the Aberdeen Proving Ground (APG) emergency telephone number, 911 or 410-306-0564/0565 (on post 4-0564/4-0565) for all non-emergency issues. All requests to access/secure/check alarmed facilities will call 410-305-0550 (on post 4-0550).

b. The APG Dispatcher/Alarms Monitor will process all requests from the APG community for any of the above categories. The Desk Officer will be informed and a unit will be dispatched to assess the complaint without undue delay.

c. The APG communication system is organized and maintained to receive and service the complaints and requests of the APG community and to dispatch, and service the APG Emergency Service force.

d. The Dispatcher/Alarms Monitor will attend training on a daily basis during roll call briefing before the start of each shift. Among the topics covered during these briefings are daily

operational changes and updates regarding call-taking and dispatching, questions and clarification regarding departmental policies and procedures and any thoughts, ideas, problems and solutions that may be of assistance to staff.

e. The Dispatcher/Alarms Monitor will assume duties at one of the following positions and become familiar with the following systems:

(1) **CADPOLICE:** Alarms, C.O.P.S., Idispatch (CAD), Xtend, M.I.L.E.S /N.C.I.C. and police radio procedures.

(2) **CADFIRE:** King Fisher Alarms, Idispatch (CAD), Xtend, CAMEO, and fire radio procedures.

(3) **CADCALL** (Call taker) All the above with focus on Idispatch (CAD), Xtend, police and fire radio procedures.

f. Call Signs

(1) The Dispatcher/Alarms Monitor will use the call sign "261" or "Aberdeen" when answering police radio traffic.

(2) The Dispatcher/Alarms Monitor will use the call sign "Aberdeen" when answering fire radio traffic.

g. Telephone Announcement

(1) The Dispatcher/Alarms Monitor will answer all telephone calls using "APG Emergency Services".

(2) Calls that are not of an emergency, will be forwarded to the proper section (i.e. Police or Fire) for disposition with the exception:

(a) Alarm verification.

(b) Fire work orders.

7. AUTHORIZED ACCESS

a. The following personnel are authorized to enter the Communications Center for official business:

(1) Staff of Bldg 2200 (Police & Fire).

(2) Police Personnel.

- (3) Fire/EMS personnel.
- (4) DLES Physical Security.
- (5) DOIM I.T. Crew (see I.T. Roster).
- (6) Alarm Maintenance team (ADT, Lockheed Martin).

b. The Communication center **will not** be used as a gathering place for any authorized or unauthorized personnel.

c. All other individuals must be coordinated and approved prior the entering the 911 Center. When a known visit such as a tour is scheduled, sensitive items will not be exposed (i.e. M.I.L.E.S. / N.C.I.C. terminals).

8. PROCEDURES

a. Intrusion Alarms. The Dispatcher/Alarms Monitor will act as the Alarms Monitor. Upon assuming duty the following will be accomplished:

- (1) Log onto the system with their user ID and password.
- (2) Review alarm/intrusion detection record.
- (3) Review of normal alarm screen.
- (4) Review alarm malfunction log.
- (5) Dispatch police unit(s) on activation of an alarm.

(6) After 1800 hours, a check of the normal access screen should be made to ensure sensitive areas are secured properly i.e.; Bank, Credit Union, and Clothing Sales.

See Appendix A, ADT Operations

b. CAMEO. The Dispatcher/Alarms Monitor will log on to the system to verify connectivity. Upon assuming duty the following will be accomplished:

See Appendix B, To be published.

c. M.I.L.E.S./N.C.I.C.

(1) The Dispatcher/Alarms Monitor will act as the terminal operator. Upon assuming duty the following will be accomplished:

- (a) Log onto the system with their user ID and password.
- (b) Verify that sufficient paper is in the printer.
- (c) Notify Pikeville for verification when the system is down.
- (d) Notify Police patrols when the system is down and or operational.

(2) In addition, the Dispatcher/Alarms Monitor will be required to use this system to conduct:

- (a) Pre-employment background checks for D.L.E.S. (*performed primarily at night*).
- (b) Driving and Criminal Histories for SJA/ Court (*performed primarily at night*).

See Appendix C, NCIC/MILES Operations and Manual

d. CAD. The Dispatcher/Alarms Monitor will act as the CAD operator. Upon assuming duty the following will be accomplished:

- (1) Log onto the system with their user ID and password.
- (2) Verify that the system is in dual mode.
- (3) Ensure the proper lineup is loaded into the system.
- (4) Enter all police, fire/EMS responses, types of activities and remarks into the system.

See Appendix D, CAD Procedures

e. WORK ORDER. The Dispatcher/Alarms Monitor will act as the initial point of contact for work orders regarding Fire/EMS services. Upon assuming duty the following will be accomplished:

- (1) Review Fire/EMS staff available.
- (2) Review current work order log and verify all request have been forwarded to the on duty Fire Supervisor.

See Appendix E, Fire Dept. Work Order Procedures

f. KING FISHER. The Dispatcher/Alarms Monitor will act as the Fire Alarms Monitor. Upon assuming duty the following will be accomplished:

- (1) Verify that the display light on the King Fisher are functioning.

- (2) Verify that ample paper is in the printer.
- (3) Dispatch a fire unit on activation of an alarm.
- (4) Enter information into the CAD system.

See Appendix F, To be published

g. RADIO/TELEPHONE.

(1) The Dispatcher/Alarms Monitor will act as the Emergency Services Radio Operator. Upon assuming duty the following will be accomplished:

- (a) Make a communications check with a mobile unit and or range control (this may require a change in channels).
- (b) Make a communication check with Edgewood stations.
- (c) Make a daily communication check with Harford county at 0800.
- (d) Ensure that the radio is placed back on the primary frequency for the position being filled.
- (e) Avoid familiarity. Use proper names and titles or unit identification.
- (f) Maintain a professional attitude at all times. Courtesy is expressed by the tone of voice and manner of presentation. Eliminate unnecessary talking.
- (g) Will not leave the operating position without proper coverage or the permission of the Desk Officer.
- (h) Will not use any profane, indecent or obscene language over the air.
- (i) Report damaged or non-functioning equipment to the on duty Desk Officer and Fire Supervisor.

(2) The Dispatcher/Alarms Monitor in coordination with the Desk Officer and Fire Supervisor, will make every effort to transmit all known information to a responding units before arrival at the scene of any incident.

(3) Upon receipt of a BOLO, it will be prepared immediately and broadcasted. All BOLOs must have Law Enforcement authority. All BOLOs will be complete as possible and updated when and if more information becomes available.

(4) The Dispatcher/Alarms Monitor maybe requested to assist with the input of cases and traffic tickets when the police are overwhelmed.

See on-line COPS User Manual

i. XTEND. The Dispatcher/Alarms Monitor will act as the terminal operator. Upon assuming duty the following will be accomplished:

- (1) Log onto the system with their user ID and password.
- (2) Verify that the system is operational (If in failsafe re-log onto pc-psap).
- (3) Wear headsets to ensure proper use of the system.
- (4) Report malfunctions using the on screen help desk "F-11" button.
- (5) If uncorrected, report malfunction to the Operations Division.

See XTEND Users Manual

j. NAIRA, CAIRA and EOC Operations. The Dispatcher/Alarms Monitor will act as the central point of contact for E.O.C. activations. Upon notification of and incident following will be accomplished:

- (1) Notify the Desk Officer and the Fire Supervisor of the incident.
- (2) Assist the Desk Officer and Fire Supervisor with notification of essential personnel.
- (3) If the EOC is activated, the Dispatcher/Alarms Monitor will make an attempt to report to the EOC until relieved.

See Appendix J, To be published.

Attachments: Appendix A – *ADT Operations*
Appendix C – *NCIC/MILES Operations*
Appendix D – *CAD Operations*
Appendix E – *Fire Dept. Work Orders*
Appendix G – *Radio Telephone Operations*

By Order of the Director, DLES, Aberdeen Proving Ground, Maryland

Abbreviations

AA&E	Arms, Ammunition, and Explosives
AAAR	Abbreviated Aviation Accident Report
AAR	After Action Review
ACSIM	Assistant Chief of Staff for Installation Management
ACV	Army combat vehicle
AF	Augmentation force
AFAR	Department of the Army Federal Acquisition Regulation
AFIP	Armed Forces Institute of Pathology
AGR	Active Guard/Reserve
AMC	U.S. Army Materiel Command
AMEDD	Army Medical Department
AMV	Army motor vehicle
AOC	Army Operations Center
APRF	Army Pulse and Radiation Facility
AR	Army Regulation
ARL	Army Research Laboratory
ARNG	Army National Guard
ARSTAF	Army Staff
ASA	(I,L&E) Assistant Secretary of the Army (Installations, Logistics, and Environment)
ASA(CW)	Assistant Secretary of the Army (Civil Works)
ASA(I &E)	Assistant Secretary of the Army (Installations and Environment)
ASA(IL&E)	Assistant Secretary of the Army (Installations, Logistics, and Environment)
ASA(RDA)	Assistant Secretary of the Army (Research, Development, and Acquisition)
ASC	Army Senior Consultant
ASMIS	Army Safety Management Information System
AVP	Aerial Validation Plan
AWOL	Absent Without Leave
BATF	Bureau of Alcohol, Tobacco, and Firearms
BRAC	Base Realignment and Closure
CAIRA	Chemical Accident or Incident Response and Assistance
CA	Commercial Activity
CAMA	Consolidated Army Military Awards
CASY	Chemical Agent Storage Yard
CDC	Child Development Center
CFR	Code of Federal Regulations
CFSC	Community and Family Support Center
CIIC	Controlled Inventory Item
CONUS	Continental United States
CCTV	Closed-Circuit Television
CFR	Code of Federal Regulations
CG	Commanding General
CID	Criminal Investigation Division
CSA	Chief of Staff, Army

DA Department of the Army
DCSINT Deputy Chief of Staff for Intelligence
DCSOPS Deputy Chief of Staff for Operations and Plans
DEA Drug Enforcement Administration
DIA Defense Intelligence Agency
DLA Defense Logistics Agency
DOD Department of Defense
DoDD DoD Directive
DoDI DoD Instruction
DOE Department of Energy
DOI Department of Interior
DOL Department of Labor
DOT Department of Transportation
DR Deficiency Report
DSN Defense Service Network
ECOD Estimated Cost of Damage
ECR Entry Control Roster
EIR Equipment Improvement Report
EMR Electromagnetic Radiation
EOD Explosive Ordnance Disposal
EPA Environmental Protection Agency
EPR Environmental Program Requirements
FAA Federal Aviation Administration
FAR Federal Acquisition Regulation
FAX Facsimile
FBI Federal Bureau of Investigation
FGS Final Governing Standards
FOD Foreign Object Damage
FORSCOM Forces Command
FOIA Freedom of Information Act
FOUO For Official Use Only
FTX Field Training Exercise
FWT Fair Wear and Tear
GCMCA General Court-Martial Convening Authority
GFE Government furnished equipment
GFM Government furnished material
GFP Government furnished property
GOCO Government-Owned, Contractor-Operated
GS General Schedule
GSA General Services Administration
HQDA Headquarters, Department of the Army
HAZMAT Hazardous Materials
IBD Inhabited Building Distances
IC Installation Commander
IDS Intrusion Detection System

ILD	Intraline Distance
IMD	Intermagazine Distance
JAG	Judge Advocate General
MACOM	Major Army Command
MOS	Military Occupational Specialty
MP	Military Police
MTF	Medical Treatment Facility
MWR	Morale, Welfare, and Recreation
NAF	Non-Appropriated Fund
NAIRA	Nuclear Accident or Incident Response and Assistance
NATO	North Atlantic Treaty Organization
NEPA	National Environmental Protection Act
NOK	Next of Kin
NRC	Nuclear Regulatory Commission
NSN	National Stock Number
NTSB	National Transportation Safety Board
OCONUS	Outside of the continental United States
OEBGD	Overseas Environmental Baseline Guidance Document
OH	Occupational Health
OSD	Office of the Secretary of Defense
OSHA	Occupational Safety and Health Act/Administration
PCE	Protective Clothing and Equipment
PCS	Permanent Change of Station
PEO	Program Executive Officer
PM	Provost Marshal --Program Manager --Product Manager
PMO	Provost Marshal Office
POC	Point of Contact
POV	Privately Owned Vehicle
POW	Privately Owned Weapon
PRP	Personnel Reliability Program
RF	Radio Frequency --Response Force
ROI	Report of Investigation
SIDPERS	Standard Installation/Division Personnel System
SIR	Serious Incident Report
SJA	Staff Judge Advocate
SNM	Special Nuclear Material
SOP	Standing Operating Procedures
SSAN	Social Security Account Number
SSN	Social Security Number
SSRA	System Safety Risk Assessment
TBO	Time Before Overhaul
TEU	Technical Escort Unit
TDY	Temporary Duty
TM	Technical Manual
TSG	The Surgeon General

UCNI Unclassified Controlled Nuclear Information
U.S. United States
USACE U.S. Army Corps of Engineers
USACIDC United States Army Criminal Investigation Command
USAEC U.S. Army Environmental Center
USAMPSA U.S. Army Military Police Support Agency
USAR United States Army Reserve
USASC U.S. Army Safety Center
USATCES U.S. Army Technical Center for Explosives Safety
U.S.C. United States Code
USSS United States Secret Service
UTF Underwater Testing Facility
UXO Unexploded Ordnance
VISTA Volunteers in Service to America

Appendix A to SOP #100
(ADT Operations)

American District Telegraph (ADT) Alarm Operations:

1. LOG ON PROCEDURE

- Log onto one screen by hitting the “X” in the top right.
- Select Start, MAS SYS A, Log On ID with password.
- Duplicate that process on the second screen.

2. ACCESS

- To Access an Area: Verify name and four digit code in alarm book. F4, Tab, enter building number, select room number if applicable, enter again, select Test, go to test category arrow, make sure access is highlighted, hit enter, enter again, building is on test.

3. SECURE

- To secure a building: F4, Tab, enter building number, Enter, select room number if applicable, enter again, select Test, select Clear Test, building is now secure.

4. HISTORY

- To check History of a building: F4, Tab, enter building, room number if applicable, enter, select History button on the bottom of the screen.

5. TEST

- To check which buildings are placed on Test: Function, Lookups, On Test, Enter.
- All buildings placed on test must be closed nightly at 8:00 PM.

6. BURGLARY ALARM: When a burglary alarm comes in: Select Ctrl “N”, to bring up the next alarm, or Function, Alarm Buffer, Enter, scroll down to alarm to be processed, Enter. Check status of alarm, if in burglary status that has not restored, police response is required. Create an event in CAD (See SOP for CAD Entry). Attempt to contact POC for that building by selecting the Contact button on the bottom of the screen. After the alarm has restored you can acknowledge it by selecting ALT F9, Tab down to Comments, enter comment that a patrol responded and the findings, Enter. Select ESC to clear screen completely of that alarm.

7. COMMUNICAITONS FAILURE (COMM FAIL): When COMM FAIL alarms come in: If more than one comes in at one time, go to Function, Alarm Buffer, Enter. Make a list of the alarms, give to Shift Commander. Create an Event in CAD (See SOP for CAD Entry). As

Appendix A to SOP #100
(ADT Operations)

alarms restore, go to Function, Alarm Buffer, Enter, scroll down to alarm that has restored, Enter, ALT F9, Tab to Comments, enter patrol that responded and findings, Enter. Select ESC to clear screen from that alarm.

8. OFF NORMAL: When an alarm has not restored and is acknowledged, (ALT F9), it will go into OFF NORMAL status. The alarm must be reset, Accessed by POC, or someone authorized before the OFF NORMAL status will reset. Do not call in a work order if someone is able to reset it when returning to work. Ranges and Minefield sensors should be called in if they go into OFF NORMAL status.

9. CONTACTS:

- To ADD Contacts for assigned buildings: F4, Tab, enter building number, room number if applicable, Enter. Select Contacts, Ctrl "A" will bring up the screen to add contact information. Fill in Name, Phone number is for the HOME, Extension is for WORK, CS Seq# should be the next in line for use.
- To CHANGE Contact information: F4, Tab, enter building number, room number if applicable, Enter. Select Contacts, scroll down to the Contact you wish to change the information, Enter. Tab until you have all information changed, Enter.

Appendix C to SOP #100
(NCIC/MILES Operations)

1. GENERAL

- a. All users will be certified through CJIS (Criminal Justice Investigative Service).
- b. Users will be responsible for individual recertification every two years.
- c. All users are always responsible for the security of their own logon.
- d. NCIC (National Crime Information Center) will always notify the user when logon need to be updated.
- e. If logons are not used within 90 days, you will then be required to attend a two-day course for reinstatement status.
- f. If your logon is suspended or locked out, or you experience any other problems, immediately contact the help desk 410 653 4555.

2. STATUS: MVA/DOWN does not imply that the system is down. The system is never down unless **both** MVA/DOWN and MVA/62 are DOWN. User must insure that **both** sites are indeed down before informing the officer that the computer is down. Operator error will generate a highlighted field that will read information rejected, this does not mean that the information is not in the computer. This means that the **user** has entered incorrect information. Clear the screen and re-enter the correct information, before telling the officer that the information is not in the computer.

3. For correct computer entry and procedures refer to the NCIC Manual or the White Book.

Computer-Aided Dispatch (CAD) Procedures

1. INITIATING A CALL FOR SERVICE

- a. Click on "CREATE"
- b. Enter location
- c. Event type
- d. Remarks
 - (1) D – Details (training, fuel, supplies, etc)
 - (2) E – Environmental (spill, hazmat, etc)
 - (3) F - Fire calls (alarm activation, brush fires, buildings, etc)
 - (4) M – Medical (any type requiring EMS)
 - (5) P – Police calls
- e. Name of caller
- f. Address (apt or room number, additional to above location)
- g. Call source
 - (1) ANI/ALI (911 lines)
 - (2) Phone (any other lines)
- h. All pertinent information
 - (1) Details
 - (a) Personnel involved (if known)
 - (b) Other work being done, beyond event type
 - (2) Environmental
 - (a) Type and amount spilled

- (b) Is spill contained
- (c) Is area secured
- (d) Is spill in or threatening water way

(3) Fire

- (a) Location and type, if an alarm activation
- (b) Is building or area evacuated
- (c) Any special instructions—enter off x street

(4) Medical

- (a) Level of consciousness
- (b) Age and sex of patient
- (c) Extent and nature of injuries (what's wrong and how it occurred). How the injury occurred is as important as what the injury

(5) Police

- (a) Location and type, if an alarm activation
- (b) Attempt to contact Point of Contact for alarm activation

i. Click on to “accept event”.

j. If event is accepted, it will jump to pending--go on to dispatch instructions to force an event

k. If event is not accepted, do the following:

- (1) Double click on “fire” in the “agency control block”
- (2) The edit row box will appear
- (3) Next to “r” enter a “y”
- (4) Next to “event” enter “faa”
- (5) Click on “ok”

Appendix D to SOP #100
(CAD Procedures)

- (6) The box will disappear, then click on “accept event”.
 - (7) The event will now jump to pending awaiting—go on to dispatch instructions.
 - (8) For police events that have to be forced follow same steps as fire (1 thru 3) at step 4 enter “paa”
2. All events can be entered from any workstation in the dispatch center.

Appendix E to SOP #100
(Fire Dept. Work Order Procedures)

Forms for receiving requests for Open Flame Permit and Fire Extinguishers.
When received over the telephone Dispatchers will:

1. Flame Permit Request.

Fire Department Detail

Date/s of Detail _____ Time From _____ To _____ Hrs.

Location: _____

Hazard: _____

Project Officer: _____ Phone No. _____

Requested By: _____ Phone No. _____

Special Instructions: _____

F.D. Personnel Receiving Info. _____ Date _____ Time _____

2. Fire Extinguishers request.

Work order numbers run succession.

For example : Work Order, use **Example #2**.

Work Order No. _____

Fire Department Service Order Phone No. _____

Shop Assigned _____ Name of Requestor _____ Date, Time, & Initials _____

Activity Code _____ Organization _____ Bldg No. _____

Location and Nature of Work _____

Priority (circle) 1 2 3 Notification (shop and time) _____ Approved By (officer) _____

Job Order Required Job Started Job Completed No of Hours _____

YES NO Date _____ Time _____ Date _____ Time _____

Description of Work _____

Signature of Worker _____ Signature of Supervisor _____

After taking either work order, page a supervisor on Fireside and give to him.

Appendix F to SOP #100
(Radio Telephone Operations)

Answering call:

1. All incoming calls will be answered as:

“APG EMERGENCY SERVICES CENTER”

2. All incoming calls whether it be 0550, 0564, 0565, 0572, 0573, 0509 and all 911 lines can and will be answered from any phone station.

IT WILL NO LONGER BE APG POLICE OR APG FIRE/ EMS.

WE ARE AN EMERGENCY SERVICES CENTER AND WILL HANDLE ANY TELEPHONE CALL FROM ANY STATION.

3. It is suggested that when personnel are available, that two (2) people answer an incoming 911 call, one (1) person to converse, and one (1) person to monitor.

SUBJECT: Radio Telecommunication Operator (RTO) and Alarms Monitor

I. POLICY

- A. Individuals requiring police assistance, reporting crimes, requesting service, or information relative to any of the above, should be encouraged to contact the Aberdeen Proving Ground (APG) emergency telephone number, 911 or 410-306-0564/0565 (on post 4-0564/4-0565) for all non-emergency issues. All requests to access/secure/check alarmed facilities will call 410-305-0550 (on post 4-0550).
- B. All requests from the APG community for any of the above categories will be Processed by the APG Radio Telecommunication Operator (RTO) or Desk Officer and a patrol will be dispatched to assume the complaint without undue delay.
- C. The APG communication system is organized and maintained to receive and service the complaints and requests of the APG community and to dispatch, and service the APG Police Department patrol force. The APG Police Department Communication Section will be responsible to the Law Enforcement Division.
- D. The RTO will use the call sign "261".

II. RESPONSIBILITIES

- A. Radio Telecommunication Operator (RTO)
 1. The RTO is responsible to the Desk Officer and Security Coordinator for the proper operation of the APGPD communication system, the intrusion alarm system, and any other communication devices which they may be required to use.
 2. The RTO will be supervised by the APGPD Terminal Security Coordinator (Administrative Officer) for work/leave scheduling and all other administrative actions.
 3. The Administrative Officer will be responsible to the Chief, Law Enforcement Division in reference to communication matters. The Administrative Officer will ensure RTO's are trained and qualified to perform their assigned duties.

B. Base Station Techniques

1. The APG police communication system base station is licensed primarily to communicate with its mobile units.
2. Personnel will limit messages to **Official Business Only**. Personnel should refrain from long conversations on the network and remain professional at all times.
3. An operator has the duty to advise the Desk Officer of any communication requests, or any they have been requested to perform, which, may cause a violation of the FCC, NCIC, MILES, and US Army rules and regulations.
4. RTOs must be familiar with all monitored stations and be knowledgeable of their call letters and locations
5. RTOs will not make internal adjustments to radio or computer equipment. All requests for repairs to the radio equipment will be called into the Directorate of Information Management (DIOM) radio repair section. The Request will be documented on the Trunked Radio System Service Log.
6. RTOs must listen to the circuit before keying the transmitter in order to prevent interference. Never call a station while another station or mobile unit is transmitting.
7. The RTO will not leave the operating position located in the Telecommunication Center without the permission of the Desk Officer.
8. A professional attitude must be maintained at all times. Courtesy is expressed by the tone of voice and manner of presentation. Eliminate unnecessary talking.
9. Avoid familiarity. Use proper names and titles or unit identification.
10. Extremely long messages or explanations should be called in by telephone.
11. The RTO will broadcast all patrol assignments at least three (3) times, using the following format:

<u>Unit Number</u>	<u>Location</u>	<u>Nature</u>
U-51	2200 Aberdeen Blvd	Disturbance

12. If, after calling a station or mobile unit twice, and no reply is received, clear the radio net and try again in about one minute.
 - a. An in-service patrol unit who purposely fails to answer an assignment directed to their assigned vehicle will be cited as "Failing to Acknowledge Radio Call" and subject to disciplinary action.
13. The RTO will take immediate action to correct unnecessary radio transmissions/interference broadcast by patrols.
14. Be absolutely impersonal while on the air. Avoid the egotistical "I" and concentrate on third person language.
15. Numbers should be repeated as integers; Example: 1,527,617 is transmitted as 1,5,2,7,6,1,7.
16. The RTO in coordination with the Desk Officer, will make every effort to transmit all known information to a responding patrol before arrival at the scene of any incident.
17. Be On the Lookout (BOLOS)
 - a. Upon receipt of a BOLO, it will be prepared immediately and broadcasted. All BOLOS must have Law Enforcement authority. All BOLOS will be complete as possible and updated when and if more information becomes available.
 - b. BOLOS will be broadcasted in the following manner: "261 to all post patrols, prepare to copy BOLO, all units respond in sequence". Wait 15 seconds for patrols to prepare to copy.
 - c. BOLOS will be broadcasted in the following order: Name, sex, race, age, height, clothing, hair color, eye color, and reason for BOLO. Break frequently on long descriptions.

C. Operating Procedures

1. Each police station (Aberdeen/Edgewood), unless otherwise indicated, shall transmit the call sign once every 30 minutes.

2. When transmitting requests for assistance, patrols adhere to the following:
 - a. **Priority** - When assistance is needed, other than routine, but the officer is in no immediate danger, state unit number and "priority".
 - b. **Assist Officer** - Highest priority call broadcast over the communications network. This request takes precedence over all other assignments and is broadcast only when an officer is believed to be in danger of death and/or serious bodily injury, or if a riotous situation exists over which the police can no longer exert control.
3. RTOs/Mobile Operators WILL NOT:
 - a. Transmit any false or unnecessary call contrary to regulation.
 - b. Interfere with any distress call or contrary communications contrary to regulations.
 - c. Do Not Use any profane, indecent or obscene language.
 - d. Willfully damage any radio equipment.
 - d. Will Not Use ten code and will adhere to simple English phraseology.

D. Mobile Unit Techniques

1. Patrol units receiving assignments will respond by giving vehicle number and the word "**Roger**". They will proceed to the scene without delay and notify the RTO upon arrival by stating unit number and the words "**On Location**". Upon completion of the assignment, patrol units will return to service using full unit number.
2. Patrol units going "out of service" for lunch/dinner will be returned to service automatically at the expiration of the 20 minute lunch/dinner period. When a patrol unit is manned with two officers, only one officer will be permitted "out of service" for a lunch/dinner period. When the first officer has completed his/her lunch/dinner period, the second officer will then take his/her lunch/dinner period.

E. National Crime Information Center (NCIC) operations:

1. The Security Coordinator is responsible for receiving reports of stolen or recovered property and ensuring that NCIC entries are made when appropriate:

a. The criteria for entering vehicles, boats, guns, and articles in NCIC:

(1) A report must be taken as follows:

(a) Vehicles – The purpose of entering vehicles in NCIC is to provide assistance in the recovery of a stolen vehicle, a vehicle involved in the commission of a crime (felony vehicle) and in the recovery of stolen parts.

(b) Boats - Any unrecovered stolen boat which has a registration number, document number, permanently attached hull serial number, or owner-applied number may entered in NCIC.

(c) Guns - Serially numbered weapons which are stolen may be entered into NCIC. A recovered (abandoned, seized, or found) weapon for which no stolen report is on file may be entered in NCIC as a "recovered" weapon.

(d) Articles - Any item in the theft report valued at \$500 or more and having a unique manufacturer-assigned serial number and/or an owner-applied number may be entered in NCIC.

(e) Wanted Person – An individual for whom Federal felony or serious misdemeanor warrants are outstanding.

b. Felony Warrants

(1) Will forwarded to the United States Marshal Service for service.

c. Misdemeanor Warrants

(1) Only Federally issued misdemeanor warrants will be entered.

d. Entry of Warrants

- (1) NCIC entries must be entered promptly to ensure maximum system effectiveness.
 - (2) A "timely entry" in the Wanted Person File is made immediately after:
 - (a) The decision to arrest or authorize arrest has been made.
 - (b) The decision has been made as to whether and how far to go for extradition.
2. The Security Coordinator will be responsible for conducting all NCIC validations as mandated by State of Maryland, MILES/NCIC Quality Control.
 3. The NCIC operator is responsible for:
 - a. Preparation and distribution of all STEAP-SO-FM 65's (MILES/NCIC Entry) on all reports of lost, stolen, or recovered weapons or ammunition.
 - b. Ensuring that a STEAP-SO-FM 65 has been completed for all items lost or stolen on APG.
 - c. Notification to appropriate agencies when "locate" are placed or records cleared.
 4. The NCIC operator will make terminal entries for APG, at the written direction of the Security Coordinator, under Army and NCIC regulations.
 - a. Reports of lost, stolen, or recovered weapons, ammunition and explosives will be recorded on STEAP-SO-FM 65. After terminal entry on weapons reports, the Desk Officer will annotate DA Form 3975 with the NCIC number, date, time or the entry and attach the printout. The PMO file copy will be maintained in the NCIC file.
 - b. Reports of lost, stolen, and stolen recovered items (articles, boats, vehicles, and license plates) will be reported. The Desk Officer will annotate DA Form 3975 with the NCIC number, date, and time of the action and attach the printout. After review, one copy of the DA Form 3975 will be maintained in the NCIC file.

- c. Deserters will be cleared from the NCIC by the U.S. Army Military Personnel Center, Fort Benjamin Harrison, Indiana. This office will be responsible for the inquiry and location of wanted persons. "Locates" placed on wanted persons will include all installations within the NCIC area. Operators will ensure that persons are in military custody before a "locate" is placed.
- d. Misdemeanor Warrants (AWOL) will be entered only with the expressed approval of the Provost Marshal and under the following circumstances:
 - (1) The absent soldier is assigned to a special mission unit or who have had access to top secret information during the 12 months preceding the absence. These personnel are immediately classified as a deserter, regardless of the length of absence.

5. Background checks:

- a. It is forbidden under Federal regulations to use the (NCIC) system for background screening with the exception of criminal justice employment positions. The system can only be used by law enforcement agencies that deal directly with the arrest, prosecution, and confinement of personnel who violate local, state, and federal law.
- b. DLES has an agreement with the State of Maryland to perform security background checks utilizing, the Maryland Inter-Agency Law Enforcement System (MILES). A security agency must submit to the DLES Security Coordinator, a list of three names who have access to view the record inside the Police Station. Upon completion, the record will be destroyed by the Security Coordinator.

F. Request for NCIC action from another installation:

- 1. All written reports received from outside activities or installations, shall be reviewed by the Security Coordinator and the Civilian Liaison Supervisor.
- 2. Hit confirmation NCIC entries:
 - a. When a hit on stolen property is received, a printout will be made and confirmed with the DA Form 3975 on file in the Communication Center.

- b. Notification will be made by telephone, followed by a National Law Enforcement Telecommunication System (NLETS) law enforcement message, to the agency making the inquiry. The NCIC operator is required to respond within 10 minutes or 1 hour, whichever is indicated on the inquiry.
3. NCIC will be used for law enforcement purpose on a need to know basis, IAW AR 190-27 and appropriate state and federal regulations

G. ALARMS MONITOR

1. The RTO will act as the Alarms Monitor. Upon assuming duty the following will be accomplished:
 - a. Log onto the Centrascan system using your name and assigned password.
 - b. Review alarm/intrusion detection record (DA Form 4930-R).
 - c. Review of normal alarm screen.
 - d. Review alarm malfunction log.
 - (1) After 1800 hours a check of the normal access screen should be made to ensure sensitive areas are secured properly i.e.; Bank, Credit Union, and Clothing Sales.
2. Log on the Centrascan
 - a. At the prompt cpua486!login - Type your assigned logon name and enter.
 - b. At the prompt password: - Type your assigned password and press enter.
 - c. Welcome to ADT 6000 System will appear immediately thereafter the screen will change to a ADT Centrascan 6000 Information Manager.
 - d. Alarm Manager will be highlighted. Press enter.
 - e. Monitor Alarms will be highlighted. Press enter.

3. Log off the Centrascan
 - a. Press the Shift Key and 9 key.
 - b. Press Return to continue will be highlighted, to do so.
 - c. Alarm Manager Screen will appear, Press Exit AE@ key.
 - d. Information Manager Screen will appear Press AE@ key.
- c. You are now back to the cpua486!login: screen. The next person can then login.
4. Opening and securing protected areas:
 - a. Telephone Access Procedures:
 - (1) Physical Security Division (PSD) will ensure telephone access codes are made available to the alarm monitor at all times. This list contains the name and access codes for all persons authorized to access specific telephone access sites. PSD will periodically ensure that the access list is updated, in order to assure valid information.
 - (2) Operating personnel requesting access to a telephone access site will, state their name and four digit access code.
 - (3) The alarm monitor will check the telephone access list and ensure the name and access code is correct.
 - (4) The alarm monitor will then place the area in access mode by inputting the list name for that specific area.
 - (5) The alarm monitor will then inform operating personnel they have access to the area.
 - (6) Personnel who do not meet this requirement will be denied access and a police patrol will be dispatched to the area.

b. Keypad Access:

- (1) Personnel who have a key pad to access their alarm system will enter their code and turn the alarm off. This does not require a call to the alarms monitor.
- (2) After securing the system, personnel with key pads will call the alarms monitor to ensure the system was secured.
- (3) A Patrol will be dispatched (actual intrusion/duress alarm) in reference to personnel who fail to follow proper procedures.

5. Monitoring Operations:

- a. The alarms monitor will not leave the monitoring area without permission of the Desk Officer.
- b. All alarm malfunctions will be called into the alarms monitor and should be given immediate attention. **ADT is required** to respond to alarm and equipment malfunctions within six **(6) hours**. When calling in an alarm or equipment failure, record the information on the Alarm Malfunction Log. Pay particular attention to the alarm location and the reason for the alarm, especially, after normal duty hours. To place a work order, contact the ADT work order desk at extension (410-366-1660). They will provide a work order number. Annotate the time ADT was notified. Work order requests will be accomplished as follows:
 - (1) Calls should be made as soon as possible.
 - (2) Each alarm malfunction requires an individual work order number and must be annotated as such.
 - (3) Provide a work order number to those persons requesting a work order for their records.

(4) When ADT maintenance personnel are required to respond to alarm malfunctions after normal duty hours, (excluding alarms monitored by EA security guards) have the Desk Officer record the time ADT was notified on the Daily Staff Journal (DA Form 1594). When ADT arrives at the Emergency Service Center (ESC) have the Desk Officer record the time on the Daily Staff Journal.

(5) When ADT has completed the necessary repairs, the Desk Officer will record the time repairs were completed and document what action was taken to alleviate the problem, i.e. replaced components, reset the alarm or rewired the system on the Daily Staff Journal. The Desk Officer will then notify the tenant, that repairs have been completed. The name of the individual contacted and time will be recorded in the Daily Staff Journal.

c. The priority for response when alarms malfunction are as follows:

(1) Chemical Surety Areas

(2) Nuclear Surety Areas

(3) Arms Rooms

(4) All other alarmed areas

6. Definition of Alarm codes and response:

a. The ADT Centrascan system comprises several detection units which monitor the alarm data. In general terms, line supervision, is the ability to detect certain impulses in the data lines and relay an alarm to the Centrascan terminal. Listed below are the types of alarms sent to the terminal from the control units and data lines:

(1) Communication Failures – (Comm Fail) a wide range of problems can exist when a comm fail is activated such as; the data line can be cut or lines are down, data line is not communicating because a loss/surge has been detected. Communications failures also occur when problems exist in the hardware and software controlling the alarm device.

(a) Patrol response is required when a comm fail occurs.

(2) RTU Trouble – RTU trouble occurs when the control unit detects a problem either in the data lines or the unit itself. Some RTU troubles occur with power loss or communication with the Centrascan.

(a) Report RTU trouble to ADT (work order required, document time and contact person)

(3) System Trouble – System trouble occurs when the line supervision detects a power failure, line failure or loss of communication between the control unit and the Centrascan.

(a) Report System Trouble to ADT (work order required)

(4) DURESS ALARM – A duress alarm is a button that when pushed or pressed down will activate an alarm. A duress switch is manually controlled and will not activate without someone having contact with the switch. Note: during some down loads of the main system a duress alarm may occur on the alarm screen.

(a) Patrol response is required for duress alarm

(5) BA1 or BA2 Alarm – BA1 or BA2 are separate alarm units controlled by a single key pad. BA represents Burglar Alarm and is activated when a motion detector or Balanced Magnetic Switch (BMS) has detected a problem or someone has actually opened a protected area without turning the system off.

(a) A police patrol response is required for a BA1/BA2 activation

(6) Unidentified Pass Code – An unidentified pass code is an information alarm that identifies alarm codes which have been installed in a key pad but not in the Centrascan data base. After receiving an unidentified pass code, notify the Physical security Office to have the situation corrected.

(a) No patrol response is required for an unidentified pass code

b. When dispatching a police patrol unit for response to an alarm (exception: holdup/duress alarm), check the printout and emergency file to clarify the type of response required.

H. Offense Reporting System 2 (ORS2)

1. The primary automation system used by the Aberdeen Proving Ground, Directorate of Law Enforcement and Security to report:
 - a. Army Quarterly Trends and Analysis within the Department of Army
 - b. Offenders to USACRC, NCIC, CJIS, and DOD
 - c. Criminal Statistics required by Federal Law
 - d. Crime reports to Department of Defense
2. The ORS2 data package has capability to generate the required reports needed from all PMOs. However, this station will primarily use ORS2 to produce Police reports and Blotters, other reports are optional. The following are the most common reports generated:
 - a. Military Police Report (DA Form 3975)
 - b. Military Police Blotter (DA Form 3997)
 - c. Commander's Report (DA Form 4833)
 - d. Criminal Data Reference Card (DA Form 2804)
 - e. Report of Return of Absentee (DD Form 616)
 - f. Report of Missing/Recovered AA&E (DA form 3056)

- g. Law Enforcement and Discipline Report
- h. Serious Incident Report (SIR)
- i. Commander's Action Due Notice
- j. License Revocation, Suspension, and Post Bars
- k. Juvenile Repeat Offenders
- l. Adult Repeat Offenders

3. Administrative Officer will;

- a. Establish policy on the preparation and use of ORS2
- b. Ensure that ORS2 technical training for users is incorporated
- c. Monitor Military Police Reports (MPRs) on Local Offenses codes
- d. Monitor MPR numbers for gaps

4. Civil Liaison Officer will;

- a. Monitor and Maintain an operational system
- b. Ensure that the system is backed-up periodically
- c. Ensure that all reporting requirements are met on schedule
- d. Ensure that the system is used
- e. Correct reported errors to the system

5. Radio Telecommunication Operator (RTO) will;

- a. Ensure that the information entered is accurate
- b. Ensure that the blotters are produced daily
- c. Ensure the Protected cases are separated from the blotter

- d. Ensure the MPRs are not repeated
- e. Ensure the Repeat Offenders are listed
- f. Make supplemental corrections into the ORS2

6. Administration Section will;

- a. Prepare final copies of reports/cases
- b. Ensure that the reports/case are complete and accurate
- c. Ensure enclosures and support documents are attached
- d. Make supplemental correction into the ORS2 as needed
- e. Report un-correctable errors to Operations (i.e. SSN)
- f. Monitor and make distribution of reports/cases (to include CRC)

7. An incident will be reported as a founded offense when credible information is obtained. Information gathered by Officers and other sources should be entered into the system. There is no such thing as too much information. Using the function key "F1" may be helpful in obtaining some data on required blocks/fields. When entering a date we strongly encourage that the full year be entered in the following format:

- a. yyyy/mm/dd

BY ORDER OF THE PROVOST MARSHAL, ABERDEEN PROVING GROUND

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

ORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
NCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.
TIME 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 APG, MARYLAND	2. DATE (YYYYMMDD) 2004/01/23	3. TIME 11:15	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME BECK, LISA S.	6. SSN 590-18-6385	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, LISA S. BECK, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I am a dispatcher at the PMO and have been for almost 2 years. I work on Squad 1 with John Furmankiewicz, Amy Roland, John Coale, Matt Golcheski and Ross Becker. My supervisory chain, is Mr. Booth, SFC Kontak, Mr. Masoner, MSG Brown and Mr. Krauer. My understanding of the proper procedures for allowing access to secure areas is to first look in the access book for that individual check that they have access into the area they are requesting, verify code, open area. When looking in the book I am looking them up by last name. I was trained that way and there is also an SOP book. On a daily basis I have witness Mac not getting the access book and verifying names and codes. He will ask them their name, and say "for the record, your code," but will not use the book for verification. When I first started I noticed he used the book a few times to show me how, but after I got the routine down, I don't remember him using the book. When I came in today I was in the dispatch center and witnessed him using the book for verification. On several occasions since I started here, I have told Mr. Booth that Mac does not use the book for verification. Mr. Booth did not give me a response, he just shrugged his shoulders and changed the conversation to something else.

The only time the NCIC printer should be turned off is when you are taking a message off the machine. It is to be turned right back on. In training that is the way it was taught. On a daily basis when Mac is at work the printer will be turned off for long periods of time. Mac would take a message off the printer and not turn the printer back on. When I notice the machine off, I turn back on and say to whom ever it working with me that "we forgot to turn the printer back on." There have been times when myself have forgotten to turn it right back on. Also, on the other squad, when I have relieved them, sometimes the printer will be off. When noticed that the printer is off, it is turned right back on. One day when I relieved Mac and Amy from day shift I noticed the printer was off. I turned it back on and it starting printing the incoming messages. The time the messages are sent to us is printed on the top. I noticed the printer had been turned off most of the day because the first messages time was from about 9 am that morning. I relieved them at 5:15 pm. I believe the timeframe to be either November or December 2003. I told Mr. Booth about this incident he assured me he would talk to Mac about it. Amy was working on fire side and didn't pay too much attention to what Mac was doing. The work environment lacks teamwork and supervision. I work well with everyone. When things are brought to the supervisors attention I get an answer that I'm getting to it. Nothing is ever done with my concerns. I feel that I am being blown off, out of sight, out of mind kind of thing. When working with Mac he makes comments that he shouldn't make. I was running a vehicle tag, and asked the patrol was it a car or truck, that makes a difference when inputting it into the system. Mac blurted out that's a truck tag. One day also Mac took me out for post familiarization to get me acquainted with post. He worked on the Ambulance for years so was very familiar. One day I sent a patrol on an alarm that happened to be behind the fence. The patrol asked if it was behind the fence. I wasn't sure, so I asked Mac. He stated "don't you remember?" He expects me to commit everything told to me to memory. His tone of voice not pleasant either. When Mac was training me I was on the phone with an individual trying to verify his alarm was secure. I had the procedures mixed up and couldn't figure it out. Mac was standing over me, I asked for him to refresh my memory he said "your running the show." The gentleman called back and Mac answered. He told the gentleman that his alarm was fine, that it was the operator. Meaning me. When Mac went to the hospital for his heart attack I took over his duties coordinating leave and inputting time. When he returned he noticed one mistake I made with one of the codes. He blew it way out of proportion, he said it took them three days to correct my mistake and took back doing time. He stated upon his return he didn't want these extra duties. Until he found a mistake and wanted to do time his self. The incident with the gentleman and the alarm made me so upset that I was in tears. My husband happened to call shortly after that and noticed that I was crying. He works on post and was here within 10 minutes. He came in to find out why I was crying. I told him and he went to see Mr. Krauer. I didn't go, so I don't know what was discussed. There is another incident with a scheduling issue, involving Mac when he returned from sick leave that is addressed in an attached statement that is full and complete. I gave this to Mr. Booth.

10. EXHIBIT 4	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF <u>2</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 BE INDICATED.

STATEMENT OF Lisa S. Beck TAKEN AT APG, MARYLAND DATED 2004/01/23

STATEMENT (Continued)

AFFIDAVIT

I, LISA S. BECK, 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, OR UNLAWFUL INDUCEMENT.

TYPED STATEMENT FOR READING CONVENIENCE ONLY - NOT SIGNED

(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this _____ day of _____, _____ at _____

ORGANIZATION OR ADDRESS

(Signature of Person Administering Oath)

PAUL A. MARONE

(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

5 USC 303

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

PAGE 2 OF 2 PAGES

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

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1. LOCATION APG Maryland
2. DATE (YYYYMMDD) 2004 01 23
3. TIME 11.15
4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME Beck Lisa S
6. SSN 590 18 6385
7. GRADE/STATUS GS 06
8. ORGANIZATION OR ADDRESS DCES

9. Lisa S. Beck, I WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
I am a dispatcher at the PMO and have been for almost 2 years. I work on Squad 1 with John Furman Kiewicz, Amy Roland, John Coale, Matt Golcheski, Ross Becker, My supervisory chain is Mr. Booth, SFC Kontak, Mr. Mesoner, MSG Brown + Mr. Krauer. My understanding of the proper procedures for allowing access to secure areas is to first look in the access book for that individual check that they have access into the area they are requesting, verify code, open area. When looking in the book I am looking them up by last name. I was trained that way and there is also an SOP book on a daily basis I have witnessed Mac not getting the access book and verifying names and codes. He will ask them their name and say "for the record, your code" but will not use the book for verification. When I first started I noticed he used the book a few times to show me how, but after I got the routine down, I don't remember him using the book. When I came in today I was in the dispatch center and witnessed him using the book for verification. On several occasions since I started here. I have told Mr. Booth that Mac does not use the book for verification. Mr. Booth did not give me a response, he just shrugged his shoulders and changed the conversation to something else.

10. EXHIBIT 4
11. INITIALS OF PERSON MAKING STATEMENT [Signature]
PAGE 1 OF 5 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT 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.

AGENT OF LISA S. Beck TAKEN AT APG Maryland DATED 23 Jan 04

9. STATEMENT (Continued)

The only time the NCIC Printer should be turned off is when you are taking a message off of the machine. It is to be turned right back on. In training that is the way it was taught. On a daily basis when Mac is at work the printer will be turned off for long periods of time. Mac would take a message off of the printer and not turn the printer back on. When I notice the machine off, I turn it back on and say to whom ever is working with me that "we forgot to turn the printer back on." There have been times when myself have forgotten to turn it right back on. Also, on the other Squad, when I have relieved them, sometimes the printer will be off. When I noticed that the printer is off, it is turned right back on. One day when I relieved Mac + Amy from day shift I noticed the printer was off. I turned it back on and it started printing the incoming messages. The time the messages are sent to us is printed on the top. I noticed the printer had been turned off most of the day because the first messages time was from about 9am that morning. I relieved them at 5:15pm. I believe the time frame to be either November or December 2003. I told Mr. Booth about this incident he assured me he would talk to Mac about it. Amy was working on Fire side and didn't pay too much attention to what Mac was doing, the work environment lacks teamwork and supervision. I work well with everyone. When things are brought to the Supervisors attention I get an answer that I'm getting to it. Nothing is ever done with my concerns. I feel that I am being blown off, out of sight, out of mind kind of thing. When working with Mac he makes comments that he shouldn't make. I was running a vehicle

INITIALS OF PERSON MAKING STATEMENT

LSB

PAGE 2 OF 5 PAGES

AGENT OF LISC S. Beck TAKEN AT APG Maryland DATED 23 Jan 04

9. STATEMENT (Continued)

tag, and asked the patrol was it a car or truck. That makes a difference when inputting it into the system. Mac blurted out that's a truck tag. One day also Mac took me out for post familiarization to get me acquainted with post. He worked on the Ambulance for years so was very familiar. One day I sent a patrol on an alarm that happened to be behind the fence. The patrol asked if it was behind the fence. I wasn't sure, so I asked Mac. He stated "don't you remember?" He expects me to commit everything told to me to memory. His tone of voice not pleasant either. When Mac was training me I was on the phone with an individual trying to verify his alarm was secure. I had the procedures mixed up and couldn't figure it out. Mac was standing over me, I asked for him to refresh my memory he said "Your running the show" the gentleman called back and Mac answered. He told the gentleman that his alarm was fine, that it was the operator. Meaning me. When Mac went to the hospital for his heart attack I took over his duties coordinating leave and inputting time. When he returned he noticed one mistake I made with one of the codes. He blew it way out of proportion. He said it took them three days to correct my mistake and took back doing time. He stated upon his return he didn't want these extra duties. Until he found a mistake and wanted to do time his self. The incident with the gentleman and the alarm made me so upset that I was in tears. My husband happened to call shortly after that and noticed that I was crying. He works on post and was here within 10 minutes.

INITIALS OF PERSON MAKING STATEMENT SSB

STATEMENT OF Lisa Beck TAKEN AT APG Maryland DATED 23 Jan 04

9. STATEMENT (Continued)

He came in to find out why I was crying. I told him and he went to see Mr. Krawer. I didn't go, so I don't know what was discussed, there is another incident with a scheduling issue involving Mac when he returned from sick leave that is addressed in an attached statement that is full and complete. I gave this to Mr. Both.

nothing follows

INITIALS OF PERSON MAKING STATEMENT

LJB

PAGE 4 OF 5 PAGES

STATEMENT OF Lisa S. Beck TAKEN AT APG Maryland DATED 23 Jan 04

9. STATEMENT (Continued)

Nothing follows

AFFIDAVIT

I, Lisa S. Beck, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 5. 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.

Lisa S. Beck
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23rd day of JANUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

PAUL A. MARONE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

LSB

PAGE 5 OF 5 PAGES



Date: Wed, 5 Nov 2003 19:08:18 -0800 (PST)

From: "Lisa" <twin_a6385@yahoo.com>

Subject: Mac letter

To: twin_a6385@yahoo.com

Attn: Mr. Krauer, Mr. Masoner, SFC Kontak,
MSG Brown, Mr. Booth

05 Nov 03

Reference: John Furmankiewicz (Mac)

On November 1, 2003 when I arrived at work to relieve day shift, Matthew and Amy were so worked up over their experiences that had occurred throughout the day. Amy was crying and very upset, she was unable to talk she was so upset, she left the dispatch area until Mac left. She returned to talk to me. She stated that there is no way she will be able to work with Mac anymore and that there is no reason she should have to come to work and be with a person that is so mean and spiteful. Mac caused her to have chest pains, he verbally abused her all day. Matt said that he will not work with Mac either. I called Mr. Booth and informed him that the day shift for the following day was not willing to work with Mac, and that he needed to come and straighten things out. Mr. Booth came in and worked things out. He told Amy and Matt that he would come in Sunday morning and talk to Mac. He did not do that, and Sunday they said he was not much better. Matt said Mac walked a thin line all day. Matt and Amy said that Mac made a comment about what they were watching on television, they would have to change it, he didn't like it. All of the dispatchers, except Mac, pay for the cable television every month. I don't feel that he had any say into what they watched, since he doesn't pay.

On November 2, 2003 I approached Mac and asked when he was coming back to full shift. Matthew Golczewski has use or use leave he wanted to use the 14th, 15th, and 16th of this month. I was trying to cover within our squad and save overtime. It would be only for the two and a half hours in the morning until Mac comes in at 8am. I proceeded to explain to Mac that it would be easier for him to come in early if he could. He snapped at me and stated he would have to talk to the doctor. Then he said "Are you coordinating this?" I didn't answer him quick enough I guess. His tone of voice was very disturbing. He then said "So I guess you are coordinating this." I asked him if he wanted to come in early on those days, not that he had to. He then stated "Do I have to go through you? I didn't know I had to go through you." And walked out. Since I was appointed the Lead Dispatcher for Squad 1, I was only doing what I thought was asked of me, which is to coordinate anything needed for successful operations to cover all shifts. I feel that he is creating a hostile work environment and nothing that is said to him will make him change. I also feel that the only solution to this problem is to have him removed from the dispatch center. He does not do the job that is asked of him. His people skills are lacking tremendously. He is very negative towards everyone. For instance, when someone will call in to find out if an area is secure, we usually go to the alarm screen and look up the history; Mac will tell them whatever time you secured it, it is secure. He doesn't transfer calls when needed, he doesn't put all events into the CAD ie., traffic stops, walking patrols, escorts, alarms. Someone needs to come and observe for at least half of a shift to see who does what; observe all workers. Get Mac out of the call taker position, have him work either Police or Fire side. Then you will see what I am talking about. He thinks he knows everything, and he is always right. I have also asked him to make up a list of all the buildings behind the fence, since he is so familiar with behind the fence from past work experience. He stated he doesn't write anything down and we should commit everything to memory. There is no team work, the moral is poor, and several dispatchers have stated that they don't like

EXHIBIT 5 (1 of 2)

coming to work anymore. This is a great place to work, someone needs to get the moral back to where it was and I feel that the only way to do that is to remove Mac from the workplace.

Dispatcher 17

Lisa Beck

Do you Yahoo!?
Protect your identity with Yahoo! Mail AddressGuard

(20F2)

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

PRIVACY: 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 APG, MD	2. DATE (YYYYMMDD) 2004/01/23	3. TIME 1910	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME BECKER, ROSS VINCENT	6. SSN 163-30-4162	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, ROSS VINCENT BECKER, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I been working as a DLES dispatcher for almost 5 years. I am in squad #1 and work with Matt G, John C., Lisa B, Amy R and Mac. My understanding of opening alarmed secure areas are - check the name and code number in the code book. Determine if that person is authorized to open. If so open the bldg. These are written guide lines in regard to opening alarmed bldgs. About a year ago a male voice asked to access a bunker. This person did not know the PIN number and his name did not appear in the code book. I believe I sent the police. As I understand the police found that everything was OK - the person wanted to put items away for a co-worker. I know of several occation when the proper procedures were not followed in opening alarmed bldgs. I have a list of dates and times when these procedures were not followed.

I have not reported the incidents because I was told by Mr. Booth and SGT Brown that if I complaine they may decide to get ride of me. I thought that getting rid of me meant firing me, but later, after all that was involved I thought they might have meant more.

The teletype machine "TTMACH" at DLES should only be turned off when retrieving at message, or manitinance. My understanding is based on common scene and expireance working with TT in MPDC police dept. On one occations that TT MACH was off when I came into work at 1730 Hrs, Mac was working daywork. A TT message of 3 stolen trucks stolen in Ford Co., all from the same location - this message was not given to 5/Delta or sent to the gates. We are to be concerned about trucks being used for terrorist activities. 5/D - 5 Delta is the desk commander. On another occassion when Mac apparently turned off the Mach there was a message from PA ST PD about a subj enrout to APG to committ a homicide. As I understand, this message was not sent to PD units at the gates by Mac - refer to notes. Work environment - Hostile is the best way to discribe our work place. For a most part Mac - Jerry and Mr. Booth, SGT Brown make our jobs stressful. I work day-to-day with a threat of violance from statement made by Mac - SEE Matt's complaint. Due to Mac's past history of numerous complaits and the his seemingly violent nature. For the past year or so we had to work in this terror workplace with no help from any supervisors.

Mac has made statement to me "this is a good day to go to the tower," What Mac means is today would be a good day to kill people. Everyday I fear for my life and the lives of my family and friends - See Matt's compl. I believe that Mac was trying to scare me into quitting and Mr. Booth and Brown had first hand knowledge of this. I do think that here is a chance that Mac will carry out his threats. I have been in therapy for over 1 yr, also on Meds., because of our working environment. My wife has also sought therapy as a result of this situation. Because of Mac - Booth and Brown our lives have changed dramacty. It's not only the terror but also the conspiacy on the part of Booth, Jerry, Mac and Brown to forge to falsefy pay sheets which is known as Booth days. Other incidents are contained in "age compl." and other documentation to be given for investigation.

10. EXHIBIT 6	11. INITIALS OF PERSON MAKING STATEMENT <i>RB</i>	PAGE 1 OF <u>2</u> PAGES
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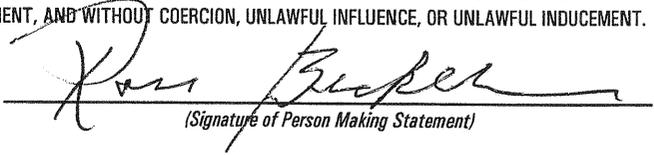
ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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

STATEMENT (Continued)

AFFIDAVIT

I, Ross Vincent Becker, 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, OR UNLAWFUL INDUCEMENT.

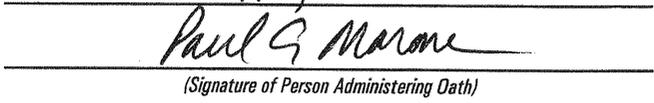

(Signature of Person Making Statement)

WITNESSES:

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 11TH day of FEBRUARY, 2004 at APG, MD


(Signature of Person Administering Oath)

PAUL A. MARONE
(Typed Name of Person Administering Oath)
5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT RB

At 1430hrs. 6-25-02 Firefighter Bob Barr was in the communications room and at this time he said "Boy, they are really having problems on the police side. Jerry Morgan told me that he had to take all the women into his squad because Furmankiewicz told him that he didn't like women or blacks".

At 1440hrs. 8-6-02 units 16 and 19 were dispatched to an alarm that was in or very near a test firing range. I phoned B Tower (an observation tower in the firing range) to assure the safety of our police units and spoke with Gus. Gus gave me instructions and careful directions to relay to the police units. During this time Mr. Furmankiewicz stood over my shoulder ranting at me and making it difficult for me to hear. He was angry because I had called the tower. Mr. furmankiewicz told me "Once you give those officers an assignment, they are on their own—they can call the tower themselves"

We have many new inexperienced officers that may not have called the tower and put their lives in jeopardy. I think that Furmankiewicz believes that this is a good way for new officers to learn a lesson.

Also present was Dispatcher Kieth stumpf.

At 0800hrs. 8-6-02 An alarm sounded for The Bank of America, I immediately dispatched two units. Mr. Furmankiewicz became visibly upset and yelled to Lt. smith, "cancel the units, I just talked with an employee who said that they were going into the bank to open."

Furmankiewicz took a big chance. Why would an employee set off an alarm by entering the bank, the employee's know the entrance code and are instructed to deliberately set off the alarm if the police are needed. I think it is safe to say that Furmankiewicz assumed that there was no trouble based on his I don't care attitude and lack of police experience and canceled the units based only on a voice on the phone.

At 0831hrs. 8-5-02 Furmankiewicz opened a bunker for Ricardo without checking Ricardo's code number

At 0850hrs. 8-5-02 Furmankiewicz opened an unknown building for Williams without checking Williams code number.

At 0858hrs. 8-5-02 Furmankiewicz opened a bunker for Mark Mullin without checking mullen's code number.

At 1516hrs. 8-5-02 Furmankiewicz open a bunker for Eason without checking Eason's code number.

At 1540hrs. 8-5-02 an alarm sounded for building 605. I told Dispatcher Stumpf to send two units. Furmankiewicz canceled the units without explanation.

At 1158, 8-15-02 I was taking a call for a brush fire and entering the information into the CAD system when Furmankiewicz got a call for a fall and need for and ambulance. Furmankiewicz berated me and rudely reached over me and put out a call for the ambulance. He angrily said I should have put out the Ambo call first. The fact is, Furmankiewicz never told me that he had an Ambo call and I had no way of knowing. Keith Stumpf was also present.

At 0816hrs. 8-20-02 Furmankiewicz failed to acknowledge Chief Cox and fire units arriving at building 2505 for the order of gas. I am not sure if was sleeping.

On 8-20-02, Each time Dispatcher Stumpf left the room Furmankiewicz would verbally attack me. He approached me in the threatening manner and said "you are not worth training" "you can't follow simple directions" "I refuse to train you anymore" "you worry to much about details" "you are dumber then Fred Morlok and he is the dumbest white man I know".

On 10-21-02, Furmankiewicz failed to change my schedule to attend an NCIC class off post. As a result I had to work a 12 hour shift from 1730hrs till 0530hrs and then be in class at 0800hrs the same day. This is his way of harassing me and making my job very stressful.

At 1730hrs. 11-17-02 Furmankiewicz was working 0530 till 1730hrs. When I relieved him at 1730hrs. he had the teletype machine on "Hold Print", "OFF" since 0943hrs. The teletype machine receives messages concerning National security, Officer safety and local and interstate lookouts.

At 1730hrs. 11-20-02 Furmankiewicz once again placed the teletype machine on "Hold Print", "OFF" since 1328hrs. He worked from 0530hrs till 1730hrs.

At 1730hrs. 12-10-02 Furmankiewicz turned the teletype machine off at 1059hrs.

On many occasions we received information via teletype from Home Land Security, The F.B.I. and local and state agencies regarding information that should be relayed to base

units and security. I have never seen Furmankiewicz file this information, he piles it on the top of a file cabinet and goes home.

On or about 1-23-03 Furmankiewicz went to Mr. Booth and complained about me having a coffee pot in the radio room. Although I have the permission of Mr. Booth to have the coffee pot in the room Furmankiewicz said that I was in violation of the fire regulations. Fire Chief Bob Barry inspected the coffee pot set up and said that all was in order. Mr. Booth and Sgt Brown permit this workplace harassment by Furmankiewicz and make no attempts to stop it. Furmankiewicz creates hostility in the workplace which puts me under severe stress.

Furmankiewicz did not come to work on Wednesday 1-29-03 and Thursday 1-30-03. He later said that he was sick.

Furmankiewicz did not come to work on Tuesday 2-4-03.

At 1730hrs. 2-7-03 Furmankiewicz turned the teletype machine off again. When I turned the machine on at 1730hrs. there was a message from the F.B.I. and Homeland Security sent at 1645hrs.. I copied the message and quickly sent it to the gates and field units along with a F.B.I. picture of suspect. At this time we were on a code orange alert. Valuable time was lost and could have resulted in a security breach and endangered personnel.

Saturday 2-8-03, Furmankiewicz did not show up for work today.

Thursday 2-12-03, Furmankiewicz did not show up for work today.

Monday 2-17-03, Furmankiewicz did not show up for work today.

Tuesday 2-18-03, Furmankiewicz did not show up for work today.

Sunday 2-22-03, Furmankiewicz went home in the morning today.

Monday 2-23-03, Furmankiewicz did not show up for work today.

At 1730hrs. 3-3-03 Furmankiewicz turned off the teletype machine today.

At 1730hrs. 3-23-03, Furmankiewicz stood up before us and said "I am your chain-of-command, I am your supervisor". Present was Matt, John, Keith and myself.

At 1730hrs. 4-10-03, When I relieved Furmankiewicz at the police communication console I noticed that the CAD computer screen was blank, no units were logged on. When I asked about the screen I was told that nobody gave him a roll call sheet in the morning. As a result, with no units logged in for that 12 hour shift we have no information on the days activities. This could cause a serious legal problem for police

officers if this information is needed at a later time. Furmankiewicz also had the teletype machine turned off. Furmankiewicz only had to walk 10 feet to get a copy of the roll call.

At 1730hrs, Furmankiewicz had the teletype machine turned off again today and left 2 hours early. He also had the firing ranges marked cold when in fact the firing ranges were hot.

At 1100hrs 5-19-03 I attended a class across the street from my building. I dropped in my building to turn in my certificate and saw Furmankiewicz working on his day off for time and a half. There were four people working including Furmankiewicz. We only need three.

At 1730hrs. 5-26-03 I relieved Furmankiewicz and he had the teletype machine off again. This time when I checked it I found a message from 1213hrs. Teletype message #03-146-01 three stolen trucks in our county. I immediately flashed this information to our field units and sent copies to the gates. The three truck were stolen in our area and could have been used for anything. There was more then a 5 hour delay in disbursing the information.

At 1430hra. 5-4-03 Furmankiewicz left three hours early, Matt.

At 1730hrs, 4-24-03 Furmankiewicz had the ranges marked as cold when in fact the ranges were hot. Neglect such as this will some day result in serious injury or death of one or more of our officers.

On 6-9-03 Furmankiewicz did not come to work, 0600 till 1700hrs.

On 6-10-03 Furmankiewicz did not com to work, 0600 till 1700hrs.

In the past few weeks "exact date is unknown at this time" Mr. Booth asked Mr. Furmankiewicz to sit with him on a panel for the purpose of interviewing a new employee. The potential employee was turned down for employment. This person is a Black American Female and allegedly filed a E.E.O. complaint and as a result was hired. Mr. Booth, who is also a Black American is aware of the statement that Mr. Furmankiewicz made in the past. "I don't like women or blacks". I personally feel tha based on the past record of Furmankiewicz it was gross mismanagement on the part of Mr. Booth to consider any input by Furmankiewicz in any matter that concerns women or Black Americans.

To summarize, Most of us feel that it is only a matter of time till Furmankiewicz goes off and someone or many will be on the receiving end of his warped mind.

It is obvious to all of us that everyday he jeopardizes the safety and security of our personnel and base. Mr. Furmankiewicz is skirting disaster and the security of this nation when he disarms the alarms on highly sensitive buildings with mere telephone voice recognition.

It is also very obvious that he is in a conspiracy with Mr Booth and Sgt Brown and using our government as his personal ATM machine. It is suspected that Furmankiewicz is taking unauthorized days off at the expense of us all and working for premium time and a half at his leisure on his scheduled days off. For many long years Furmankiewicz has been making the lives of his co-workers a hell on earth. No matter what he does to people it always seems to get swept under the rug.

Under no circumstances do I want my name or any personal information about me or my wife to be released in this case to anyone.

Sincerely:

A handwritten signature in cursive script that reads "Ross Becker". The signature is written in black ink and is positioned above the typed name.

Ross Becker
Police/Fire Dispatcher
Bldg 2200
A.P.G. MD 21005
Home Ph (410) 642-3240

August 14, 2002

Dear Sir or Madam:

I would like to bring to your attention a very alarming and potentially violent situation that currently exist within the DLES organization here on APG. This situation exist now and has been brought to the attention of supervision but due to the lack of action the majority of the employees are fearful to go to work everyday creating an environment of stress and anxiety. The problem revolves around an employee by the name of John Furmankiewicz and the belief among other employees is that he is a mentally unstable individual and may resort to work place violence at any time. He has on several occasions stated with conviction that "There are days when I feel like climbing the water tower with a sniper rifle and a bunch of ammo". Mr. Furmankiewicz has also made it known and has openly bragged that he has a small arsenal of automatic weapons and small arms at his residence. Given the fact that Mr. Furmankiewicz is a Viet Nam veteran and has the training to use the automatic weapons that he brags about makes the employees of building 2200 almost terrified to work with him. In addition to this, Mr. Furmankiewicz has stated that when he served in Viet Nam he "enjoyed killing people". The fear of potential violence in our workplace has driven the employees that work with Mr. Furmankiewicz to believe that he should be removed from his position immediately. The most recent proof involves a statement that he made as follows, "I have never held anybody hostage before but if I did I would hold the gun in their ribcage where it's most comfortable for me. That way I could hold it there for a very long time." There are countless other cases that illustrate Mr. Furmankiewicz potential for violence and it might be very easy to think that nothing will ever happen here on APG but as we see in the news headlines all the time it's the people that thought 'it will never happen here' that suffer the most. Your consideration and action on this matter is greatly appreciated. As for the offenses, I can provide dates, times and names of witnesses. Feel free to contact me at (410)575-6946.

Sincerely,

Matthew Golczewski
Fire/Police Dispatcher

(6 of 9)



DEPARTMENT OF VETERANS AFFAIRS
MARYLAND HEALTH CARE SYSTEM (VAMHCS)
Medical Center
Perry Point Maryland, 21902

December 24, 2003

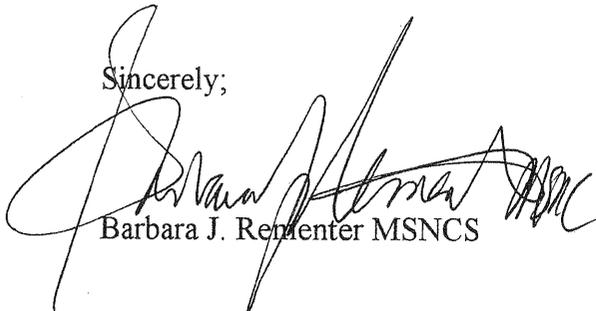
In Reply Refer To: 512A5/116A-1
Becker, Ross

To Whom It May Concern;

SUBJ: Ross Becker;

1. Mr. Becker is currently being treated at Perry Point VAMC for an exacerbation of his Post Traumatic Stress Disorder that is precipitated by his work situation. He reports a hostile work environment evidenced by constant observation and criticism by his supervision despite an above average proficiency rating. He is experiencing insomnia, anxiety, insecurity and fear of violence in the work place.
2. It is the opinion that his work environment is the precipitant of this exacerbation of symptoms. He is to remain off of work for three weeks. He will be re-evaluated at the end of this leave of absence. Please feel free to contact me for further information at 410-642-2411 ex. 5675.

Sincerely;

A handwritten signature in black ink, appearing to read "Barbara J. Rementer". The signature is written in a cursive style with a large initial "B".

Barbara J. Rementer MSNCS

AT 1300 HOURS 24, JUNE 2002, I WAS ORDERED INTO THE CONFERENCE ROOM OF BUILDING 2200 MY MR. FURMANKIEWICZ "MAC" . MR. FURMANKIEWICZ TOLD ME THAT HE WAS MY SHIFT SUPERVISOR, APPOINTED BY BOOTH "MR. IAN BOOTH" THE MEETING WENT AS FOLLOWS.

MAC: I TALKED WITH BOOTH ABOUT YOU WORKING ALL NIGHTS AND I DECIDED THAT I AM PUTTING YOU ON A ROTATING SHIFT.

ROSS: I KNOW THAT ALL THE DISPATCHERS HAVE BEEN WORKING DAY SHIFT NOW BECAUSE OF THE TRAINING ON THE NEW COMPUTER SYSTEM---"INTERUPTION BY MAC".

MAC: SHAKING HIS FINGER IN MY FACE AND EXTREMELY HOSTILE, FROM NOW ON YOU WILL WORK WHAT I TELL YOU TO WORK AND WHEN I TELL YOU TO WORK. YOU ARE MAKING TOO MUCH MONEY BY WORKING ALL NIGHTWORK.

ROSS: AFTER THE TRAINING IS OVER I WOULD LIKE TO GO BACK TO NIGHT SHIFT.

MAC: STILL VERY HOSTILE, YOU'RE NOT QUALIFIED TO BE A DISPATCHER AND YOU NEVER WILL BE. LET ME GIVE YOU AN EXAMPLE, WHAT IS RICARDO'S ACCESS CODE NUMBER?

ROSS: I DON'T KNOW, YOU CAN'T EXSPECT PEOPLE TO REMEMBER CODE NUMBERS, THERE ARE TOO MANY , THAT IS WHY WE HAVE A CODE ACCESS BOOK, BESIDES THAT COULD LEAD TO A SECURITY BREACH.

MAC: RICARDO'S CODE NUMBER IS-----AND YOU WERE TOLD THE NUMBER THE OTHER DAY AND YOU FORGOT IT ALREADY. I WAS WATCHING YOU THIS MORNING WHILE YOU WERE ACCESSING A BUNKER AND YOU MADE A MISTAKE, YOU HIT THE WRONG KEY.

ROSS: I KNOW THAT I MADE A MISTAKE, I HIT A WRONG KEY BUT I QUICKLY CORRECTED IT.

MAC: ANOTHER THING, I NOTICED THAT YOU WON'T LET PEOPLE ACCESS BUILDING AND BUNKERS ON VOICE RECONITION. IF YOU RECOGNIZE THE VOICE YOU SHOULDN'T WASTE TIME LOOKING UP THE CODE NUMBER, JUST LET THEM IN.

ROSS: I STRONGLY DISAGREE WITH YOU, THAT'S WRONG.

MAC: MAYBE THERE IS A REASON THAT YOU MAKE MISTAKES, YOU'RE 60 ARN'T YOU? MAYBE AS YOU ARE GETTING OLDER YOU MAKE MORE AND MORE MISTAKES, I'M 55, YOUNGER THEN YOU.

ROSS: YOU ARE MAKING REFFERENCE TO MY AGE AS A REASON FOR MAKING A MISTAKE. YOU CAN'T TALK TO ME LIKE THIS. YOU CAN'T REFER TO MY AGE. I WALKED OUT OF THE ROOM.

DURING THIS MEETING, MR. FURMANKIEWICZ ADDRESSED ME IN A DISRESPECFUL AND HOSTILE MANNER.. MR FURMANKIEWICZ USED HIS AUTHORITY TO VERBALLY ASSAULT ME. I AM INJURED BY HIS DISRESPECTFUL REMARKS AND ATTITUDE TOWARD MY AGE. I AM CONVINCED THAT MR. BOOTH GAVE MR. FURMANKIEWICZ FULL SUPERVISORY AUTHORITY OVER ME. I ALSO SUSPECT THAT MR. BOOTH DID NOT GIVE ME AN OPPORTUNITY TO APPLY FOR SHIFT SUPERVISOR BASED ON MY AGE.

MR. FURMANKIEWICZ USED HIS AUTHORITY TO VERBALLY ASSAULT AND INJURE ME SOLELY BY THE FACT THAT IN HIS MIND I AM TOO OLD TO BE WORKING FOR THE DEPARTMENT OF DEFENSE. FURTHER MORE, BE ADVISED THAT I FULLY INTEND TO FILE A CASE OF "AGE DISCRIMINATION" WITH THE FEDERAL LABOR RELATIONS AUTHORITY.

NOTE: IT IS ALLEGED THAT MR. FURMANKIEWICZ MADE THIS STATEMENTS:
"ROSS AND BESSIE BOWMAN ARE OLD AND FEEBLE MINDED AND SHOULD NOT BE WORKING HERE"

IT IS ALLEGED THAT MR. FURMANKIEWICZ MADE THE STATEMENT, "I DON'T LIKE WOMEN OR BLACKS" TO A SUPERVISOR AND THE SUPERVISOR TOOK NO ACTION.

DATES, TIMES, AND WITNESSES ARE AVAILABLE.



ROSS BECKER
BLDG. 2200 RTO
APG, MD. 21005
(410) 306-0550

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

PRIORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
LEGAL 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 APG, MD	2. DATE (YYYYMMDD) 2004/01/29	3. TIME 1810	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME BOOTH, IAN F	6. SSN 160-44-0733	7. GRADE/STATUS GS-09	
8. ORGANIZATION OR ADDRESS DLES APG, MD			

9. I, IAN FREDERICK BOOTH, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I have known my dispatchers to follow all written procedures when open, closing and securing bunkers by verifying user via codes. The process may involve the dispatcher looking into a book or on the ADT monitor and at one time, a database that was developed by Mr. Furmankiewicz and myself. Other times, the dispatcher may have a personal knowledge of the individual wishing to gain access to the bunker. When using personal knowledge, the user will state his/her name and give a code. At one point in time, a problem was related to me about bunkers not being placed in a secure mode. As I questioned the staff, I noted that these were several methods being used. Some of which I believe to be too involved and might cause oversight to the user (i.e. Mr. Ross Becker). I then made a simple procedure for all to follow which would indicate if a bunker was not properly secured. The procedure would also be performed at a given time.

In reference to the NCIC printer being turned off, this should never happen. At times it may be taken off line to replace paper, ribbons or to advance paper feed. Other noted times are: (1) when the system is taken down by MSP (Pikesville) or general maintenance (performed only by me). I'm am not aware of the printer ever being out of operation for no more than 5 five minutes. No one has ever reported to me that the system was ever off, broken or taken out of operation for any period within the past 2 years. There was a minor problem about that time 2-3 years ago when the printer malfunction which was 3 hours. I had taken the system to Pikesville and replaced the printer.

Work conditions in the 911 central are fair. I personally think that it is in the wrong building and location. Since my tenure as supervisor of the center I have made numerous plans for upgrades. These upgrades cost money, that the directorate may not have when needed. To hold me over, I have performed self help projects to keep the center operational. I have cleaned the floors on my own, obtained used furniture and solicited other 911 staff worker to pitch in. Formally I have requested and received a proposal from Wreghline Corp for a cost of new furniture. The quote did not include the moving of electrical items which are in the center. I then talked to DIO for a cost/estimate at which time money was not available. At that point recommendations were made to have the floor be professionally cleaned. At that point, I recommended that the floor should be replaced to include the desk officer's work area. I asked the 911 staff to take it upon themselves to come up with an idea of the type of floor needed and to find me a seller. During that process I told them that it would make sense to do the floor first. As far as chairs, I ask each dispatcher to make a recommendation of the type of chairs needed and offered several sites/resources to them which was used prior. I asked that they take care of the equipment (i.e, chairs) used. As far as the cleaning of the current chairs I cleaned two chairs and replaced one that was being complained about. In the past when the floors were professionally cleaned, I had complaints about the chemicals used by the staff. One staff member stated she became sick. Also I had the floor professionally cleaned when she was not at work but the chemical complaints were again noted. Within 2-3 weeks after the floors appeared to be in the same shape as they were prior to the cleaning. Other focuses are the ventilation system, which is currently being looked into by DIO. I have reason to believe that this is the cause of smells and dirt within the building.

During the Mack investigation, several incidents occurred from the 911 staff that warranted an internal investigation to be performed by individuals other than myself or my supervisor (at that time SFC Brown). The investigations finding resulted in Mack getting a formal letter. Within 1-2 months after, Mr. Becker wrote a letter to CPAC addressing the issues that were investigated. I informed CPAC (Ms. Donna Lewis) that the complaint was looked at and a letter was issued to Mack. As I recall within a month of that conversation, Matt lodged a complaint of the same nature. Again I informed CPAC of the prior investigation that cover the complaint of Matt. Approximately 1 month latter, Dr. Wallace contacted me of a letter he had receive from Perry Point (VA Hosp). After showing me the letter, I showed him a copy of the same letter and informed him of the investigation that occurred. He requested to see Mack to discuss issues about the letter. After talking to Mack, He (Dr. Wallace) wanted Mack to go to Perry Point (unknown reasons) which Mack complied. Dr. Wallace then (later 1-2 week) gave me an ok for Mack to work.

10. EXHIBIT 8	11. INITIALS OF PERSON MAKING STATEMENT <u>IFB</u>	PAGE 1 OF <u>3</u> PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF

_____ TAKEN AT _____ DATED _____

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

STATEMENT OF Ian Frederick Booth TAKEN AT APG, MD DATED 2004/01/29

STATEMENT (Continued)

During the late fall/winter of 2002 as staff members began to take holiday leave I made rotation to cover staff members taking vacations. I met with strong opposition because of the comfort zone that I was pulling from meaning that the staff was not comfortable working at different stations or different shifts. This move cause a variety of issues with personnel in the directorate. I found that 911 staff did not work well with other 911 staff. I found that 911 staff did not work well with police services staff. The corrective action would be the modification of the SOP. The modification directed that dispatchers work all positions within a pay period. It require/directed when working at bldg. 2200 where they would park which lead to a problem and result in a comment that I made to "suck it up," in front of a group of dispatchers. One of the members (Mrs. Johnson) took it the wrong way and made a formal complaint, resulting in me losing a days pay. I later explained to her that it was not directed to her but to all staff of the 911 center. Again I was counseled by management about the way I presented the parking problem. Later noted problem due to the changes/enforcement of the SOP were the perception of sick leave being abused. I had to counsel staff member from one team about the issue and fire another member who opted to resign in lieu of this action.

During the month of Nov 03 Mrs. Beck notified me at home of an incident involving Mack. I responded to Bldg. 2200. Information received disclosed that Mack had upset Mrs. Roland during the day shift tour requiring medical staff. Ms. Roland related to me that Mack was finding fault with ever procedure she was performing. I later questioned Mack about what was related. His reply was that he was just showing her other ways to accomplish those procedures. I later ask Matt G the things he witnessed and to write me a statement. Mr. Ross Becker indicated that he also noted Mack behavior. I asked that Mr. Becker provide me with a statement. After review of the facts provided to me, I found Mack to be at fault of over aggressiveness in sharing information. Matt G to be at fault for not thinking to help Mrs. Roland (simply telling someone) Mr. Becker to be at fault for possibly lying. I contacted CPAC for advise and recommendations how to proceed with letter of concern, MFR and actions/recommendation to have Mack suspended and receive CO2 training. Note that this information was provided by Mrs. Roland, Mrs. Beck and Mack. The information provided by Matt G was unclear and did not specify what was said or done. Mr. Becker wanted a few days to get me a statement. When asked later, he stated he gave me a statement and would bring me another copy. Matt G gave me a statement and provided management with an additional statement, which he was counseled for misrepresenting fact. (i.e. the additional statement indicated that I received both copies) when in fact I was only provided one via discussion with management. I find the MFR for Becker and Matt G would be in order in lieu of Letters of concern. The action in the matter of Mack are still pending.

not aware of an incidents between Mack and Mrs. Roland since that time.

in the one matter of Mrs. Francis' body parts, that indicent was referred to MAJ Darabasz whereas at that time (SSG Thomas) was interviewed by his chain of command.

My area of responsibility are as follows:

1. Supervisor of 911 center (dispatchers - 12)
2. Supervisor of Admin Section - (1)
3. AWOL APP
4. Civil Liaison
5. Automation equipment (Directorate)
- 6 Vehicle Coordinator (procurement officer)
7. System Admin CAD, 911, COPS.

The Dispatchers are not members of a union or bargaining unit or subject to a collective bargaining agreement.

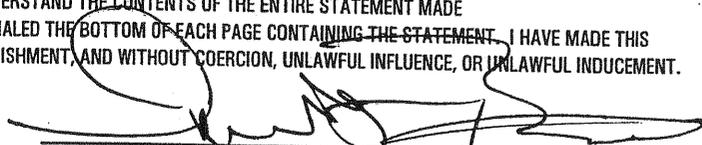
INITIALS OF PERSON MAKING STATEMENT

IFB

9. STATEMENT (Continued)

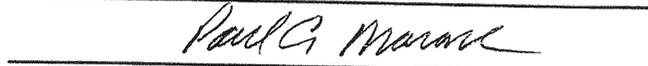
AFFIDAVIT

I, Ian Frederick Booth, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. 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.


(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 5TH day of FEBRUARY, 2004 at APG, MD


(Signature of Person Administering Oath)

PAUL A. MARONE
(Typed Name of Person Administering Oath)
5 USC 303
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

IFB

Between 19:00 and 20:00 check to insure all bunkers used during normal duty hours have been secured for the day.

1. From the tool bar on the monitor click on "**Reports**"
2. From the drop down menu highlight and double click on "**on test**"
3. Button bar will appear
4. Click on "**view**"
5. Press "**F12**"
6. Check list/column (**Test category.**) for buildings or bunker that are opened as "**Bldg Access 24 hour**" (*Note and make a list of all buildings/bunker reflecting "bldg access 24 hour"*) the building number will be under the **site** column.
7. Press "**Esc**" twice to return to normal monitoring
8. Use the normal procedure to close all the bunker that were noted as (Bldg access 24 hour)
 - a. F4 , (will prompt to the alarms screen)
 - b. TAB, once or until the cursor is in the **Name** field/)
 - c. Type bldg/bunker number, in the Name field
 - d. Press the **Enter** key (this will highlight a pull-up list)
 - e. Select the building/bunker (there are times, only one item will be available)
 - f. Press the **Enter** key again to open the highlighted item
 - g. At bottom of the screen, select "**TEST**"
 - h. At bottom of display select "**CLEAR TEST**"
 - i. Press "**ESC**" one time
9. Repeat step # 8 as needed to complete your list of buildings/bunkers noted.

**DEPARTMENT OF DEFENSE
CIVILIAN LEAVE AND EARNINGS STATEMENT**

Visit the DFAS Web Site at www.dfas.mil

1. PAY PERIOD END

05/17/03

2. PAY DATE

05/29/03

3. NAME BOOTH IAN F				4. PAY PLAN/GRADE/STEP GS 09 09	5. HOURLY/DAILY RATE 24.30	6. BASIC OT RATE 31.70	7. BASIC PAY 44991.00	LOCALITY ADJ 5732.00	ADJUSTED BASIC 50723.00	
8. SOC SEC NO 160-44-0733				9. LOCALITY % 12.74	10. FLSA CATEGORY N	11. SCD LEAVE 07/07/96	12. MAX LEAVE CARRY OVER 240	13. LEAVE YEAR END 01/10/04		
14. FINANCIAL INSTITUTION - NET PAY CITIZENS BANK				15. FINANCIAL INSTITUTION - ALLOTMENT #1			16. FINANCIAL INSTITUTION - ALLOTMENT #2			
17. TAX	MARITAL STATUS	EXEMPTIONS	ADD'L	18. TAX	MARITAL STATUS	EXEMPTIONS	ADD'L	TAXING AUTHORITY	19. CUMULATIVE RETIREMENT	20. MILITARY DEPOSIT
FED	S								FERS: 2132.15	
PA	S									

21. CURRENT			YEAR TO DATE			22.		
GROSS PAY	2523.53		27692.79		TSP DATA			
TAXABLE WAGES	2211.86		24461.34		11%			
NONTAXABLE WAGES	83.55		896.63					
TAX DEFERRED WAGES	228.12		2334.82					
DEDUCTIONS	1016.41		10987.29					
AEIC								
NET PAY	1507.12		16705.50					

CURRENT EARNINGS

TYPE	HOURS/DAYS	AMOUNT	TYPE	HOURS/DAYS	AMOUNT	TYPE	HOURS/DAYS	AMOUNT
REGULAR PAY	80.00	1944.00	OVERTIME	11.00	400.95			

RETROACTIVE EARNINGS

TYPE	HOURS/DAYS	AMOUNT	TYPE	HOURS/DAYS	AMOUNT	TYPE	HOURS/DAYS	AMOUNT
REGULAR PAY		129.60	OVERTIME		48.80	NIGHT DIFF		.15

DEDUCTIONS

TYPE	CODE	CURRENT	YEAR TO DATE	TYPE	CODE	CURRENT	YEAR TO DATE
FEHB	JP2	83.55	896.63	MEDICARE		35.38	388.54
OASDI		151.28	1661.36	RETIRE, FERS	K	16.57	169.79
TAX, FEDERAL		433.19	4785.86	TAX, STATE	PA	68.32	750.29
TSP SAVINGS		228.12	2334.82				

LEAVE

TYPE	PRIOR YR BALANCE	ACCRUED PAY PD	ACCRUED YTD	USED PAY PD	USED YTD	DONATED/ RETURNED	CURRENT BALANCE	USE-LOSE TERM DAT
ANNUAL	240.00	6.00	54.00				294.00	160.0
SICK	671.00	4.00	36.00				707.00	
COMPENSATORY			10.00				10.00	
HOLIDAY					18.00			
ADMIN					9.00			
LWOP					9.00			

REMARKS

YOUR PAYROLL OFFICE IDENTIFICATION NUMBER IS 97380800.
 ENROLL IN TSP - DEADLINE FOR OPEN SEASON IS JUNE 30.
 BUY US SAVINGS BONDS.
 MINIMUM HOLDING PERIOD FOR SERIES EE/I BONDS ISSUED AS OF FEBRUARY 2003 IS NOW 12 MONTHS.
 YOUR PIN HAS BEEN ESTABLISHED/CHANGED FOR ACCESSING MYPAY. IF YOU
 DID NOT TAKE THIS ACTION, CONTACT 1-800-390-2348 OR (216) 522-5122.
 PRETAX FEHB EXCLUSION □ 83.55

(2 of 9)

For: Sarah Price

Bryant, Linda Ms USAGAPG

From: Bryant, Linda Ms USAGAPG
Sent: Thursday, November 13, 2003 7:22 AM
To: Booth, Ian Mr USAGAPG
Subject: RE: For your review

*5-2057
11 pages*

I need copies of the statements that were provided to you and upper management for the case history. When preparing disciplinary actions, all information needs to be provided for a comprehensive review. Did A. Roland make a formal complaint? Was an internal investigation done? Counseling letters are internal documents, written reprimands are covered by 690-700, chap 751. I'm attaching a proposing official checklist that must accompany all disciplinary actions. I can stop by to pick up the other information or you can drop it off, which ever it better for you.



blank checklist:
PROPOSING OFFL...

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

From: Booth, Ian Mr USAGAPG
Sent: Wednesday, November 12, 2003 4:28 PM
To: Bryant, Linda Ms USAGAPG
Subject: For your review

<< File: Letter of Concern becker.doc >> << File: Letter of Concern Golczewski2.doc >> << File: Letter of Counseling-MAC1.doc >>



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
ATTENTION OF

AMSSG-GSO

7 November 2003

MEMORANDUM FOR Ross V Becker, [REDACTED], Directorate of Law Enforcement and Security, Aberdeen Proving Ground, MD 21005

SUBJECT: Letter of Concern, Ross V Becker, [REDACTED]

1. I am issuing you this formal letter in accordance with Army Regulation 690-700, chapter 751, Discipline, as the minimum disciplinary action, which I feel, is needed to correct your shortfalls and promote the efficiency of the dispatch service section. My concern to you, are the areas of reliability and dependability.
2. On 5 November 03, you were instructed to give me with a statement concerning an incident that occurred on or about 1 November 03. I also told you that I needed to know of any other incidents that you may be aware of or witnessed concerning Mr. Furmaniewicz's attitude since his return to duty in October 2003. I based this request on your spontaneous statement to me that he continues to talk down to you and others. On 6 November 03, I asked you where the statement was and you replied that it was at home. On 7 November 03, I was informed that you provided a statement to my superiors about prior incidents that did not discuss the 1 November 03 confrontation, nor did you include any other incidents that may have occurred since October 03. By doing this, you failed to comply with my instructions, which were that you were to provide a written statement to me on the specific incident that you had discussed with me.
3. I have no concern with your presenting a letter to my superiors; however, the presentation of that letter did not relieve you of your responsibility to provide the statement to me that I had asked for and that you had agreed to do.
4. I hope this letter will impress upon you the need to respond in an accurate and timely manner of the information requested. Non-compliance of instructions in matters regarding discipline of others only results in improper corrective action and unnecessary delays.
5. If you feel that this matter constitutes employment discrimination on the basis of race, color, religion, sex age, national origin, or handicap, you may contact the Equal Employment Office.

Ian F. Booth
Supervisor, Police Operations
Directorate of Law Enforcement
and Security

(4 of 9)

AMSSG-GSO

SUBJECT: Letter of Concern, Ross V Becker, [REDACTED]

I acknowledge receipt of the memorandum from Ian Booth dated 07 November 2003.

Signature

Date

(5 of 9)



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
ATTENTION OF

AMSSG-GSO

7 November 2003

MEMORANDUM FOR Matthew Golczewski, ██████████, Directorate of Law
Enforcement and Security, Aberdeen Proving Ground, MD 21005

SUBJECT: Letter of Concern, Matthew Golczewski, ██████████

1. I am issuing you this formal letter in accordance with Army Regulation 690-700, chapter 751, Discipline, as the minimum disciplinary action, which I feel, is needed to correct your shortfalls and promote the efficiency of the dispatch service section. My concern to you, are the areas of reliability and dependability.
2. On 1 November 03, you were instructed to provide me with a statement concerning an incident that occurred during your shift on 1 November 03. On 05 November 03, you provided me with a statement that discussed, in general, the events of the day. What concerns me most is the fact you watched this and did nothing to stop it. Our written policy establishes the Watch Commander as the responsible person in the Desk area, including the Dispatchers. At a minimum, you should have informed the on duty Watch Commander of you difficulties with to Mr. Furmanewicz. You could have also called SFC Kontak or myself at home, knowing that we have been notified for less serious issues than this. Equally, I find it disturbing that you provided an additional complaint document to upper management, indicating that you provided me with the document, without giving me an opportunity to try to resolve the issue.
3. I hope this letter will impress upon you the need to respond in an accurate and timely manner of the information requested. Non-compliance of instructions in matters regarding discipline of others only results in improper corrective action and unnecessary delays.
4. If you feel that this matter constitutes employment discrimination on the basis of race, color, religion, sex age, national origin, or handicap, you may contact the Equal Employment Office.

Ian F. Booth
Supervisor, Police Operations
Directorate of Law Enforcement
and Security

Cc: Local Personnel Folder

(6 of 9)

AMSSG-GSO
SUBJECT: Letter of Concern, Matthew Golczewski, [REDACTED]

I acknowledge receipt of the memorandum from Ian Booth dated 07 November 2003.

Signature

Date

(7 of 9)



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
ATTENTION OF

AMSSG-GSO

7 November 2003

MEMORANDUM FOR John Furmankiewicz, ██████████, Directorate of Law Enforcement and Security, Aberdeen Proving Ground, MD 21005

SUBJECT: Letter of Counseling, John Furmankiewicz, ██████████

1. The purpose of this memorandum is to officially counsel you for interpersonal attitude towards your coworker Ms Amy Roland. As before, this action is having an adverse effect on the morale of others within the dispatch work area. This memorandum will be made a matter of record and incorporated into your folder for two years from the date you receive it.
2. Specifically, this counseling is result of several statements from your co-workers about your actions while on duty on 1 November 03. The statements indicate that your attitude was abrupt, abrasive, and discourteous. You have made considerable progress since our last discussion on your behavior and you have come a long way in amending your behavior. However, I am proposing that you attended a sensitivity course and to suspend you for 1 calendar day for discourtesy in accordance with Army Regulation 690-700, Chapter 751, Discipline, as the minimum disciplinary action that I feel is needed to correct your misconduct and promote the efficiency of the service.
3. I hope this letter will impress upon you the need to consider the feeling of your co-workers and general public at large. You should be aware, however, that future conduct offenses, particularly those that may occur while this reprimand is active, may result in more severe disciplinary action up to and including your removal from the Federal Service.
4. In determining the penalty for your conduct, I have compared it to similar behavior patterns within the Department of Defense and I have determined that the recommended penalties are justified and appropriate.
5. If you feel that this matter constitutes employment discrimination on the basis of race, color, religion, sex age, national origin, or handicap, you may contact the Equal Employment Office.
6. You will be allowed the use of a reasonable amount of official time to obtain advice on rights and privileges from official sources and to present your grievance, if you choose to file one. You should arrange, in advance with me the use of any official time.

Ian F. Booth
Supervisor, Police Operations
Directorate of Law Enforcement
and Security

(8 of 9)

AMSSG-GSO

SUBJECT: Letter of Counseling, John Furmankiewicz, [REDACTED]

I acknowledge receipt of the original of the memorandum.

Signature

Date

(9 of 9)

SWORN STATEMENT

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

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: DCS BUDG #2200
2. DATE (YYYYMMDD): 20040129
3. TIME: 11:34
4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME: Brown, Bryan Douglas
6. SSN: 525-23-5964
7. GRADE/STATUS: E-8/NA
8. ORGANIZATION OR ADDRESS: HST USAG AFG MD 21005

9. I, Bryan D Brown, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
The proper procedure is to interview of the individual his authorization code to verify his/her authenticity. Short-cuts do exist, ie, the same person opens the same vault every day, the dispatcher gets familiar with the client and might not proceed with the whole verification process in an interest to save time. This can be accomplished by voice recognition. It technically is a violation but it does not alarm me as there is a duress system built into the verification process. The client will enter an improper code when entering a secured area which will immediately show up on the disp. screen as duress.
THE NCIC printer should never be turned off. IT does numerous times a day be placed off line to advance paper to retrieve a complete message by forwarding the paper. Human error can occur and the results being the printer is not placed back on line. This would prevent message traffic from

10. EXHIBIT: 10
11. INITIALS OF PERSON MAKING STATEMENT: [Signature]
PAGE 1 OF 4 PAGES

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

MENT OF Bryan Brown TAKEN AT Dies DATED 29 Jan 04

9. STATEMENT (Continued)

reaching us from other agencies. A FAIL SAFE IS we are supposed to be notified via phone if our printer is offline for an extended period of time. I cannot recall if we failed to receive vital info because it was off line. I cannot recall every hearing that our system had been off line for an extended (longer than 30 minutes) time.

I was the Operational Chief from Dec 01 - JAN 03. The Dispatchers fell under my Division and were supervised IAN Booth. During this period, a "Lead" Dispatcher was designated for each SAWS for the purpose of scheduling conflicts, time keeping, information flow, etc. Terry of MAC were chosen because of their knowledge, experience and dependability. The "Lead" has NO Supervisory Authority.

in MAY 02, an internal investigation was conducted of the Dispatchers based upon allegations of rude or offensive behavior by MAC. As a result of the findings an official letter of reprimand was drafted, sent to MS Lewis at CPAC for review and approval through CPAC channels. The letter was returned and rewritten based upon recommendations received and officially presented to MAC on 8 JUL 02. The original, with signatures, was forwarded to CPAC.

INITIALS OF PERSON MAKING STATEMENT

BB

PAGE

2 of 4

PAGES

MENT OF Bryan Brown TAKEN AT 2200 DATED 1-29-04

9. STATEMENT (Continued)

I do recall receiving a fax complaint from CPAC (Lewis) in ref to MAC in Aug 02. A statement from SKI elaborated on MAC's mental stability based on strange remarks. IAN BOWTH sent MAC to Perry Point for evaluation. MAC was evaluated and returned to full duty.

Not recalling the date, I did in fact "unofficially" suspend IAN BOWTH for 1 day. I don't know if he took leave w/o pay or a day of annual leave.

IT stemmed from an improper remark to frivolous DISPATCHER complaints. The complaint stemmed from SP. being prohibited from PARKING in STAFF PARKING. They failed to understand why not and after numerous complaints over several days, IAN JUST SAID TO "SUCK IT UP."

In Ref to ROSS stating THAT he had NOT been trained on COPS. This is AN untrue statement. Officer Wooten trained EACH DISPATCHER on COPS. Ross failed to comprehend the TRNG and had to be re-trained AT LEAST TWICE. DD

Nothing follows

INITIALS OF PERSON MAKING STATEMENT

DD

PAGE

2 of 4

PAGES

STATEMENT OF Bryce D Brown TAKEN AT Bethesda DATED 1-29-04

9. STATEMENT (Continued)

*NOT
Used*

AFFIDAVIT

I, Bryce D. Brown, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. 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.

Bryce D Brown
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 29 day of Jan, 2004 at AP6, MD

Paul A. Manne
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MANNE
(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BD

PAGE 4 OF 4 PAGES

SWORN STATEMENT

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

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.
PRINCIPAL 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 APG, MD	2. DATE (YYYYMMDD) 2004/01/28	3. TIME 1820	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME Coale, John Wallen	6. SSN 215-68-2384	7. GRADE/STATUS GS-6	
8. ORGANIZATION OR ADDRESS DLES			

9. I, JOHN W. COALE, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

The proper way to admit personal into a secure area, as I was trained, is to ask the persons name, there pin code and the bldg they want to access. I then go into our "Access Code" Book and verify that persons name pin code and that they have access to that bldg. This book is maintained by information we received from Phy Security Office.

I know of times were the person calling has been recognized by the call taker and the call taker has not gone to the book. to my knowledge everyone has always verified the name and pin number by either the book or there memory to include the bldgs. that person is allow in. these people are Matt G and Mac.

The first time these people did this I was impressed that they could remember this information and I went to the book and verified the information to be correct. Mac was also able to tell me what bldgs. were on these peoples access list.

The NCIC printer is only to be taken off line to retrieve a printout. It has been left off line for a short amount of time 10-15 mins. The only person I can say I know has left it off line is myself. The printer being on all times was told to me when I started in Mar 2002.

I have no knowledge of the NCIC printer being off for more than the 10-15 mins as stated before.

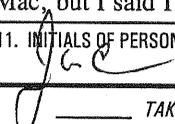
The physical work environment as anyone can see is a dump. The carpets are never cleaned, the chairs are broken, these were new last year, which goes to low bid. There is mold around the vents. It is hard to keep a comfortable temp in the room. The desk space is very sparse and one is always hitting there knees on a cabinet under the desk. We have no space for equipment or personal items. The "New" place system does not work properly and has been given up as a "lost cause."

In Aug 2003 at a staff meeting, some of these concerns were raised to Mr. Booth and SGT Contact, also Mr. Maisner. We were told that Mr. Maisner would place in his budget to have the carpets cleaned quarterly. This has not happened. The mold I have not heard a response on. The other items we were told they would try to budget. The type is a system problem because of low bid when the building was built. Some thing like space cannot be addressed in this small room and we accept this.

I do have knowledge of abusive, threatening, and unprofessional behavior by one individual in our office that is Mac. When I started here in Mar of 2002, Mac was assigned to train me. The first impression I got from him was he was the only one who know how to work the job properly. He would say things like Matt cannot stay awake long enough. I did not see Matt asleep. Ross was to stupid to do the job much less train anyone and the others, except Jerry, just could not do it.

While Mac was training me he started with one system and explained it and all the commands and/on by stokes, one time, and then moved on to the next system. Then when I had to use a system if I made a mistake he would berate and cuss me, calling me a "Fucking dumb bastard," "stupid mother fucker" "Dumb Shit." He did this by yelling at me not in a joking manner. If I asked a question about something he had told me I was told to figure it out. One day I asked him a question on the alarms as I was showing someone the system, he said "he didn't know, you are the teacher." I responded OK and asked Matt and get an answer. This made him mad and he again cussed me out said he did not like me, my response was "OK," to which he responded "fuck you." It was after this incident that he and I had an improved working relationship not great, but better. In the summer of 2003 he became more friendly and helpful. Before, sometimes when asked to open or close a building he would refuse and who ever took the call would have to do it.

I did talk to Mr. Booth about general problems I had with Mac, but I said I would handle them as I have known Mac since 1983.

10. EXHIBIT 11	11. INITIALS OF PERSON MAKING STATEMENT 	PAGE 1 OF <u>3</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 BE INDICATED.

STATEMENT OF JOHN W. COALE TAKEN AT APG, MD DATED 2004/01/28

STATEMENT (Continued)

He has always been a problem. He did not work well with others. I learned how to stop his aggression to me by not letting him know he bothered me. This would disarm him to where he would wait until he thought your guard was down and would try to strike.

I also was present when Lisa Beck and Caroline Johnson were being trained and saw Mac treat both of them as if they were the dumbest thing on earth. He again quickly went over the system we work with and then let them take over. If they made a mistake he would say things to belittle them. At one time Lisa was crying and said she was going to quit rather than work under these conditions. Caroline also said she was going back to HDGPD rather than work with Mac. I do not remember him every cussing them but he may have. I did talk to Mr. Booth and Beth Wooten about this. They both said "that is just Mac." I said we are going to lose two employees if this does not stop. I don't know if anything was said to him, both workers are still here.

On another occasion Bessie Bowman, was working fire dispatcher when she and Mac get into an argument, unknown topic, he got out of his chair and stood within one inch of Bessie face and cussed her out. He used all types of words i.e., dumb, shit, fuck, etc. Bessie said she was going to report this. I think this prompted the 1st investigation into Mac's behavior.

The third thing is the way Mac treats Ross Becker. Mac has, from my 1st day here, always talked bad about and to Ross calling him a "dumb fuck" "old dumb fuck." Said he is too stupid to do his job. This has changed in the last 3-4 months. Mac has stated he is going out of his way to be nice to Ross. He makes sure he speaks to Ross when he comes in and also said "good night Ross." Mac has said he does not know why Ross will not speak to him. Mr. Booth has asked me about problems between Ross and Mac and I have told him what I know. I do not know what Mr. Booth has done with this information.

Mac has also been rude to people on the phone. Someone will ask a question that has nothing to do with our job (Police, Fire (EMS) and he has made comments like I am not the operator or you don't need my name, I will not give you my name. He is just very unfriendly or helpful to callers, if there request does not relate to his job. He reportedly has been counselled on this, but I do not know if that is true. His behavior has improved since June or July of 2003.

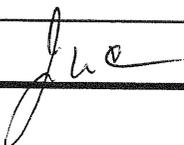
I have no first hand knowledge of Mac making any threats to do harm to anyone or to harm himself. I was told he had asked the question to the Repair shop personal, what if I throw a grenade in the shop. This incident was reportedly reported to Ray Campbell Asst Chief, EMS, but I did not hear any of this myself.

I have had talks with Mac in the last year about his wife's illness and her plans to take her own life when her cancer got her to where she could not do for herself. She has a plan to hang herself. I asked Mac what he would do if she did this, he said he would do nothing. I rephrased the question and asked if he would take his own life and he was admit that he would not. I asked him about his guns, he had a large collection at one time, he stated he only has 2 guns at this time. A hand gun and rifle. He said he sold the others. I asked if his wife would use a gun on herself, he said no "she did not want to leave a mess for him to clean up."

My chain of command is, I think, is Mr. Booth, SGT Contact, and Mr. Krauer. Mr. Booth added squad leaders over a year ago. We were told they would handle leave requests and schedules. They would also be our go between to Mr. Booth. This has been confusing now. We are told all leave must be approved by Mr. Booth, leave slips are repeatedly lost, information reported is not getting to Mr. Booth.

I think we need one full time supervisor. There are to many things going on for use to have a supervisor who has 5 or more other major operations to oversee. If there is a problem we need someone who is there to assist and handle it. Not having to search the bldg for Mr. Booth, who is working on another problem. It seems to me that as long as we are not causing problems with command, then we are OK. There are small things like leave, maintenance of equipment, supplies, new equipment, etc., that we need that Mr. Booth does not have time to handle. Also what large problems like PR and complaints are not being handled at all or properly.

INITIALS OF PERSON MAKING STATEMENT



PAGE 2 OF 3 PAGES

9. STATEMENT (Continued)

AFFIDAVIT

I, JOHN W. COALE, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. 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.

John W. Coale
(Signature of Person Making Statement)

WITNESSES:

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

JWC

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 11TH day of FEBRUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

PAUL A. MARONE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
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DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION <i>APG MD</i>	2. DATE (YYYYMMDD) <i>1/21/04</i>	3. TIME <i>2130</i>	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME <i>Francis, ANNE M</i>	6. SSN <i>132 403 738</i>	7. GRADE/STATUS <i>GS-06</i>	
8. ORGANIZATION OR ADDRESS <i>DLES, Appg Md</i>			

9. *ANNE M. Francis*, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

Proper Security Procedures For Bunkers/Buildings "entrance into"

- 1) Name of person requesting entrance.
- 2) Code #, to check In Book if allowed to Access
- 3) Bunker/Building is opened
- 4) IF Code given is NOT code that is a perfect match (In Book) To person requesting Access, he/she is denied.
- 5) This is Based on Training Received In 1998, when Hired by management. (Booth).

(incident) Summer of 2003
 Person Requested entrance Into a Bunker via Phone. upon Lookup In Alarm Code Book, She/he was NOT Listed For any Specific Bunkers. It Stated "Bunkers", NOT numbers identifying Buildings ie, B/5100, 732A etc.

She was denied Access by me. The person was very Nasty Towards me and hung up The phone. I was later phone called by Physical Security and Asked why I denied This person entrance. I stated She is NOT Listed For Specific Bunkers, it only States "Bunkers". I was told by Physical Security She has Access To all Garrison Bunkers and Bunkers with Specific numbers. I made A notation In the Alarm Code Book. NO Further incident.

10. EXHIBIT <i>12</i>	11. INITIALS OF PERSON MAKING STATEMENT <i>af</i>	PAGE 1 OF <i>5</i> PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT _____ TAKEN AT _____ DATED _____"

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STATEMENT OF Anne M. Francis TAKEN AT Apg md DATED 1-21-04.

9. STATEMENT (Continued)

Printer (TeleType - NCIC Printer).

1.) The printer is Never shut OFF. The only time it is OFF is to manually retrieve information that is printed for police purposes. After it has been removed from the Tele-Type machine, the machine is turned back ON.

Approximately 2001/2002 upon entering the Communication Dispatch Center, for my shift, I personally noted the Tele Type printer OFF. Upon noticing this I turned it ON. The information stored in the system was backed up to 0930 hrs, I arrived on shift at 1730. So - all information stored was printed, and backed up which took approx 15 min or longer to clear. I mentioned the incident to Sgt Booth, he replied ok.

Work Environment

Hired in 1998, great environment, friendly informative. But NOT supervised properly. Our supervisor Sgt Booth has NO working knowledge of CJIS/NCIC/or the CAD or Alarm Systems? He cannot run a criminal history or standard tag or warrant check on anyone (he is not trained)? But he is supposed to be a communications supervisor? He cannot demonstrate to dispatchers the art of dispatching - why - because he never did it?

In approx 2000/2001 the work environment became hostile when John Fermankawicz was hired. He was verbally abusive to all of us except Jerry Morgan.

INITIALS OF PERSON MAKING STATEMENT

af

PAGE 2 OF 5 PAGES

STATEMENT OF Anne M Francis TAKEN AT Apq mcl DATED 1-21-04

9. STATEMENT (Continued)

The working environment was tense, people were/or did avoid contact with him because they feared his verbal abuse. He basically did what he wanted, knowing ~~he~~^{abit} was a control issue. He was loving every moment knowing we were all frightened of him. The only person that got along with Fermankawicz was Jerry Morgan?

Personal experiences concerning me. See events listed in package starting April 04, 2001, that were submitted to Sgt Booth in regard to harassment by John Fermankawicz. This event was brought to light on the Day (0530 AM) when John Fermankawicz entered the Dispatch Center to relieve me from my shift of 12 hrs. Upon settling down for the passdown, I told Mr Fermankawicz the evening events that took place. He sat across from me at a distance, looked at me with a look of hostility and told me to (Kiss his Ass). I was stunned at the reply, had no idea why I was spoken to like that and did nothing to encourage such a response. I picked up my belongings and walked away slowly, only stating to him to "Have a nice day." I went home, and on the following day came back to DLES with the enclosed information to give to Sgt Booth. I had been keeping a personal journal at home on encounters with John Fermankawicz. Sgt Brown & Sgt Booth were in the office when I arrived and explained the situation. They both stated to me that they would take care of the situation.

Another Incident:

APPROX 2000(?) It was brought to my attention

INITIALS OF PERSON MAKING STATEMENT

af

PAGE 3 OF 5 PAGES

STATEMENT OF Anne M. Francis TAKEN AT DLES Appg. DATED 1-21-04

5. STATEMENT (Continued)

by a police OFFICER That There were comments made about my "breasts". Upon hearing about This I was STUNNED. I went home and drafted a letter addressing it To Sgt Booth & Mr Krauer. I brought This letter To Sgt Booth on my day off and was Seen by Mr Krauer. Sgt Campbell & Mr Booth In Mr Krauers Private office. Numerous Apologizes were given to me in Reference To The "Small Tits" Comment. I Remember being In Tears and Requesting a transfer out of DLES (which never happened) and To this date I don't Think anything came about That particular incident, I'm Sure it was Filed away.

Comments "Water Tower"

Ross Becker Another Dispatcher AT DLES with me one day Said To me.

Anne - Keep The window Blinds Closed? I said Why - he Stated That Fermankiewicz wanted To Climb The Tower and Shoot People, and IF The window Blinds are opened he could See Right into the Communication Center. I said, Ross, are you Serious, he Replied To me - Do As I say Anne, This man is crazy.

Leadership

I Anne Francis have been a Communication Dispatcher Since 1996. I Came From a Naval Base In NJ, where my duties were basically the Same As Aberdeen, But I had Superior Naval Training, and was Sent To the Best Availablle Schools by the Navy To keep

INITIALS OF PERSON MAKING STATEMENT

af

PAGE 4 OF 5 PAGES

9. STATEMENT (Continued)

Informed of New Communication Education. Upon my Arrival at Apq in 1998 I have Received only NCTC certification Training every Two Years. All Certifications That I came with have Since expired, even though I brought up to Sgt Booth The interest To keep Them Active. He Said he would Take Care of it. (he sure did! These all expired). Approx 2001/2002/2003 - Team Leaders were appointed by Sgt Booth, To Lead Dispatchers Squads That were Formed. (Squad #1 Squad #2) These Leaders were Chosen by Sgt Booth, For The purpose OF Training already Seasoned Dispatches. The Remaining Dispatches were never given the opportunity To vote, Discuss or elect Team leaders. They were just appointed? (And they have less or no Dispatching Ability). John Fermonkewicz has NO Radio Communications Dispatching experience and Jerry Very Little, but they were made team leaders. What A joke. At present The place is a mess, All people In Dispatch are tense, aggravated, disgusted or want To Quit. my only Request is To get us a True Team leader/Supervisor. Someone who knows the Job, can be supportive, NOT bias and help us AT Apq Be The Best we can be To Serve The public

AFFIDAVIT

I, Anne M. Francis, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 5. 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.

Anne M. Francis
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 21st day of JANUARY, 2004 at AP6, MD

ORGANIZATION OR ADDRESS

Paul S. Marone
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

af

July 27, 1999

U.S. Army Aberdeen Proving Ground
Department of Defense, Police Branch
2200 Aberdeen Blvd
APG, Md 21005

Dear Sergeant Booth:

As my Supervisor, I feel that I have to bring this to your attention. There have been remarks of the sexual nature/ harassment brought to my attention by a Officer in this Department, who is looking out for me in my behalf in a Professional mannerism. The most recent remark was brought to my attention, that a person in this Department, who is Army Personnel said " I have Small Tits".

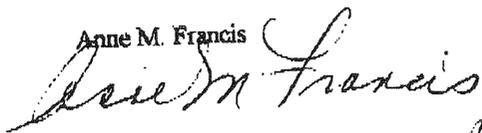
Now, I no longer will tolerate such harassment by any person in this Department. I came to Aberdeen Proving Ground in good faith, to do a Job, and all I have received is harassment. I have had remarks passed to me, by persons, that "I do not know my Job", because I was unable to retrieve information from a computer for this person, because I was never shown how, and was totally humiliated in front of Fire Dept. Personnel who heard the conversation. It was my fault that I had a Allergic Reaction, and was taken to the Hospital for Medical Care, and Military personnel had to do my job" I had another remark that was brought to my attention, that " I am a Dumb Blond Bitch".

I have been with the Federal Government Service for 12 years, and to this date I have NEVER been treated this way. I cannot understand WHY, this is happening. I do not bother people, I just do my job to the best of my ability. I came from another Federal Instillation that was smaller in nature, to a very large organization, in which I am still adjusting...However, I will not tolerate Sexual Remarks, Rumor or otherwise. These remarks are causing a "Hostile Working Environment" which is Sexual Harassment, which is to be reported to the Employees Supervisor.

I am requesting a Transfer to another Department on the Post, to finish my Civil Service tour. I am bringing this to you attention, as my Supervisor, to make arrangements for me to leave Emergency Communications at Bldg 2200. My professionalism and dedication to Federal Service is top priority to me, and my patience and tolerance is at the end. Its unfortunate that this has happened. I do not want to make a EEO complaint, and I have not yet gone to HRO with this problem, for I know reprisals can and do happen. That is why I want to keep the situation in house to save those Dedicated Officials from Embarrassment.

Thank You,

Anne M. Francis



addition to Investigation

January 2004

To Paul Marone
FAX- 410-278-9297

Additional Information
Concerning Events At
DLES

14 DEC 00

AMSSB-GSO-0

MEMORANDUM FOR RECORD

SUBJECT: STATEMENT OF EVENT

To: Sgt Booth
Sgt Buiano

SUBJECT:

This letter of Memorandum is being generated via second hand information brought to my attention by Dispatcher Morgan in reference to Dispatcher Furmankiewicz. Approximatley 1 week ago (exact date unknown) Dispatcher Morgan brought to my attention during shift change that Dispatcher Furmankiewicz placed a MPR back into the Folder of Cases to be entered into the ORS2 after viewing it, and not alerting Dispatcher Morgan that a New Case was brought to the Dispatchers Work Station to be entered by that shifts Dispatcher, which would have been Dispatcher Morgan. This incident was witnessed by Dispatcher Morgan. Upon arriving at, Dispatcher Morgan brought this to my attention and apologized for not being able to enter the MPR into the ORS2 computer. Dispatcher Furmankiewicz did not alert Dispatcher Morgan to enter the new MPR ORS2. I told Dispatcher Morgan that I would take care of it, and I entered the case without further incident.

When the evening shift was over at 0530 hrs, I briefed Dispatcher Golczewski of the incident and went home. The following shift changed, I asked Dispatcher Golczweski, if there were any problems concerning Dispatcher Furmankiewicz. Dispatcher Golczewski, said in effect, that I was picking on Dispatcher Furmankiewicz, explained it was a Training incident, and that he (Furmankiewicz) should be excused from this small infraction. He went on to explain about how the Police Patrols view (Furmankiewicz) as a Dispatcher, which I cannot understand how the Police Patrols got involved into this conversation, because they were not even mentioned in the original conversation.

Today, 14 Dec 00, I arrived to work my normal evening shift and was confronted by Dispatcher Furmankiewicz, who asked about Me about spreading rumors about him. I explained to Dispatcher Furmankiewicz that this was information that was brought to my attention by Dispatcher Morgan. Dispatcher Golczewski had already spoken to Dispatcher Furmankiewicz concerning what I had passed on to Dispatcher Golczwski. Dispatcher Furmankiewicz, was verbally abusive to me, in his analogy of the incident. I was referred to as "Lady", instead of my given name, and I told him "Lady" was not my name, and he replied that he would call me what he wanted. He told me the reason I

Ernest Francis 1/24/04

FAX

410-278-9297

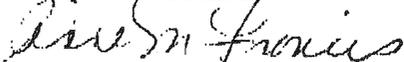
(2)

work the night shift is because "I do not want to work", and he was going to proceed with a Libel Lawsuit against Me. He also stated that Dispatcher Morgan said he did not say anything concerning the above incident. At this point I told Dispatcher Furmankiewicz to go home, and he continued to ramble on, I asked him again to leave and go home, and he replied to me he had two minutes left to his shift, at this point I turned my back, and proceeded to take over the Work station. Dispatcher Furmankiewicz left the area after being ignored by me.

Later in the evening I phoned Dispatcher Morgan, to explain the situation. Dispatcher Morgan, stated that he would speak with Dispatcher Furmankiewicz on Monday, 18 Dec 00, and that Dispatcher Furmankiewicz was confusing an incident he had with Ofc Thacker with Me, Dispatcher Francis.

Regardless of the incident above that took place a week ago, Dispatcher Morgan, was correct in verbally telling me of this incident and Dispatcher Golczewski was incorrect in venting this information to Dispatcher Furmankiewicz, which created his hostile attitude towards me, which I did not appreciate. This information was passed onto Dispatcher Golczewski, to keep a watchful eye, in case this incident repeated itself, in which it could be intercepted and corrected, being that Dispatcher Golczewski is training Dispatcher Furmankiewicz. I explained in a clam manner to Dispatcher Furmankiewicz that all of the Dispatchers take care of one another, concerning workloads. I do not think he understood this. I understand he is new, but his attitude leaves much to be desired. He has an explosive personality, and is extremely defensive in nature. Sgt Booth was notified of this situation on this date.

Dispatcher Francis



FAX- 410 278-9297

SWORN STATEMENT

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

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DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION APG, MD	2. DATE (YYYYMMDD) 2004/01/28	3. TIME 1035	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME FURMANKIEWICZ, JOHN W.	6. SSN 036-30-9796	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, JOHN W. FURMANKIEWICZ, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

Proper security procedures is to verify name, location and PIN for area. This is done by voice, log book or rolodex. Learned by SOP and OJT. On occasion the log book or rolodex. is not used due to voice and PIN recognized from daily or frequent constant use. Some voices ~~of the~~ are unique, like Mr. Ligner, Mary Hartman, Gaselman, and others that are readily identifiable. After meeting these people, and daily contact, their PIN and area are apparent and remembered. Other items, like it's a good year, or give me your secret agent number, is used. Association with individuals and vehicle number is another one. Most of my co-workers seem to utilize the same procedure for some individuals. A couple use the book because they are new, or have not worked days that much. If a name or a PIN or location is not recognized, the book is first step for possible adding or correction. Then Physical Security is final say on who has what areas and PIN recent no. Every user in the book could open you an area but had no PIN listed. PSD called and verified. To make it easier, I compiled all the information from the book to a rolodex. file. I am now trying to enter the information into a database for access. On some occasions, people might want to open a bunker, and it was found to be opened from the previous day. To correct the problem, Warrant Officer Booth and I amended a procedure for the night shift to close the bunkers between 1900 and 2000, even if they were not called in to close.

NCIC printer should be on at all times. It has to be put on hold to feed and tear messages. When doing a background or driving record for court, it is put on hold, tear off, and next one type in, but sometimes you must get up and turn it back to "ready to print." If machine is to be put out of service, State Police must be notified, so other agencies will not send anything. There was an occasion that we received no messages for a long period, and we called MSP and the system was down at their end. I have no knowledge of machine being turned off for extended periods of time, other than as I stated, except for short periods, and no one has mentioned that it has been left off for long periods.

The dispatch room has a hole in the ceiling, with plastic hanging out that has been there best part of a year, from when the roof leaked. Being in use 24-7-365, carpeting and chairs do need cleaning accordingly. I cannot remember the last cleaning. There are other water-marked tiles around electrical signs, which could be a hazards. After being in the Army for 20 years, and having worked with hand-me-down equipment, or had to scrounged furniture, it is not so bad as it could be.

In March-April 2002, Warrant Officer Booth asked myself and Mr. Morgan to be lead or coordinator dispatcher. We were to coordinate leave and shift coverage, answer questions about the section, and basically act as a liaison between dispatchers were other shift. I took the majority of the dispatchers on tour of the post to familiarize them with areas they may have to dispatch or response, or give direction to. This was started because most dispatchers had little or no knowledge. On occasion, if I see something that is not best way to accomplish something, I cannot hold back either suggesting, telling or showing a better way. If I have knowledge of something, I try to use it to be helpful to others. There have been times that if a situation had not been corrected or explained, it could have had serious consequences. See attached memo to Warrant Officer Booth for some specifics. As a result of an investigation by ISD, I received a letter of reprimand in my CPO file for 2 years. It was resulting form the way I handled training in preparation to take over the dispatch center from the fire department. There was an incident with Mr. Becker that I mentioned age, and he did take offense. I was trying to say, "You are 60, and I'm 57," as part of an example to show our maturity. Before I could finish the sentence, Mr. Becker got upset and stormed out of the room, almost hitting Mr. Morgan with the door. I reported this to Sergeant First Class Brown and Warrant Officer Booth.

One time, we were watching the movie The Tower about a sniper in Texas on the History Channel. During this, it was mentioned we had a tower right out back here that would be another good place. Officer Wooten was there, and asked if I was going up the tower. I said no. I took this as a joke. At no time did I say I was, or would, do anything like this. To me, the situation was dropped, and no longer thought about. Later, Dr. Wallace called and asked Warrant Officer Booth to send me over

10. EXHIBIT 14	11. INITIALS OF PERSON MAKING STATEMENT <u>[Signature]</u>	PAGE 1 OF <u>3</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 BE INDICATED.

STATEMENT OF JOHN W. FURMANKIEWICZ TAKEN AT APG DATED 2004/01/28

STATEMENT (Continued)

because of a complaint about this. He talked to me and asked if I would mind going to Perry Point, VA and discussing it then over there. I made the appointment and explained what had happened. I was told, "Don't worry about it. We'll get back with you later if there is more needed." Months later, Dr. Wallace called and said he was glad everything worked out. This was while he was calling in reference to something else, not to specifically give me the message.

An alarm came in from 4727 as hostage duress. When the unit was dispatched, it was put out over the air as "alarm at 4727." I tried to explain to tell the unit that it was a hostage situation, not just an ordinary alarm. This was to let the responding unit know how to approach, and there were hostages, not just walk in for a regular alarm. After stating 2-3 times, I went to the radio and put it out myself to the unit in route.

During the course of trying to explain the importance of securing bunkers and buildings several times, I brought up that the security area of APG would be a terrorist supermarket, and stated different types of explosives and storage areas that must be secure. This was done as general information, and training to make personnel aware of why we had to respond to different buildings in different manners.

Mr. Coale did ask one day, knowing my wife's situation, that if anything had to happen to her, you're not going to do anything stupid to yourself. Ms. Johnson had also expressed similar feeling about the same situation. I told them both no, and we were both preparing for what comes, but had no intention of doing anything stupid or silly.

After returning from sick leave, I worked on Sunday with Ms. Roland for the first time since she arrived. During the course of the day, she received and made many personal phone calls. Later in the afternoon, I mentioned that she had been on the phone more than off of it most of the day. I said "Phones are for official use; you are at work, not at home." I told her my wife was at home dying of cancer, and there was many times I would like to call her just to say, "how are you," or, "I love you," but I don't, because I know it's wrong. My wife does not call me unless it is important, not just to talk, or even ask to stop and pick something up, because she also knows it's wrong. This was on top of a day when Matt had asked several times for me to talk to my doctor about coming back to full duty several times during the day. I was to have a doctors appointment the next day, and told him I would.

Over that weekend, Ms. Roland had stated she didn't know where a building was. I told her it was behind the fence. She said, "I don't know what is behind the fence and what is not." I remarked, "You've been here 3 months and don't know where things are?" I said, "they should have explained that to you at the beginning." I tried to explain the block system or sequence, and told her to check the CAD map.

These are the only items I remember specifically for that weekend.

The next duty day, Warrant Officer Booth called me in and gave me a verbal counseling because it was brought to his attention that Ms. Roland was so upset she had to be checked out by the medic. A while later, Warrant officer booth told me I would be getting a 3 or 5-day suspension because of this, but at the time, they could not do it because of a shortage of dispatchers on both squads. I am still waiting for the outcome. I did shortly after the incident apologize to Ms. Roland, and it does not seem to have affected how we can work together.

Direct supervision in the center is Warrant Officer Booth, Sergeant First Class Brown, and now Sergeant First Class Kontak, with Mr. Morgan and myself as go-betweens. Availability of higher supervisors is sometimes scarce due to their other duties that often take them from the building or post. To inform them of situations, either notes, memos, or email is the alternative means of keeping them informed.

I have had experience as an emergency dispatcher since at least 1985 as a civilian, working for DLES since November 2000. Before that, in the fire department for approximately 6 years, and prior to that, at Kirk Army Clinic (EMS).

*****NOTHINGFOLLOWS*****

INITIALS OF PERSON MAKING STATEMENT

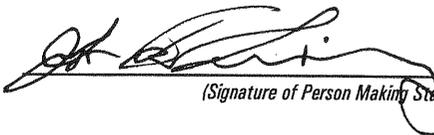


STATEMENT (Continued)

*****NOTHINGFOLLOWS*****

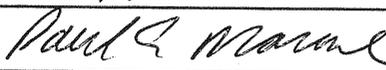
AFFIDAVIT

I, JOHN W. FURMANKIEWICZ, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. 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.


(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 11TH day of FEBRUARY, 2004 at APG, MD


(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT



December 5, 2001

At approximately 1615-1620 this date, Lt Hamilton entered the Alarm Room. He seemed quite upset and told Matt and I that he had not better get another phone call that had been on hold for ten minutes again. He was talking loudly and in a demeaning manner, pointing his keys and threatened us both with a counseling. When we tried to explain ourselves we were told to "Keep our traps shut". I still tried to explain every call had been announce at least by line number. If the individuals identified themselves, we usually announce the name of the caller and line number.

He then asked me what part of "Keep your trap shut" didn't I understand. I informed him that understood each and every word but I wanted to explain myself and I felt that neither Matt nor I had done anything to warrant the tone of voice or attitude he was using. He again said, "Keep running your trap and I'll put on a counseling". He then asked if I understood what he had initially stated and that he wanted us to get up go to his desk and tell him he had a phone call. I said, "Yes sir you will know the next time you have a phone call". He stated that both our name had been mention by the people that complained. I know that one of those individuals was the Provost Marshall himself who told me he had been on hold for ten minutes. I announce the call just that way "Mr. Krurer on 64 has been on hold for ten minutes."

I had no idea that anything else had transpired during the day. All calls that came in on my line were answered in the usually amount of time. I did not know the other dispatcher had placed call on hold to an excessive amount of time through the day. The only call I knew of was the one from Mr. Krurer.

1. I was embarrassed that incident took place in front of at least four fire fighters.
2. I was upset at the tone voice and pointing of keys.
3. I could not believe that I was told I did not have the right to speak in my own behalf.
4. I feel that both Matt and I have done everything require by our job description.
5. I work with three other desk officer and none of them seem to have problems getting connected with phone calls.
6. Fire fighters can verify we inform the desk of call and at times to loudly for them. Personnel in Fire Department hallway can hear what line they have a call on.

EXHIBIT 15 (10F8)

INCIDENTS OF DECEMBER 6, 20001

1. Reference call from Mr. Kaffaman, Matt stated that this happened at approximately 0645 and he was the one who placed him on hold. And after 10 minutes he called back on another line and asked for the desk again because he had been on hold for over 10 minutes. **I was not in the area at this time. My duty starts at 0730, I was in the building but with Mr. Campbell until 0725.**
2. Reference the call from Ms Yoast, when she called we spoke for a minute or two because I have known Ms Yoast since August 1972, we are friend, have worked together for 15 years, and have socialized off duty. She stated that she had called on her way to work from her cell phone and was put on hold for about 10 minutes so she hung up rather than waste minutes on her phone. She was now calling from work. **I told her I was going to put her on hold again but she could be assured that it would not be for 10 minutes.**
3. Reference the call from Ofc White I answered it. She said they were in court and need Ofc Tuscano's home phone number. I told her I didn't have access to it but that Lt Hamilton was on the other line with the Security Guards. I put her on hold and announced the call by line number as normal. The line that she was on hold for beeps every 90-second if not picked up. Thinking Lt Hamilton was still on the line with the Security Guards, talking to someone at the window, or otherwise occupied. I continued to announce the call every 90 seconds for three times. I then got up and went to the desk to notify him face to face and he was gone. Instead of just leaving Ofc White on hold, I picked up and told her that Lt Hamilton had left without my knowing it and she agreed to wait on hold, until he returned. **In the mean time Mr. Booth was in the area, I waved him down and asked him if he could help Ofc White, he tried but was not successful until Lt Hamilton returned.**

4. Reference call from Commissary Manager, I had gone to the Latrine and taken a smoke break, I had no Idea this call even came in until Mr. Booth came in and told us. Mr. Booth said they had listen to the tape and hear the other dispatcher tell the Commissary Manager to call back in 30 minutes. We were still both told we would be investigated and suspended.
5. Reference call from Mr. Krurer from the previous day, I answered the phone and Mr. Krurer told me he wanted to talk to Lt Hamilton, he had already been on hold for ten minutes. I announced the call "Mr. Krurer on 64 said he'd been on hold for over ten minute." Lt Hamilton then answered the call.
6. Reference "911" call from Fire Department. Firefighter Funk had a Harford County 911 transfer with a toddler on the line. The other dispatcher was not doing anything. I asked what number was on the CAD screen, he said none. I then asked what name and address had come in on the printer. I had to point out the printer. The other dispatcher then went to the printer and started to read the ID number of the call, I had to tell him again I needed the address, which he gave me. **I immediately dispatched Unit 15 to check on the situation. Moreover, handled the rest of the call myself.**
7. Reference ADT call at the bank. I returned to the desk after using the Latrine and notice **"DURESS - HOLD UP"** for the Bank of America on the alarm screen. I asked the other dispatcher what was going on and he said ADT was working at the Bank. I told him that it usually comes in as **"ASI ON PREMISE"** and in blue rather than red. I told him to call the bank back and verify. While he was in the process of doing this, I received a call from Lance our ADT work supervisor asking what was going on at the bank. I told him ADT was supposedly working on the bank. He denied knowledge of a work order for the bank. I asked the other dispatcher to be the name of the individual at the bank; he said his name was Carlson. Lance said he had no Carlson working for ADT. I told the

other dispatcher to keep him on the line. I then walked to the desk and explained the situation to Lt Hamilton. At which time he took over and dispatched units as a duress situation.

JOHN W. FURMANKIEWICZ
Emergency Communications Dispatcher

(4 of 8)

The following items were brought to the attention of Mr. Becker over a two day period (14-15 Aug). After working in the "911 Center" since 16 Jun 02 and receiving training prior to the take over, most of these items should have been known.

Ask the personnel in the Emergency Services Center (ESC) for help. Don't grab a firefighter or paramedic out of the hallway and ask how we do something.

What items need to be logged into the CAD and how to do it:

1. Location - Where
2. What - type of event
3. Accept Event
 - a. Assign FIRE CASE NUMBER to all Emergency calls, i.e., fires, EMS, and Environmental
 - b. Print to the Capt's office all that have CASE FIRE ASSIGNED
4. Do not assign case fire numbers to details, admin runs, supply & equipment run. They all get logged in but do not get a case number or printed out

Verify caller and location, caller may not be at same location as incident.

Power Geysler SOP was gone over and explained.

SOP for Complete Alarm failure was gone over and explained to include the checklist for complete alarm failure.

Give directions to units responding to alarms down range or hard to find areas:

1. Do they know the exact location
2. Give POC if possible (Person or Tower)
3. Make them aware of possible hazards
4. Range conditions (hot / cold /clear)
5. Which tower controls that area down range
6. Which roads are safe at all times
7. Check on down range units frequently (due to road conditions, wildlife, weather), while Enroute to the scene and returning for drivers safety also.

Be aware of total surrounding in ESC know what's going on for police, fire, Harford County.

Keep track of who is in which unit on the road. If person is in a vehicle out of the station don't place phone calls on park. Take a message or get a call back number.

Announce all calls over the PA clearly, don't slam the receiver down when finished. It picks up the slamming and everybody hears it.

Mr. Gibson gave another demonstration on how to change the paper on the King Fisher, I had to tell Mr. Becker to come over to watch. He just walked away to the Desk Officer and showed no interest.

Mr. Becker worked the whole shift with one take up reel for the King Fisher not working. Mr. Bittner came in at 1730 noticed and fixed it in a matter of seconds. It wasn't until then I found out rather than ask for help he had been rolling the paper by hand all day.

Explained and give sample of Fire Apparatus numbers and meaning. Engines are 1, Tankers are 2, Ladder Trucks are 3, Brush units are 4, Ambulances are 9. After he was trying to send an ambulance to a brush fire.

He could not log on to COPS. Would not understand he was on the CAD computer.

Sent Patrol to BOA after being told that Mrs. Farmer had call in and was taking the Alarms off. Lt Smith had to call Patrol to disregard.

Sent Patrol by to check credentials of Lomis / Fargo person servicing the ATM. After being told they had call and were doing their routine service.

Sent Patrol 16 to Alarm at 740-A6. Even when told to verify if she knew where it was he was reluctant to do so. When he did she was under the impression it was on bunker row (so was he). There is a 4-5 mile difference.

Even after Lance and I had explained the problem with trailers 13 & 14 he insist on sending a patrol for each occurrence of the alarm.

After being told several times to fill in the caller's name and phone number he prefers to add it in the remarks rather than in it's appropriate location.

After answering phone or making announcement over PA he throw the receiver down as if agitated.

Did not participate in demonstration from Mr. Gibson on King Fisher. Loading paper and general use, he walked away and ignored what was going on. This was after I had told him this was something he had to know.

Rather than ask questions of myself or other dispatcher he would approach Fire Fighter as they passed in the hallway and call them in.

When after being told a person was not on shift or out of the station he would still place a call on park and announce they had a call. He would not pick up the person's call and tell the caller person was unavailable.

While Patrols were on the air for an event he noticed that the paper was going to run out. He asked for help changing it. It was not a priority at this time. Pay attention to Patrol on the air, don't get involved in another project right then. Pink stripe is a warning the paper is low, not out.

Briefed on work orders by fire personnel prior to our take over. Also by myself a few times after our take over Capt. Hamilton came in and asked for a worked order and he tried handing him a green book for the alarm system.

Bn Chief Cox was testing alarms and he was asked to "Check the book and tell him how long this alarms has been out of service." His reply was "What book?".

His is not cognizant of others in the room trying to tell him something pertinent to the call or situation his is handling.

He needed to EA Fire Station. He didn't know the number. I had to show him 3 time that there was a not posted on the control panel "EA Fire Station 5-4451". I also told him to use the Extend system with the power button for fire department. I had to talk him through each step to make the call.

He claims that no one had show him different features of the ADT alarms. Lance was there and stated that he most certainly had showed everyone and that everyone was give a small pamphlet on what to do.

After changing the tape on the King Fisher he would not accept my explanation of you simple throw the tape away. He argued that he would have to give it to the Capt or at least leave it in his box. Bn Chief Cox was in the room at the time so I asked him what he wanted done with the tape roll he said "Shitcan it."

Control on prolonged traffic stops or out car for prolonged period he has to be reminded to check on their well being even after the contact unit alarm goes off.

He claims to have never heard of "Power Geyser" or participated in any exercises for it. Every dispatcher and Fire Fighter was briefed on this code word and what to do if it came in on their watch.

Would not accept from me that just because men were being sent to the air base as relief for the Power Geyser there was no need to create another event. The mission was not over they were just replacing the off going shift with new people.

He is unaware of the resources around him. Rather than picking up and checking out the books at the desk (either desk) and trying to learn or better his job performance, he will read a magazine or stare aimlessly with his back to his work.

Told many times if an alarm comes in after a test or in a block call "test report" there is no need to ring it out. Even when shown specifically that it is a test report he still wants to send at least some one to make sure.

Spends much of his time with desk officer, even when he is assigned on fire side

Will answer 0550 the Alarm line and not take action. Even if person on Police side is occupied he will pass it to them.

Doesn't pass on correct information over the air. He wants to use his own terms. Not what the caller has told him. Adjacent rather than behind (1/4 mile behind), Area 22 as opposed to Firing Position 22, Report to A Tower rather than Contact A Tower.

After 2 month was still unsure of types of EMS/Fire Apparatus.

Claimed he did not know about giving Hospital status to Ambulance Crews when dispatched or ready to transport.

Instead of using Transport and Transport Arrived button provided he would type these messages in the Remarks block.

Mr. Streaker and myself had to explain the difference between a Hydrocarbon Spill, a Hazardous Material Spill, and an Investigation. Also these all have to have a Fire Case Number Assigned (not Police Case) for Mr. Streaker to submit his Federal Reports.

He would not accept my word that Fire Dept did not need to be told each time a Wet Bulb (WBGT) reading came in over the Phone. He also did not understand the WBGT concept. I had to get direct confirmation from both Chief Budnick and Lt Smith that until it went to WBGT 85o or higher they didn't want to be notified.

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

THORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
INCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately
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: APG MARYLAND
2. DATE (YYYYMMDD): 20040128
3. TIME: 21:05
4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME: GOLCZEWSKI, MATTHEW
6. SSN: 212-70-1343
7. GRADE/STATUS: GS-6
8. ORGANIZATION OR ADDRESS: DLBS

9. I, MATTHEW GOLCZEWSKI, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
I AM A POLICE/FIRE DISPATCHER. I HAVE BEEN HERE SINCE OCT. 98. I AM RESPONSIBLE FOR POLICE/FIRE/EMS COMMUNICATIONS AND INTRUSION DETECTION. CHAIN OF CMD. IS MAC, BOOTH, KRAUER.
PROPER SECURITY PROCEDURE IS TO OBTAIN THE CALLERS NAME AND CHECK THAT NAME AGAINST A LIST OF AUTHORIZED FACILITIES THEY ARE PERMITTED TO ACCESS, ASK FOR THEIR CHALLENGE CODE. IF THE CHALLENGE CODE DOES NOT MATCH, THEY ARE NOT PERMITTED INTO THAT FACILITY.
I WAS TRAINED TO OPERATE THE IDS ALARM IN THIS MANNER.
I HAVE OBSERVED ON A REGULAR BASIS, MAC ANSWER THE PHONE FOR THE PURPOSE OF IDS DEACTIVATION. HE WILL ASK THE PERSON TO

10. EXHIBIT: 16
11. INITIALS OF PERSON MAKING STATEMENT: ML
PAGE 1 OF 7 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT 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 MATTHEW GOLCZAWSKI TAKEN AT APG MD DATED 1-28-04

9. STATEMENT (Continued)

SAY THE ACCESS CODE BECAUSE IT IS BEING TAPPED. HE WILL NEGLECT TO CHECK THE ACCESS BOOK TO VERIFY THE CHALLENGE CODE IS CORRECT AND GRANT THAT PERSON ACCESS INTO THE FACILITY. I HAVE ON SEVERAL OCCASIONS OBSERVED OTHERS DO THE SAME. JOHN COLE, JERRY MORGAN ARE A FEW THAT COME TO MIND.

I HAVE OBSERVED MAC IN A TRAINING ROLE TELL THESE PEOPLE THAT THERE IS NO REASON TO CHECK THE BOOK DUE TO THE FACT THAT THE PEOPLE GETTING ACCESS NEVER CHANGE AND THERE IS NO NEED TO CHECK. I DID NOT TAKE ISSUE WITH THIS FACT DUE TO THE FACT THAT I FELT LIKE THERE WOULD BE CRITICISM OR RETRIBUTION IF I SAID OTHERWISE. I FEEL THAT MAC IS IN A SUPERVISORY POSITION AND HE ENCOURAGES THIS TYPE OF FAILURE TO FOLLOW PROCEDURES TO CONTINUE.

INITIALS OF PERSON MAKING STATEMENT

ML

PAGE 2 OF 7 PAGES

MENT OF MATTHEW GOLCZEWSKI TAKEN AT APG MD DATED 1-28-04

9. STATEMENT (Continued)

THE NCIC PRINTER SHOULD NEVER BE TURNED OFF OR ONLY TURNED OFF TO ADVANCE THE PAPER TO SEE THE INFO THAT HAS PRINTED.

IT IS COMMON SENSE, AND I BELIEVE IT TO BE IN THE SOP'S THAT THE PRINTER SHOULD NEVER BE TURNED OFF DUE TO THE FACT THAT IT PROVIDES INFO SUCH AS TERRORIST ALERTS, TRAINING ADVISORIES,

HOMICIDE SUSPECTS, STOLEN CARS ETC..

ON MANY OCCASIONS THE PRINTER WAS TURNED OFF FOR EXTENDED PERIODS BY MAC. I KNOW THIS BECAUSE ON THESE OCCASIONS I WAS THE ONLY OTHER OPERATOR AND IT WAS BROUGHT TO MY ATTENTION BY MY RELIEF DISPATCHER ROSS, WHO WAS A STICKLER FOR THIS.

THE PHYSICAL WORK ENVIRONMENT IS SHABBY AT BEST. THE FLOORS ARE ALWAYS DIRTY, THE AIR QUALITY IS TERRIBLE, THERE IS MOLD GROWING AROUND THE AIR VENTS, THE COMMUNICATIONS EQUIPMENT IS CONSTANTLY BREAKING DOWN. GENERALLY A VERY POOR PHYSICAL ENVIRONMENT.

INITIALS OF PERSON MAKING STATEMENT

ML

PAGE 3 OF 7 PAGES

MENT OF MATTHEW GOLCZAWSKI TAKEN AT APG MD DATED 1-28-04

9. STATEMENT (Continued)

THE ACCESS CODE BOOK BEING A GOOD EXAMPLE. IT IS IN VERY POOR CONDITION. THE PAGES ARE DOG EARED AND IT IS FULL OF WHITE OUT AND SCRIBBLES DUE TO THE FACT THAT PHYSICAL SECURITY PEOPLE ARE ADDING AND CHANGING THE INFORMATION. I FEEL THAT OUR MANAGEMENT DOES NOT PLACE AN EMPHASIS ON THIS TYPE OF THING AND WHEN IT IS BROUGHT UP IT IS ALWAYS BEING WORKED ON BUT NEVER SEE IT HAPPEN.

I HAVE EXPERIENCED OFFENSIVE AND VIOLENT COMMUNICATIONS FROM MY CO WORKER, MAC, AS DETAILED IN THE LETTER DATED AUG. 14 2002. I HAVE RECENTLY, WITHIN THE LAST MONTH OR TWO HAD AN EXPERIENCE WHERE MAC WAS PRESENT AND A T.V. SHOW WAS ON AND THE ISSUE WAS HOW TO MAKE UNRULY CHILDREN BEHAVE. HIS REPLY WAS TO HOLD THEM UNDERWATER TO MAKE

INITIALS OF PERSON MAKING STATEMENT

MG

PAGE 4 OF 7 PAGES

STATEMENT OF MATTHEW GOLCEWSKI TAKEN AT APG MD DATED 1-28-04

9. STATEMENT (Continued)

THEM BEHAVE IMPLYING ATTEMPTING TO DROWN THE CHILD. ANOTHER INSTANCE IS WHEN WE WERE WATCHING A TV SHOW AND THE SUBJECT WAS IF A CAT WILL LAND ON ITS FEET IF DROPPED FROM A DISTANCE. MAC'S REPLY WAS THAT HE WAS AWARE OF HOW MANY TIMES A CAT WILL BOUNCE DOWN THE ROAD IF YOU THROW IT OUT ONTO THE HIGHWAY ^{WHILE MOVING} AMY ROWLAND WAS PRESENT WHEN THESE COMMENTS WERE MADE. MAC IS CONSTANTLY BEING VERBALLY ABUSIVE AND UNPROFESSIONAL TO THE COWORKERS AND THE PUBLIC. THIS IS A DAILY BEHAVIOR WITH HIM. A FEW EXAMPLES ARE WHEN THE REPORTER FROM THE SUN PAPERS CALLS AND TRIES TO GET ANY HOT STORIES THEY MAY PRINT, MAC WILL GO INTO A BACK & FORTH ARGUMENT WITH THE PERSON VERY RUDLY INSTEAD OF TELLING THEM THAT CAN NOT GET INFO FROM HIM.

INITIALS OF PERSON MAKING STATEMENT

MB

PAGE 5 OF 7 PAGES

STATEMENT OF MATTHEW GOLCZEWSKI TAKEN AT APG MD DATED 1-28-04

9. STATEMENT (Continued)

ANOTHER INSTANCE IS WHEN A LADY FROM THE TRAILER PARK CALLED. SHE DID NOT KNOW EXACTLY HOW TO EXPLAIN HER LOCATION TO HIM SINCE SHE WAS A NEW RESIDENT ON POST. INSTEAD OF TREATING HER WITH RESPECT HE BELITTLED HER LACK OF KNOWLEDGE OF THE POST. THIS, I BELIEVE SHOWS POOR PROFESSIONALISM AND DISRESPECT FOR THOSE WE SHOULD BE SERVING. I HAVE ALSO BEEN PRESENT WITH SGT BOOTH WHEN HE IS MAD ABOUT ANYTHING HE WILL CURSE IN THE DISPATCH CENTER. I THINK THIS IS OFFENSIVE AND UNPROFESSIONAL OF MANAGEMENT.

I WAS ADVISED BY MY COWORKER ROSS THAT HE TALKED TO A MS DONNA LEWIS ABOUT OUR WORK ENVIRONMENT. SHE ADVISED HIM TO HAVE ANY OTHER OF HIS COWORKERS THAT HAD ISSUES TO SEE HER ABOUT IT. I WROTE A LETTER DATED AUG 14 2002 AND WENT TO TALK TO HER ABOUT IT BUT SHE WAS NOT

INITIALS OF PERSON MAKING STATEMENT

ML

PAGE 6 OF 7 PAGES

STATEMENT (Continued)

PRESENT SO I LEFT THE LETTER WITH HER SECRETARY. I DID NOT TALK WITH ANYONE ELSE ABOUT THIS MATTER BECAUSE I DID NOT FEEL THAT MANAGEMENT WOULD DO ANYTHING ABOUT IT.

nothing follows

AFFIDAVIT

I, MATTHEW GOLCZEWSKI, 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.

Matthew Golczewski

(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 28TH day of JANUARY, 2004 at APG, MD

Paul A. Mamme

(Signature of Person Administering Oath)

PAUL A. MAMME

(Typed Name of Person Administering Oath)

5 USC 303

(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

MG

PAGE 7 OF 7 PAGES

August 14, 2002

Dear Sir or Madam:

I would like to bring to your attention a very alarming and potentially violent situation that currently exist within the DLES organization here on APG. This situation exist now and has been brought to the attention of supervision but due to the lack of action the majority of the employees are fearful to go to work everyday creating an environment of stress and anxiety. The problem revolves around an employee by the name of John Furmankiewicz and the belief among other employees is that he is a mentally unstable individual and may resort to work place violence at any time. He has on several occasions stated with conviction that "There are days when I feel like climbing the water tower with a sniper rifle and a bunch of ammo". Mr. Furmankiewicz has also made it known and has openly bragged that he has a small arsenal of automatic weapons and small arms at his residence. Given the fact that Mr. Furmankiewicz is a Viet Nam veteran and has the training to use the automatic weapons that he brags about makes the employees of building 2200 almost terrified to work with him. In addition to this, Mr. Furmankiewicz has stated that when he served in Viet Nam he "enjoyed killing people". The fear of potential violence in our workplace has driven the employees that work with Mr. Furmankiewicz to believe that he should be removed from his position immediately. The most recent proof involves a statement that he made as follows, "I have never held anybody hostage before but if I did I would hold the gun in their ribcage where it's most comfortable for me. That way I could hold it there for a very long time." There are countless other cases that illustrate Mr. Furmankiewicz potential for violence and it might be very easy to think that nothing will ever happen here on APG but as we see in the news headlines all the time it's the people that thought 'it will never happen here' that suffer the most. Your consideration and action on this matter is greatly appreciated. As for the offenses, I can provide dates, times and names of witnesses. Feel free to contact me at (410)575-6946.

Sincerely,

Matthew Golczewski
Fire/Police Dispatcher

EXHIBIT 17 (10F2)

DONNA,

I HAVE TALKED WITH MY CO-WORKERS WHO
HAVE MET WITH YOU IN REFERENCE TO
MR. FURMANKIEWICZ. HE IS BECOMING
A PROBLEM. ENCLOSED IS A LETTER
REGARDING THE MATTER. I WILL BE
OUT OF TOWN UNTIL THE 23RD.

THANK YOU.

Math Sealen

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 /SSM/.
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 APG, MD	2. DATE (YYYYMMDD) 2001/01/24	3. TIME 1530	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME JOHNSON, CAROLYN JEAN	6. SSN 215-40-0018	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, CAROLYN J. JOHNSON, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

The proper procedure used to access alarms properly, is to ask the person name, then for access code, after getting this information, go to green book to ensure that the person should have access to the particular bunker requested. My understanding of this procedure is based upon training received when first hired. The only time that this procedure is not always followed to the letter, is if you are sure of the caller. The reasons you should be sure is because on many occasions we speak to these people everyday sometimes multiple times a day. If at anytime I am not sure of the caller, I will most often return to the book to confirm code and or bunkers to be accessed. If I recognized the name, the person must still give me the code.

I feel that most of time, the green book is used to reference name, code and bunkers to be accessed by co-workers. The NCIC printer should never be turned off. There have been occasions when the printer was unintentionally left off, because maybe the phone rang, or you have take off a sheet with traffic information on it and you're in a hurry to give the information to the officer. Generally when this happens you notice as soon as possible, and rectify the situation by turning the machine back on immediately. I have no knowledge of the printer ever being turned off intentionally. In the summer of 2002, an incident occurred with Mac and myself, while assisting Ms. Beck with a traffic stop. I was working on the NCIC computer, when Mac asked me what was I doing. I responded that I was printing out the information, he said to that "we don't print anything here, keep your hands to yourself." I immediately got up from the computer and walked out into the hallway, where I saw Mr. Booth, who asked me how things were going, my response to him was do you really want to know, his reply was yes thats why I asked. I then proceeded to tell him what had transpired earlier between Mac and myself. I have no knowledge as to what happened after that incident occurred. There was another incident that occurred a few months later, when I pulled relief on Mac's squad. I had just come on duty when he said to me, that I would have to work the fire side because he was working Police side because he had stuff to do in the computer. There were no words exchanged, I proceeded to work on fire side as he told me to do.

Fall 2003 Ross Becker and I was having a conversation, one of many during change of shift. Ross had begun to talk about his fear of Mac. He recanted his conversation that he had with Mac sometime earlier, reference Mac going up on the Water tower with a gun and picking people off one by one. I asked Ross if he really believed that Mac was capable of doing something that horrible, he replied to me yes Carolyn, I really believe he is. He also said to me that he was afraid of Mac and that this fear was making him very ill. Ross told me that he did not sleep well and that he was becoming sick over this situation. I truly believe Ross meant what he was saying at that time. Later on just recently I mentioned to Mr. Booth that I felt as though management should see that Ross received some assistance from occupational health. There was no response from Mr. Booth. In the summer of 2003 while going through the drawers on the fire side, I discovered a stock of girlie magazines, I called Mr. Booth's attention to them, and after awhile they were gone. On approximately 01/16/04 I discovered two more girlie magazines, that are still on top of the cabinet in the communication center. In October 2003 while on duty, Mr. Booth came into the radio room to tell the operators on duty that we were no longer permitted to park in the front parking lot, I then asked Mr. Booth why couldn't we park out front, since the parking lot is marked staff parking. His reply was that we were to park in the rear parking lot per Mr. Krauer, and that there would be no more discussion, just "suck it up." Shortly after this incident, I became so upset, my blood pressure went up severely and I was taken by ambulance to Harford Memorial Hospital.

In my opinion the working environment is deployable in that the chairs are filthy, the floors are always dirty. There is always dust and mold coming from the vents. Fred Marlock cleaned the vents himself one day while he was working. SGT Tony Williams bought a room humidifier into the radio room.

My position title is Emergency Communications Operator. I work squad #2 Jerry Morgan, Fred Morlock, Dorothy Shepard, William Snyder and Anne Francis. I have been employed with DOD one year and a half. I understand my supervisory chain as follows: Mr. Ian Booth, SGT S. Kontak, Mr. Ken Masoner and Mr. Robert Krauer.

10. EXHIBIT 18	11. INITIALS OF PERSON MAKING STATEMENT 	PAGE 1 OF <u>2</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 BE INDICATED.

9. STATEMENT (Continued)

AFFIDAVIT

I, CAROLYN J. JOHNSON, 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, OR UNLAWFUL INDUCEMENT.

Carolyn J. Johnson
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 9th day of FEBRUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

PAGE OF PAGES

SWORN STATEMENT

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

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
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: Aberdeen Proving Ground, MD
2. DATE (YYYYMMDD): 20040127
3. TIME: 1600
4. FILE NUMBER:
5. LAST NAME, FIRST NAME, MIDDLE NAME: KONTAL, Stephen Stanley
6. SSN: 232-89-4371
7. GRADE/STATUS: E-7/AD
8. ORGANIZATION OR ADDRESS: HST-DLES, Aberdeen Proving Ground, MD 21005

9. I, Stephen Stanley Kontal, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
The Operations Division is comprised of Finance (1), Logistics (1), Admin (3), Dispatch (12). Admin and Dispatch report directly to Mr. Booth. Finance and Logistics report directly to myself. Mr. Booth reports to me. Mr. Booth supervises Admin, and Dispatch, he is also responsible for Civil Liaison, ACWOL apprehension, systems administrator, vehicle coordinator, Course Belif.
In March, 03 after my arrival, I was approached by Mr. Morgan with concerns over the competency of some of the dispatches. I informed Mr Morgan, that I would observe for 90 days prior to making any conclusions. My observations indicate the some dispatches were not properly skilled in all areas.

10. EXHIBIT: 19
11. INITIALS OF PERSON MAKING STATEMENT: SSC
PAGE 1 OF 6 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT 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 Stephen S. Kaulal TAKEN AT APG, MP DATED 04/01/27

9. STATEMENT (Continued)

This was due to the lack of rotation among the dispatch positions. A meeting was held in early summer 03 (May/June). The Dispatchers were informed that they would rotate shifts and positions. During the meeting I presented my observations. Mr Booth continued the meeting by coming up with a rotating schedule.

The issue of shift supervisors was also addressed. The attendees were informed that we have "coordinators", not supervisors. One dispatcher complained about the current coordinator, when offered the additional duty, he declined. The dispatcher that declined the additional duty was Matthew Golezewski. A second quarterly meeting was held in Sept/October 03. I provided refreshments for the meeting, but was unable to attend. The meeting was chaired by Mr. Booth.

I have no knowledge of any certain incidents where proper procedures were not followed to admit or secure protected areas.

INITIALS OF PERSON MAKING STATEMENT SSKPAGE 2 OF 6 PAGES

STATEMENT OF Stephen S Roland TAKEN AT APG, MD DATED 040127

9. STATEMENT (Continued)

I have no information regarding to the printer being turned off when it was required to be operational.

I have no knowledge of any violence or offensive environment within the 911 Center. I check with the Dispatchers every morning for any refreshments they may want. I stop in on weekends/holidays at various times to do check on them. On one Saturday in the early summer, I had to cover for sick dispatcher. Mr Coole gave me the basic instructions and got me thru the day. I have an appreciation for the duties the dispatchers. They are limited to a close environment for their entire tour of duty.

In early November, 03, I was informed that Ms. Roland had a disagreement with Mr Kurmanhewicz (Mac) that led to her being seen by IEMS.

I contacted Ms Roland while she was on-duty and asked her to stop out. She informed me of the circumstances of the incident. I requested that she write down the incident and provide me a copy, which she did

INITIALS OF PERSON MAKING STATEMENT

SSR

PAGE 3 OF 6 PAGES

STATEMENT OF Stephen S. Koutal TAKEN AT APG, MD DATED 040127

9. STATEMENT (Continued)

After reviewing the document that Ms Rolant provided, I discussed the events with Mr. Booth and Ms Linda Bryant (CPO). We did not feel any criminal act had occurred, however the conduct was ~~not~~ conducive to the work place. Mr Booth and I agreed on a five (5) day suspension for Ms. Ms Bryant agreed with the recommended suspension. The suspension has not been served as at this date due personnel shortages during the holidays over ch leave, leave and scheduled days off. I was required to use Admin personnel to cover the duty requirement over the holidays to meet commitment.

I have no personal knowledge of any other reported incidents of violence in the work place.

Our NCI/MILRS account is managed by @fc Wooten, who provides technical knowledge in admin. - islering the account. She is responsible for scheduling training and access for new users. She also provides quality assurance on all data entries. Future plans for the All Center include new carpet, flooring and furniture.

INITIALS OF PERSON MAKING STATEMENT

SSK

PAGE 4 OF 6 PAGES

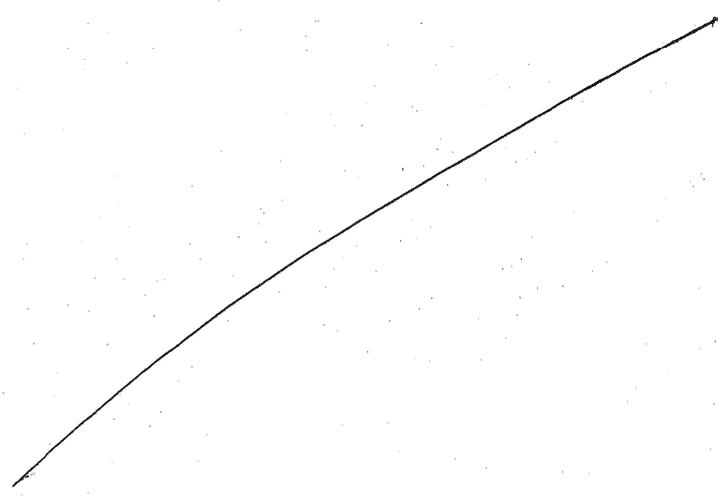
STATEMENT OF Stephen S. Koutel TAKEN AT APG, MD DATED 04/01/27

9. STATEMENT (Continued)

Mr. Booth has received a bid for new furniture. One of the dispatchers has been tasked to receive estimates for the carpet.

Training funds have been approved for train-the-trainer courses. We are also looking CALBA certification. I would wish all of the dispatchers to become certified while we all have strengths and weaknesses, I have full faith and confidence in ALL the dispatchers in a crisis situation.

end of statement



SWORN STATEMENT

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PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
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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 APG, MD	2. DATE (YYYYMMDD) 2004/01/22	3. TIME 1215	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME MORGAN, Gerard Joseph	6. SSN 217-54-8490	7. GRADE/STATUS GS6	
8. ORGANIZATION OR ADDRESS DLES			

9. I, Gerard J. Morgan, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

After receiving a phone call for entrance into a bunker the subject gives their (he/or she) gives you their name access code and Bunker wanting to get into. You are supposed to check the access book to find out if subject can have access. I have my understanding on SOP 26.

I myself on a daily occasion have been in violation of the SOP. Reason for this is after working here for almost 5 years you become familiar with the subjects calling in ie: Recordio Ms. Perloski, Mark Meullian, White, and so and and you know the access code and the bunkers that they are allowed to have access into. *gjm*

When you receive anywhere from 50 to 100 calls a day for access or closure into bunkers or buildings you become familiar with the persons voice and name. It has even gotten to the point that several personnel have come to the office that we can put a face with the voice and name.

A Yes, however can not give dates and times. I am aware of other incidents in this area.

I refuse to give any names of my co-workers at this time.

Unknow if management is aware of the infractions on opening the bunkers or not. However in 2002, it was brought to Mr. Booth's attention that two of my co-workers were not securing all the bunkers at 2000 hrs they would be left unalarmed for as long as a three day period from Friday to Monday morning. Mr. Booth to my knowledge did nothing.

A. I have on occasion have left the printer off for as long as 3 hrs. However everytime you print something for the road patrols you have to turn the printer off to extract the print out. On occasion when you run a court docuante for the court you are running 50 to 100 separate subjects or tags, also when you do background checks for employees to be hired their are 4 or 5 steps that have to be done and the printer has to be turned off and on every time there is a different step. And yes I have to come to work on one occasion releaving the other squad and have found the printer off for several hours. Unknown who had done it. The reason the printer was turned off and left off by myself is because of human error.

A. Turned printer back on when it was found that it was turned off.

A. The communication center environment as a whole sucks. The floor is utterly disgusting. The roof leaks and there is DNA on all the chairs. The conditions of the dispatch center was brought to the attention of Mr. Booth, Master Sgt Brown and Mr. Masinor in a meeting in April/May 2003 in the conference room of DLES and we were assured by Mr. Masoner that the chairs would be cleand. However to date to my knowledge nothing has been done with the chairs. Mr. Booth and MSgt. Brown stated no money in the budget to do roof or floor.

A. The inner action of the co-workers for the shift 2 or squad 2 is (fine) all the tension on squad 1 is all hear-say.

A. As far as supervision in the radio dispatch center There is None. Reason for this conculision is in June of 2002 Mr. Krauer approached me while I was taking a smoke break on the back porach and stated to the best of my memory, "there is to much on Mr. Booth's plate, I need you to do me a favor. I need to know the problems the dispatchers are having in the back. So I typed up the problems with the dispatchers ie, Francis, Becker, Matt G., John F., Steve Bittner and myself and gave that letter which I still have on my computer at home to Mr. Krauer and nothing to this date has been done to address the problems, mentioned in 2002.

10. EXHIBIT 20	11. INITIALS OF PERSON MAKING STATEMENT <i>GJ Morgan</i>	PAGE 1 OF <u>3</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 BE INDICATED.

STATEMENT OF Gerard J. Morgan TAKEN AT APG DATED 2004/01/22

STATEMENT (Continued)

more KAOS GJM

2003 brought to the dispatcher center when ever we had a problem he would go to Mr. Booth. My first line supervisor ie: Supervisor chain as I believe:

- Mr. Booth
- Staff Sgt. Kontak
- Mr. Masoner
- Mr. Krauer.

2003 ie Feb 5. Just returned to work after a spinal fusion to find out that a member of the Police Department had taken money from the Union. In March the dispatchers were advised that we could not park our personal vehicles out front when working day shift. I then submitted a memo on morale to Mr. Booth, SFC Koptack, Mr. Masoner and Mr. Krauer at a meeting a week or two later from submitting the memo with Mr. Masoner. I was told by Mr. Masoner that Mr. Krauer would no longer be handling personal problems that he would. Was the problems in the memo addressed - yes. Were they fixed - NO.

In April of 2003 a dispatcher, Mr. Becker, refused to run a criminal history check on a subject, then after two phone calls and long discussion he ran it. Then the same dispatcher hung up on the police officer when he was trying to do a registration check. When this was brought to the attention of Mr. Booth, SFC Kontak and Master Brown they said they would look into it. Was anything done NO. This was done verbally.

In March of 2003 I came in to the office to voice my opion and concerns to SFC Kontak about the other dispatchers (deficances) because Mr. Booth had done nothing to rectify the situations. SFC Kontak said he would look into it and get back with me in a couple of weeks. To this date nothing has been done in reference to our conversation.

There has been numerous other occasions when a problem with a dispatcher has been brought to supervisors attation and nothing has been done.

st year when (2003) given my evaluation yearly it was given to me while I was sitting at the radio station of fire dept. and Ms. Francis was siting not 10 feet away at the police station. To my knowledge everybody who worked in the dispatch center received the same evaluation just cut + paste. I was appointed by Mr. Booth to be Lead Dispatcher for squad #2 my understanding as a lead dispatcher is as follows. Doing payroll for squad #2 (ie) Francis, Johnson, Morlok, Sheppard, Snyder, and making sure their is enough coverage for when some takes sick leave, Annual Leave. I have never been formally trained as a supervisor, trainer, or any other function then described above.

- A. I have never been offended by anyone or any conversation that has been directed to me or about me in the dispatcher center.
- A. MacF. is a very compant dispatcher his knowledge of the job is better then most who work in the dispatcher center.

I was a police officer for Harford County Sheriff's office from 1982 to 1999 when I came to work for the federal government as a dispatcher. I have over 20 yrs experanse with radio communication of some type.

*****NOTHING FOLLOWS*****

INITIALS OF PERSON MAKING STATEMENT

GJM

PAGE 2 OF 3 PAGES

9 STATEMENT (Continued)

*****NOTHING FOLLOWS*****

AFFIDAVIT

I, Gerard J. Morgan, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. 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.

Gerard J. Morgan
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 9TH day of FEBRUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

CALL OUT 02-16-03

ANN 1320 HRS, CALLED AND STATED THAT THEY HAVE NOT PLOWED MY STREET YET SO I CAN'T MAKE IT IN, DON'T BE MAD. I'LL CALL MY SON AND ASK HIM TO COME PICK ME UP IN HIS TRUCK

I TOLD ANN THAT I WOULD SEE HER WEDNESDAY.

BILL 1430 HRS, CALLED IN AND STATED THAT THE WINDSHIELD WIPER ON HIS JEEP WAS BROKEN, BUT IF I (MORGAN) WANTED HIM TO TRY AND DRIVE IN HE WOULD.

I TOLD BILL I WOULD SEE HIM WEDNESDAY.

MAC 1540 HRS, STATING THAT HE WOULD NOT BE IN. THAT IT WAS NOT BECAUSE OF THE SNOW, IT WAS BECAUSE HE PULLED HIS BACK OUT WHILE SHOVELING SNOW.

I TOLD MAC NO PROBLEM.

MATT 1930 HRS, STATING HE WAS AT HIS PARENTS HOUSE IN ROSEDALE, BECAUSE HE WAS DIGGING HIS FATHER OUT AND IS NOW SNOWED IN. HE STATED THAT HE WOULD COME IN IF SOMEONE COULD COME PICK HIM UP.

I TOLD MATT I WOULD HAVE TO CHECK WITH SFC MURBERG IN THE MORNING AND FOR MATT TO CALL BACK AROUND 0530 FOR AN ANSWER.

JOHN 0450 HRS, STATED THAT HE HAD BEEN SHOVELING FOR OVER 30 MINUTES AND THAT HE COULD NOT GET OUT AND WOULD NOT BE IN. HOWEVER, HE STATED THAT IF HE COULD GET OUT LATER HE WOULD BE IN.

LISA TOOK THE CALL FROM JOHN.

EXHIBIT 21 (10 of 14)

0500 HRS, MORGAN ASKED SFC MURBERG IF HE COULD SEND SOMEONE TO ROSEDALE AND PICK UP MATT. SFC MURBERG STATED THAT HE WOULD ONLY GO TO ABERDEEN OR HAVRE-DE-GRACE NOT ROSEDALE BECAUSE IT IS TOO FAR TO GO.

MATT 0505 HRS, CALLED IN TO GET SFC MURBERG DECISION. I TOLD HIM THAT HE COULD NOT JUSTIFY COMING THAT FAR TO GET SOMEONE. MATT STATED THAT IF HE COULD GET OUT HE WOULD BE IN.

SFC MURBERG WAS ADVISED THAT LISA AND MYSELF HAD BEEN IN DISPATCH FOR OVER 24 HRS. HE STATED THAT HE WOULD ALLOW OFFICER WHITE TO WORK POLICE SIDE RADIO IF MANPOWER PERMITTED, ALSO THAT HE WOULD TRANSPORT ONE OF US HOME. HOWEVER, WE REFUSED TO GO HOME IN CASE NIGHT SHIFT (BECKER AND STUMPF) CALLED OUT BECAUSE OF THE SNOW. BECAUSE THERE WOULD BE NO ONE TO REPLACE WHOEVER WAS WORKING FIRESIDE. IT WAS MY DECISION (MORGAN'S) TO UTILIZE OFFICER WHITE ON POLICE SIDE SO ONE OF US COULD GET A COUPLE OF HOURS OF DOWN TIME DURING THE DAY. WAITING TO SEE WHAT THE NIGHT SHIFT WAS GOING TO DO.

IT SHOULD BE NOTED THAT OFFICER WOOTEN RESPONDED TO THE DISPATCH CENTER AT 2130 HRS STAYING UNTIL 0230 SO LISA AND MYSELF COULD HAVE SOME DOWN TIME

KEITH 1158 HRS, CALLED IN STATING THAT NOTHING WAS PLOWED AND HE COULD NOT GET OUT IN HIS TWO WHEELED DRIVE VEHICLE. HOWEVER, HE WOULD COME IN IF SOMEONE COULD PICK HIM UP

COL MARK ARRIVED AT THE PMO AT APPROXIMATELY 1300 HRS, SFC MURBERG AND SGT BARNETT GOT APPROVAL FROM COL MARK TO TRANSPORT THE DISPATCHERS TO AND FROM HOME WITHIN REASON OF DISTANCE, IE. FALLSTON, PERRYVILLE AND EDGEWOOD.

MORGAN 1310 HRS, CONTACTED MR BOOTH AND GOT APPROVAL TO CALL SOMEONE IN FOR OVERTIME. FRED MORLOK AGREED

TO COME IN FOR THE NIGHT SHIFT. ALSO SGT BARNETT
MADE ARRANGEMENTS TO PICK UP BECKER USING A
HUMMER, AND TRANSPORT BECK AND MORGAN HOME.

TO: MR. BOOTH
FROM: G.J. MORGAN
REF: CALL OUT
DATE: 02-19-03

Mr. Booth

On 02-18-03 while working for squad #1, Mac being on annual leave. Myself and Lisa were called in to cover day shift. Because John called out still snowed in. Matt was still stuck in Rosedale unable to get out. At approximately 1130 am Matt called and stated that the plow had just come through and that he could come in. Matt wanted to know if he should come in. I told Matt to stay home. The reason being I was personally upset with all of squad #1, and some people on squad #2. Matt should have known that Tuesday was his regular day to work, he should have shown up anyway, so that I could have sent Lisa home.

At 1730 hrs, Stumpf arrived and stated to Ross that he just started shovelling his drive out today. It would seem to me that he did not even attempt to even try to come to work on his assigned night shift on 02-17-03. Which Fred covered his shift for him.

It seemed strange that Ann would call in at 0250 hrs on 02-19-03 stating that they have not plowed her street, and she was not going to be in, at 1700 hrs. I find it hard to believe that someone knows at 0250 what is going to occur at 1600 hrs.

(4 OF 14)

Memorandum

To: MR. KRAUER
CC:
From: G.J. MORGAN
Date: 02/23/03
Re: SNOW PLAN

MR. KRAUER

This letter is to inform you of several short falls of the Patrol Division and the staff of DLES. It is also praise for several supervisors of the Patrol Division and praise for the Fire Department.

As you know or should have been made aware of, two dispatchers (Lisa Beck and I) were on duty when the snowstorm hit on Sunday 02-16-03. Mrs. Beck and I were stuck at work for 37 hours straight manning the communication center. Not once did the day or night shift supervisor ask if Mrs. Beck or I needed anything.

However, fireside, which we are not affiliated with, offered us food, drinks, a place to sleep, showers or anything else we would happen to need. For a long time the dispatchers, all eleven of us, have felt like outcasts, (the red headed stepchildren), of the department. It truly showed on Sunday from 0500 to Monday 0600.

I know that the feeling towards the dispatchers has been brought on by themselves, i.e.: some of the dispatchers not doing their job properly or in some cases not knowing how to do their job. However, we all should be working as a team and that is not happening.

On Monday 02-17-03 at 0600 things changed when SSG Murberg and Sgt. Barnett took over as shift commanders. The first thing both Sgt.'s did was approach me and ask how long Mrs. Beck and I had been working. When I told them, they supplied Officer Bonnie White to relieve us so we could have some down time. Then they went and supplied us breakfast and lunch. Sgt.'s Murberg and Barnett even supplied us with rides home on Monday evening.

It would have seemed that there should have been a contingency plan for snow, were cots and blankets could have been supplied for the dispatchers. The other supervisors on the other squads should have tried to help us in any way possible.

Contrary to the belief of the patrols and the administration of this department, the dispatchers are a vital part of the organization. We are essential personnel of this base. In case of snow, everyone should make preparations and arrangements to be here or find a way to get here. I came prepared on

February 23, 2003

Sunday morning with extra food and medication. If I had not I would have been in a real health situation. There is absolutely no reason why the other dispatchers cannot be made to come prepared or arrangements made to stay as Mrs. Beck and I did. This is not the first time I have been stuck working 24 or 36 hours at time. This problem needs to be addressed now so this does not happen in the future. The dispatchers that are dedicated to their job have shown through. The ones that are not speak for themselves by not ever attempting to relieve the others.

All the dispatchers know, or should know, being essential personnel takes on a great responsibility. Whether it be a snowstorm, hurricane or a notional disaster, the communication center has to be manned 24 hours a day 7 days a week. Maybe at times you might not want to be there or are afraid to come in but everyone knew upon hire it is a military installation and a police and fire communication center first. You have a job to do and it needs to be done. However, when hours turn into days with no relief it becomes a safety issue. Everyone needs to be reminded what the job is and what their responsibilities are. If they do not want to do their job, then they need to be replaced with more dedicated people.

Respectfully Submitted

G.J. Morgan

Memo

To: Mr. Booth
From: G. J. Morgan
CC: SFC. Kontak, Master Sgt. Brown, Mr. Masoner, Mr. Krauer
Date: 01/22/04 (*printed*)
Re: Morale

1. **PURPOSE.** The purpose of this memorandum is to inform the command staff responsible for the Directorate of Law Enforcement Services (DLES) of the drastic decline in morale of at least eight out of the eleven dispatch staff employees, me in particular. We as dispatchers are staff because building 2200 is our office. It is utterly ridiculous that the directorate is worried about the parking considering that more serious incidents occur on a daily basis in this department. There is also a double standard, i.e.: The day shift dispatchers and police officers cannot park out front but the director allows the night shift to park out front on weekends. There is an old saying, "what is good for the goose is good for the gander." The parking is a Molehill of a problem and has grown into a mountain.

2. **BACKGROUND.** The remaining information contained in this memorandum is to inform the command staff, who may or may not be aware of the following information, of the serious concerns that have been bothering me since January 2003. I have been serving and dedicated to police work for more than 20 years, either as an MP, Harford County Deputy Sheriff, or as a dispatcher. The foundation of my concerns rest on the high level of standards that I have learned and live by on a daily basis. I expect the same high level of standards to be established and monitored by our supervisors and strictly enforced and adhered to by the federal employees, specifically the police officers and dispatchers. Once assuming the responsibilities and roles expected of them by the department, the community and the federal government- **nothing must compromise their integrity, high standards and moral courage or conduct.** The reason for the drastic decline in morale for the dispatch staff employees is as follows:

a. While at home recuperating from an operation, I received a telephone call in reference to a Police Officer that had stolen \$1,500.00 dollars from the Police Union.

It is now May and the amount of theft has grown to \$3,500.00 dollars and nothing has been done to the subject. This situation compromises my personal belief, standards and ethics.

This individual has access to classified information, allowed to use the NCIC computer and has a security clearance. This situation in my opinion has been handled all wrong. This Police Officer at a minimum should have had their Police ID pulled and been put on administrative leave with pay as soon as the union president brought this incident to the attention of the the Police Chief. Instead the Chief called this individual into the office and advised them of the complaint. The individual then went out and obtained monies to give back to the Union. This is an admission of guilt. The subject should have been on administrative leave until the investigation was complete.

As a Police Officer, this individual swore an oath to uphold the law. However, this Officer is no different then a common criminal. This situation has left the morale of the department at an all time low. It makes most of the personnel that I have talked to feel that they can get away with anything with no repercussions.

This Police Officer in the past has at one time arrested a person for shoplifting something as little as a pair of earrings. What makes this Officer exempt from being charged? Since this Officer has stolen from his or her own kind, what is this person capable of doing?

b. I would also like to discuss the problem with some of the dispatchers. Also these problems have been brought to the supervisor's attention and little if anything has been done to rectify the problems since June 16, of 2002.

It is sad when you take over the dispatch center on June 16th, 2002. ie: Fire, Ambo and Police and almost a year later there are 5 dispatchers that still cannot do their jobs properly. Or when they try to they make mistake after mistake. Even some that have been on the job for over four (4) years.

le: Commissary called in with a suspicious package complaint. Dispatcher advised caller to call back in 30 minutes.

le: Dispatcher sending patrols down range, and the ranges still being hot, causing B tower to call an emergency cease fire.

le: Dispatchers leaving bunkers or buildings open for 24 hours, or just too lazy to close them or not knowing how to close them.

le: Acknowledging alarms before they reset. Which causes them to go into an off normal status. Which means we cannot receive an alarm from that building or bunker until it is reset by an employee or ADT. Sometimes this happens and an alarm is off normal for a whole weekend.

le: Two dispatchers loosing their NCIC certification, (logon). Meaning they have to be sent back to school for two (2) days. Baccuse they were too lazy to sign on to NCIC in the required 90 days.

c. There are numerous other problems and mistakes that are being conducted on a daily basis by several dispatchers and nothing is being done to correct their mistakes and their failure to adhere to the department policies and procedures. However, I will not mention them at this time. This letter is being written because in my opinion, the deficiencies of several dispatchers, a Police Office, Firefighter or civilian is going to get hurt, **unless something is done.** It is just a matter of time.

As you can see these incidents are more serious and deserve more attention then the trivial Parking problem.

Respectfully Submitted

Gerard J. Morgan

Memo

To: Master Sergeant Brown
From: Gerard J. Morgan
CC: Mister Booth
Date: 01/22/04 (*printed*)
Re: Termination of Dispatchers

Order in which Dispatchers should be terminated and reason.

Bill Snyder- Was certified in NCIC/Miles in May 2002. Was subsequently dropped from NCIC in August 2002 for not signing on to the Miles Terminal. We have to send him again to a two day school, which could mean overtime for either covering his shift on the availability of the school being on his two work days. He has never worked on Police side at all. Bill is using this job to get quarters in for Social Security. Has more dedication to the Bel Air volunteer fire department than he does to the APG. Bill is also on probation and can be let go very easily.

Keith Stumpf- Total disregard for fellow employees because of his blatant abuse of sick leave. Has never worked a full shift on police side. I do not know if he can even do alarms. Keith is also on probation and has no dedication to APG and can also be let go.

Ross Becker- Only knows 70% of Police side, 30% Alarms, and 0% of Fire side. Does not communicate with other employees. Lt. Vaughn's

shift is calling Harford County Sheriffs Office to run wants and warrants on people and tag information because of his attitude towards them. Total disregard for anything Mac tells him in reference to his job.

Matt Golczewski- Sleeps all the time. He cannot do two tasks at one time. Only dispatches something after he has entered it in the computer. Does not relay exact information over the radio in reference to a call.

Anne Francis- Does not know alarm system, always puts alarms into "off normal status." Has never worked Fire Side and knows nothing about it. Cannot handle any type of pressure.

John Coale- Abuses sick and Friend and Family leave.

Respectively Submitted,

Gerard J. Morgan

TO: MR. KRAUER
FROM: G.J. MORGAN
REFERENCE: DISPATCHERS

MATT GOLCZEWSKI:

MATT HAS BEEN KNOWN TO BRING A PILLOW AND BLANKET WHEN WORKING FLEX FRIDAYS, THIS CAN BE CONFIRMED BY PERSONNEL FROM FIRESIDE. I HAVE BEEN TOLD BY FIRESIDE PERSONNEL ON SEVERAL OCCASSIONS THAT HE WILL SLEEP FOR 4 TO 5 HOURS IN A 12 HOUR SHIFT. ALSO MATT HAS NOT RAN TAGS CALLED IN BY PATROLS, BY GIVING THE EXCUSE OF MILES BEING DOWN WHEN IT IS NOT, THIS CAN BE CONFIRMED BY LT. STONE. ON ONE OCCASSION SGT BARNETT AND OFFICER PRENTICE SET MATT UP BY CALLING OUT A FICTITIOUS MOTOR VEHICLE STOP. SGT BARNETT THEN ASKED WHERE OFFICER PRENTICES' MOTOR VEHICLE STOP WAS AND MATT TOLD SGT BARNETT A DIFFERENT LOCATION THEN PRENTICES CALLED OUT ON. IT ALMOST WENT TO BLOWS IN THE DISPATCH ROOM BETWEEN PRENTICE AND MATT, SGT BARNETT HAD TO GET BETWEEN THEM. THIS CAN BE CONFIRMED BY SGT. BARNETT AND OFFICER PRENTICE. OFFICER WHITE ASKED MATT FOR A CRIMINAL HISTORY CHECK ON A SUBJECT SHE HAD STOPPED AND MATT REFUSED TO GIVE IT TO HER. OFFICER WHITE CAN CONFIRM THIS COMPLAINT. TO MY KNOWLEDGE LT. SMITH WAS INFORMED OF MOST OF THESE ALLEGATIONS AND NOTHING WAS DONE. WHENEVER YOU NEED SOMEONE FOR OVERTIME MATT IS NEVER AVAILABLE, OR NEVER CALLS BACK WHEN YOU LEAVE A MESSAGE.

ANNE FRANCIS:

CANNOT HANDLE PRESSURE AT ALL OR IN ANY SITUATION. ONLY WANTS TO WORK NIGHTS SO SHE DOES NOT HAVE TO BE AROUND THE ADMINISTRATION AND OR HANDLE ALL THE TELEPHONE CALLS WHICH COME INTO THE OFFICE DURING THE DAY. SHE HAS ON OCCASSION FORGOTTEN TO ENTER RUNAWAYS INTO NCIC WHICH IS A MUST: EXAMPLE RUNAWAY FROM EDGEWOOD IN JUNE OF 2001 WAS NOT ENTERED INTO NCIC UNTIL AUGUST OF 2001 BY MORGAN WHEN THE FATHER WAS GOING TO GO TO TEXAS AND PICK UP JUVENILE AND NEEDED POLICE HELP. POLICE IN TEXAS REFUSED BECAUSE JUVENILE WAS NOT IN NCIC. NCIC RULES A MUST OR YOU CAN LOSE YOUR TERMINAL JUVENILES MUST BE ENTERED WITHIN 24 HOURS INTO NCIC OR YOUR IN VIOLATION. SHE ALSO FORGETS TO ENTER SERIAL NUMBERS IN NCIC FOR STOLEN PROPERTY. SHE ALSO HAS A PERSONALITY CONFLICT WITH ANOTHER DISPATCHER. IS KEEPING WRITTEN DOCUMENTATION ON ANYONE THAT CUSSES, OR ANYTHING ELSE SHE THINKS IS OUT OF LINE. ANNE HAS ALSO CALLED IN SICK AT 12 NOON AND HAS ADVISED FIRESIDE PERSONNEL AT MIDNIGHT THAT SHE IS GOING TO CALL IN SICK. HOWEVER HAS WAITED UNTIL NOON THE NEXT DAY AND STUCK MORGAN ON SEVERAL OCCASSIONS TO EITHER LEAVE AND COME BACK TO RELIEVE THE NIGHT SHIFT OR WORK SEVERAL HOURS LATER UNTIL WOOTEN OR THACKER CAN RELIEVE HIM FOR THE NIGHT SHIFT. ANNE HAS NEVER WORKED OVERTIME OR COME IN FOR SOMEONE ELSE. NEVER RETURNS CALLS TO OFFICE WHEN MESSAGE IS LEFT. DOES NOT LIKE TO WORK WHEN IT SNOWS. ALL THESE INCIDENTS CAN BE CONFIRMED BY MYSELF AND OFFICER WOOTEN AND THACKER .

(12 OF 14)

ROSS BECKER:

DOES NOT ENTER ANYTHING INTO NCIC SUCH AS STOLEN ARTICLES, OFFICER WOOTEN HAS GONE BEHIND BECKER AND HAD TO ENTER ITEMS ON SEVERAL OCCASSIONS. BECKER WOULD NOT LET MATT ENTER ANY REPORTS INTO THE OLD ORSII SYSTEM BECAUSE HE WOULD NOT PUT HIS NAME ON THE BLOTTER IF HE CORRECTED THE REPORTS. NEVER WILL OFFER TO WORK OVERTIME DOES NOT CALL BACK WHEN A MESSAGE IS LEFT ON ANSWERING MACHINE.

MACK FURMANKIEWICZ:

HAS A PERSONAL PROBLEM WITH SEVERAL OTHER DISPATCHERS, FRANCIS, COALE AND MORLOCK. COALE AND MORLOCK FROM INCIDENTS IN THE PAST GOING BACK SEVERAL YEARS, FRANCIS LAST YEAR. RUDE TO SOME PEOPLE ON TELEPHONE AT TIMES. HOWEVER MAC DOES MORE THAN ANY OTHER DISPATCHER IN THE DEPARTMENT. HE HAS INSTALLED ON EVERYONES COMPUTER ALAPH ROSTER, CIVILIAN ROSTER, BUILDING ROSTERS AND CUSTODIAN ROSTERS, HAS WORKED AT HOME AND SET UP PAYROLL TIME SHEETS AND GIVEN TO EVERYONE FOR COMPUTER. HAS WORKED AT HOME PUTTING TOGETHER A BOOK IN DISPATCH OF EVERY POLICE DEPARTMENT AND EVERY DMV IN THE UNITED STATES. HAS INSTALLED ACCESS NUMBERS IN THE ALARM SYSTEM FOR CUSTODIANS FOR BUILDINGS MAC HAS ALWAYS WORKED OVERTIME WHENEVER ASKED. HIS COMPUTER SKILLS CAN NOT BE MATCHED BY ANYONE IN DISPATCH TO DATE OR HIS KNOWLEDGE OF THE ALARM SYSTEM.

JOHN COALE:

HAS PERSONALITY CONFLICT WITH MAC. DOES NOT READ THE WHOLE SCREEN OF THE COMPUTER WANTS TO RUSH IN AND DO IT BUT DOES IT WRONG, HAVE TO STAY ON HIM AT ALL TIMES TO READ THE WHOLE SCREEN. HAS PROBLEMS AT HOME AND BRING IT TO WORK HAS BEEN OFF ON FAMILY AND FRIEND LEAVE 4 DAYS IN THE LAST 2 WEEKS.

FRED MORLOCK:

HAS PERSONAL PROBLEM WITH MAC. DOES NOT KNOW ANYTHING ABOUT POLICE DISPATCH, DOES NOT TAKE NOTES WHEN SHOWING HIM HOW TO USE A PROGRAM. POOR CALL TAKING, IE: DOMESTIC ON TODAY'S DATE BETWEEN FATHER AND DAUGHTER, MORGAN HAD TO CALL COMPLAINTANT BACK TO OBTAIN MORE INFORMATION.

STEPHEN BITTNER:

VERY SHARP INDIVIDUAL, TAKES GOOD NOTES GOOD PHONE Demeanor, PICKS UP THINGS VERY QUICK.

GERARD MORGAN:

HAS LIMITED COMPUTER SKILLS, RUDE AT TIMES, BUT GIVES 100% ALL THE TIME.
OTHER PROBLEMS BUT CAN BE DISCUSSED IN PERSON.

OTHER PROBLEMS WHICH INVOLVE DISPATCHERS:

OFFICERS ON THE 2ND AND 4TH SQUAD TRUST NO ONE BUT MORGAN GIVES OTHER
COMPETANT DISPATCHERS A COMPLEX. SGT VAUGHN ALWAYS QUESTIONS A CALL A
DISPATCHER GIVES OUT, WHY THIS? WHY THAT? ALWAYS HAS A COMMENT ON A
CALL. GIVEN OUT. OFFICERS NEVER CALL OUT AT A CALL OR NEVER CALL BACK IN
SERVICE WHEN CALL IS DONE, NEVER GET DISPOSTION EXCEPT ON TRAFFIC STOPS
1408 OR 1805. THERE ARE NUMEROUS OTHER CONCERNS OF THIS WRITER WHICH
CAN BE DISCUSSED AT A LATER DATE IN PERSON.

RESPECTFULLY SUBMITTED

GERARD J. MORGAN

SWORN STATEMENT

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

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 APG, MD	2. DATE (YYYYMMDD) 2004/01/21	3. TIME 1800	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME MORLOK, CHRISTIAN FREDERICK Jr.	6. SSN 220-46-2188	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, CHRISTIAN FREDERICK MORLOK, JR., WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

In order to gain access to an alarmed area the person must provide their name, PIN number and the bldg they wish to access. We verify their authorization through our access list (supplied by physical security) and access the alarm for them. Even if we are familiar with a person we still require name, PIN number and bldg number for the record - NO MATTER WHAT - when they are finished they call back and secure the bldg. At 2000 hrs any remaining OPEN bldgs are secured by us, in case someone forgot to call us to secure. This is in accordance with the SOPs regarding alarms as stated to me during my initial training.

I have not personally observed any violations of this policy by my shift or by anyone else.

NCIC printer: should never be shut off. Too much important information from nationwide sources comes over it. the only time my shift shuts it off is to tear off a message. It is immediately turned back on. If we don't hear it print every 15-20 minutes, one of us will check it to make sure it is on. I have never seen any written policy, but common sense tells me it should be on.

In my 21 mos here I have observed 4 or 5 times the NCIC printer turned off, when I relieved the previous shift (squad 1). The last time being Sep-Oct timeframe. It is one of the things our squad now automatically checks when coming on duty. (Squad one Becker, Kolocheski, Coale). When we reported it to Mr. Booth his response was could be a mistake, everybody has a bad day - exact words, but that was my impression.

Our work environment is one of being "orphaned" by management. At our dispatcher meetings in August and October promises were made by Mr. Booth, SGT Kontak and Mr. Masoner which have not been fulfilled. SGT Kontak denied he promised to check into a grade increase for us. Mr. Masoner was to get the chairs and carpet cleaned. To date the only cleaning done was when I cleaned and replaced the air intake grill. Mr. Booth told us the rotating shifts would end when all personnel were fully trained in police, fire and call taking, when the rotation began in July. At the October meeting he told us the rotations were out of his hands. He was told from above that rotations would continue. who "above" is has never been determined. During the holidays Mr. Krauer was the only one to come in and wish us well. SGT Kontak visited the front desk, but not dispatch.

On May 9, 2002, during a training session on ADT computer, I made a mistake. John Furmankiewicz, who was training me, threw his hands in the air and shouted. "You're too fucking dumb to teach. I'm not paid to teach anyway. If you have any more questions, direct them to Gerry Morgan - he's the chief dispatcher anyhow." Steve Bittner, Bessie Bowman (paramedic) and myself were in the room. Morgan was out of the room on break. When Bittner and I had our initial orientation (2 wks after we started) we reported this and generally ugly instances to Mr. Booth. Booth's words were, "that's just Mac being Mac"

A few days after that, Mac took me on a post familiarization tour in an MP car. when we got into the car, he threw a notepad at me and said - "As stupid as you are you better take notes." He smoked in the government vehicle the whole tour (5-6 hrs). When I checked with Bittner about his tour the previous day, Bittner said "No notebook" I complained again to Mr. Booth about Mac, and told him it was getting hostile and personal and "someone could die and it wasn't going to be me." I was reassigned to Admin for 3 days, entering tickets into the COPS system. I went on night shift 1800-0300 so I would not see Mac the following week. On 14 May Dan Jarrell met with me to discuss what went on. He was investigating "problems" in dispatch.

While working with Ross Becker on overtime, Ross would ask how things were between myself and "my buddy Mac," followed by a story of how Mac had told Ross that the water tower to the rear of 2200 would be a good sniper stand. Ross was shaking, red faced and almost in tears by the end of the story. He also told me that he was going to seek medical help for the situation. He finally did get a Dr's slip to miss work. I have no doubt Ross hadn't been verbally and mentally abused, based on his actions that night. I referred him to Carolyn Johnson of our day shift. She is a EEO counselor from Perry Point and she could get him in the

10. EXHIBIT <u>22</u>	11. INITIALS OF PERSON MAKING STATEMENT <u>cfm</u>	PAGE 1 OF <u>3</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 BE INDICATED.

STATEMENT OF Christian Frederick Morlok, Jr. TAKEN AT APG, MD DATED 2004/01/21

STATEMENT (Continued)
correct direction.

Mac has made comments in front of us about the water tower being a good place to observe things from. He told us of his three tours in Vietnam and how he had "killed over there and I don't feel bad about it." My brother (a paramedic who worked with Mac) has been in Mac's house and has seen Mac's weapon collection of firearms and swords. (Brother is also a collector so he knew what he was looking at). Mac has also bragged on his work in explosives as well as hand-to-hand and firearms work in the war. No wonder Ross wants the blinds drawn and the doors locked when Ross is on duty.

I have worked for DLES as an emergency communication dispatcher (GS-6) since April 22, 2002. I work on Squad 2 (with Morgan, Johnson, Snyder, Francis and Shepard). My supervisor is Ian Booth - at least he is the one who signed my evaluation. Booth has designated Gerry Morgan as the "lead dispatcher" on our squad, although he is the same grade as me. I am to go to Morgan first, then Booth. We are to see Morgan for leave scheduling, time off and questions about dispatch.

One final incident - while discussing the directive that dispatchers would no longer be allowed to park in front of 2200. Mr. Booth's answer to Carolyn Johnson was, "If you don't like it, suck it up." Two hours later a medic crew transported her to Harford Memorial with chest pain as a result of this incident. Bad call on Booth's part. I personally observed the incident and reported it to Mr. Masoner, as well as expressing my disgust with a supervisor acting in such a manner. Masoner said he would handle it.

On January 12, 2004, Mr. Booth met with Snyder, Sheppard, Johnson and myself. This was originally to be dispatchers meeting, but because of an IG hearing and the fact no one showed up he had an informal meeting with us. As he put it, I'm too busy. when I get my job done, then I'll try to get to you guys. If he's too busy, why not get another supervisor?

*****~~END OF STATEMENT~~*****

During this meeting, Booth tried to get us to assume some of his responsibilities.

End of Statement *(Signature)*

INITIALS OF PERSON MAKING STATEMENT

cfm

PAGE 2 OF 3 PAGES

STATEMENT OF Christian Frederick Morlok, Jr. TAKEN AT APG, MD DATED 2004/01/21

STATEMENT (Continued)

*****NOTHING FOLLOWS*****

AFFIDAVIT

I, Christian Frederick Morlok, Jr., HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. 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.

Christian Frederick Morlok, Jr.
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 9TH day of FEBRUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

cfm

PAGE 3 OF 3 PAGES

SWORN STATEMENT

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

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
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 APG Maryland	2. DATE (YYYYMMDD) 20040123	3. TIME 1305	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME Roland Amy Danelle	6. SSN 215-910-8188	7. GRADE/STATUS Sgt GSO	
8. ORGANIZATION OR ADDRESS DLES			

9. I, Amy Danelle Roland, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
 The Proper security Procedure is to ask the individuals name the building Number that are wishing access to and their Security number. You then place the caller on hold and check the information in the Security Clearance book. If at any time any information that the caller provided is incorrect you are not to allow or give access to that individual for that building. You are required to check the Security book every time someone calls. I was taught this the first day that I began working in the dispatch center and it is also in our S.O.P.s.

On several occasions I have personally witnessed Mr. John Furmankiewicz take a call for security clearance into a secured area and not check the information in the Security Clearance book. This is something that would happen on a daily basis. In fact on my first day in the dispatch center, Mr. Furmankiewicz told me that eventually I would get to a point where I would recognize the callers voice and remember the code. There have been many occasions where he would tell me to open a building for someone and tell me their code and I would verify the information and we become very irritated by my actions. He has never directly asked me to look in the book, however he will make comments about knowing the persons voice and knowing

10. EXHIBIT 23	11. INITIALS OF PERSON MAKING STATEMENT ADR	PAGE 1 OF 6 PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT _____ 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.

AGENT OF Amy Donelle Roland TAKEN AT APG Maryland DATED 2004 Jan 23

9. STATEMENT (Continued)

their code by heart like he does. On several occasions I have told him that I do not have a photographic memory and can not remember and plus it is policy to check in the book to verify the information. I passed this information on to my squad leader Lisa Beck. I explained to her what occurs and how he does not verify the information and will open the buildings just by voice recognition. This is something that she has witnessed herself because she has mentioned and discussed his practices with this information with me. I have only told my concern to Lisa because she is my squad leader and is a liason as I was told to Mr. Booth. I have never observed any other individual on my squad who does not check the book to verify access to a building.

My understanding of the teletype machine is that it never gets turned off. The only time the machine is off line is when a teletype has come through the machine and you have to tear it off. You do this by pressing the hold print button and then as soon as the information is taken off the machine you press the print key to bring the machine back on line. This is based on common knowledge and training. This is due to the teletype machine printing information that could be vital to our agency such as bdos, or officer safety issues. On several occasions I have noticed that after Mr. Furmankiewicz tears a print out from the teletype machine the machine is rarely put back on line. There was one occasion which I can not remember the date where a teletype came through and Mr. Furmankiewicz took the information off the printer and did not place it back on line. I did not notice at

INITIALS OF PERSON MAKING STATEMENT

AR

PAGE 2 OF 6 PAGES

STATEMENT OF Amy Danelle Roland TAKEN AT APG Maryland DATED 2004 Jan 23

9. STATEMENT (Continued)

^{APR} the time. ~~However~~ ^{APR} however several hours later approximately ~~three~~ to four ^{APR} hours I walked by the machine, and the printer was off line. I quickly turned the printer back on and immediately it began printing information that was backed up from approximately 1130 hours. It continued printing information until the current time that I had pressed the print button. I asked Mr. Furmankiewicz if he forgot to turn it back on and he said oops sorry. This has happened several times however I myself have never reported this information to the desk officer. I have only told my Squad leader Lisa Beck.

The working environment in the dispatch center is one of easy, tension filled and just a feeling of a hostile working environment. The moral of the squad is also effected by this environment which causes you to feel very uncomfortable. This type of environment only occurs when Mr. Furmankiewicz is working. There have been several days when I have gone home in tears because of incidents that occurred because of Mr. Furmankiewicz. The first incident occurred on November 1, 2003, which I have provided written documentation for. The atmosphere is very tension filled and if you are working with Mr. Furmankiewicz and someone else no one talks to each other about any thing other than work. You are afraid to say anything in fear of saying the wrong thing that might cause him to beat you or anyone else. You basically walk on egg shells and count the hours away just waiting for your time to go home. However when Mr. Furmankiewicz is not working that day for any reason the environment is very pleasant and is a great environment to work in. I enjoy coming to work on days that I know he will not be there.

INITIALS OF PERSON MAKING STATEMENT APR

STATEMENT OF Amy Danielle Roland TAKEN AT ADP Maryland DATED 2004 Jan 23

9. STATEMENT (Continued)

There have been several instances where Mr. Furmentkiewicz has made me feel uneasy, ~~stupid~~^{ADP} dumb, and like a child. The first instance occurred on November 1, 2003. Throughout the day Mr. Furmentkiewicz belittled and berated me when I would say something or do something that he did not like. I have explained the specifics of the day and the instances in the letter that I sent to Mr. Masener, Mr. Krauer and Sgt. Kontak. Those documents completely outline the events of the day, and the conversation that the dispatch supervisor Mr. Booth had with me is also explained in detail. One thing about these events that is not documented is a conversation that Mr. Booth had with me about the course of action that he was going to take to rectify the problem. He explained to me that what he was telling me was usually not discussed with Party that made the complaint. He told me that Mr. Furmentkiewicz was going to be suspended for 3 days and would not be allowed to work with me until he completed a sensitivity training course. He would let me know when this happened. This could have never happened simply because I have worked with Mr. Furmentkiewicz and he has never been out for 3 days. Also Mr. Booth never advised me if he received the training and also because the following week Mr. Furmentkiewicz and myself worked by ourselves. Sgt. Kontak also spoke with me about the situation and he explained to me that if Mr. Furmentkiewicz said something that offended me then I should tell him, so I took his

INITIALS OF PERSON MAKING STATEMENT

ADP

PAGE 4 OF 6 PAGES

ST NT OF Armynorelle Roland TAKEN AT APR maryland DATED July 2nd 23

9. STATEMENT (Continued)

advice and began to tell Mr. Furman Kiewicz when I was offended. He also explained that he was looking into different causes of actions but did not discuss these with me. The letter that was sent to Mr. Masoner, Mr. Kraver and Sgt. Kontak was dated November 5, 2003 and contained all the information about the day except for the information which I have provided about my conversations with Mr. Booth and Sgt. Kontak. This information was provided in this statement. There have been several other instances where Mr. Furman Kiewicz has displayed signs of violence ^{APR} comments, sexist remarks, disregard for authority rudeness to fellow coworkers and the public. These incidents are fully explained in a log that starts on November 20, 2003 and ends on December 27, 2003. The log shows dates and times of specific instances. Since that date there was an incident involving Police officer Bonnie White and Mr. Furman Kiewicz. Earlier in the day officer White was investigating an individual ^{and} asked for the individual to be run through the miles computer to see if there was any information on the subject. Mr. Furman Kiewicz and myself, ~~worked~~ ^{worked} through several areas and could not locate any information. We told officer White there was no information about the subject ^{APR} and she accepted this answer. Later on she came into the station and sat down at the miles computer. Before she began to type anything Mr. Furman Kiewicz yelled at her to stop and asked her what she was doing. She was getting ready to run the individual's name herself. I told her that we already did that and there was no reason for her to continue. After she left the room

INITIALS OF PERSON MAKING STATEMENT

APR

PAGE 5 OF 6 PAGES

STATEMENT OF Amy Danelle Roland TAKEN AT APG Maryland DATED 2004 Jan 23

STATEMENT (Continued)

he began to ask me why she was doing it and I explained to him that she could do it if she wanted that it did not bother me. He was still irate later in the day and every time she walked by he would continue to berate her with questions. He was also making comments about her personally which unfortunately I can not remember.

I am an emergency communications dispatcher. I am on the first squad. I work with Lisa Beck, Ross Becker, John Coole, Matt Golezewski, and John Furmankiewicz. I have worked in the dispatch center for seven months.

I have the understanding that my chain of command is as follows. My Squad leader ~~was~~ Lisa Beck, then dispatcher Supervisor Ian Booth, then Sgt Kontak, Mr. Masner and finally Mr. Krauer.

nothing follows

AFFIDAVIT

I, Amy Danelle Roland, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 6. 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.

Amy Danelle Roland
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23rd day of January, 2004 at APG MD

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Paul E. Masner
(Signature of Person Administering Oath)

PAUL A. MASNER
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT ADR

PAGE 6 OF 6 PAGES

.....
November 5, 2003

Mr. Masoner, Mr. Krauer, Sgt. Kontak

Dear Sir:

The following documents are to inform you of incidents that occurred on November 1, 2003 that involved Mr. John Furmankiewicz and myself. This document reiterates the problems that were discussed on the night of November 1, 2003 with Mr. Booth. The documents illustrate that Mr. Furmankiewicz has created a hostile work environment, incidents of harassment and has brought the moral of the squad down, which I feel warrants his removal from his position with in the dispatch center. Failure to rectify the situation will result in myself taking legal action to accomplish this.

Sincerely,

Amy D. Roland
Police/Fire Dispatcher

.....
EXHIBIT 24 (10/10)

Incident File For Work at DLES

Saturday November 1, 2003

This day of work was very trying and filled with instances of belittlement, arrogance and a general feel of a hostile work environment. A co-worker Mr. John Furmankiewicz was the total cause of the events. Mr. Furmankiewicz made comments through out the day that were both rude and intolerable. There were several incidents that occurred to make me feel uneasy, frustrated, incompetent and to the point of having chest pains and elevated blood pressure. Through out the day there were several instances that contributed to these. There were no specific names called however there was a general feel of uneasiness and a condescending attitude on the part of Mr. Furmankiewicz. One incident occurred when I received a call from a subject that was reporting a breaking and entering to a barrack at 1010 a.m. I took all of the appropriate information including what specifically what events took place. What information the subject told me on the phone made me come to the conclusion that there was actually a break in to the building. While Mr. Furmankiewicz was not on the phone to here exactly what happened he was still pressuring me and telling me that the call was not a breaking and entering. He continued to argue with me and was telling me in a very harsh and demanding way to change the call. He also made the comment "why are we sending anyone to this in the first place". This is type of I know everything attitude is unacceptable; it is not his decision whether to send a unit out or not. Our job is to help and serve the public, police and fire service, it is the police and fire departments job on the course of action that is taken.

The second incident occurred at 1218 p.m. when an alarm activated at the fords farm white building. Having limited knowledge of the base, I asked Mr. Furmankiewicz, who has a great knowledge of the base what the building exactly was. When he responded he could not have been more rude, ignorant, arrogant or condescending. He responded by saying, "well it is at the only fords farm and it is the only white building there". This is knowledge that I do not have, and still have not learned yet. This is why I would ask questions to try to expand my knowledge of the base, but if I am

going to be talked to like I am five years old and belittled I will no longer do so.

At 1337 hours there was another alarm activation at building 1070, which is range nine. This building is located behind the security fence in which you must have an Aberdeen Proving Ground guard accompany you. This again is information that I have still not learned totally seeing how I have only been here for three and a half months. I was too afraid to ask Mr. Furmankiewicz if this were located behind the fence for fear that he would belittle me the way that he did with the previous alarm. So I did not ask and he asked me if I was going to send the guards with the officer that was dispatched and I said yes. I explained to him that I was not sure if it were behind the fence and he was quick to remind me that I have been here for three months and was implying that I should know this information. It may be possible for me to know the information if I was given the proper training on what was behind the fence and what was on the outside. Also in talking with several other employees who have been here for a number of years, they are still not sure what is behind the fence.

At 1419 a police unit asked for me to check a subject through our NCIC system to see if they were a wanted subject and to check their drivers license. The subject came back as a wanted person through Montgomery County Maryland, I informed the unit of this and also the desk sergeant and printed a copy of the information. The unit called on the phone to verify the subjects' information and to advise me that he would be detaining the subject and for me to send for conformation of the warrant. The desk sergeant was sitting with me reviewing information when Mr. Furmankiewicz informed the duty officer that he could not detain the subject just because of the information that was on my screen. While they were quarreling about this I attempted to send the confirmation request to Montgomery County. While I was trying to gather the correct information Mr. Furmankiewicz had finished talking with the desk sergeant and began to watch over me like a hawk. This action made me feel so uncomfortable and uneasy that I could not think clearly to get the function done fast enough for his liking. He than told me to call the agency because I was going to run over the ten minute time limit that I had to send the information, which he is

incorrect about. So he took it upon himself to call the agency himself to obtain the information. This would have never happened if we could have worked together as a team to accomplish one goal. In addition to having to send for the confirmation I was continually having police units asking me for requests. I feel that if he would have assisted me with the other unit's requests I could have gotten the confirmation done in a timely manner to suit him. Also along with this incident I misread and misunderstood some information that was on the paper, however I was not the only individual that misunderstood what the paper said. Mr. Furmankiewicz made it a point to loudly point out my mistake and make me feel incompetent. This situation had me so upset that I was starting to experience chest pains and had to leave the room, this was brought on by an anxiety attack that I was experiencing because of a combination of the incidents that occurred through out the day involving Mr. Furmankiewicz.

There was another incident that occurred on a separate day approximately October 13, 2003 which made me feel very uncomfortable, harassed and physically threatened. Mr. Furmankiewicz told me two jokes, which was about physical abuse towards women. He asked me, "What do you tell a woman with two black eyes?" I was not sure and he responded by saying, "Nothing, you have already told her twice." In the second joke he asked, "What do you tell a woman with one black eye?" Again I was not sure and he responded by saying, "Don't make me say it again." This is a joke that he may find amusing however it is not appropriate to bring to work. As a female this makes me feel frightened of him and what he is capable of. I also have talked to several other coworkers to which he has told this joke to and they feel as I do and will support my claims. Most if not all of my fellow coworkers feel just as threatened as I do and feel that we work in a hostile work environment.

After the incidents that occurred on November 1, 2003 a fellow coworker phoned my supervisor Mr. Ian Booth and explained to him what occurred and he than took it upon himself to come into work to discuss the events of the day. When he came in he not only talked to me but he also talked with my coworker Matt Golczewski that was here and witnessed the events first hand. Matt and I wanted to talk to Mr. Booth together however

Mr. Booth would not talk to both of us at the same time. I talked to him first and explained first hand what exactly happened with complete details. I was so upset and tense that it was hard for me to control my emotions in order to just talk to him. After he let me speak and explain what happened he told me that I did nothing wrong and I should not let Mr. Furmankiewicz bother me. He than told me that his actions were not directed towards me but were towards Matt. It just so happens that I was there and I was an easy target. I explained to him that if this was the case there is no excuse for how I was treated or how Mr. Furmankiewicz acted. He than explained that this would not happen again and for me to continue to do the work that I was doing and not to worry about what Mr. Furmankiewicz was saying. He advised me to try and ignore his comments. This is a problem that needs to be rectified as quickly as possible. I cannot continue to come to work worried about what might happen today with a sick feeling in my stomach, or go home upset and frustrated every night. Mr. Booth advised me that he would talk to Mr. Furmankiewicz and take care of the problem however; I feel that Mr. Furmankiewicz will change his attitude for a short time and than fall back into the same attitude and practices again.

There are many other employees that feel the same way I do and have had similar experiences. These employees which I can provide names, will support my claims because they have lived through it. One employee is so afraid of Mr. Furmankiewicz and working with him that they have to take medication in order to come to work with Mr. Furmankiewicz. I am trying to work with Mr. Furmankiewicz as best I can. However I can not be afraid to some to work and talk for fear that I will say some thing wrong and he will begin to berate me.

12/12/03

@0910 A female Private called on the radio to find out the location of a building and for no reason he said, "don't cry little girl" and than answered her on the radio. After that he was making other sexist remarks and insinuating that she was stupid. He also said, "her brain must be in a vacuum." There is or was no reason for this comment or any other comments like it.

12/12/03

@0945 An officer asked Mac if the security guards observed flex Friday and Mac simply told him yes. Than as the officer was walking away, Mac gave the officer the middle finger and was giving him dirty looks for no reason at all. The officer did nothing to deserve that kind of treatment.

12/12/03

@1446 A duress hold up alarm came in on the computer and he did not acknowledge it until matt pointed it out @ 1459. He than said that there was work being done on the alarm, Matt asked him if someone called to advise that there was work being done on the alarm and he said no. He stated that they were having problems with that alarm earlier in the day. He than waited ten minutes to call the building to find out if they were working on the alarm. The fact is that he was not notified that the building was having problems with the alarm or that the alarm was being worked on. If myself or another dispatcher would have taken the same course of action Mac would have verbally berated me criticized me about how I did not do my job correctly.

12/17/03

@0835 A subject called about a parking ticket that they received and Mac was ignorant and rude to the individual. First off he had no right to talking to the person about their ticket, it is the desk officers job. Second he has no right to tell someone to use common sense if they are going to call in and ask about why they got a ticket.

12/23/03

@1005 Mac entered his own personal information in to the MGUN file on the miles terminal to see if his own personal gun information was on file. This is a violation of the system to run information for personal information of gain.

12/23/03

@1037 A subject called on 410-306-0572 for fire inspector Doug Farrington and Mac told the person that Doug was "giving a blow job to someone." The subject called back because Mr. Farrington was not in and Mac told the person that Mr. Farrington did not answer because his mouth was full.

12/27/03

@0906 Mac again ran his personal information on the miles terminal for his driving record.

(6 of 10)

11/20/03

There was a gentleman that called to have a bunker closed and Mac was having trouble closing it so he just left it open until ADT came into the dispatcher center later in the day.

11/24/03

While watching a TV program there was a female that was talking to a doctor about her child's behavior and how bad the child was acting. Mac made the comment "have you tried holding him underwater?" That was totally inappropriate and displayed to me that he does have a violent side and made me uneasy. Even if he was just joking or trying to be funny, that kind of comment is not needed here.

12/03/03

@0626 Mac answered a 911 line from a subject who hit a deer at gate 13 and he made the subject call back on a non emergency line because he felt that the call was not an emergency and did not justify the subject calling 911. It is not Mac's job to determine who calls on a 911 line. It is his job to help and serve the public. Also with this incident he refused to enter the incident into the cad because the desk officer sent a unit and not him.

12/03/03

@0827 Mac made a rude and degrading comment about a fellow employee Carolyn Johnson by calling her enormous when he was talking about her calling in a malfunctioning alarm. I am not sure what motivated him to call her this but the fact that he said it was unnecessary.

12/09/03

@0806 Mac made an insulting comment about a Private who was putting Christmas decorations on the Christmas tree in the lobby. He stated "you should not let a guy who is high put up the decorations." He said this because the private accidentally dropped some of the ornaments.

12/09/03

@0845 Sgt. Barnett told Mac to dispatch two police units to an alarm along with the security guards. Mac became agitated by this, and began asking me why he needed to send two units and I simply told him that it was Sgt. Barnett's decision. He then said "well I would like a beer but you don't see me getting my way." He then said that he would take care of the problem by talking to Sgt. Brown and Sgt. Brown also told him that it is Sgt. Barnett's choice. This is a total disregard for authority, he is always second guessing the desk officer or telling that person how to do their job.

12/12/03

@0530 Made the comment out loud that Sgt. Rodriguez's squad were "fucking idiots." He said this after finding out about how their shift went.

(7 of 10)

01 May 2001

Sgt. Ian Booth
Emergency Services Division
Bldg. 2200
Aberdeen Proving Ground, MD 21005

Dear Mr. Booth,

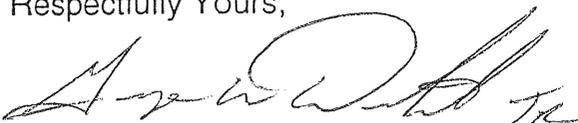
My name is George Dorbert and I work for the Fire & Emergency Services Division at the Aberdeen Proving Ground. On the 1st of May 2001 I was assigned to be the switchboard operator, which runs from 0800 hrs until 1700 hrs.

At approximately 16:20 hrs myself and several other firefighters were having a conversation about one firefighter from APG that was injured in a fire at Cecil County. During our conversation Mr John Furmankiewicz interrupted and made a comment to me which I felt was inappropriate. I responded by saying that I expected a little more from him than that. He responded by saying "that's why your on that side of the house and that's why I'm on this side of the house". My response to that comment was "fine stay on that side and keep your comments on that side of the house then". He then looked me right in the eye and stated "Fuck You" and I said "excuse me", which he repeated it again "Fuck You". I said "ok we can take care of that". At that point in time I turned around to avoid further confrontation. He again pursued the situation by stating "freedom of speech haven't you heard of it?, It's my first amendment right". I did not responded from that point on.

All of this was witnessed by Mr. Matt Golczewski. He was present all day with me during our switchboard assignments.

I do apologize for the inconvenience, and hope that this matter can be taken care of promptly.

Thank You
Respectfully Yours,



George W Dorbert Jr.

(8 OF 10)

Bessie C. Bowman, NREMT-P
APG Fire & Emergency Services
2200 Aberdeen Blvd.
APG, MD 21005
410-306-0572

May 8, 2002

Thru: Mr. Booth
APG Police Dept
Bldg. 2200
APG, MD 21005

To: Mr. Krauer
Director, APG Police Dept.
Bldg. 2200
APG, MD 21005

Subject: Profanity and Harassment in the Work Place

Dear Mr. Krauer,

On 7 May 2002, while on duty in the alarm room of the Emergency Services Building, I was conducting business on the telephone with another department on the installation when Mr. John Furmankiewicz started using profanity. I turned around and told Mr. Furmankiewicz to stop using that sort of language as I was on the phone. He threw his arms back and just stood there. I am requesting that you advise him that this will not be tolerated in the work place.

It is becoming more stressful for the personnel to be on duty in the Dispatch/Alarm Room and see Mr. Furmankiewicz constantly harassing the new employees. This individual should not be placed in a position of teaching or instructing others on the systems, computers, or policies in the dispatch center, as he is not a people person. **No individual should be criticized or spoken to in the manner that Mr. Furmankiewicz constantly uses.**

The Dispatch/Alarm Room has become a very noisy and hostile environment in which to work. This needs to be addressed immediately before it escalates into something far worse.

Respectfully,


Bessie C. Bowman NREMT-P

(9 of 10)

November 5, 2003

Attn: Mr. Krauer, Mr. Masoner and SFC Knotak

On Saturday November 5, 2003 at approximately 1715 hrs. I came into work for the 1800-0600 shift as police and fire dispatcher. As I arrived I observed my co-worker, Amy Roland literally darting back and forth in the communication room. Amy was crying and appeared to be in an state of extreme distress.

I asked Amy what was wrong but she was crying to the extent that she could not catch her breath to answer me, all she could get out was,--- Mac!

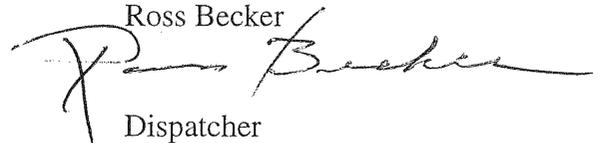
After a few minutes Amy was able to speak and she told me that Mac had verbally abused her all day.

Amy also told me that she was having chest pain as a result of the attacks from Mac. I told her that she should go the hospital but she did not want to go. Amy was checked out by paramedic Brian Long of the APGFD after she had calmed down for about 20 minutes. As I recall, Amy's blood pressure was 139/97.

Mac, (Mr. John Furmankiewicz) has been with us for about two years. During this time Mac has made statements about killing dispatchers and firefighters. Mac has talked about hostage taking and going to the water tower with a rifle and ammunition. I have heard Mac many time say "THIS WOULD BE A GOOD DAY TO GO TO THE TOWER". My co-worker, Mr. Mathew Golczewski made a written complaint to Mr. Booth and others regarding these incidents. I made a complaint of age discrimination to Ms. Donna Lewis in Bldg 305. I never heard any thing from my complaint. During this two years Mac has verbally attacked about everyone of my co-workers and caused many of us grave stress and also some of us to seek medical attention.

To say the least, for past two years our work place has been and is still an extremely hostile and dangerous place to work.

Ross Becker



Dispatcher
APG, MD.

(10 OF 10)

SWORN STATEMENT

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

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.

Table with 4 columns: 1. LOCATION (APG, MARYLAND), 2. DATE (2004/01/22), 3. TIME (1000), 4. FILE NUMBER; 5. LAST NAME, FIRST NAME, MIDDLE NAME (SHEPARD, DOROTHY LOUISE), 6. SSN (215-54-2363), 7. GRADE/STATUS (GS-06); 8. ORGANIZATION OR ADDRESS (DLES)

9. I, DOROTHY LOUISE SHEPARD, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
1. Police and emergency dispatcher Squad one (Morgan) training - 5 mos. Supervisor SGT Booth.
2. Take subject's name, building number and code entry number, and check book to see that they do have access to gain entry.
3. Was trained by Jerry Morgan and Carolyn Johnson.
4. I don't recall any incident to where the proper procedure was not followed.
5. Miles/NCIC printer runs 24 Hrs/7 days a week. Only time turned off is to retrieve a copy of info, then turned back on.
6. This has been my experience for the past 24 yrs of service.
7. No experience of machine printer being off while I was on duty.
No knowledge of PA teletype.
8. Being a new employee I do not have any opinions at this time. I have gotten along with my peers and have learned a lot working with them on both shifts 0500-1700 and 1700-0500. I have attended 2 staff meetings in the past 5 mos. More issues have been taken care of after the second meeting and some issues are still in the planning stage for improving the communication area. There is still more improvement for the supervisory area (tiles on floor being replaced, ceiling tiles cleaned, hole in ceiling (where it leaks) still needs to be repaired.) Supervisor - needs to be more involved with employees leave time, calling out sick, misuse of time and seeing more of them on a daily basis.
10. I have not witnessed any threatening comments from any of my peers.
11. Supervisors need to deal with the possibility of misused sick leave when peers from other squad call out when they are scheduled to work with someone they don't like "Mac."

*****NOTHINGFOLLOWS*****

10. EXHIBIT (25), 11. INITIALS OF PERSON MAKING STATEMENT (signature), PAGE 1 OF 2 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 BE INDICATED.

STATEMENT (Continued)

*****NOTHINGFOLLOWS*****

AFFIDAVIT

I, DOROTHY LOUISE SHEPARD, 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, OR UNLAWFUL INDUCEMENT.

Dorothy Shepard
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 9TH day of FEBRUARY, 2004 at APG, MD

Paul A. Marone
(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

PAUL A. MARONE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

SWORN STATEMENT

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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 APG, MD 2. DATE (YYYYMMDD) 2004 01 21 3. TIME 2000 hrs 4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME Snyder William Richard 6. SSN 215-72-4525 7. GRADE/STATUS 6/01
8. ORGANIZATION OR ADDRESS DLES

9. I, William R. Snyder, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I. Proper secure entry techniques:

Employee who need access to secure ave will call the police business line. As I answer, I will ask the employee for their code. I will then attempt to match the code, name, and building # together. If all are a match access is granted. These procedures were told to me verbally on my first day of employment. I do not recall a written statement.

II. Knowledge of the above not being followed?

I have never personally witnessed this occur.

III. When have I noticed the tele³⁵type turned off?
I have never seen this machine turned off. On occasion the printer is accidentally taken "off-line" to advance paper and not returned to "on-line".

10. EXHIBIT 26 11. INITIALS OF PERSON MAKING STATEMENT BS PAGE 1 OF 4 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT 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.

STATEMENT OF William R. Snyder TAKEN AT APG, MD DATED 11/21/04

9. STATEMENT (Continued)

III. cont'd

My knowledge off the teletype: (all verbal instruction)

1. Keep on-line
2. print all NCIC attempts
3. remove my print-outs → either file it or lay on top of terminal w/ officer's number on it for him to pick-up.

IV Work environment -

My current work environment is fine. I enjoy all of the people ~~of~~_{on} my current shift.

When I first became employed here I had the most miserable experience. I was told I was to tour the APG Base w/ employee Famenkowitz. This was ~~an~~ 6 hrs. of hell. From the beginning of this tour he yelled, talked to me in a condescending manner, and became upset when I asked questions. On the next day he began to train me in the use of phones, alarm monitoring & radio. Any mistake I made was followed by, "are you stupid" or "don't you pay attention?"

In no way did I need this. On my own I switched myself to another shift. When I was asked why I did this I said, "I can not work w/ this guy". My supervisor ^(Mr. Booth) must have understood what I was talking about. - I am still on the opposite shift as he. I could not and can not believe that this man is allowed to train anyone. Why management does not have Lisa do all the training on that shift is beyond me.

INITIALS OF PERSON MAKING STATEMENT

BS

PAGE 2 OF 4 PAGES

STATEMENT OF William R. Snyder TAKEN AT APG, MD DATED 1/21/04

9. STATEMENT (Continued)

IV Cont'd

My other uncomfortable item ^{is} ^(BS) when he replaces me @ the end of my shift. Not so much now but from 6/02 → 6/03 he would be unpleasant, talk condensending, and abrasive. This person was never in a good mood, and I felt it was his goal to assure I was not in a good mood.

I never made a formal complaint about any of the above issues - I am not that kind of a person. It became clear to me that mangement would not reprimand this employee for any of his blatant poor & inappropriate actions. I then felt I would handle any poor comments or actions from this man by, simply, not pay attention to him. I think this upset him more.

One time, ^(summer 03) Mr. Booth asked, informally, "why does the other shift always call out sick?" I answered that no one wants to work w/ Famenkowitz. He said he didn't think so and I said I guarantee that is what it was.

~~XXXXXXXXXX~~ ^(BS)

V. Work make-up

I have been primarily night shift. However, since fall of 03, I rotate day/night every three months. I work w/ the same (5) five people no matter if @ day or night. My immediate supervisor is Mr. Booth. The (5) five fellow employees are:

Anne Francis, Fred Mawlk, Jerry Morgan, Carolyn Johnson, and Dorothy Shepherd

INITIALS OF PERSON MAKING STATEMENT

BS

PAGE 3 OF 4 PAGES

STATEMENT OF William R. Snyder TAKEN AT APG, MD DATED 1/21/04

STATEMENT (Continued)

" Nothing Filed

AFFIDAVIT

I, William R. Snyder, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. 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.

[Signature]
(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 21ST day of JANUARY, 2004 at _____

[Signature]
(Signature of Person Administering Oath)

PAUL A. MARINE
(Typed Name of Person Administering Oath)

5 USC 303
(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT

BS

PAGE 4 OF 4 PAGES

SWORN STATEMENT

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

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 2200 Aberdeen Blvd APG, MD	2. DATE (YYYYMMDD) 2004/01/29	3. TIME 0805	4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME WOOTEN, Elizabeth Rita	6. SSN 204-68-0353	7. GRADE/STATUS GS-06	
8. ORGANIZATION OR ADDRESS DLES			

9. I, Elizabeth R. Wooten, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

I am a police officer who currently works in the Records section of DLES. Prior to the records section I was dispatcher for the police side of the communications center. I would train new dispatchers, make work schedules and make arrangements for leave. Currently I still dispatch when needed. I am the security contact and terminal contact for the MILES/NCIC terminal. I conduct all validations for the terminal and schedule all NCIC training.

The procedures for deactivating alarmed facilities is as follows: when a call is taken, the caller will state their name and what facility they need access to. The dispatcher will look the name up in the "CODE" book and verify that the individual is authorized in that facility. The dispatcher will then ask the individual for their code. After receiving the code, the dispatcher will verify the code is correct, the dispatcher will then deactivate the alarm. After the individual is finished their work they should call to activate the alarm. If they don't call then the alarm could be deactivated for an extended period of time.

After working in the communication center for an extended time, I became familiar with numerous people calling for access to facilities. After being comfortable with their names, codes and facilities that they call in everyday, I would not verify by using the "CODE" book. I feel that my personal recognition to that person was a verification to the secure procedures. These people call every day for the same facilities, sometime 2, 3, 4, 5 times a day. You get to know them and communicate with them. Some of these people will even stop by the communications center so you can "put a name" with a face. The practice of not checking the "CODE" book isn't done with every individual that calls, nor is it done with every dispatcher. Some I have seen do it and some don't. I believe it depends on how comfortable you feel with identifying the individual calling.

The SOP for allowing individuals to deactivate the alarms is to general. It may tell the dispatcher how to verify a person and code but doesn't identify what to do if the code is incorrect or the person calling isn't allowed access. The alarm systems are faulty and the dispatchers have to use discretion and experience in deciding to deactivate an alarm, activate it, send a patrol, etc.

The "CODE" book is not maintained by a single competent person. No one is responsible for it.

After the physical security office approves a person to have access to a facility and assigns them a code they (physical security personnel) bring a paper to the communication center. Depending on who they give the paper to, the name and code may or may not be added to the book or computer. There is no one responsible for the entries or deletions. No one ever verifies to ensure that the book is accurate.

The MILES/NCIC printer is monitored by the MD State Police. It's important to have the printer on to receive teletypes but the printer must be placed "off line" (which means the agency cannot receive any printouts) several times throughout a normal workday. If the printer is kept "off line" for an extended period of time, a MD State Police rep will notify the agency by calling. Reasons the printer would be off line is after the dispatcher has printed something such as a driving record they then have to put the printer off line to have the paper advanced. They should then place it back online. With several things being printed on any day they may miss placing the printer online. If they don't put it back online then they won't receive printouts on upcoming training, general messages such as another agencies printer is not working, road closures and BOLOs. If the printer is inop then they are required to notify the State Police of the problem.

There have been some occasions where I have observed the printer "off line." I simply pushed the button and placed it back online. Apparently, the night dispatcher had placed it off line to get a printout and forgot to reset it. On one occasion it was offline for at least 6 hrs. the night dispatcher was Matt G. and Keith Stumpf (I think) and the printout that I received around 0800 showed 0200 (about). The day shift dispatchers didn't notice it because of its location and because the terminal doesn't indicate

10. EXHIBIT 27	11. INITIALS OF PERSON MAKING STATEMENT 	PAGE 1 OF <u>3</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.

STATEMENT OF Elizabeth Wooten TAKEN AT APG, MD DATED 2004/01/27

STATEMENT (Continued)

that the printer is off line. The only way to know is to look at the printer or when you try to print something it won't work. If a message is sent to APG Police because we entered a query on a person, it would be sent to the monitor. If a query is done by another agency on something that we entered then that would be on the printer but normally that agency calls the station first to check on the status of the entered item.

As far as the work environment in the communications center, there is a lot of tention among dispatchers. The one incident I had with Ross Becker was while training him on the COPS system. I spent 4 seperate occasions with Mr. Becker and showed him the correct way to enter information. One day I was approached by MSGT Brown. MSGT Brown asked me if Mr. Becker was ever trained on the system. I told MSGT Brown that I trained Mr. Becker 4 different nights. MSGT Brown told me that when he questioned Mr. Becker about things he had done wrong in the COPS system and Mr. Becker's response was that he was never trained.

Another incident was concerning Ann Francis. I am responsible for the MILES/NCIC terminal and I put out a policy on what to do when an entry is put into NCIC. Approximately a month after the policy was put out to every dispatcher, Ms. Francis didn't follow it. I feel that there needs to be a full time dedicated communications supervisor. Right now there is no one dedicated just to the communication center or dispatchers. There are issues that need to be addressed such as work habits, NCIC violations, alarm violations. There needs to be some to go to for answers, someone that is responsible and accountable. The dispatchers need training and need to be evaluated on their job performance. They have a very important job and the lack of training and or evaluations could be costly to the fire fighters, police or public.

I don't remember any specific incident where I personally made a comment about the "water tower" incident. A comment may have been made to reflect having a bad day. I don't believe that any of the dispatchers are unstable or would do anything of that nature. There are several people that I have a joking relationship with that maybe that statement was used to "mock" somebody, but never was that or any other comment ever used as a threat towards anybody.

*****END OF STATEMENT*****

INITIALS OF PERSON MAKING STATEMENT

EW

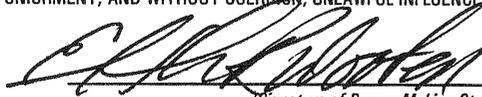
PAGE 2 OF 3 PAGES

STATEMENT (Continued)

*****NOTHING FOLLOWS*****

AFFIDAVIT

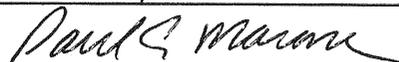
I, Elizabeth R. Wooten, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.



(Signature of Person Making Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 9TH day of FEBRUARY, 2004 at APG, MD



(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

PAUL A. MARONE

(Typed Name of Person Administering Oath)

5 USC 303

(Authority To Administer Oaths)

ORGANIZATION OR ADDRESS

INITIALS OF PERSON MAKING STATEMENT



PAGE 3 OF 3 PAGES

DEPARTMENT OF THE ARMY
U.S. ARMY ABERDEEN PROVING GROUND
Aberdeen Proving Ground, Maryland 21005-5001

APG Regulation
No. 385-5

25 August 2002

Safety
WORKPLACE VIOLENCE PREVENTION PROGRAM

The word "he" (and its derivatives) when used in this regulation represents both the masculine and feminine genders; exceptions will be noted.

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1. PURPOSE. To establish the responsibilities and procedures for the prevention and assessment of violence in the workplace.

2. SCOPE. This regulation applies to all activities located at Aberdeen Proving Ground (APG) or receiving support from the U.S. Army Garrison APG including contractor personnel.

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3. GENERAL.

a. Every employee has a right to work in an environment free of harassment, direct and implied threats, or violence. There is no place for violence in our community. Violence is contrary to basic respect and consideration for others. Soldiers, civilian employees and contractors, family members and guests to our community deserve the freedom to interact in the workplace; however, where violent behavior is exhibited, our policy is to respond immediately, assess the situation and to act on unacceptable behavior. APG is committed to providing the safe and healthful environment that our workforce deserves. APG promotes zero tolerance of Workplace Violence of any type.

b. There will be no discrimination or retaliation against victims of workplace violence, or any employee reporting workplace violence. Should retaliation or discrimination be discovered, appropriate disciplinary action will be taken. Further, at no time shall a manager or employee be restricted from filing a workplace violence complaint.

c. A Workplace Assessment Team (WAT) has been established to assess workplace violence, establish and recommend corrective actions to be taken and to provide training in the prevention of workplace violence. The team will monitor and review the overall APG Workplace Violence Prevention Program and provide assistance to supervisors and employees faced with violence issues.

d. This regulation will be reviewed annually and appropriate personnel will maintain proper documentation of the review.

e. Requests for assistance from the Workplace Assessment Team can be forwarded to **AMSSB-GSH-S (ATTN: Workplace Violence Prevention Program)**, B4304, or by way of hand carry to B4304 Installation Safety Division, sealed mail, or phone message to commercial 410-306-2433, or on post 4-AIDE.

4. DEFINITION

Workplace Violence. Any act of aggression by an individual that occurs at the work site. It is not limited to physical assault. It also includes near misses, intimidation, harassment, verbal abuse, direct and implied threats, and sexual harassment. Even the fear of assault or witnessing an assault on a co-worker can have serious health effects on workers. The target may be another individual(s) or object, and there is potential for psychological trauma to victims, witnesses and/or perpetrator(s).

5. TRAINING AND EDUCATION.

a. Training for all employees, including managers and supervisors, is available through the WAT.

b. Training will include:

(1) A review and definition of workplace violence;

(2) A full explanation and full description of APG's WVPP (all employees will have a copy of the APG WVPP Policy available to them);

(3) Instructions on how to report all incidents including, but not limited to, both direct and implied threats and verbal abuse;

(4) Methods of recognizing and responding to workplace security hazards;

(5) How to identify potential workplace security hazards, such as no lights in parking lot while leaving late at night, unknown person loitering outside the building, etc.

(6) Review of measures that have been instituted at APG to prevent workplace violence including:

(a) Use of security equipment and procedures;

(b) Conflict management skills and techniques;

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(c) How to summon assistance in case of an emergency or hostage situation;

(d) Post-incident procedures including medical follow-up and the availability of counseling and referral;

(e) Managing stress and conflict in the workplace;

(f) Communication skills for the workplace.

c. Training will specifically address, *but is not limited to*, the following:

(1) Employees who work in the field;

(2) Employees who handle money with customers;

(3) Employees who work after hours or come in early;

(4) Personal safety;

(5) Importance of the buddy system;

(6) Recognizing unsafe situations and how to handle them during on and off duty hours.

d. All formal training will be documented and records maintained at the organizational level for attendance, e.g. sign-in sheets and program contents.

e. All new employees will receive Workplace Violence Prevention training.

6. SPECIAL AREAS OF CONCERN.

a. High Hazard Areas of Employment.

(1) Employees in customer service area that exchanges money with patrons, e.g. Directorate of Community and Family Activities (DCFA), Army, Air Force Exchange Services (AAFES).

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(2) Employees who work very late hours or come in very early in the morning in various areas.

(3) Employees who work with irate or volatile persons such as health care, social services, or criminal justice settings.

(4) Employees who travel or work alone, or in small numbers;

(5) Areas where previous incidents of assault and/or harassment have occurred among employees.

(6) Delivering of goods, or services.

(7) Mobile workplaces, e.g. Directorate of Installation Operations (DIO) maintenance and repair vans, security guard and police vehicles/cruisers.

(8) Employees guarding valuable property or possessions.

b. Progressive/escalating pattern of threats, violent acts, or bizarre behavior, which could include:

(1) Direct or implied threats of harm towards others or self.

(2) Intimidation of others.

(3) Paranoid behavior.

(4) Unable to take criticism of job performance.

(5) Expressions of extreme desperation over recent personal/family problems.

(6) History of violent or chronically disgruntled behavior.

(7) Extreme interest in weapons.

(8) Disregard for the safety of co-workers.

(9) Obsessive involvement with the job.

(10) A loner who has a romantic obsession with a co-worker who does not share this interest.

(11) A loner with few friends, weak support system, shallow interpersonal relationships.

(12) A close identity with self and self-worth with his job.

(13) Externalizes blame, "Not my fault".

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c. Personal Problems.

Unbearable stress of divorce, death in family, financial difficulties, and other personal problems, often coupled with alcohol and/or drug abuse or a pre-existing psychological illness, may cause an employee to lash out at management or co-workers.

d. Safety Considerations.

(1) Take threats and forms of aggressive physical or verbal behavior seriously.

(2) Never hesitate to notify management when threatening behavior has occurred.

(3) Treat terminated employees with dignity and respect.

(4) Keep the lines of communication open.

(5) Never ignore employee complaints about job stress, particularly if they come from someone who has demonstrated aggressive behavior in the past.

7. PENALTIES.

a. Civilian employees engaging in violent behavior may be penalized as deemed appropriate by the supervisor or Commander, in compliance with APGR 690-4, On and Off the Job Conduct.

b. Military personnel may be disciplined in accordance with the Uniformed Code of Military Justice.

c. All criminal activities are subject to criminal penalties via proper criminal justice processes. Criminal activity identified by the WAT will be turned over to the proper judicial authorities immediately upon discovery.

8. RECORDKEEPING.

Accurate records of all workplace violence incidents, such as, but not limited to, intimidation, harassment, abuse, verbal attack, or aggressive behavior, which may be threatening to an employee, but not resulting in injury, will be recorded and maintained by the WVPP Manager. These records will be maintained as Privacy Act material and evaluated on an as needed basis by the WAT.

9. RESONSIBILITIES.

a. The Commander will:

(1) Provide adequate authority and budgetary resources to responsible parties to meet the goals and responsibilities of the WVPP.

(2) Issue policies and supporting documentation for the WVPP, and recommendations proposed by WAT assessments and evaluations.

(3) Maintain a Workplace Assessment Team.

b. Supervisors will:

(1) Be responsible for implementing and maintaining the WVPP within their area of responsibility.

(2) Promptly and accurately report all incidents of workplace violence whether or not physical injury has occurred using the form at Appendix A.

(3) Inform and counsel employees about prohibited behavior in the workplace and workplace violence policy.

(4) Ensure, when violence occurs in the workplace, appropriate corrective action is initiated.

(5) Prevent, avert, and be alert to acts indicative of workplace violence, such as harassment, direct and implied threats, and violence, and act immediately and appropriately on unacceptable behavior.

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- (6) Monitor the workplace for inappropriate behavior.
- (7) Limit contact between offending employees when misconduct is observed or reported.
- (8) Provide employees the opportunity to report personal situations, which could result in workplace violence, using the forms at Appendix A and B, and *maintain confidentiality* by limiting disclosure of information.
- (9) Ensure employees are directed to the appropriate resources, and assist any employee who reports any type of workplace violence by notifying the appropriate authorities or WAT for evaluation, and completing appropriate documentation for actions taken.
- (10) Encourage employees to report to the appropriate occupational health medical facility and/or employee assistance program for evaluation.

c. Employees will:

- (1) Attend Workplace Violence Prevention training, and comply with APGR 385-5, the APG Workplace Violence Prevention Program, the Standards of Conduct set forth in APGR 690-4, and other applicable laws, regulations and policies covering workplace conduct. Employees engaging in violent behavior may be penalized as deemed appropriate by the supervisor or Commander.
- (2) Immediately report any act interpreted as an act of workplace violence to the supervisor. If the supervisor is involved in the situation, report the situation to the WAT by calling 410-306-2433 (4-AIDE) or 410-306-1057 or filing an incident form found at Appendix A. **If the situation is an emergency, the employee shall call the APG Police (911).**
- (3) Not participate in or encourage acts, which are harassing, direct or implied threatening, or violent in nature.
- (4) Assist any employee who confides that he may be a victim, by encouraging him to report potential workplace violence to the proper authority.

d. The Workplace Assessment Team will:

(1) Consist of :

Team Leader, Safety and Occupational Health Specialist
Occupational Health Representative
Provost Marshal Representative
Employee Assistance Program Representative
Civilian Personnel Advisory Center Representative
Equal Employment Office Representative
Legal Counsel Representative
Other functional representatives as deemed necessary.

(2) Meet on an as needed basis to assess each allegation of violence and/or Workplace Violence Incident Report Form (Appendix A). All information including Privacy Act information will be provided to the team to thoroughly evaluate each situation upon request.

(3) Monitor the information gathering phone line for reporting suspected workplace violence. The number is 4-AIDE (4-2433) or 410-306-2433.

(4) Develop guidelines and procedures for assessment, as deemed appropriate and necessary on an individual basis, for each case. Evaluate individual violent behavior, work sites and at risk personnel to determine the presence of hazards, conditions, operations, personnel and other situations, which might place employees at risk of workplace violence incidents. Assess and identify causes of violent incidents, to include workplace climate, and disruptive individuals, and make recommendations to management for correction.

(5) Formalize recommendations for the commander's review and recommend disposition when resolution does not occur at appropriate organizational level. This final assessment will be provided to the Commander or Director of the organization assessed by way of a memorandum signed by the Garrison Commander.

25 August 2002

(6) Make training for violence prevention available for all APG employees

10. REFERENCES.

(a) 29 Code of Federal Regulations 1960, Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters, Section.5a, General Duty Clause.

(b) Public Law 91-596, Dec 29, 1970 and amendment Nov 5, 1990.

(c) Section 2302, Title 5, United States Code, Prohibited Personnel Practices.

(d) OSHA Safety and Health Program Management Guidelines (Federal Regulation 54(16):3904-3916, Jan 26, 1989.

(e) Notification And Federal Employee Antidiscrimination And Retaliation Act of 2002

(f) US Department of Labor, Occupational Safety and Health Administration, OSHA 3148, 1996, Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers.

(g) US Department of Health and Human Services, Public Health Service, Center for Disease Control and Prevention, National Institute for Occupational Safety and Health, Current Intelligence Bulletin 57, June 1996, Violence in the Workplace - Risk Factors and Prevention Strategies.

(h) Deputy Chief of Staff for Personnel Violence Prevention Commanders Guide, January 1997

APGR 385-5

25 August 2002

FOR THE COMMANDER:

/S/

DAVID G. BURDICK
Adjutant General

DISTRIBUTION:

A2 plus 50 USAGAPG, ATTN: AMSSB-GSH-S
2 USAGAPG, ATTN: AMSSB-GIM-R
25 Publications Stockroom

APPENDIX A

Complete and forward or hand carry this form in a sealed envelope to: AMSSB-GSH-S (ATTN: Workplace Violence Prevention Program) Bldg 4304

EMPLOYEE REPORT OF ALLEGED UNSAFE OR UNHEALTHFUL WORKING CONDITIONS WORKPLACE VIOLENCE INCIDENT REPORT FORM

1. NAME: _____ SSN# _____ DATE: _____ (Victim or Subject #1 circle one)

JOB TITLE: _____

PHONE NUMBER: HOME _____ WORK: _____

SUPERVISOR: _____

ORGANIZATION: _____ PHONE _____

WORK LOCATION (if different): _____

2. INCIDENT TIME/DATE/PLACE: _____

3. TYPE OF INCIDENT: (circle one): Assault, Robbery, Harassment, Disorderly Conduct, Sex Offense, Other. (Please Specify)

4. WAS VICTIM INJURED? Yes No

If yes, please specify injuries and the location of any treatment:

5. DID VICTIM LOSE ANY WORK DAYS? Yes No

6. DID VICTIM FILE A WORKMENS' COMPENSATION CLAIM? Yes No

(12 OF 18)

7. DID POLICE RESPOND TO INCIDENT: Yes No

8. WAS THE SUPERVISOR NOTIFIED: Yes No

9. ASSAILANT: (circle one): Intruder, Customer, Patient, Resident, Customer, Visitor, Student, Co-Worker, Former Employee, Supervisor, Family/Friend, Other, (specify): _____

NAME: _____ SSN# _____
(Assailant or Subject #2 circle one)
JOB TITLE: _____

PHONE NUMBER: HOME _____ WORK: _____

ORGANIZATION: _____

SUPERVISOR: _____ PHONE _____

WORK LOCATION (if different): _____

10. PLEASE BRIEFLY DESCRIBE THE INCIDENT: _____

11. Did the incident involve a weapon? Yes No
Specify _____

12. Was victim singled out or was the violence directed at more than one individual?

13. Was the victim alone when the incident occurred? Yes No

14. Was there any reason to believe that an incident might happen? Yes No

Explain _____

15. Has this type or similar incident(s) happened at this worksite previously? Yes No

Specify: _____

16 Was counseling or support provided the victim and co-workers since the incident? Yes No

Counselor: _____ Date: _____

17. WAS ACTION TAKEN BY EMPLOYER? (specify) _____

18. Workplace Assessment Team notified _____ (Date)

19. Additional Comments: _____

Appendix B

Complete and forward, or hand carry, this form in a sealed envelope to:AMSSB-GSH-S (ATTN: Workplace Violence Prevention Program) Bldg 4304

EMPLOYEE PERSONAL SAFETY SURVEY

This survey will help detect personal safety problems in your building or at an alternate work site.

NAME: _____ (optional)

WORK LOCATION: _____ (In building or alternate worksite)

1. Please answer the following with a yes or no.

___ Does your workplace have a copy of APGR 385-5, The APG Workplace Violence Prevention Program for addressing general problems?

___ Does your workplace have a copy of the APG Violence in the Workplace Policy memorandum? Is it posted on a community bulletin board?

2. Do you know when and how to request the assistance of a co-worker when faced with a potential violent situation? Yes No

Do you know when and how to request the assistance of police? Yes No

Do you know how to handle a violent customer or co-worker? Yes No

Do you know what to do about a verbal threat? Yes No

Do you know what to do about a threat of violence? Yes No

(15 OF 18)

Do you know what to do about harassment? Yes No

3. Please answer yes or no to the following:

___ Do you work alone?

___ Do you have security in and out of your building?

___ Do you have security in parking lot?

___ Have you been assaulted by a co-worker?

___ To your knowledge, have incidents of violence ever occurred between your co-workers?

4. Are violence related incidents worse during shift work, in the field, or in other situations? No Yes(explain):

5. Where in your building or work site, in your opinion, would a violence related incident most likely to occur?

___ lounge ___ exits ___ deliveries

___ private offices ___ parking lot ___ bathroom

___ entrance ___ Other

(explain) _____

(16 of 18)

6. Have you ever noticed a situation at work that you think could lead to a violent incident?

Explain. _____

7. Have you missed any work because of what you considered a potential violent act(s) committed during your course of employment? Yes No

8. Have you received workplace violence related training or assistance of any kind? No Yes(explain)

9. Has the number of workplace violence related incidents increased?

Yes No

10. Does either of these two conditions exist in your building or at your alternate work site?

___ Employees work alone during working hours.

___ No notification given to anyone when you finish work.

11. Do the above conditions present a problem? If so when, please describe. (For example, Mondays, evening, daylight savings time)

10. Has anything happened recently at your work site that you think could have lead to violence? Yes No

If so, explain

22 May 2002

MEMORANDUM FOR Robert W. Krauer, Director Law Enforcement and Security,
APG, MD

SUBJECT: Internal Investigation

1. At the request of Mr. Robert W. Krauer, Director of Law Enforcement and Security, this office conducted an internal investigation of alleged unprofessional conduct concerning Mr. John Furmankiewicz, as reported and documented by two separate complainants. During the course of this investigation, interviews were conducted with other dispatchers to prove or disprove allegations presented against Furmankiewicz. The interviews disclosed that Furmankiewicz has on numerous occasions used vulgar language, has on occasion been discourteous to the general public, and has made inappropriate comments to coworkers.

2. The allegations are as follows.

a. Anne Francis and Bessie Bowman have both filed a complaint claiming that Furmankiewicz's inappropriate attitude and conduct, along with his aggressive demeanor, has created a hostile work environment.

b. Francis and Bowman have also been witness to, or recipients of, profane derogatory comments uttered by Furmankiewicz. Francis claims Furmankiewicz has told her to "kiss his ass" and has made the comment that "she's doing a man's job." Bowman reported she while she was answering a phone call, she overheard Furmankiewicz state he was not going to do the "fucking training" and told Mr. Morlock that he was ignorant and stupid. Bowman stated that she had to ask Furmankiewicz to curb his language because she was on a phone call.

c. Francis stated that Furmankiewicz displays inappropriate conduct when dealing with the general public and witnessed a gentleman file a complaint against Furmankiewicz because of his abrasive and obnoxious attitude. However, to her knowledge no actions were taken against him to correct his vile behavior.

3. Conclusion of Investigation.

a. As referenced in APGR 385-5, para 3a, Workplace Violence Prevention Program, every employee has a right to work in an environment free of harassment, verbal abuse and intimidation. Additionally, AR 690-700, Chapter 751, Subchapter 2-2a, Personnel Relations and Services, misconduct includes examples of immoral conduct. Furmankiewicz has failed to abide by either regulation.

EXHIBIT 29 (10F15)

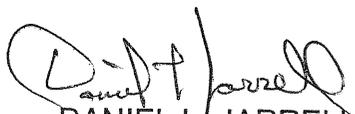
AMSSB-GSO-S (190-30b)
SUBJECT: Internal Investigation

b. During an interview, Furmankiewicz admitted to using vulgar language around fellow employees but cannot recall ever being told that his language was offensive in nature. Further, Furmankiewicz denied telling Francis to, "kiss his ass". The incident cannot be proven or disputed due to lack of witnesses or supporting counseling statements. In addition, Furmankiewicz admitted that he has called Morlock, "a box of rocks" due to his inability to learn the duties of a dispatcher. However, Morlock related that Furmankiewicz had told him he was to fucking dumb to train. Similar, to what was reported by Bowman.

c. Furmankiewicz admitted that he is abrupt or abrasive with the general public when answering common sense questions, however, he has never received a written complaint or counseling concerning his attitude and does not view his conduct as detrimental to the work place.

4. Based upon the facts of the investigation, and after coordinating with Dawn Fischer, Workplace Violence team member, Mr. Furmankiewicz actions are in violation of APGR 385-5 and AR 690-700, Chapter 751. Although, Mr. Furmankiewicz has not displayed any acts of workplace violence, his lack of judgment regarding appropriate conduct at work is at best questionable. In addition, during the course of the investigation, it has been determined that there exists a lack of appropriate communication and interpersonal communication skills within the emergency dispatch center.

4. POC is the undersigned @ 3-3609.


DANIEL L. JARRELL
Detective

INVESTIGATIVE REPORT

MPI # 112-02-023

BASIS FOR INVESTIGATION: On 14 May 2002, Robert Krauer, Director of Law Enforcement and Security, requested an internal investigation of alleged unprofessional conduct concerning John FURMANKIEWICZ. The allegations were brought forward by Anne FRANCIS and Bessie BOWMAN.

SYNOPSIS: The allegations of FURMANKIEWICZ'S creation of a hostile work environment can be supported by incidents in which he has admitted to using profanity, uttering disparaging remarks to fellow coworkers, and being discourteous toward the general public. His inappropriate conduct is a violation of APGR 385-5, Workplace Violence Prevention Program and AR 690-700, Chapter 751, Personnel Relations and Services.

NARRATIVE

1. INTERVIEW OF COMPLAINANTS

1.1 FRANCIS, Anne: FRANCIS submitted a three page written document to Ian BOOTH and Robert KRAUER, in which she stated John FURMANKIEWICZ'S general demeanor has created a hostile work environment. During an interview, FRANCIS described FURMANKIEWICZ'S behavior as loud, obnoxious, unprofessional, and violent. FRANCIS stated FURMANKIEWICZ'S general disregard for proper hygiene and mannerisms; ie., constant belching and flatulence, and use of foul language causes unnecessary stress in the workplace. In addition, FURMANKIEWICZ has made inappropriate comments to her such as "what do you expect, she's doing a man's job" and has told her to "kiss his ass."

1.2 BOWMAN, Bessie: On 23 May 2002, BOWMAN was interviewed and essentially stated that on 7 May 2002, she was conducting business over the telephone when FURMANKIEWICZ started swearing at Fred MORLOCK. BOWMAN overheard FURMANKIEWICZ saying that he wasn't going to do the "fucking training" which was directed at MORLOCK, berating him as ignorant and stupid. BOWMAN stated she had to advise him to stop using that sort of language while she was on the phone. BOWMAN related that FURMANKIEWICZ lacks people skills and has had prior write-ups while employed with the APG Fire Department concerning his attitude.

2 INTERVIEW OF WITNESS/VICTIM

2.1 BECKER, Ross: On 14 May 2002, BECKER was interviewed and did not report any problems in the workplace. When asked about FURMANKIEWICZ, BECKER stated he considers FURMANKIEWICZ a gentleman, however he is aware that other people do not get along with the accused.

MPI # 112-02-023

2.2 MORLOCK, Fred: On 14 May 2002, MORLOCK was interviewed and believes FURMANKIEWICZ'S conduct does create a hostile work environment. MORLOCK related that FURMANKIEWICZ has belittled him for asking questions, and has told him he was "too fucking dumb to train" and if he had any more questions he could ask (Jerry) MORGAN because "I don't get paid to train you." MORLOCK stated the incident resulted in BOWMAN telling FURMANKIEWICZ to stop swearing because she was on the phone. Furthermore, MORLOCK related that he informed his section chief, Ian BOOTH, and due to the working environment FURMANKIEWICZ created, he was temporarily moved into the administration section.

2.3 COALE, John: On 14 May 2002, COALE was interviewed and stated problems do exist in the work place that revolve around FURMANKIEWICZ. COALE related that while working with FURMANKIEWICZ, he had made a mistake and FURMANKIEWICZ launched into a verbal tirade of "fuck you's" and told COALE that he did not like him. COALE related that FURMANKIEWICZ swears at people, is rude with the public and makes general derogatory comments about all fellow coworkers.

2.4 BITTNER, Steve: On 15 May 2002, BITTNER was interviewed and stated that he witnessed the incident involving FURMANKIEWICZ and MORLOCK. However, BITTNER was unsure of what was said. BITTNER admitted that FURMANKIEWICZ is stout with MORLOCK because MORLOCK is not living up to FURMANKIEWICZ'S standards.

2.5 MORGAN, Jerry: On 20 May 2002, MORGAN was interviewed and stated FURMANKIEWICZ does have an attitude and is a straightforward person. MORGAN also stated he was present when FURMANKIEWICZ called MORLOCK a "fucking idiot" as a result of MORLOCK'S inattentiveness. MORGAN stated as a result, BOWMAN'S telephone conversation was interrupted and she told FURMANKIEWICZ to stop swearing. MORGAN stated in FURMANKIEWICZ defense, that the majority of fire and law enforcement dispatchers swear, use inappropriate language, and at times become irritated with the general public.

2.6 FOURNIER, Andre: On 23 May 2002, FOURNIER, Chief APG Fire Department, was interviewed regarding a conversation he had with MORGAN about foul language in the workplace. FOURNIER related he was approached by fire department personnel concerning foul language being used in the dispatch area, and then asked MORGAN, the senior dispatcher on shift to resolve the problem.

2.7 GOLCZEWSKI, Matthew: On 22 May 2002, GOLCZEWSKI was interviewed and stated FURMANKIEWICZ is an abrasive person. GOLCZEWSKI stated FURMANKIEWICZ is short with people, uses vulgar language, belches, and makes derogatory comments about coworkers. GOLCZEWSKI considers FURMANKIEWICZ'S negativity a work place nuisance.

MPI # 112-02-023

2.8 BOOTH, Ian: On 29 May 2002, BOOTH was interviewed to clarify remarks made by MORLOCK. BOOTH related he was aware of incidents involving FURMANKIEWICZ and other dispatchers however; the complaints brought to his attention were generally unfounded or were reported through hearsay. BOOTH also stated that he has restructured work schedules in order to prevent further personality conflicts arising between certain dispatchers. BOOTH attested that at times FURMANKIEWICZ comes across as abrasive and that his biggest down fall is his lack of people skills.

3. INTERVIEW OF SUBJECT

3.1 FURMANKIEWICZ, John: On 15 May 2002, FURMANKIEWICZ was interviewed. FURMANKIEWICZ admitted to uttering profanity, admitted to being terse with the general public when asked common sense questions, and that fellow coworkers seem to have a problem with him. FURMANKIEWICZ admitted that he feels MORLOCK is incapable of performing the duties of a dispatcher and did call him "a box of rocks". FURMANKIEWICZ stated he tried to impress upon MORLOCK the need to learn and listen before developing short cuts. When asked about the incident involving FRANCIS, FURMANKIEWICZ stated FRANCIS had informed him that ADT was going to be busy because she had called in 28 alarms. FURMANKIEWICZ claims he was in the process of explaining why ADT was not going to be as busy as she thought, when FRANCIS left the desk area in a huff. FURMANKIEWICZ denied telling FRANCIS to "kiss his ass." Furthermore, FURMANKIEWICZ admitted to telling COALE that he did not like him based on a past incident while they were employed with the APGFD.

INVESTIGATIVE NOTE: During the course of the interviews, the following items were also noted: Most dispatchers believe FURMANKIEWICZ lacks interpersonal communication skills, which has created a hostile work environment. The majority of them also indicated that he is very knowledgeable and possesses commendable teaching skills. The utmost concern addressed by FURMANKIEWICZ and MORGAN was GOLCZEWSKI'S lackadaisical work ethics and his inability to stay awake while on shift.

INVESTIGATIVE STATUS: This is a Final report. Administrative action pending.



Daniel L. Jarrell

Detective

Investigative Service Division

MPI #112
020514/OLJ

Sgt Ian Booth, Supervisor, DLES, APG Police, Bldg 2200, APG, Md 21005
Mr. Robert Krauer, Director, DLES, APG Police, Bldg 2200, APG, Md 21005

Subject: Harassment and Verbal Abuse.

Dear Gentlemen:

This letter is in regard to Verbal Harassment, and Abuse by John (Mac) Fermankawicz towards me, Anne Francis since his arrival as an Employee in the Communications Section of DLES, Aberdeen Proving Ground Police Department. I have taken into consideration what damages this can do to him as a Civil Service Employee, but also I have considered the Hostile Working Environment he has created for myself and all that have to work with him.

I personally feel I have no re-course but to bring this to you attention, and hopefully management will take corrective action, before it goes any further. I am speaking for myself and for the entire Communications Section.

Please find enclosed documentation of Abuse that I have personally sustained by this person, with the most recent event of 13 May 2000.

Thank you.

Anne M. Francis
Dispatcher, APG Police Branch.

Anne M. Francis
14 May 2002

APRIL 04, 2001

UPON ARRIVING EARLY AT DLES, EMERGENCY COMMUNICATIONS CENTER, APG, MD 21005 I WALKED INTO THE DISPATCH ROOM AND MAC FERMANIKWICZ WAS SITTING AT THE BOARD, BEING THAT HIS WIFE HAS BEEN SICK, I MADE A COMMENT TO HIM, TO GO HOME AND TAKE CARE OF HIS WIFE, HIS RESPONSE WAS "MY WIFE IS NON OF YOUR BUSINESS, I LEAVE AT 5:30PM. THIS COMMENT WAS MADE TO ME IN RESPONSE TO OFFERING A GESTURE OF KINDNESS, AND IT WAS ALSO HEARD BY JIM KERNS, FIREFIGHTER WHO WAS SITTING IN THE COMMUNICATION ROOM. HE AND I BOTH WERE TOTALLY APPALLED AT THIS MAN'S RESPONSE TO ME, AND HOW I WAS ATTACKED BY HIM ONCE AGAIN.

I WENT TO MY SUPERVISOR, SGT BOOTH AND EXPLAINED THE SITUATION. I THEN WENT TO THE DESK AREA IN THE FRONT WHERE THE SHIFT SUPERVISOR SITS, AND WAITED FOR 5:30PM, WHERE AT THAT TIME I WOULD BE OFFICIALLY ON THE JOB, AND FERMANIKWITZ WOULD BE LEAVING FOR THE DAY.

THIS MAN, HAS NO BUSINESS WORKING IN AN ENVIRONMENT WITH PEOPLE. HE IS CRUDE, NASTY, AND ABRASIVE, AND HAS A OBVIOUS PERSONALITY DISORDER. I HAVE BEEN HARASSED, ABUSED AND VERBALLY ASSAULTED BY THIS MAN. PRIOR TO THIS MAN BEING HIRED, AS A POLICE DISPATCHER, THERE WAS NEVER ANY PROBLEMS. PRIOR TO HIS ARRIVAL TO DLES FROM THE FIREDEPT, HIS NASTY ATTITUDE TOWARDS THE FIREFIGHTERS WAS THE SAME AS WE ARE EXPERIENCING NOW AND HAS BEEN WRITTEN-UP NUMEROUS TIMES FOR HIS VERBAL ASSAULTS, BUT TO THIS DATE, NOTHING HAS BEEN DONE ABOUT HIM OR THE HOSTILE ENVIRONMENT HE CREATES.

APR 05, 2001

UPON ARRIVING AT WORK AT 5:20PM, I KNEW NOT TO ENTER THE DISPATCH ROOM UNTIL FERMANIKWITZ WAS READY TO LEAVE AT 5:30PM, DUE TO THE FACT, THAT HE WOULD HAVE A NASTY COMMENT OF SOME SORTS TO SAY TO ME, I WAS SITTING IN THE FRONT DESK AREA, WHEN A MAN FROM ANOTHER BUILDING CAME TO THE WINDOW TO COMPLAIN ABOUT HIM, BECAUSE IS WAS VERBALLY ABUSIVE TO HIM ON THE PHONE THAT DAY, BECAUSE HE ASKED HIM TO CHECK ON HIS BUILDING TO MAKE SURE IT WAS SECURE. THIS IS A NORMAL TASK THAT WE ALL PERFORM FOR EMPLOYEES ON THE POST, AND THE END OF THEIR WORKING DAY.

SGT BOOTH (SUPERVISOR) SPOKE TO THE MAN AT THE WINDOW AND TOOK HIS COMPLAINT, TURNED AROUND AND LOOKED AT ME, AND I SMILED AND TOLD SGT BOOTH, THIS IS WHAT I WAS TALKING ABOUT, NOW YOU KNOW HOW NASTY THIS MAN IS, "I TOLD YOU SO". AT THAT POINT, SGT BOOTH TOLD ME TO TAKE OVER THE DISPATCH DUTIES AND CONFRONTED FERMANIKWITZ, WHO EXPLODED BECAUSE THERE WAS A COMPLAINT, AND SNAPPED AT ME "AGAIN" AND PASSED THE COMMENT, "YOU KNOW IT ALL".

WHAT HE DID NOT REALIZE, IS THAT I HEARD THE COMPLAINT FROM THE EMPLOYEE, AND HE WAS TOTALLY IN-LINE WITH HIS REQUEST.

AGAIN, THIS MAN DOES NOT BELONG IN OUR CENTER, AND HE WILL CONTINUE TO ABUSE AND STEP OVER HIS BOUNDARIES. I THINK HIS ACTIONS ARE APPALLING FOR A CIVIL SERVICE EMPLOYEE OF THE US ARMY.

JANUARY 2002

UPON ARRIVING AT BLDG 2200, APG POLICE I SAW FERMANIKWICKS CAR IN THE PARKING LOT, IT WAS APPROXIMATELY 5PM. I PARKED MY CAR, TOOK A DEEP BREATH AND PROCEEDED INTO THE BUILDING, AND WENT TO THE LUNCH ROOM. AT 5:28 PM I PROCEEDED TO MY WORK STATION AND LEFT THE AREA TO RETURN AT 5:30 TO RELIEVE HIM OF HIS DUTIES. HE TURNED AROUND AND VERBALLY ATTACKED ME STATING I HAD NO BUSINESS CHATTING WITH THE

Arce M. Francis, 14 May 2002

(7 of 15)

EMERGENCY COMMUNICATIONS
DLES, BLDG 2200, APG, MD 21005

POLICE AND SHIFT COMMANDER AT THE FRONT DESK AND I SHOULD HAVE BEEN AT THE WORK STATION GETTING THE PASS-DOWN OF WORK EVENT OF THE DAY. I LAUGHED IN HIS FACE AND STATED TO HIM: I START AT 5:30PM, AND HIS REPLY WAS YOUR LATE AND I AM NOT WORKING OVERTIME FOR YOU. I LAUGHED AGAIN AND PROCEEDED WITH MY DUTIES. HE DID NOT RESPOND VERBALLY TO ME AFTER MY COMMENT. I SPOKE TO MY SUPERVISOR SGT BOOTH OF THIS INCIDENT. I EXPLAINED TO SGT BOOTH, THAT THIS PERSON DOES NOT BELONG IN THIS WORK PLACE WITH PEOPLE WHO DEAL WITH PEOPLE ON A DAILY BASIS. HE THRIVES ON VERBAL ASSAULTS AND ATTACKING PEOPLE, HE ENJOYS THIS. SGT BOOTH SAID HE WOULD LOOK INTO THE MATTER.

MARCH 02

FERMANKWICS AGAIN STARTING TROUBLE WITH THE WORK ASSIGNMENTS OF CO-WORKERS. HE STATED TO DAVE MORLOCK (PARAMEDIC) THAT THE NIGHT SHIFT (ME) SHOULD NOT BE WORKING THERE DURING THE EVENING BECAUSE THERE IS NOTHING TO DO. HE STATED TO MORLOCK THAT AGREEMENTS BETWEEN CO-WORKERS FOR SHIFT ASSIGNMENTS SHOULD NULL & VOIDED, AND THESE PEOPLE SHOULD WORK OTHER SHIFTS. HE ALSO STATED THAT HE IS NOT WORKING A 12 HRS SHIFT BECAUSE IT INTERFERES WITH HIS PERSONAL FAMILY LIFE. I LAUGHED AT THESE STATEMENTS, BECAUSE FERMANKAWICS IS A JUNIOR TO THIS DEPARTMENT, HE IS A NEW HIRE, TRANSPLANTED FROM THE FIRE DEPT. HE HOLDS NO SENIORITY ON POLICE SIDE, AND HAS JOB HOURS OF 7:30AM TO 4:PM, MONDAY THROUGH FRIDAY, HE HAS THE BEST WORKING SHIFT OF ALL THE DISPATCHER'S. HE ALSO LEAVE'S WORKS FOR THE NEXT SHIFT TO COMPLETE, IN THE FORM OF DATA ENTRY. THIS WAS BROUGHT UP TO THE SHIFT COMMANDER WHO TOLD ME THAT SGT BOOTH MUST BE NOTIFIED OF HIS AVOIDANCE OF DUTIES. HE BASICALLY IS A SLUG, DOES AS LITTLE AS POSSIBLE, IS VERBALLY ABUSIVE AND VERY OPINIONATED AND STATES FREELY THAT THE "GOVERNMENT OWES HIM". HE IS A TROUBLE MAKER AND ENJOYS STIRRING UP TROUBLE AND DISCORD AMONG THE EMPLOYEE'S.

THE POLICE DISPATCHERS HAD A NICE WORKING ENVIRONMENT AND WORKED WELL WITH EACH OTHER BEFORE THIS PERSON WAS HIRED. NOW THE WORK PLACE HOSTILE AND TENSE. HE BASICALLY HATES WOMEN AS I WAS TOLD BY JERRY MORGAN, (DISPATCHER). AT THE WORK STATION IS NOT THE PLACE TO ENFORCE YOUR HATE OF WOMAN WORKERS. I FIND THIS APPALLING AND A VERY BAD EXAMPLE OF A FEDERAL WORKER NOT TO MENTION A REPRESENTATIVE OF THE POLICE BRANCH.

ON A PERSONA NOTE, HIS PERSONAL HYGIENE, BELCHING, VULGAR LANGUAGE AND ACTIONS ARE OF SERIOUS CONCERNS TO ME. HIS BASIC DISRESPECT OF PERSON'S IN GENERAL SHOWS THE DISRESPECT AND CLASSLESSNESS OF HIM. AS A WOMAN WORKING AT BLDG 2200, THERE IS A GENERAL DISRESPECT FOR ME BY HIM, AND I SHOULD NOT HAVE TO BE EXPOSED TO SUCH VULGAR ACTIONS THAT ARE TOTALLY INTOLERABLE. I FIND HIS OFFENSIVE AND DISGUSTING.

02MAY 02

AT 0730 OR THERE ABOUT, FERMANKAWICZ CALLED THE STATION AND I ANSWERED THE PHONE. HE ASKED ME IF I WOULD UTILIZE THE MILES DATA BASE TO LOOK UP A MARYLAND DRIVERS LICENSE FOR HIM, FOR A FRIEND OF HIS, DUE TO THE FACT THAT THIS PERSON THINKS HIS DRIVERS LICENSE IS SUSPENDED. I PUT HIM ON HOLD, LAUGHED TO MYSELF BECAUSE I COULD NOT BELIEVE HE ASKED ME TO DO THIS, KNOWING THAT IT IS ILLEGAL TO DO SO AND ITS NOT POLICE BUSINESS. I TOOK THE PHONE OFF HOLD, TOLD HIM I CANNOT DO THAT, BECAUSE "YOU ARE NOT A COP" HE HUNG UP THE PHONE.....

ANNE FRANICIS

Anne M Franicis, 14 May 2002

(8 of 15)

MIC. BOOTH,

ON MONDAY MORNING AT SHIFT CHANGE, I WAS VERBALLY ASSAULTED BY MAC FERMANKIWZC "AGAIN". I AM TIRED OF THIS ABUSE PERSONALLY, AND I AM SURE THAT I SPEAK FOR ALL OF THE DISPATCHERS AT ABERDEEN PROVING GROUND NOT TO MENTION THE FIRE DEPARTMENT PERSONNEL. I AM WEARY OF CRUDE COMMENTS AND VERBAL ABUSE FROM THIS PERSON, WHO DOES NOT BELONG WORKING WITH DEDICATED PEOPLE THAT HAVE PRIDE IN THEIR WORK HELPING THOSE IN NEED ON THE PROVING GROUND.

I AM TAKING THIS UPON MY SELF TO BEG YOU, TO "DO SOMETHING WITH THIS PERSON" AND I SPEAK IN THE BEHALF OF ALL THE DISPATCHERS.

13 MAY 02, (0531,SHIFT CHANGE)

ON MONDAY MORNING AT 0531 HRS, I WAS RELIEVED BY MAC FERMANKWICS. AFTER A HARROWING NIGHT OF THUNDERSTORMS, LIGHTNING AND RAIN, THE ALARMS ON APG WERE HORRENDOUS, DUE TO MASSIVE LIGHTNING STRIKES ON THE POST. ALL OF BUNKER ROW WAS IN COMM FAIL, DUE TO POWER INTERRUPTIONS, DUE TO STORMS.

I CALLED INTO ADT AT LEAST 25 ALARM THAT HAD TO BE RESET BY SERVICE TECHNICIANS FOR MONDAY 13 MAY 02.

AT SHIFT CHANGE, FERMANKIWICS, WALKED INTO THE ALARM ROOM, SAT DOWN ON THE OPPOSITE SIDE OF THE ROOM AND WAITED FOR ME TO FINISH MY TASKS ON THE COPS PROGRAM. AS I SIGNED OFF ALL THE COMPUTERS, I TOLD HIM THAT I HAD CALLED INTO ADT NUMEROUS ALARMS THAT NEEDED TO BE SERVICED, AND LAUGHED TO THE EFFECT THAT "ADT WILL BE BUSY TODAY".

FERMANKAWICS MADE SOME COMMENT TO ME THAT I IGNORED. AS I LEFT THE ROOM, AND SAID "HAVE A NICE DAY" HE TOLD ME TO "KISS HIS ASS" AS I WAS LEAVING THE ALARM ROOM. I DID NOT REPLY TO HIM, MAKE ANY GESTURES OR VERBAL COME-BACKS, I JUST CONTINUED TO WALK OUT AND TOLD SSG PERRY, GOOD-NIGHT.

I HAD A WITNESS TO HIS VERBAL ASSAULTS, TIM RICHARDSON, PARAMEDIC APG EMS. TIM WAS SITTING IN THE ROOM WITH ME.

THANK YOU FOR YOUR SUPPORT IN THIS MATTER.

ANNE FRANCIS, DISPATCHER APG POLICE.

Anne M Francis, 14 May 2002



DEPARTMENT OF THE ARMY
 OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
 300 ARMY PENTAGON
 WASHINGTON, DC 20310-0300



REPLY TO
 ATTENTION OF

DAPE-CPL

1 June 1994

Employee Relations Bulletin # 78

SUBJECT: Violence in the Workplace

TO: Civilian Personnel Officers
 of Commands and Activities
 of the Department of the Army

1. Employee Relations Bulletin # 76, dated 11 April 1994, Subject: Violence in the Workplace, provided a copy of a TRADOC-developed campaign plan with a menu of initiatives that may be adapted to an installation strategy to combat violence in the workplace. This issue is receiving a great deal of publicity in the news media and is the subject of some new training videotapes and seminars. In addition, the Office of Personnel Management is forming an Interagency Advisory Group (IAG) working group to develop a government-wide report to assist personnelists and managers in dealing with this problem; we have a representative on the group.

2. The Army Materiel Command made this the subject of the attached employee and labor relations bulletin. As additional information is brought to our attention, we will make it available to the field.

3. Please share this with your employee relations specialist, labor counselor, employee assistance and equal employment opportunity offices, and appropriate managers.

FOR THE DEPUTY CHIEF OF STAFF FOR PERSONNEL:

JAMES M. ALWARD
 Chief, Labor and Employee
 Relations Division

Atch

Printed on Recycled Paper

(10 of 15)



DEPARTMENT OF THE ARMY
 HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
 5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22304-6001



INPLY TO
 ATTENTION OF

10 JAN 1994

AMCPE-CE

Employee and Labor Relations Bulletin No. 2

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Dealing with Violence in the Workplace

DANA POINT, CALIFORNIA, 6 MAY 1993

"Soon after his termination he entered the post office and killed several people. Those who knew him said all the signs were there. On the day of the shooting at the post office, he was wearing a T-shirt that had 'Psycho' written on the front."

Even the nation's largest civilian employer, with nearly 750,000 career employees, who collect, process and deliver nearly 550 million pieces of mail per day is not immune from violence in the workplace.

1. The purpose of this memorandum is to advise U.S. Army Materiel Command (AMC) commanders, managers, and supervisors of the potential for workplace violence and to take the initiative in formulating preventive programs. One of the most difficult situations for any supervisor is dealing with an employee who demonstrates bizarre, threatening, or violent behavior. The failure to confront potentially violent employees can create an atmosphere of fear and apprehension that impairs work force morale and productivity. By taking decisive action, supervisors can remedy this problem and decrease the likelihood of more serious acts of violence in the future.

2. A recent article published in the Federal Merit Systems Protection Reporter (Volume 93, Issue 1GD, 29 Nov 93) entitled "When Employees Cross the Line: Dealing with Threats and Violence" provides some practical advice on handling potentially violent employees. The following suggestions are largely based on this article.

(11 of 15)

AMCPE-CE

SUBJECT: Dealing with Violence in the Workplace

a. A profile has been developed of the type of individual that is likely to commit workplace violence. While this profile does not conclusively determine whether a particular individual will commit violence in the workplace, it can alert a supervisor to potential problems. The individual who commits violence in the workplace is typically a middle-aged white male with a migratory job history; has a fascination with exotic weapons; is chronically disgruntled or known as a trouble maker; often paranoid; enjoys violent movies and TV shows; often has a military background; and is frequently a loner.

b. Supervisors often believe that it is better to ignore a potentially violent employee. However, behavioral psychologists agree that this is the worst possible thing a supervisor can do. By ignoring unacceptable behavior, the supervisor sends a clear signal that the employee is free to repeat the behavior without adverse consequences. Employees must be held accountable for unacceptable behavior, and this includes confronting relatively minor infractions early on.

c. When dealing with a potentially violent employee, the question frequently arises as to whether the activity can order the employee to have a psychiatric examination. In most cases, the activity can not require an employee to have a psychiatric examination. Under 5 Code of Federal Regulations (CFR) 339.301, an activity can order a psychiatric examination only when a properly ordered medical examination (e.g., when a position has medical standards/physical requirements) indicates no basis for unsafe or inefficient behavior or when a psychiatric examination is required for a specific position.

d. When an employee engages in violence or makes threats of violence, it may be necessary to have the employee immediately removed from the worksite. If it is not feasible or desirable to detail the employee to another location, the employee may be placed on administrative leave until a decision is made on the appropriate course of action. However, the activity should not place an employee on administrative leave indefinitely to avoid taking appropriate disciplinary action.

e. In most cases of workplace violence, there is a history of unacceptable or confrontational behavior which was never addressed by management. Early intervention is the key to diffusing potentially violent situations. This early

AMCPE-CE

SUBJECT: Dealing with Violence in the Workplace

intervention includes taking appropriate disciplinary action and, more importantly, encouraging the employee to seek professional assistance. It is best if the employee voluntarily seeks such assistance, but the supervisor can and should order an employee to seek professional assistance in appropriate cases.

3. No one can totally prevent workplace violence; however, incidents similar to the United States Postal Service tragedy described above can be significantly minimized by implementing effective preventive measures. Some examples of preventive programs and guidelines are discussed below:

a. AMC activities must firmly and unequivocally be committed to doing everything within their power to prevent incidents of work-related violence. A policy statement which affirms the basic right of all employees to a safe and humane working environment should be prepared and posted on bulletin boards and publicized in employee newsletters. The policy should clearly state that acts of harassment, intimidation or threats will not be tolerated and that perpetrators will be dealt with appropriately.

b. Employee Assistance Program (EAP). An employee assistance program is a structured program designed to provide intake counseling, problem identification and treatment of employees with problems of practically any nature, including possible alcohol or drug abuse. Supervisors may refer an employee to the program, or an employee may directly request assistance to solve some problem. Such problems are often related to alcohol or drug abuse, but also may be caused by other illnesses or work or non-work matters. The key action by the supervisor is encouraging self-referral by the employee; but be prepared to refer the employee if necessary.

c. Drug-Free Federal Workplace. The use of illegal drugs, on or off duty, by employees is inconsistent with the law-abiding behavior expected of all employees. Employees who use illegal drugs tend to be less productive, less reliable, prone to greater absenteeism than their fellow employees who do not use illegal drugs, and pose a serious health and safety threat to other employees. Supervisors are expected to assist in the early identification of drug abuse by employees and deal with worksite problems related to drug abuse. In this regard, local policies must be developed and implemented which address, as a minimum,

Continue

Army Civilian Personnel Online

(14 of 15)

MPE#112-02-023
020509/2/

Bessie C. Bowman, NREMT-P
APG Fire & Emergency Services
2200 Aberdeen Blvd.
APG, MD 21005
410-306-0572

May 8, 2002

Thru: Mr. Booth
APG Police Dept
Bldg. 2200
APG, MD 21005

To: Mr. Krauer
Director, APG Police Dept.
Bldg. 2200
APG, MD 21005

Subject: Profanity and Harassment in the Work Place

Dear Mr. Krauer,

On 7 May 2002, while on duty in the alarm room of the Emergency Services Building, I was conducting business on the telephone with another department on the installation when Mr. John Furmankiewicz started using profanity. I turned around and told Mr. Furmankiewicz to stop using that sort of language as I was on the phone. He threw his arms back and just stood there. I am requesting that you advise him that this will not be tolerated in the work place.

It is becoming more stressful for the personnel to be on duty in the Dispatch/Alarm Room and see Mr. Furmankiewicz constantly harassing the new employees. This individual should not be placed in a position of teaching or instructing others on the systems, computers, or policies in the dispatch center, as he is not a people person. **No individual should be criticized or spoken to in the manner that Mr. Furmankiewicz constantly uses.**

The Dispatch/Alarm Room has become a very noisy and hostile environment in which to work. This needs to be addressed immediately before it escalates into something far worse.

Respectfully,


Bessie C. Bowman NREMT-P

(15 of 15)



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
ATTENTION OF

AMSSB-GSO

3 Jul 2002

MEMORANDUM FOR John Furmankiewicz, 036-30-9796, DLES, APG

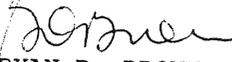
SUBJECT: Letter of Reprimand

1. The purpose of this memorandum is to officially reprimand you for your disruptive and discourteous behavior. Your actions are having an adverse effect on the morale and productivity of this organization and cannot continue and will not be tolerated. This memorandum will be made a matter of record and incorporated into your Official Personnel Folder (OPF) for two years from the date you receive it.
2. Specifically, this reprimand is warranted due to the official findings of an internal investigation conducted 14-29 May 2002, as a result of complaints received regarding your inappropriate attitude and conduct from your co-workers. The results of this investigation revealed that at times you are abrupt and abrasive with the general public. It was also revealed that you are often rude, impolite and unmannerly to your fellow coworkers via the use of abusive and offensive language.
3. This formal reprimand is intended to impress upon you the seriousness of your actions and is considered reasonable, equitable and fully warranted. It is also considered to be a corrective measure and necessary to promote the efficiency of this organization. Any future incidents of misconduct on your behalf may result in a more severe disciplinary action. As stated above, this reprimand will be made a matter of record in your OPF for two years and may be referenced or otherwise used to enhance a more severe penalty if further disciplinary action is necessary.
4. In determining the penalty for this offense, I have compared it to similar offenses as defined in AR 690-700 and APGR 690-4 table 1-1,7a,b Table of Penalties for Various Offenses. The penalty for a first offense ranges from a written reprimand to a ten day suspension. In view of the above, I have determined that a written reprimand is appropriate.
5. You have the right to submit a grievance in accordance with APGR 690-13, Grievances regarding this action.

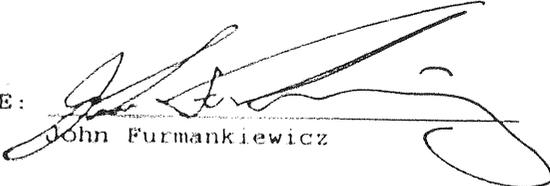
EXHIBIT 30 (10F2)

MEMORANDUM FOR John Furmankiewicz, 036-30-9796, DLES, APG
SUBJECT: Formal Reprimand

6. You will be allowed the use of a reasonable amount of official time, subject to supervisory approval, to obtain advice on rights and privileges from official sources and to present you grievance, if you choose to file one. You should arrange, in advance, with your immediate supervisor the use of any official time.


BRYAN D. BROWN
SFC(P), USA
Chief, Operations Division

SIGNATURE:


John Furmankiewicz

DATE:

8 Jul 02

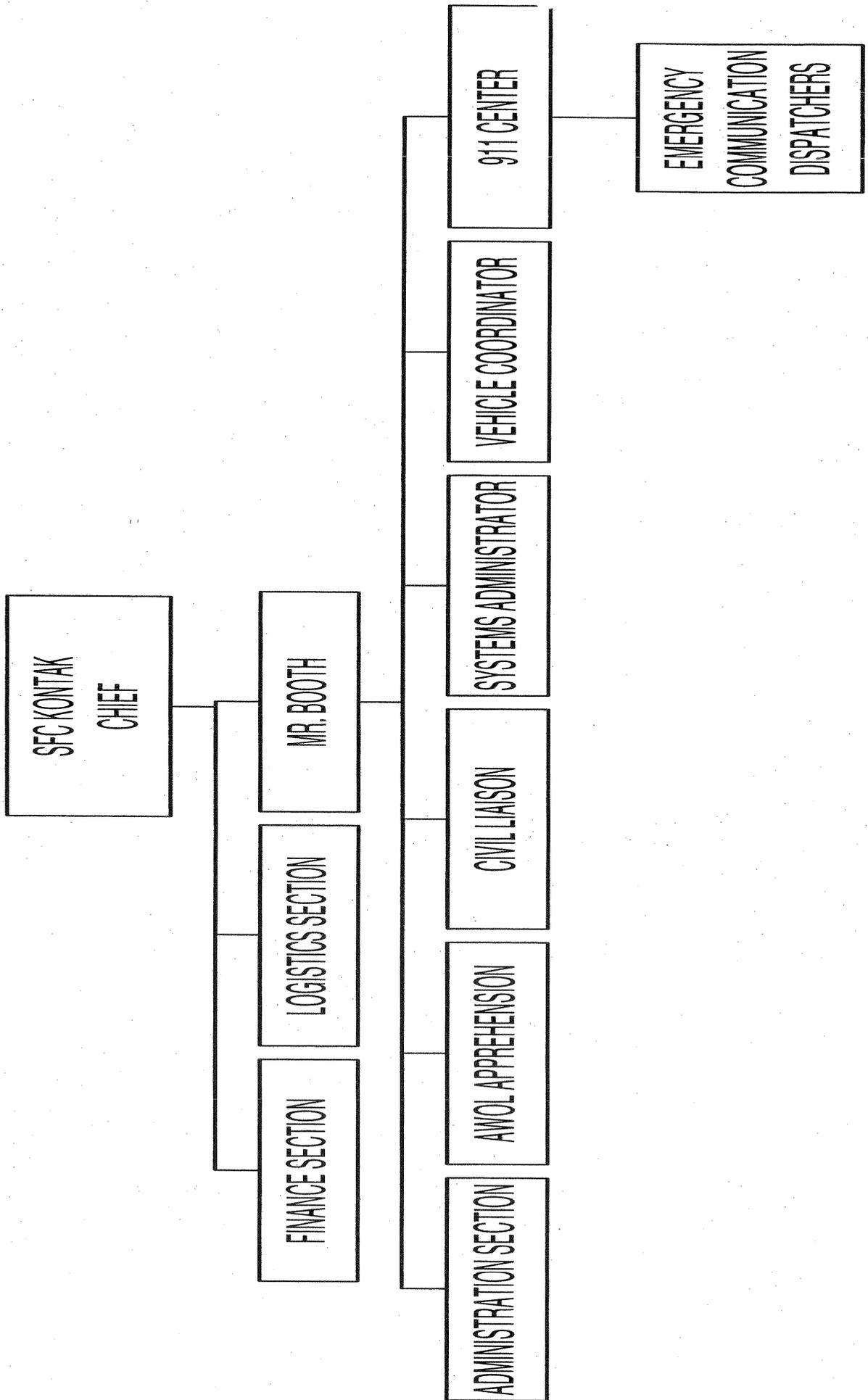
Mr Wallace -
This was reportedly given to Headquarters
By ~~Reverend~~ MSNCS

Dear Sir or Madam:

I would like to bring to your attention a very alarming and potentially violent situation that currently exist within the DLES organization here on APG. This situation exist now and has been brought to the attention of supervision but due to the lack of action the majority of the employees are fearful to go to work everyday creating an environment of stress and anxiety. The problem revolves around an employee by the name of John Furmankiewicz and the belief among other employees is that he is a mentally unstable individual and may resort to work place violence at any time. He has on several occasions stated with conviction that "There are days when I feel like climbing the water tower with a sniper rifle and a bunch of ammo". Mr. Furmankiewicz has also made it known and has openly bragged that he has a small arsenal of automatic weapons and small arms at his residence. Given the fact that Mr. Furmankiewicz is a Viet Nam veteran and has the training to use the automatic weapons that he brags about makes the employees of building 2200 almost terrified to work with him. In addition to this, Mr. Furmankiewicz has stated that when he served in Viet Nam he "enjoyed killing people". The fear of potential violence in our workplace has driven the employees that work with Mr. Furmankiewicz to believe that he should be removed from his position immediately. The most recent proof involves a statement that he made as follows, "I have never held anybody hostage before but if I did I would hold the gun in their ribcage where it's most comfortable for me. That way I could hold it there for a very long time." There are countless other cases that illustrate Mr. Furmankiewicz potential for violence and it might be very easy to think that nothing will ever happen here on APG but as we see in the news headlines all the time it's the people that thought 'it will never happen here' that suffer the most. Your consideration and action on this matter is greatly appreciated. As for the offenses, I can provide dates, times and names of witnesses. Feel free to contact me at:

EXHIBIT 31

DLES OPERATIONS DIVISION





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Army Installation Management Agency

Department: Department Of The A
Agency: Army Installation Manage
Vacancy Announcement Number: BNL

Vacancy Announcement

[← Back to S](#)

DEPARTMENT OF THE ARMY

Vacancy Announcement Number: BNU400534

Opening Date: January 22, 2004

Closing Date: February 05, 2004

Position: Supervisory Public Safety Dispatcher, GS-2151-9/ FPL 9
Salary: \$39,690 - \$51,599 Annual
Place of Work: U.S. Army Garrison, Directorate of Emergency Service, Fort Drum, NY 13602
Position Status: This is a Permanent position. -- Full Time
Number of Vacancy: 01

Click on links for more information

Duties: As Supervisory Public Safety Dispatcher, administers emergency services communications operations in the DES Central 911 Dispatch Center, Fort Drum NY. Utilizes thorough knowledge of communications techniques and equipment assigned to the communications center to administer a perpetual communications function 24 hours per day, 5 days per week. Must possess a working knowledge of Fire & Emergency Services and Law Enforcement operations, terms and techniques. Supervises a four-shift, round-the-clock operation with subordinate leaders heading the shifts. Applies knowledge of communication equipment, theory, training and procedures to provide supervision/management, technical guidance and direction to Public Safety Dispatchers and team chiefs. Assigns work and specific duties through shift leaders. Plans work schedules, revises schedule to meet peak workload periods, and manpower shortages. Develops and monitors budget, requests equipment maintenance/upgrades, supplies.

Who May Apply:

- THIS IS A DELEGATED EXAMINING ANNOUNCEMENT, OPEN TO ALL US CITIZENS. APPLICATIONS MAY BE FAXED TO 410-306-1284 OR MAILED TO NECPOC, 314 JOHNSON S

EXHIBIT 33 (1 OF 3)

APG, MD 21005, ATTN: DEU. RESUMES MUST INCLUDE THE ANNOUNCEMENT NUMBER OR WILL NOT BE CONSIDERED. DO NOT INCLUDE E-MAIL ATTACHMENTS.

- Interagency Career Transition Assistance Plan (ICTAP) eligibles.

Qualifications: Click on link below to view qualification standard.

General Schedule

- CUTOFF FOR THIS POSITION IS RECEIPT OF THE FIRST 30 APPLICATIONS OR CLOSING DATE, WHICHEVER OCCURS FIRST. Applicant must have 1-year specialized experience equivalent to the GS-07 grade level. Specialized experience is experience that demonstrate knowledge of administering emergency services communications operations in the DES Cen 911 Dispatch Center. Utilizes a thorough knowledge of communications techniques and equipment assigned to the communications center to administer a perpetual communication function 24 hours per day, 7 days per week. Must possess a working knowledge of Fire & Emergency Services and Law Enforcement operations, terms and techniques. Subject to random Drug Testing, must possess & maintain Certification for CPR, NYS 1st Responder, Emergency Medical Dispatch System, NYS HAZMAT Awareness, and NYS Police Information Network. Required to attend NYS Safety Dispatcher Training. Must possess and maintain a valid state drivers License. KNOWLEDGE, SKILLS AND ABILITIES: #1. Ability to supervise others to include recommending personnel actions, assuring accuracy on position descriptions, scheduling work assignments, and reviewing and evaluating performance. #2. Ability to communicate effectively. #3. Ability to evaluate information. #4. Ability to manage and schedule Public Safety Dispatch operations. #5. Knowledge of Public Safety Dispatch Communications Software and Hardware.
- GS-06 and above: One year of experience directly related to the occupation and equivalent to the next lower grade level. Education is not creditable, however, graduate education may be credited in those few instances where the graduate education is directly related to the work of the position.
- One year of experience in the same or similar work equivalent to at least the next lower grade or level requiring application of the knowledge, skills, and abilities of the position being filled.

Other Information:

- May require overtime work, shift work and/or work on rotating shifts to provide coverage evenings, weekends, holidays and in other situations.
- Permanent Change of Station (PCS) expenses are not authorized.

Other Requirements:

- Secret security clearance required.
- A medical examination is required.
- Must comply with Drug Abuse Testing Program requirements.
- You will be required to provide proof of U.S. Citizenship.
- License/Certification: CPR, 1st Responder, Emerg Med Dispatch Sys, HAZMAT, PIN
- Male applicants born after December 31, 1959 must complete a Pre-Employment Certification Statement for Selective Service Registration.
- Direct Deposit of Pay is Required.
- Position requires employee to wear a uniform and/or protective clothing.
- You must include the announcement number on your application.
- You may claim Military Spouse Preference.
- Applicants claiming Veterans' Preference must submit required paperwork at the time of application.
- Credit will be given for appropriate unpaid experience or volunteer work.
- Applicants must provide a narrative that addresses each of the knowledge, skills and abilities (KSAs) on plain bond paper and submit it along with the other application materials. Informative may include experience, education, training and awards as it relates to each KSA. Since you will be rated based on your possession of the KSAs listed in this announcement and a ranking determination made which affects your chance for employment, it would benefit you to provide

(2 of 3)

your responses to the KSAs.

- Failure to provide all of the required information as stated in the vacancy announcement result in an ineligible rating or may affect the overall rating.
- One year trial/probationary period is required.

How to Apply:

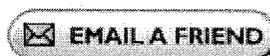
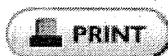
- Resumes must be received by the closing date of this announcement.

You may send your resume via surface mail to: NECPOC, DEU, 314 JOHNSON ST, APG, MD 21005

You may fax your resume to: 410-306-1284/410-306-0106

Point of Contact: DEU, NECPOC, 410-306-0031,

THE ARMY IS AN EQUAL OPPORTUNITY EMPLOYER



Send Mail

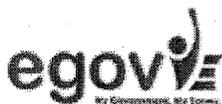
Send Mail to:
Department Of The Army
314 JOHNSON ST
APG, MD 21005

Questions?

For questions about this job
DEU
Phone: 410-306-0031

USAJOBS Control Number: 176867

[EEO Policy Statement](#) | [Reasonable Accommodation Policy Statement](#) | [Veterans Information](#)



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(3 of 3)

SENIOR SYSTEM CIVILIAN EVALUATION REPORT
For use of this form, see AR 690-400; the proponent agency is ASA(M&RA)

✓

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) BUTTH, Ian F.	b. SSN 160-44-0733	c. POSITION TITLE, PAY PLAN, SERIES AND GRADE Supervisory Police Officer, GS-083-09-09
d. LOCATION/INSTALLATION Directorate of Law Enforcement and Security Aberdeen Proving Ground, MD 21005		e. REASON FOR SUBMISSION <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL <input type="checkbox"/> INTERN
f. PERIOD COVERED (YYYYMMDD) FROM 2002/08/01 THRU 2003/10/31	g. RATED MOS. 15	h. RATEE COPY (Check one and date) <input checked="" type="checkbox"/> GIVEN TO RATEE <input type="checkbox"/> FORWARDED TO RATEE

PART II - AUTHENTICATION 7 Dec 03

a. NAME OF RATER (Last, First, Middle Initial) KONTAK, Stephen S.	SIGNATURE 	DATE 2 Dec 03
GRADE/RANK, ORGANIZATION, DUTY ASSIGNMENT E-7/SFC Directorate of Law Enforcement and Security, Operations Sergeant		
b. NAME OF INTERMEDIATE RATER (Optional)(Last, First, MI)	SIGNATURE	DATE
GRADE/RANK, ORGANIZATION, DUTY ASSIGNMENT		
c. NAME OF SENIOR RATER (Last, First, Middle Initial)(If used) MASONER, Kenneth M.	SIGNATURE 	DATE 3 Dec 03
GRADE/RANK, ORGANIZATION, DUTY ASSIGNMENT GS-13, Directorate of Law Enforcement and Security, Deputy Director		
d. RATEE: I understand my signature does not constitute agreement or disagreement with the evaluations of the Rater and Senior Rater, and merely verifies Part I and Part IV data.	SIGNATURE OF RATEE 	DATE 3 Dec 03

PART III - PERFORMANCE AWARD/QUALITY STEP INCREASE

a. SES - AWARD, BONUS/ SALARY INCREASE	RECOMMENDATIONS				b. ST, SL, GM, GS, WS - PERFORMANCE AWARD/QSI	
	RATING (1)	SALARY (2)		PERFORMANCE AWARD-BONUS (3)		PERCENT OF SALARY (EXCLUDES Locality Pay) % (OR)
COMMENDING OFFICIALS		YES	NO	YES	NO	AMOUNT \$ (OR)
RATER						QSI (GS with Successful Level 1 Rating Only - minimum of 52 weeks must have elapsed since last QSI) TO (Grade/Step):
INTERMEDIATE RATER						AWARD APPROVED BY
PERFORMANCE REVIEW BOARD						DATE (YYYYMMDD) FUND CITE
SENIOR RATER		ES				

PART IV - DUTY DESCRIPTION (Rater)

DAILY DUTIES AND SCOPE (To include as appropriate: people, equipment, facilities, and dollars). Position Description (DA Form 374) is correct: YES NO

Serves and supervises civil liaison and AWOL apprehension operations at Aberdeen Proving Ground with overall responsibility to maintain law and order, protect life, property, and civil rights of individuals, through enforcement of the full range of federal, state, local laws. Ensures data entry into Maryland Inter-agency Law Enforcement System and/or National Crime Information Center. Performs quality assurance of police records entered into the Centralized Operations Police Suite. Receives reports from outside agencies for charging purposes. Prepares and manages the fiscal budget for the Operations Division. Serves as Fleet Operations Manager for the Directorate's emergency vehicles. Manages the Emergency 911 Center; responsible for the dispatch and communication of Police, Fire and Emergency Services. Serves as court bailiff operations officer to include but not limited to escorts and apprehensions of individuals sentenced by the court. Performs duties of other supervisory police officers. Responsible for the accountability and maintenance of government property in excess of \$200,000.

PART V - VALUES (Rater)

VALUES	BULLET COMMENTS
Loyalty	
Duty	o Consistently supports the organization and community
Respect	o Demonstrated exceptional leadership and initiative.
Selfless service	o Dedicated to the successful mission accomplishment of the entire organization.
Honor	
Integrity	o Can always be counted on to do "what is right"
Personal courage	

PART VI - PERFORMANCE EVALUATION (Rater)

a. PERFORMANCE DURING THIS RATING PERIOD

Of individual objectives against accomplishments and DA-established performance standards resulted in the following objectives ratings:

- | | | | | |
|---|---|---|---|--|
| <input checked="" type="checkbox"/> Excellence
75% or More Obj | <input type="checkbox"/> Excellence
25-74% Obj | <input type="checkbox"/> Success All or Excellence
1-24% Obj | <input type="checkbox"/> Needs Improvement
1 or More Obj | <input type="checkbox"/> Fails 1 or More Obj |
|---|---|---|---|--|

Includes Excellence in Org Mgt/Ldshp OR EEO/AA
Obj for supv/mgr Yes No

b. BULLET EXAMPLES

- o Provided technical assistance to the law enforcement mission in support of increased force protection initiatives and security awareness.
- o Advised the Director and Company Commanders on over 100 military AWOL and deserter issues.
- o Increased access to National Crime Information Center via an additional terminal, increasing overall efficiency of the Emergency 911 Center.
- o Successfully trained and certified over 120 police officers on the Centralized Operations Police Suite.
- o Ensured compliance of all state and federal regulations in over 1200 Military Police Records.
- o Supervised the U.S. Magistrate Court docket of over 5000 criminal cases.
- o Sought out additional funding resources saving the organization over \$50,000.
- o Advised the Director on the procurement of a technologically advanced 1.5 million dollar communications upgrade.
- o Successfully fielded 14 emergency vehicles to include installation of communication equipment and warning devices.

PART VII - INTERMEDIATE RATER (Optional)

BULLET COMMENTS

PART VIII - SENIOR RATER (if used) or RATER (no senior rater used)

OVERALL PERFORMANCE RATING

<input checked="" type="checkbox"/>	}	SUCCESSFUL
2		
3		FAIR
4		
5		
UNSUCCESSFUL		
(MUST Have Senior Rater Review)		

PART IX - SENIOR RATER (if used)

- BULLET COMMENTS (Performance/Potential)**
- o dedication to duty of role model calibre
 - o contributed significantly to the overall mission of the organization
 - o select for advanced schooling now
 - o unlimited potential excel as a senior leader

A completed DA Form 7222-1 was received with this report and considered in my evaluation and review:

- YES NO (Explain)

FF



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

February 20, 2004

Ms. Catherine A. McMullen
Chief, Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

Re: OSC File No. DI-03-1637
Aberdeen Proving Ground, MD

Dear Ms. McMullen:

This is to request that, for the reasons set forth below, you approve processing of the above-referenced matter by the Department of the Army, rather than the Department of Defense.

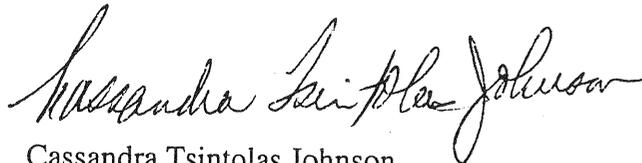
The above OSC file involves whistleblower allegations concerning actions by employees at the Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. On December 17, 2003, the Acting Special Counsel sent the Secretary of Defense a letter informing him of his finding that there was a substantial likelihood of both gross mismanagement and substantial and specific danger to public health and safety arising out of actions by DLES employees. The Acting Special Counsel based his finding on information disclosed by an individual who identified himself as a DoD employee. Accordingly, pursuant to 5 U.S.C. 1213, the Acting Special Counsel referred the matter to the Secretary of Defense, as the appropriate agency head, for an investigation of the whistleblower allegations and a report of findings to be reviewed and signed by the Secretary (or an official specifically delegated the Secretary's review and signature authority).

We are aware that under 5 U.S.C. 1213, whenever the Special Counsel determines that there is a substantial likelihood that allegations disclose a violation of law, gross mismanagement, or certain other matters, the Special Counsel must transmit the disclosures to the "appropriate agency head." The agency head must in turn conduct an investigation and submit a written report to the Special Counsel, which either the agency head or his delegee has personally reviewed and signed.

In a telephone conversation, you informed me that the OSC determined that the Secretary of Defense was the appropriate agency head in the instant case because the whistleblower identified himself as a DoD employee. However, I have confirmed with the U.S. Army Materiel Command (AMC) Office of the Command Counsel, that DLES, the activity involved in the allegations, is an Army activity under the Garrison at APG, with a reporting chain to the Installation Management Activity, an Army field operating activity. Also, DLES has coordination requirements with the Installation Commander, MG Doesburg, Commander of the Research, Development and Engineering Command, a major subordinate command of AMC. Accordingly, as we discussed, we believe the responsibility for this case lies with the Department of the Army, and that the report required by section 1213 should be signed by either the Secretary of the Army or his delegee. I have therefore forwarded the case to the AMC Command Counsel, Ms. Kathryn Szymanski, who has directed the APG Garrison legal office to initiate an investigation into the allegations.

Subject to your agreement, we will continue processing this action through Army channels. To assist you in future cases that may arise, I note that employees of the Military Departments, Defense Agencies, and Defense Field Activities are both DoD employees and employees of their respective DoD components. Therefore, a DoD employee may be either an employee of the Office of the Secretary of Defense or an employee of another DoD component.

I have coordinated this matter with Ms. Marsha Mouyal of the DoD Office of the General Counsel. If I can provide you with any further information, please do not hesitate to call me at 703-614-3500.



Cassandra Tsintolas Johnson
Associate Deputy General Counsel
(Human Resources)

GG

GG

Johnson, Cassandra T Ms OGC

From: Armstrong, Amy Civ AMCCC
Sent: Tuesday, May 18, 2004 11:47 AM
To: Johnson, Cassandra T Ms OGC
Subject: FW: Scanned document

Follow Up Flag: Follow up
Flag Status: Flagged

Cassandra - FYI - I will send this through the proper channels, just wanted you to have a heads up. Hope it answers all your questions. I had hoped that they would send it to us in draft form to review before signing, but they did not.

Amy Armstrong

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

From: Kelson, Cindy Civ AMCCC
Sent: Tuesday, May 18, 2004 11:40 AM
To: Armstrong, Amy Civ AMCCC
Subject: Scanned document



amy's doc.PDF



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005

REPLY TO
ATTENTION OF:

AMSSB-CO

22 April 2004

*KRS
Chief Counsel*

MEMORANDUM THRU: Office of Chief Counsel, Army Material Command, Building 2-1SW5809 (9351 Hall Road), Fort Belvoir, VA 22060

FOR: Department of the Army, Office of the General Counsel, ATTN: Ms. Cassandra Tsintolas Johnson – Associate Deputy General Counsel [Human Resources], 104 Army Pentagon, Washington, DC 20310-0104

SUBJECT: Whistleblower Investigation (OSC File No. DI-03-1637)

1. The following information is provided to supplement the report of investigation I forwarded to you by memorandum dated 12 February 2004.
2. Because of the acts which were described in the investigation, on March 2, 2004, Mr. Furmankiewicz was notified of the proposal to suspend him for thirty (30) days from his position as an Emergency Communications Dispatcher for the use of abusive and offensive language, gestures, or similar conduct. Mr. Furmankiewicz chose not to respond to the proposed suspension. The proposed suspension was sustained by memorandum dated 12 April 2004 (see attached). Should Mr. Furmankiewicz fail to conduct himself appropriately after he returns to work, appropriate action will be taken.
3. Regarding allegations by Mr. Becker that Mr. Booth, Mr. Brown, Mr. Morgan, and Mr. Frumankiewicz falsified time sheets (Ex 6 to the investigation), further action was not taken for two reasons. The allegations were not part of the original complaint to the Office of Special Counsel, nor were they otherwise identified as a purpose of the subject investigation, and therefore further action was beyond the scope of the investigation. Most importantly though the allegations were not considered credible. The investigating officer found Mr. Becker to be a disgruntled employee whose perceptions he considered to be suspect. If deemed necessary, I will forward this issue to the Army Criminal Investigation Command for further investigation.
4. Regarding the complaint by Mr. Becker that his age discrimination complaint was not being acted on, at this point there is no complaint to act upon. Angela Cheek, Complaint Manager, for the APG EEO Office, advised the investigating officer that Mr. Becker has never filed an EEO complaint with the EEO Office for U.S. Army Garrison, Aberdeen Proving Ground.
5. Regarding violations of APG Regulation (APGR) 190-9, APG DLES Standard Operating Procedure (SOP) #100, and APG DLES SOP #26, the investigating officer found:

(a) No violation of APGR 190-9.

(1) APGR 190-9, paragraph 5c(6), requires office chiefs/directors, and/or supervisors of each organization to ensure that only authorized personnel are permitted access to the Intrusion Detection System (IDS) (Ex 1). The investigating officer found no violation of this provision by the DLES Director and/or supervisors (Ex 8, 10, & 27).

(2) APGR 190-9, paragraph 5d(3), requires users to call the alarms monitor at the military police station, 306-0550, prior to accessing area without a key pad and state their telephone access code and their name (Ex 1). The investigating officer found that this provision did not impose any additional requirement on DLES employees relating to access to the IDS.

(b) No violation of APG DLES SOP #100 or APG DLES SOP #26.

(1) APG DLES SOP #100, 911 Center Operations, dated 10 April 2003, Appendix A (ADT Operations), provides that, to access an area, verify name and four digit code in alarm book (Ex 2).

(2) APG DLES SOP #26, Radio Telecommunications Operator (RTO) and Alarms Monitor, dated 17 February 1998, section II, paragraph G4a(3), provides that, when opening and securing protected areas, the alarm monitor will check the telephone access list and ensure the name and access code is correct (Ex 3).

(3) The investigating officer found that every dispatcher knew that each person seeking access to the IDS or protected area must state his or her name, code number (also known as PIN number), and the specific location that the person seeks to access, and that they must verify that this information is accurate (Ex 4, 6, 11, 12, 14, 16, 18, 20, 22, 23, 25, & 26).

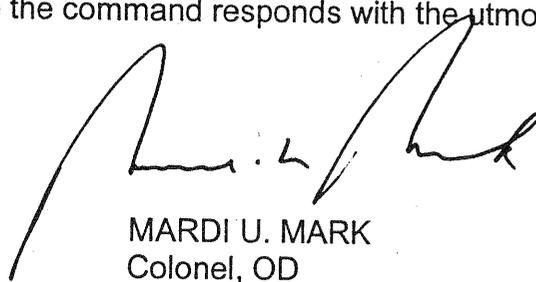
(4) While many of the dispatchers (Beck, Becker, Francis, Morlok, Roland, Shepard, and Snyder) consult the alarm book or access list every time a person calls in, some of the dispatchers (Johnson, Furmankiewicz, and Morgan), by their own admissions, do not (Ex 4, 6, 12, 14, 18, 20, 22, 23, 25, & 26).

(5) Although Johnson, Furmankiewicz, and Morgan did not consult the alarm book or access list every time that a person called in, the investigating officer found no violations of APG DLES SOP #100 or APG DLES SOP #26. Having previously verified access in accordance with APG DLES SOP #100 or APG DLES SOP #26, and having committed the particular person's code number and access locations to memory, Johnson, Furmankiewicz, and Morgan did not always consult the alarm book or access list because they are able to verify and ensure that the person has been granted access to the requested location when they recognize the person's voice from repeated, prior telephonic and/or face-to-face conversations occurring over a long period of time. If they are not sure, Johnson, Furmankiewicz, and Morgan know to check the alarm book or access list (Ex 14, 18, & 20).

(6) As checking the access list and the alarm book are requirements of the SOPs, I have directed that the SOPs be amended to authorize personal recognition and memory to substitute for an unnecessary physical review of a written list.

6. Subsequent to completion of the investigation, the DLES has conducted refresher training on security procedures. Training sessions included procedures for access to protected locations and operation of the NCIC printer. Mr. Furmankiewicz has been reassigned to Squad One to minimize interaction with Ms. Roland, Mr. Becker, and Mr. Golczewski. In addition, the dispatcher division has been reorganized to enable the supervisor to have more time to work with and train the dispatchers for whom he is responsible. This reorganization included the deletion of the "lead dispatcher" designation from all who held that designation.

7. I hope that the above adequately addresses your additional concerns. If not, or if other issues arise, please feel free to contact Mr. David Scott at (410) 278-1553 and he will coordinate with me to ensure the command responds with the utmost urgency.



MARDI U. MARK
Colonel, OD
Commanding

2 Encl
as



DEPARTMENT OF THE ARMY
 U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
 2201 ABERDEEN BOULEVARD
 ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
 ATTENTION OF

AMSSB-GSO

12 Apr 04

MEMORANDUM FOR Mr. John W. Furmankiewicz, Operations Division, Directorate of Law Enforcement and Security, U.S. Army Garrison, Aberdeen Proving Ground, MD 21005

SUBJECT: Notice of Decision - Suspension

1. Reference memorandum AMSSB-GSO, 2 March 2004, subject: Proposed Suspension, that you acknowledged receipt of on 2 March 2004, proposing a thirty day suspension from your position of Emergency Communications Dispatcher.
2. I have considered the facts contained in your Proposed Suspension memorandum fully and impartially. You did not submit an oral or written response. The incidents that were uncovered during the investigation were shocking and exposed behaviors that, without a doubt, are inappropriate for the workplace environment. Instead of displaying professional conduct, you chose to exhibit the opposite. Your position requires contact with a variety of customers and your actions reflect adversely on this organization and the Army as a whole.
3. You received a written reprimand on 3 July 2002, for discourteous behavior to both internal and external customers. This reprimand was placed in your Official Personnel Folder for a period of two years and was issued to impress upon you the seriousness of your actions. This present action is your second offense of this nature, which requires a more severe penalty. I have also considered the aggravating and mitigating factors of Douglas vs. Veterans Administration, 5 M.S.P.R. 280 (1982) and your outstanding working knowledge of emergency dispatching duties. Those factors are outweighed by your offensive and ill-mannered behavior.
4. After careful deliberation and to promote the efficiency of the service, I have decided to sustain the proposed thirty-day suspension for your violation of regulations for the use of abusive and offensive language, gestures, or similar conduct.
5. A Standard Form 50, Notification of Personnel Action (NPA) documenting your suspension will be mailed to you under separate cover. Your suspension will be scheduled on 16 April 2004. You will then be returned to duty status on 16 May 2004. This suspension will become a permanent part of your Official Personnel File.
6. You have the right to grieve this action or submit an appeal to the Merit System Protection Board (MSPB), but not both. Should you elect to appeal, your appeal should be addressed to the Regional Director, Merit Systems Protection Board

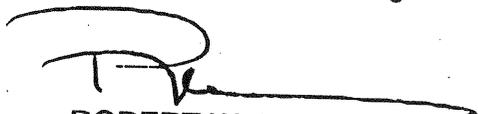
AMSSB-GSO
SUBJECT: Notice of Decision – Suspension

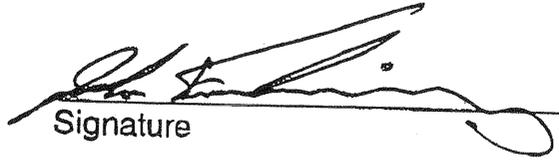
(MSPB), Northeastern Regional Office, U.S. Customhouse, Room 501, Second and Chestnut Streets, Philadelphia, Pennsylvania 19106-2987, Facsimile No.: (215) 597-3456. For your convenience, a copy of the MSPB appeal procedures is at Enclosure 1 and a copy of the MSPB appeal form, which you may use to file your appeal, is at Enclosure 2. A copy of the form is also at 5 CFR Part 1201, Appendix I or can be downloaded off MSPB's website at www.mspb.gov. If you prefer to submit your appeal via the internet, MSPB has instituted e-Appeal which allows an individual to create a user account, electronically submit their forms, and attach supporting documentation. More information on this process may be found at their website. If you elect to appeal, you must file your appeal with the MSPB during the period beginning with the day after the effective date of the suspension action until, not later than, 30 days after the effective date. A representative of your choice may represent you in filing an appeal.

6. If you wish to obtain further information about your procedural rights or documents relied upon to support this action, you may contact Ms. Linda Bryant in the Civilian Personnel Advisory Center (CPAC), Building 305, Room 212, phone number (410) 278-4921.

7. Request you acknowledge receipt of this memorandum immediately on the indicated copy and return it to me. Your signature does not indicate agreement with the contents of this memorandum.

2 Encls
as


ROBERT W. KRAUER
Director, Law Enforcement
and Security


Signature

12 APR 04
Date

HH

H4



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

14 June 2004

MEMORANDUM FOR Mr. Mark Romaneski, Chief Counsel, Installation Management Agency, 2511 Jefferson Davis Highway, Room 12014, Arlington, Virginia 22202

SUBJECT: Whistleblower Investigation—Aberdeen Proving Ground (APG), Maryland (OSC File DI-03-1637)

As we discussed, enclosed for your review and action is the Army Regulation (AR) 15-6, Report of Investigation (ROI) (Enclosure Y) that was initiated by COL Mardi Mark, Commanding, U.S. Army Garrison Aberdeen Proving Ground (APG) and supplemental memorandum (Enclosure Z) prepared by COL Mark for the above captioned Office of Special Counsel (OSC) case. OSC concluded that there is a substantial likelihood that information provided to the OSC by an employee discloses gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland. OSC referred this case to the Secretary of Defense on 17 December 2003 for investigation. (Enclosure W).

On 13 January 2004, I forwarded this case for appropriate action to Ms. Kathryn Szymanski, Command Counsel, Office of the Command Counsel, U. S. Army Materiel Command (AMC). Ms Szymanski forwarded it to COL Mark for her attention. COL Mark appointed an investigation officer pursuant to Army Regulation (AR) 15-6, Investigating Officers and Board of Officers, to investigate the allegations raised by OSC. The ROI was completed, received legal review from the Office of the Staff Judge Advocate, U. S. Army Garrison, Aberdeen Proving Ground, and was reviewed by the Appointing Authority, COL Mark. On February 4, 2003, subject to a single exception noted in the report of investigation (ROI), Colonel Mark approved the investigating officer's findings and recommendations and forwarded the ROI through AMC to my office for review.

My review generated several additional questions, which I referred to COL Mark through the Office of the Command Counsel, AMC. By supplemental memorandum of April 18, 2003, Colonel Mark responded in writing (Enclosure Z). Ms. Armstrong forwarded the memorandum to me on 18 May 2004.

After reviewing again the ROI and the follow-up comments, clearly, the investigation brought to light certain issues and outlined numerous corrective actions. Nevertheless, I still have some concerns with the ROI and supplemental comments. Given the recent establishment of the Office of Chief Counsel, Installation Management Agency, and the scope of its responsibilities, I believe it appropriate to coordinate my review of the AR 15-6 investigation and the AMC proposed response to OSC with you. Therefore, it

is appropriate for you to apply your judgment and review the Report and ensure the following are addressed: (1) whether the ROI is legally sufficient in that the evidence supports the ROI Investigating Officer's findings and conclusions; (2) that the Installation Management Agency's chain of command is in agreement with or has the opportunity to comment on the Report and COL Mark's follow-up comments; and (3) that even if technical violations of law, rule or regulation occurred, they are still violations and should be considered as such, even if DLES/APG management considered these violations to be common practice and acceptable; (4) if there was either gross mismanagement (or mismanagement) and/or a substantial and specific danger to public health and safety (or a danger to public health and safety) arising out of actions taken by DLES employees, they are acknowledged and that all appropriate corrective actions has been identified and taken; and (5) regarding COL Mark's 22 April 2004 comments at paragraph 3, she addresses the allegations that Mr. Booth, Mr. Brown, Mr. Morgan and Mr. Furmankiewicz falsified time sheets, consider whether these allegations should be referred to the Army Criminal Investigation Command for investigation.

To assist you in this effort, please coordinate your final response with Ms. Diane Nugent, Chief, Labor and Employment Law Division, 703-588-6750. Please realize that it is imperative that the Department of the Army address all issues that arise during an investigation that is undertaken in response to allegations from an OSC referred action, regardless if they were part of the initial OSC action.

As I requested in my initial referral to AMC for action, dated 13 January 2004, (Enclosure X), a final response describing any actions taken to address the allegations should be prepared for the signature of the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) who has been delegated the authority by the Secretary of the Army to review, sign and submit written reports of investigations of information and related matters transmitted to the Department of the Army by the Special Counsel, in accordance with Title 5, United States Code, sections 1213(c), (d) and (g). The final response should be submitted to this office AS SOON AS POSSIBLE BUT NOT LATER THAN 18 June 2004.

The Army's response will be available to the public. Therefore, our response and any supporting investigative report should be prepared in a manner intended to facilitate public understanding of the allegations and Army's response thereto. The requirements specified in 5 U.S.C. 1213(d) (See Enclosure W) may be used as a guideline and should include findings, conclusions and corrective action. In all cases, please furnish for our review all backup materials supporting the proposed response that will be used to prepare the official response for the Secretary of the Army.

Lastly, in accordance with OSC's 17 December 2003 correspondence, please prepare a draft final response of the Department of the Army report that will be submitted to the OSC. The requirements specified in 5 U.S. C. 1213(d) may be used as guidelines and should include findings, conclusions and corrective action. In all cases, please furnish for our review all backup materials supporting the proposed response that will be used to prepare the official response for the Secretary of the Army.

Please provide your comments to me by 18 June 2004. If it becomes apparent that more time will be needed to complete this action, please contact me as soon as possible so I can request an extension of time from the OSC. Our current suspense to OSC is 21 June 2004. In support your extension request, please forward to me an interim response requesting the extension, indicating the reasons for the request and the date by which I can expect to receive your final response. I note that it is better to take additional time needed to adequately and appropriately address all issues rather than to rush to complete the action.

If you have any questions, please do not hesitate to contact me at 703-695-0562.



Cassandra Tsintolas Johnson
Associate Deputy General Counsel
(Human Resources)



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
NORTHEAST REGION
5 NORTH GATE RD
FORT MONROE, VA 23651-1048

SFIM-NE-ZJ

9 Aug 2004

MEMORANDUM THRU: MG Ronald L. Johnson, Director, Installation Management Agency, 2511 Jefferson Davis Highway Arlington, VA 22209-3926 *Counsel*
edj 10 Aug 04

FOR: Department of the Army General Counsel, ATTN: Ms. Cassandra Johnson, Associate Deputy General Counsel [Human Resources], 104 Army Pentagon, Washington, DC 20310-0104

SUBJECT: Office of Special Counsel Investigation, Aberdeen Proving Grounds, MD

1. Enclosed is a copy of an AR 15-6 Investigation conducted at Aberdeen Proving Grounds pursuant to the direction of the Office of Special Counsel. Also enclosed is an executive summary of the case and a proposed response/OSC report for Mr. Reginald J. Brown, Assistant Secretary of the Army (Manpower and Reserve Affairs) to forward to the Special Counsel, Mr. William E. Reukauf.
2. After reviewing the investigation and the actions taken by COL Mardi Mark, the former garrison commander at Aberdeen, I am satisfied with the disciplinary action taken against the primary subject of the investigation. However, because I still have concerns about some of the conduct in DLES discovered during the investigation and apparent inaction by persons in the DLES supervisory chain when some of the identified problems were reported, I am directing that the new APG Garrison Commander, COL Wright, have the appropriate staff offices conduct "Consideration of Others" training and Prevention of Sexual Harassment training for all DLES employees. I am also directing that COL Wright counsel both the Director of DLES and the DLES Operations Division Chief on their responsibilities to ensure that the working environment in DLES is free from harassment and any perceived hostilities and that all applicable regulations and SOPs pertaining to DLES and APG are understood and complied with by DLES personnel.
3. Any questions pertaining to review of this investigation should be directed to Anthony Cochet, NERO legal counsel. His number is 757-788-2773 or DSN 680-2773; e-mail: cocheta@monroe.army.mil.

Diane M. Devens
Director

Enclosures

EXECUTIVE SUMMARY

(18 Aug 04)

Director's questions, RE: Whistle Blower Report (APG) 19 Aug 04. (NERO-SFIM-OP-O).

Question: Need you to check on the printer issue. Do they need to upgrade? Do we ask state of MD since it is their stuff? Is it OBE?

Answers: It is an old style tractor fed, dot matrix printer which belongs to the state of MD. The printer is serviceable and must be routinely turned on and off, as that is the only means of advancing printed pages. The Provost Marshal, Mr Robert Krauer, advises he is attempting to get the whole system updated, but has no timeframe yet. Unfortunately, it is apparently a NCIC and state software problem which inhibits upgrade. Different interface cards have been tried by Mr Krauer and APG DOIM without success. The NCIC and state system is simply incompatible with new printer systems. We are familiar with the NCIC system and the type printers involved. Being off line with the printer in no way effects the ability to send or receive data via the NCIC terminal, just the automatic print feature. For the printer to be operable, the operator must remember to turn it back on line once the printed paper is advanced from the previous message. Mr Krauer advises he has personally hung a bold printed 3x5 card on the printer that says "Make Sure Printer is on Line". He stresses and we agree the same thing could happen with any sort of printer, to include someone forgetting to put more paper in a paper tray. We are in agreement with Mr. Krauer that this situation is OBE. PREPARE MEMO _____.

A.L. Pack/NERO-SFIM-OPS-CO
(757) 788-6696
allen.pack@monroe.army.mil

APPROVED BY

James Rich
(757) 788-6322

Tasking Control # _____ (if appropriate)



SFIM-NE-ZJ

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
NORTHEAST REGION
5 NORTH GATE RD
FORT MONROE, VA 23651-1048

20 Aug 04

MEMORANDUM FOR COL John T. Wright, Commander, U.S. Army Garrison,
Aberdeen Proving Ground, MD 21005-5001

SUBJECT: Office of Special Counsel Investigation, Aberdeen Proving Ground, MD

1. Enclosed is a copy of the AR 15-6 Investigation conducted at Aberdeen Proving Grounds in January 2004, pursuant to the direction of the Office of Special Counsel. Also enclosed is an executive summary of the case, copies of correspondence from the Office of the Army General Counsel, and copies of the memoranda signed by COL Mardi Mark documenting the actions she directed as a result of the Investigating Officer's findings and recommendations.

2. After reviewing the investigation and the actions taken by COL Mark, I am satisfied with the disciplinary action taken against the primary subject of the investigation. However, because I still have concerns about some of the conduct in DLES discovered during the investigation and apparent inaction by persons in the DLES supervisory chain when some of the identified problems were reported, I direct you as the new APG Garrison Commander to have the appropriate APG staff offices conduct "Consideration of Others" training and Prevention of Sexual Harassment training for all DLES employees. I also direct that you counsel both the Director of DLES and the DLES Operations Division Chief on their responsibilities to ensure that the working environment in DLES is free from harassment and any perceived hostilities and that all applicable regulations and SOPs pertaining to DLES and APG are understood and complied with by DLES personnel. These actions should be completed within 30 business days of receipt of this memorandum.

3. Finally, because of concerns raised by the Army General Counsel, I request that you conduct a supplemental AR 15-6 Investigation into the allegation of timecard fraud or abuse raised during the interview of Mr. Ross Becker in the original AR 15-6 conducted by Mr. Paul Marone in January 2004. Mr. Becker's statement is at Tab 6 of the original investigation. I ask that this investigation be completed as soon as possible, and a copy of the investigation forwarded to me along with a memorandum detailing the findings, recommendations, and actions taken, if any.

4. Any questions pertaining to the review of this investigation or the actions directed by this memorandum should be directed to me or Anthony Cochet, NERO legal counsel. His number is 757-788-2773, DSN 680-2773, or E-mail: cocheta@monroe.army.mil.

Diane M. Devens
Director

4 Enclosures

JJ



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

12 February 2004

Ms. Catherine A. McMullen
Chief, Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

Re: OSC File No. DI-03-1637,
Aberdeen Proving Ground, Maryland

Dear Ms. McMullen:

This letter is a request that you grant an extension of time to file the Department of the Army's report required by 5 USC §1213 for the above captioned Office of Special Counsel (OSC) case where the Special Counsel concluded that there is substantial likelihood that information provided ban employee at the Department of Defense (DoD), disclosed gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

I am requesting that you grant an extension so that the Department of the Army can complete its investigation into the allegations in a thorough and complete manner and forward the required 5 USC §1213 report to OSC. As you are aware through prior telephonic conversations with you, valuable processing time was lost when the OSC's initial transmittal of the subject case on December 17, 2003 to Secretary of Defense Donald Rumsfeld was forwarded to the Department of the Army Inspector General Office to address. In turn, it was re-routed to my office in accordance with the Army procedures for addressing OSC cases. As a result, there it wasn't until 13 January 2004 before I could send it to the appropriate office, the U.S. Army Materiel Command Office of the Command Counsel (AMC) for action. Accordingly, this delay in the Army's ability to begin its investigation into the allegations is the basis for this extension request.

As stated in the supporting documentation from Ms. Kathryn Szymanski, Command Counsel, AMC, and Mr. Joseph Craten, Deputy to Garrison Commander, additional time is needed to complete the report of investigation at APG and to have it properly reviewed and finalized at the APG and AMC levels before it is forwarded to my office for review and further processing. In turn, once the draft report is forwarded to my office, the Department of the Army will need additional time to address the issues presented in the draft report and prepare the final report to the OSC in satisfaction of the 5 USC §1213 requirements.

Should you grant this extension, please advise me as to length of the extension. Within that allotted time, I will either provide you another status update on this pending action or be able to submit the final Department of the Army report to the Special Counsel.

I appreciate your assistance in considering the extension request. To advise me if this extension will be granted, you can reach me at 703-614-3500.

A handwritten signature in cursive script that reads "Cassandra Tsintolas Johnson".

CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosures



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VA 22060-6527

11 February 2004

AMCCC-G

MEMORANDUM FOR Office of the General Counsel, Ms. Cassandra Tsintolas Johnson, 104
Army Pentagon, Washington, DC 20310-0104

SUBJECT: Whistleblower Investigation-Aberdeen Proving Ground (APG), Maryland (OSC File
No. DI-03-1637)

1. The Army Materiel Command (AMC) legal office concurs with Mr. Joseph D. Craten's request for an extension of time to complete the above-mentioned investigation.
2. The point of contact in this matter is Amy Armstrong, (703) 806-8277, e-mail: amy.armstrong@us.army.mil.


KATHRYN T.H. SZYMANSKI
Command Counsel



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

15 April 2004

Ms. Catherine A. McMullen
Chief, Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

Re: OSC File No. DI-03-1637,
Aberdeen Proving Ground, Maryland

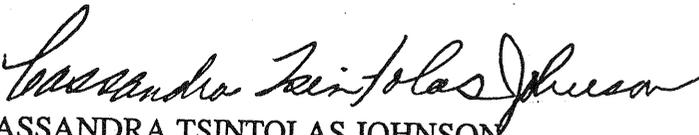
Dear Ms. McMullen:

This letter is a request that you grant an extension of time to file the Department of the Army's report required by 5 USC §1213 for the above captioned Office of Special Counsel (OSC) case where the Special Counsel concluded that there is substantial likelihood that information provided ban employee at the Department of Defense (DoD), disclosed gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at the Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

I am requesting that you grant an extension so that the Department of the Army can complete its investigation into the allegations in a thorough and complete manner and forward the required 5 USC §1213 report to OSC. The OSC request was forwarded to the U.S. Army Materiel Command (AMC) on 13 January 2004 to conduct an investigation into the allegations. The AMC Command Counsel forwarded the request to the Garrison Commander, APG, for appropriate action. An Army Regulation 15-6 investigation was initiated and the Report of Investigation was forwarded to my office for further review and processing. There were additional issues that needed to be addressed. This follow-up action is in the process of being completed. Therefore, I request that an extension of time be granted so the additional matters can be resolved and be properly reviewed and finalized at the APG and AMC levels before it is forwarded to my office for further review and processing. In turn, once the draft report is forwarded to my office, the Department of the Army will need additional time to address the issues presented in the draft report and prepare the final report to the OSC in satisfaction of the 5 USC §1213 requirements.

Should you grant this extension, please advise me as to length of the extension. Within that allotted time, I will either provide you another status update on this pending action or be able to submit the final Department of the Army report to the Special Counsel.

I appreciate your assistance in considering the extension request. To advise me if this extension will be granted, you can reach me at 703-614-3500.


CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosures

553



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

18 June 2004

Ms. Catherine A. McMullen
Chief, Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

Re: OSC File No. DI-03-1637,
Directorate of Law Enforcement and Security
Aberdeen Proving Ground, Maryland

Dear Ms. McMullen:

This letter is a status report on the above captioned case and is a request that you grant a third extension of time to file the Department of the Army's report required by 5 USC §1213 for the above captioned Office of Special Counsel case concerning allegations of gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG,), Maryland.

You had granted a previous extension for sixty days on 16 April 2004, and had agreed that I would provide a status update if the Department of the Army had not submitted the final report to the Special Counsel within this timeframe. This request for another sixty days extension is being made pending the consideration by the appropriate agency officials of the recently issued Army Regulation (AR) 15-6 investigation report concerning the subject allegations and to ensure that all relevant issues and corrective actions have been considered and/or taken.

As reflected in the enclosed 18 June 2004 memorandum from Mr. M.J. Romaneski, Chief Counsel, Installation Management Agency (IMA), I forwarded the AR 15-6 investigation report for review by the chain of command for the Installation Management Agency (IMA) before I would continue to process it within the Department of the Army. The IMA has management responsibility for the DLES organization, a directorate within Army Garrison at Aberdeen Proving Ground. However, protocol usually includes coordination with the Installation commander, MG Doesburg, Commanding General, U.S. Army Research, Development and Engineering Command, a major subordinate command of the U.S. Army Materiel Command (AMC).

On 13 January 2004, I forwarded the OSC request to the AMC Command Counsel to conduct an investigation into the allegations. The AMC Command Counsel forwarded the request to COL Mardi Mark, Commanding, U.S. Army Garrison APG, for appropriate action. An AR 15-6 investigation was initiated and the Report of

Investigation was forwarded to my office for further review and processing. There were additional issues that needed to be addressed and that action was recently completed. However, with the recent establishment of the Office of Chief Counsel, IMA, and the scope of its responsibilities, it is necessary that Mr. Romaneski coordinate the subject investigation report with the IMA chain of command for comment and appropriate corrective action, as needed. Of course, once the IMA coordination has been completed and the draft report is forwarded to my office for further review and processing, the Department of the Army will need additional time to address the issues presented in the draft report and prepare the final report to the OSC in satisfaction of the 5 USC §1213 requirements.

Should you grant this extension, please advise me as to length of the extension. Within that allotted time, I will either provide you another status update on this pending action or be able to submit the final Department of the Army report to the Special Counsel.

I appreciate your assistance in considering the extension request. To advise me if this extension will be granted, you can reach me at 703-614-3500.



CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosure

REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

SFIM-ZJ

18 June 2004

MEMORANDUM FOR Cassandra T. Johnson, Office of the General Counsel, 104 Army
Pentagon, Washington, DC 20310

SUBJECT: Whistleblower Investigation

I have received the Whistleblower Investigation that you sent to this office. It pertains to allegations of gross mismanagement and abuse within the Directorate of Law Enforcement and Security at Aberdeen Proving Grounds. I believe that it is important for the chain of command to review the investigation to have the opportunity for comment and appropriate corrective action, if needed. Therefore, I request an extension in the suspense of at least 30 days.

Mark Romaneski
M.J. ROMANESKI
Chief Counsel



DEPARTMENT OF THE ARMY
OFFICE OF THE GENERAL COUNSEL
104 ARMY PENTAGON
WASHINGTON, DC 20310-0104



REPLY TO
ATTENTION OF

28 July 2004

Ms. Catherine A. McMullen
Chief, Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 300
Washington, D.C. 20036-4505

Re: OSC File No. DI-03-1637,
Directorate of Law Enforcement and Security
Aberdeen Proving Ground, Maryland

Dear Ms. McMullen:

This letter is a status report on the above captioned case and is a request that you grant a fourth extension of time to file the Department of the Army's report required by 5 USC §1213 for the above captioned Office of Special Counsel case concerning allegations of gross mismanagement and a substantial and specific danger to public health and safety arising out of actions by employees at Directorate of Law Enforcement and Security (DLES), Aberdeen Proving Ground (APG), Maryland.

In response to my 18 June 2004 request for an extension, you granted an extension on 28 June 2004 for 30 days with an understanding that I would provide you with a status report to see if an additional extension should be granted if the Department of the Army had not submitted the final report to the Special Counsel within this timeframe. I am requesting additional time to complete the Army's report. This request for a minimum of 45 days extension is being made pending the consideration by the appropriate agency officials of the recently issued Army Regulation (AR) 15-6 investigation report concerning the subject allegations and to ensure that all relevant issues and corrective actions have been considered and/or taken.

As provided to you in my previous request dated 18 June 2004, the enclosed 18 June 2004 memorandum from Mr. M.J. Romaneski, Chief Counsel, Installation Management Agency (IMA) indicated that he needed "at least 30 days" to have the Army Regulation 15-6 investigation report appropriately reviewed by the chain of command for the Installation Management Agency (IMA) since he had only received it a few days earlier. The completion of this intermediate review is necessary before I can continue to process it within the Department of the Army. The IMA has management responsibility for the DLES organization, a directorate within Army Garrison at Aberdeen Proving Ground. Unfortunately, as reflected in Mr. Romaneski's memorandum dated 28 July 2004, this full and thorough review by IMA management has not been completed. Further, once the IMA coordination has been completed and the draft report is forwarded to my office for further review and processing, the Department of the Army will need



additional time to address the issues presented in the draft report and prepare the final report to the OSC in satisfaction of the 5 USC §1213 requirements.

The Department of the Army has been working diligently and expeditiously as possible to complete its final report and forward it to OSC. However, additional time is required to continue to staff and complete the final report. Unfortunately, given the "double" staffing required for the subject investigation (through IMA because of its management responsibility over the DLES organization and with the U.S. Army Materiel Command for protocol reasons, as previously explained in my 18 June 2004 correspondence), this has necessitated additional staffing requirements that are not normally encountered by the Department in addressing OSC investigations. Therefore, I am requesting an extension for at least 45 days.

Should you grant this extension, please advise me as to the length of the extension. Within that allotted time, I will either provide you another status update on this pending action or be able to submit the final Department of the Army report to the Special Counsel.

I appreciate your assistance in considering the extension request. To advise me if this extension will be granted, you can reach me at 703-614-3500.



CASSANDRA TSINTOLAS JOHNSON
Associate Deputy General Counsel
(Human Resources)

Enclosure



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

SFIM-ZJ

28 July 2004

MEMORANDUM FOR Cassandra T. Johnson, Office of the General Counsel, 104 Army
Pentagon, Washington, DC 20310

SUBJECT: Whistleblower Investigation

Regretfully, I must again request an extension of time to review the Whistleblower Investigation that pertains to allegations of gross mismanagement and abuse within the Directorate of Law Enforcement and Security at Aberdeen Proving Grounds. Contrary to my expectations, the review by the change of command is taking longer than expected. I request an additional 30 days to complete the review.

M. J. Romaneski
M.J. ROMANESKI
Chief Counsel

KK

AMSSB-GSO

3/2/04

MEMORANDUM FOR Mr. John W. Furmankiewicz, Operations Division, Directorate of Law Enforcement and Security, U.S. Army Garrison, Aberdeen Proving Ground, MD 21005

SUBJECT: Proposed Suspension

1. This is official notification that I am proposing to suspend you from your position as an Emergency Communications Dispatcher for thirty days. I believe that this is the minimum disciplinary action necessary to impress upon you the seriousness of your misconduct and to encourage correction of your behavior, thereby promoting the efficiency of the agency.
2. The reason for this proposed suspension is your violation of regulations for the use of abusive and offensive language, gestures, or similar conduct. An investigation has revealed the following:
 - a. On 13 October 2003 you used harassing and abusive language with a co-worker by saying "What do you tell a woman with two black eyes?" You responded, "nothing, you have already told her twice." Right after that, you asked the same co-worker "What do you tell a woman with one black eye?" You answered by saying, "don't make me say it again."
 - b. On 24 November 2003, while watching a television program relating to correcting a child's bad behavior, you made an inappropriate comment of a violent nature by stating "have you tried holding him underwater?"
 - c. During a shift change on 12 December 2003, you made a offensive and inappropriate comment that the squad coming off duty, were "fucking idiots". Later that day after answering a question from an officer, you gave him the finger as he walked away.
 - d. On 23 December 2003, you made inappropriate comments of a sexual nature by telling a caller that the employee they asked to speak to could not come to the phone because he was giving a blow-job to someone. When that person called back later, you then stated that the employee did not answer because his mouth was full.
3. These incidents are inappropriate and unacceptable. Conduct of this nature disrupts our daily mission and effects morale within the Directorate. Your position requires contact with a myriad of customers, both internal and external; professionalism and good manners are what your customers and co-workers should see, not the improper actions that are listed above. Your conduct must be beyond reproach at all times, the seriousness of your actions cannot be overstated.

Please have the employee sign and date and return to the CPAC, Bldg 305

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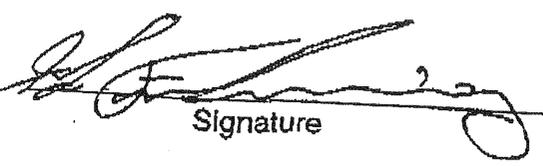
AMSSB-GSO
SUBJECT: Proposed Suspension

4. I have thoroughly considered all information pertaining to this matter, and I have determined that formal discipline is necessary and appropriate. You received a letter of reprimand dated 3 July 2002 for disruptive and discourteous behavior. This memorandum informed you that the reprimand would be filed in your Official Personnel File for a period of 2 years and stated that the reprimand may be referenced or otherwise used to enhance a more severe penalty if further disciplinary is necessary. This letter must be considered in determining your penalty, your present behavior is considered to be your second offense, which warrants a stronger penalty.
5. This suspension is consistent with the Table of Penalties for Various Offenses, Table 1-1 and Army Regulation 690-700, chapter 751, offense number 7b. I must caution you that further misconduct on your part will result in more severe disciplinary action being initiated against you. This penalty is considered to be constructive and corrective in nature, and is issued to promote the efficiency of the organization.
6. We are also directing you to attend some counseling that is intended to assist you in correcting your behavior.
7. You have the right to review the material relied on to support this proposed suspension by contacting Linda Bryant, Civilian Personnel Advisory Center (CPAC), building 305, extension 410-278-4921 to arrange a mutually convenient time.
8. It is requested that you acknowledge receipt of the memorandum on the stamped copy and return it to me immediately. Your signature does not indicate that you agree with the contents of this memorandum.

Encl


KENNETH M. MASONER
Deputy Director, Law
Enforcement and Security

Receipt Acknowledge:


Signature

2 MAR 04
Date



DEPARTMENT OF THE ARMY
U.S. ARMY GARRISON, ABERDEEN PROVING GROUND
2201 ABERDEEN BOULEVARD
ABERDEEN PROVING GROUND, MARYLAND 21005-5001

REPLY TO
ATTENTION OF

AMSSB-GSO

12 Apr 04

MEMORANDUM FOR Mr. John W. Furmankiewicz, Operations Division, Directorate of Law Enforcement and Security, U.S. Army Garrison, Aberdeen Proving Ground, MD 21005

SUBJECT: Notice of Decision - Suspension

1. Reference memorandum AMSSB-GSO, 2 March 2004, subject: Proposed Suspension, that you acknowledged receipt of on 2 March 2004, proposing a thirty day suspension from your position of Emergency Communications Dispatcher.
2. I have considered the facts contained in your Proposed Suspension memorandum fully and impartially. You did not submit an oral or written response. The incidents that were uncovered during the investigation were shocking and exposed behaviors that, without a doubt, are inappropriate for the workplace environment. Instead of displaying professional conduct, you chose to exhibit the opposite. Your position requires contact with a variety of customers and your actions reflect adversely on this organization and the Army as a whole.
3. You received a written reprimand on 3 July 2002, for discourteous behavior to both internal and external customers. This reprimand was placed in your Official Personnel Folder for a period of two years and was issued to impress upon you the seriousness of your actions. This present action is your second offense of this nature, which requires a more severe penalty. I have also considered the aggravating and mitigating factors of Douglas vs. Veterans Administration, 5 M.S.P.R. 280 (1982) and your outstanding working knowledge of emergency dispatching duties. Those factors are outweighed by your offensive and ill-mannered behavior.
4. After careful deliberation and to promote the efficiency of the service, I have decided to sustain the proposed thirty-day suspension for your violation of regulations for the use of abusive and offensive language, gestures, or similar conduct.
5. A Standard Form 50, Notification of Personnel Action (NPA) documenting your suspension will be mailed to you under separate cover. Your suspension will be scheduled on 16 April 2004. You will then be returned to duty status on 16 May 2004. This suspension will become a permanent part of your Official Personnel File.
6. You have the right to grieve this action or submit an appeal to the Merit System Protection Board (MSPB), but not both. Should you elect to appeal, your appeal should be addressed to the Regional Director, Merit Systems Protection Board

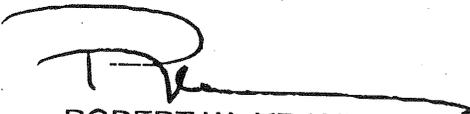
AMSSB-GSO
SUBJECT: Notice of Decision – Suspension

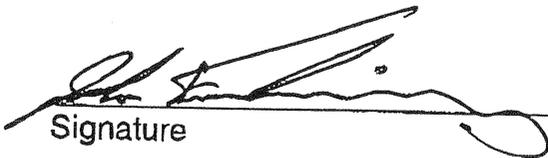
(MSPB), Northeastern Regional Office, U.S. Customhouse, Room 501, Second and Chestnut Streets, Philadelphia, Pennsylvania 19106-2987, Facsimile No.: (215) 597-3456. For your convenience, a copy of the MSPB appeal procedures is at Enclosure 1 and a copy of the MSPB appeal form, which you may use to file your appeal, is at Enclosure 2. A copy of the form is also at 5 CFR Part 1201, Appendix I or can be downloaded off MSPB's website at www.mspb.gov. If you prefer to submit your appeal via the internet, MSPB has instituted e-Appeal which allows an individual to create a user account, electronically submit their forms, and attach supporting documentation. More information on this process may be found at their website. If you elect to appeal, you must file your appeal with the MSPB during the period beginning with the day after the effective date of the suspension action until, not later than, 30 days after the effective date. A representative of your choice may represent you in filing an appeal.

6. If you wish to obtain further information about your procedural rights or documents relied upon to support this action, you may contact Ms. Linda Bryant in the Civilian Personnel Advisory Center (CPAC), Building 305, Room 212, phone number (410) 278-4921.

7. Request you acknowledge receipt of this memorandum immediately on the indicated copy and return it to me. Your signature does not indicate agreement with the contents of this memorandum.

2 Encls
as


ROBERT W. KRAUER
Director, Law Enforcement
and Security


Signature

12 APR 04
Date