

15 July 2013

From: Michael J. Cappel  
To: Office of Special Council  
Subj: INSPECTOR GENERAL OF THE MARINE CORPS CASE #0009947, REF#5041 CIG/ea. letter

To whom it may concern,

This is my Response to the findings of INSPECTOR GENERAL OF THE MARINE CORPS CASE #0009947, REF#5041 CIG/ea. letter.

I have read the findings report and would like to go on the record as stating that I disagree with the findings. The investigators were given work orders, photos, firsthand eye witness accounts, they spoke to the witnesses and even were brought to several of the buildings where they (the investigators) found evidence of falsification of work that proved my case.

In the original complaint I filed I did not state that Mr. Andrew works slowly, I stated that he does not do the work he states he does. I stated that Mr. Andrews initials the inspection card stating that he has done the work according to the established procedures but he had not actually done the work.

The complaint did not address who was the faster, smarter, senior worker or which worker was better, as I have read in the findings report. Again the original complaint was that Mr. Andrews does not follow the procedures established by the NFPA or UFC that have been and still are in use here at USMCASCP.

Ms. Ridgeway, Mr. Deininger, Mr. Bunting and I all gave firsthand accounts of how Mr. Andrews does not do the work required as outlined in the Preventive Maintenance (PM) requirements and are referenced in the final report, but yet the findings were not substantiated.

I feel your investigators allowed Mr. Brown and Mr. Ruffin to lead them away from what my complaint was based on and to direct the blame onto the employees who no longer work here and the lack of formal training. The fact that past history shows us that the employees had not received proper training is a moot point. Mr. Andrews has been to the training at Oklahoma State University for inspection and testing of water based fire systems and passed the class. There are established procedures in place for annual and quarterly testing of the fire systems that specify what needs to be done for proper testing and had Mr. Andrews followed these procedures a complaint would never have been filed.

As for the age of the equipment and not being able to determine if the equipment will fail; while I agree the equipment is old, the purpose of the PMs is to test and find faults with the equipment. The issues that I have been dealing with and have identified in my complaint are faults that, if Mr. Andrews had followed the established PM procedures, would have been found and repaired.

In addition I would like to address several statements by Mr. Earnest Townsend and Mr. Greg Ruffin. Mr. Earnest Townsend states "Mr. Cappel's concerns derive from what he perceives as Mr. Cappel's

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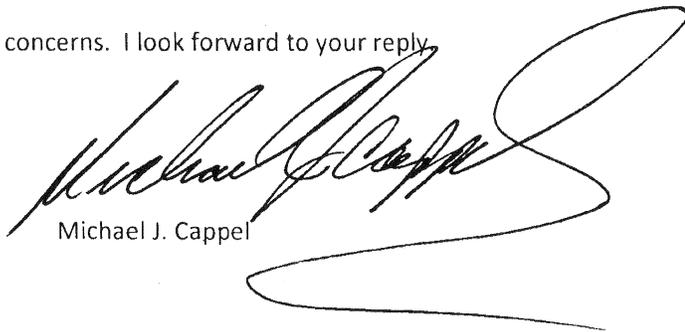
belief that his own methods are the only acceptable way". This is not correct, my way is not the only acceptable way to get the work accomplished but it does follow the procedures that are in place, and have been in place for quite a while. My work is performed in accordance with set policies, procedures, standards and manufacturer's instructions.

Mr. Ruffin states that when he found out I emailed Mr. Prapuolenis he informed me that he would close my email account for circumventing my chain of command and viewed this as reasonable action.

That is only partially true. Mr. Ruffin called me into his office after getting off the phone with Mr. Prapuolenis to tell me I had gone outside my command with an email. I explained to him that I thought I had to keep the Fire Dept. informed off all issues dealing with fire sprinklers. Mr. Ruffin stated he knew I didn't know this and was just letting me know. Mr. Ruffin then stated that if I did it again I would have my computer access removed and that I would not be able to sit in for the team lead or do anything else that required computer access and that would kill any chance of me advancing my career. This was not something I assumed, as stated in the report, but what I was told would happen to me by Mr. Ruffin.

I request that this complaint be reevaluated and the issues addressed in the complaint be addressed, the falsification of documentation being the primary issue. As I have stated I did not question the speed of work being done, intelligence, time on the job, or the quality of the work that was done. I only addressed the documentation of work that was never done. I found nowhere in the findings where this issue was addressed.

Thank you for taking the time to review my concerns. I look forward to your reply.



Michael J. Cappel