

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commandant  
United States Coast Guard

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Phone: (202) 372-4246  
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Ms. Carolyn N. Lerner  
Special Counsel  
U. S. Office of Special Counsel  
1730 M Street, Suite 300  
Washington, D.C. 20036-4505

RE: OSC File No. DI-14-1450

Dear Ms. Lerner:

The attached Record of Investigation, without attachments, is forwarded in response to your referral of the above-captioned matter, regarding allegations that officials with the Department of Homeland Security, United States Coast Guard (CG), Pacific Tactical Law Enforcement Team (Pacific Team) engaged in conduct that may constitute a substantial and specific danger to public safety. Specifically, the allegations investigated were:

- a. Whether Pacific Team ignores numerous and repeated weapons safety violations committed by CG personnel while conducting live fire training; and
- b. Whether Pacific Team deploys personnel who are deemed to be weapons qualified despite the personnel not having the requisite weapons handling skills and/or safety knowledge.

The Secretary of Homeland Security (the Secretary) referred this inquiry to the United States Coast Guard. The matter was investigated by Coast Guard Investigative Service (CGIS). The Commandant of the Coast Guard, who has been delegated the authority from the Secretary to provide your office with the redacted report, has delegated, to me, the authority to respond and transmit this report. The findings are included in the attached report.

Based on the witness statements, and the processes described in Pacific Team instructions on Tactical Standard Operating Procedures and the Field Safety Board Performance, there was no finding that Pacific Team ignored reported weapons safety issues. Because of the technical nature of the issues addressed in this investigation, CGIS enlisted the assistance of ME1 Eric Warren, an active duty member of the Coast Guard, who holds similar professional qualifications as the Complainant. ME1 Warren participated in appropriate portions of interviews conducted and was relied upon, as a subject matter expert, to offer independent opinions, regarding Pacific Team's policies and procedures, and the safety concerns raised by Complainant. Based on the interviews conducted and documents reviewed, ME1 Warren did not see any sign that Pacific Team was ignoring reported weapons safety violations. He believes that Pacific Team is in compliance with all Coast Guard policies and instructions for conducting weapons training

The allegation that personnel do not have the requisite weapons handling skills and/or safety knowledge required a review of Coast Guard deployment instructions and interviews of Pacific Team members. A review of the documentation, as well as interviews of Pacific Team members, did not disclose any evidence to support this allegation. The allegation that personnel do not have the requisite skills and/or safety knowledge appears to be the personal opinion of Complainant, which is not based on the objective criteria set forth in the relevant Coast Guard instructions. While certain non-qualified members may have been deployed, these members were in addition to the qualified personnel required by Coast Guard guidelines, and the non-qualified members were in an on-the-job training status.

Thus, the allegations raised were non-substantiated. No disciplinary action will be taken against any employee or member of the Coast Guard, based on the allegations investigated.

Please do not hesitate to contact my office, should you require further information, regarding these matters, at 202-372-4534.

Sincerely,



MARSHALL B. LYTLE  
Rear Admiral, U. S. Coast Guard  
Acting Deputy Commandant for Mission Support

Enclosure

Copy: Nicole Heiser, DHS Office of General Counsel

U.S. Department of  
Homeland Security

United States  
Coast Guard



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16700

OCT 08 2014

**MEMORANDUM**

*Paul F. Zukunft* 10/8/2014  
From: Paul F. Zukunft, ADM  
CCG

Reply to CG-00EA  
Attn of: CAPT David Throop  
(202) 372-4400

To: DCMS

Subj: DELEGATION OF RESPONSE IN OSC FILE NO. DI-14-1450

1. The Secretary of Homeland Security has delegated to me the authority to respond to an Office of Special Counsel (OSC) inquiry and to provide a CGIS Report of Investigation, which was conducted in response to such inquiry.
2. I delegate my authority to respond to subject OSC file to the Deputy Commandant for Mission Support (DCMS).
3. This authority may not be re-delegated.

#

Copy: COMDT (CG-094)

DEPARTMENT OF HOMELAND SECURITY U.S. COAST GUARD CG-4808 (Rev. 4-11)		COAST GUARD INVESTIGATIVE SERVICE REPORT OF INVESTIGATION (ROI)		CLASSIFICATION STAMP UNCLAS / FOUO / LES	
REPORT TYPE <b>ROI</b>	ROI STATUS (Open, Closed, Supplemental, Transfer) <b>OPEN</b>	OIG NOTIFICATION (Office / Date) WFO / 4 February 2014			
SUBJECT <b>(V) SAJNOG, CHRISTOPHER L./WM/GS13/PACTACLET</b>					
CHARACTER <b>CRIMINAL PERSON - SPECIAL INQUIRY</b>			CASE CONTROL NUMBER <b>0244-14 GCH 1557 7X [ GF ]</b>		
PREDICATION <b>SAC, CGIS CHESAPEAKE REGION DIRECTION OF 12 MAY 2014</b>			REPORT DATE <b>15 July 2014</b>		
PARTICIPATING AGENTS [REDACTED]			REPORTING REGION AND OFFICE <b>CHESAPEAKE / PORTSMOUTH</b>		
SYNOPSIS: <b>Special Agents Note:</b> Attachments to this Report contain PII and/or SSI information and must be protected accordingly.  <b>CROSS-REFERENCE:</b> DHS-OIG Number C14-USCG-SND-04761 OSC File Number DI-14-1450 CGIS Pacific Region CCN 0122-14 GPA 0357 4B(GF)  <b>BACKGROUND INFORMATION:</b>  1. This investigation was predicated by the Special Agent-in-Charge, CGIS Chesapeake Region, Portsmouth, VA, on 12 May 2014 in response to DHS Office of Inspector General (OIG) Hotline Complaint, referral number C14-USCG-SND-04761, containing allegations, issues and concerns reported by Christopher SAJNOG (VICTIM), Civilian, PACTACLET, of retaliation against him by his command for expressing his concerns about weapons safety, his roll of supervisor being taken away, his work hours changing, no longer given time for physical fitness training, and having to drive his personal vehicle to and from range sites without compensation. In addition to reporting the allegations to DHS-OIG, Mr. SAJNOG reported similar allegations to The Office of Special Council (OSC). The OSC in turn directed an investigation be conducted into the allegations PACTACLET command is ignoring numerous and repeated weapons safety violations committed by USCG personnel while conducting live fire training; and deploying personnel who are deemed to be weapons qualified despite the personnel not having the requisite weapons handling skills and/or safety knowledge.  2. Due to the technical nature of the issues involved in this investigation, CGIS enlisted the assistance of [REDACTED], USCG, a Subject Matter Expert (SME) who holds similar qualifications as Mr. SAJNOG, to assist with this investigation. [REDACTED] is a [REDACTED] for Coast					
<b>SPECIAL HANDLING REQUIRED</b>					
DISTRIBUTION LANTAREA 37 LANTAREA LEGAL DHS-OIG CGIS HQ FILE		ORIG COPY 1 COPY 2 COPY 3 COPY 4	INVESTIGATOR'S NAME, TITLE, AND SIGNATURE 8/14/2014  X [REDACTED] Assistant Special Agent in Charge		APPROVING OFFICIAL'S NAME, TITLE, AND SIGNATURE 8/14/2014  X [REDACTED] Special Agent-in-Charge
<b>WARNING</b> THIS DOCUMENT IS THE PROPERTY OF THE COAST GUARD INVESTIGATIVE SERVICE. INFORMATION CONTAINED HEREIN IS LAW ENFORCEMENT SENSITIVE IN CHARACTER AND ITS SECURITY FROM UNAUTHORIZED DISCLOSURE MUST BE PRESERVED. THE CONTENTS OF THIS REPORT MAY BE DISCLOSED ONLY TO THOSE PERSONS WHOSE OFFICIAL DUTIES REQUIRE ACCESS. NO COPIES SHALL BE MADE AND CONTENTS MAY NOT BE DISCLOSED TO THE PARTY(S) CONCERNED WITHOUT SPECIFIC AUTHORIZATION FROM DIRECTOR, COAST GUARD INVESTIGATIVE SERVICE					
PUBLIC AVAILABILITY TO BE DETERMINED UNDER 5 USC 552 AND 552(a) 67:111 9-AON 4102					

CLASSIFICATION STAMP  
UNCLAS / FOUO / LES

PREVIOUS VERSIONS OBSOLETE

WASHINGTON, D.C.  
SPECIAL COUNSEL  
U.S. OFFICE OF

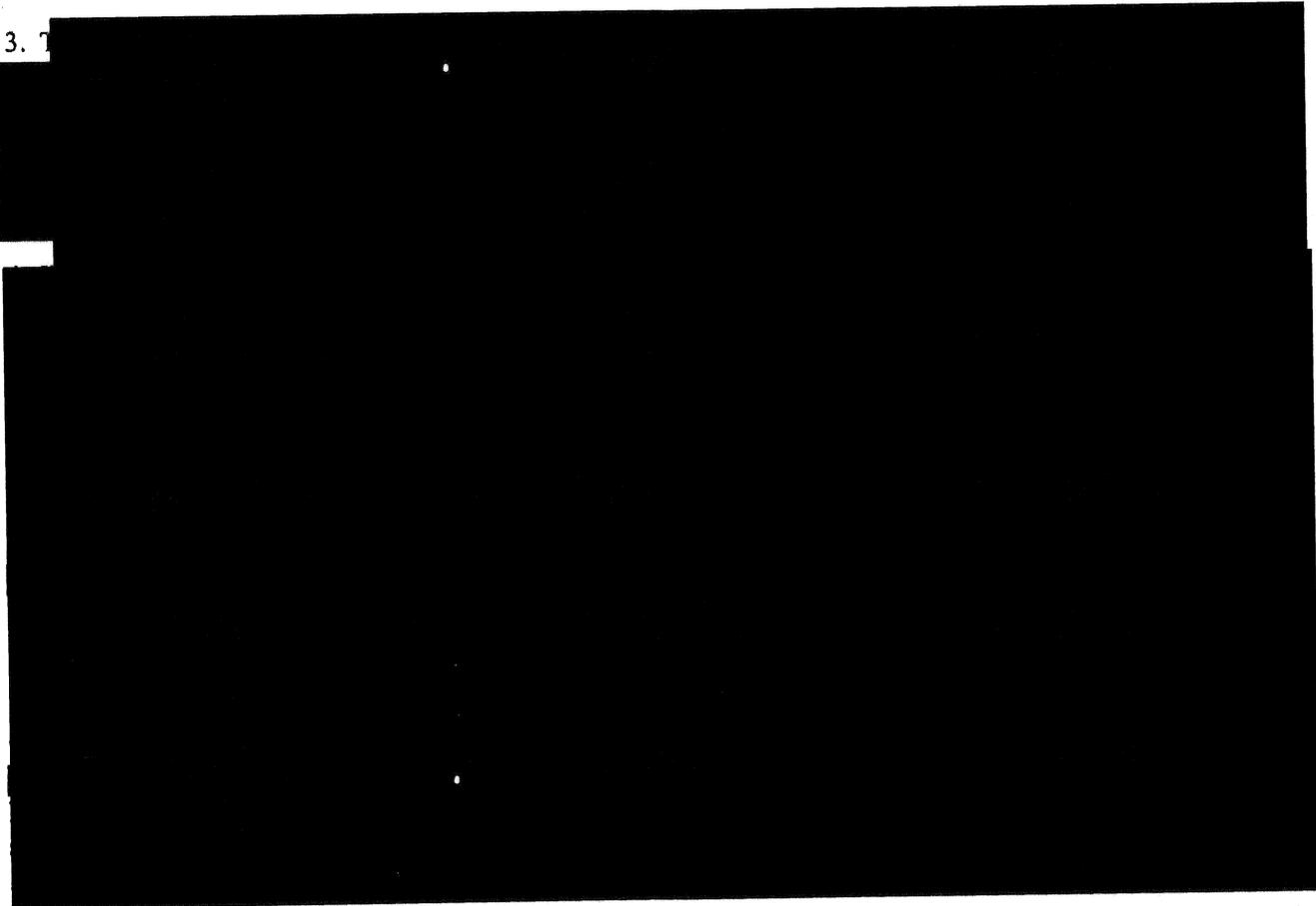
SUBJ: (V) SAJNOG, CHRISTOPHER L.

CCN: 0244-14 GCH 1557 7X[GF]

**SYNOPSIS:**

Guard Special Mission Training Center (SMTC) and has extensive experience in this particular field of work. [REDACTED] participated in appropriate portions of interviews and was relied upon to offer independent opinions regarding PACTACLET's policies and procedures and the safety concerns reported by Mr. SAJNOG.

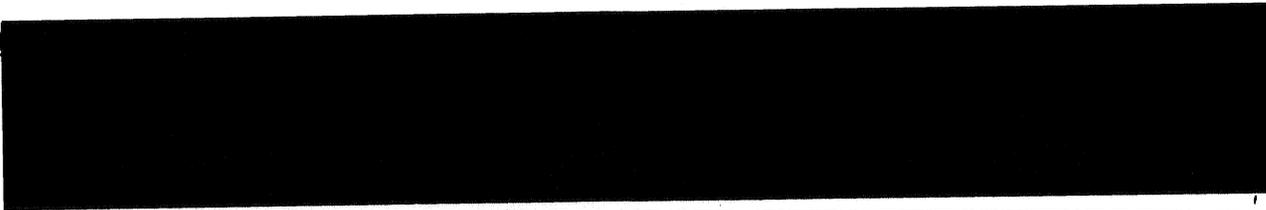
3. [REDACTED]



**Special Agent's Note:** Allegations of misconduct by Mr. SAJNOG were raised at approximately the same time the DHS-OIG Report was received. Those allegations were investigated by CGIS Pacific Region under cross-referenced CCN 0122-14 GPA 0357 4B(GF). This investigation was held in abeyance until the majority of the investigative leads in that investigation were completed.

**INVESTIGATIVE RESULTS**

5. [REDACTED]



CG-4608

**REPORT OF INVESTIGATION** (continuation sheet)

SUBJ: (V) SAJNOG, CHRISTOPHER L.

CCN: 0244-14 GCH 1557 7X[GF]

SYNOPSIS:



b.



c.

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CG-4608

**REPORT OF INVESTIGATION** (continuation sheet)

SUBJ: (V) SAJNOG, CHRISTOPHER L.

CCN: 0244-14 GCH 1557 7X[GF]

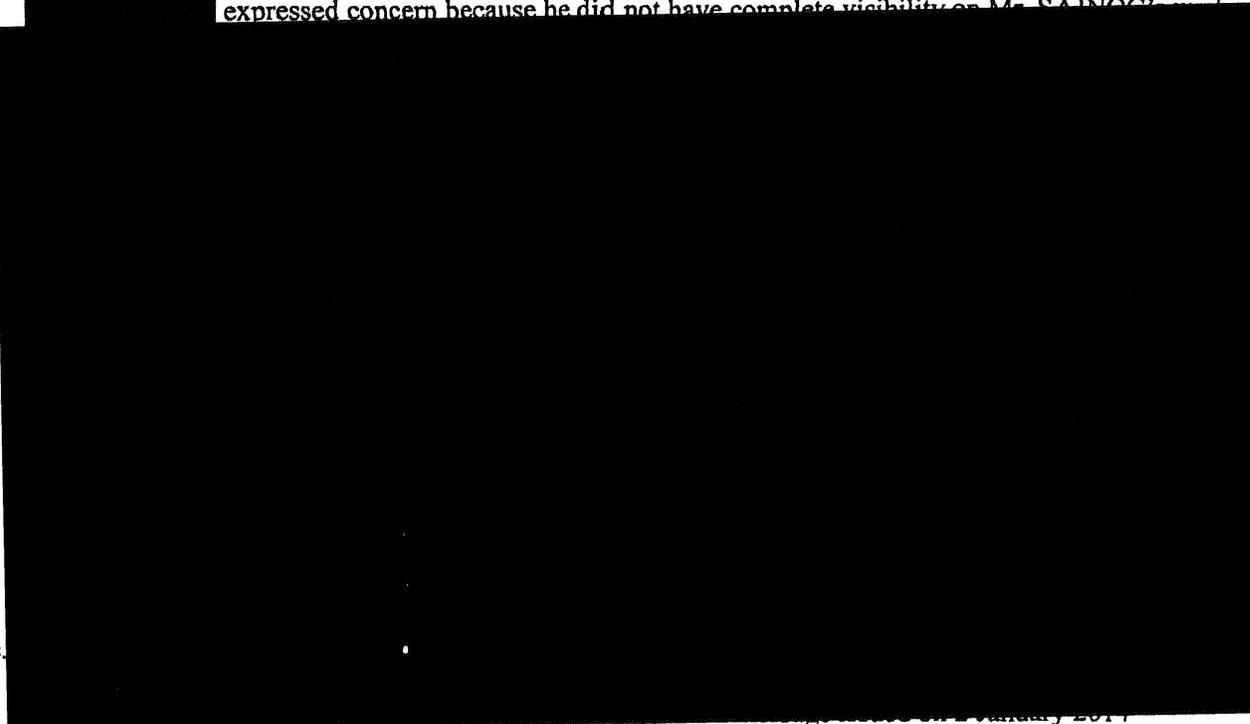
SYNOPSIS:

d



responsibility for certifying Mr. SAJNOG'S hours in web 1A transferred to [redacted];  
expressed concern because he did not have complete visibility on Mr. SAJNOG'S [redacted]

b



c

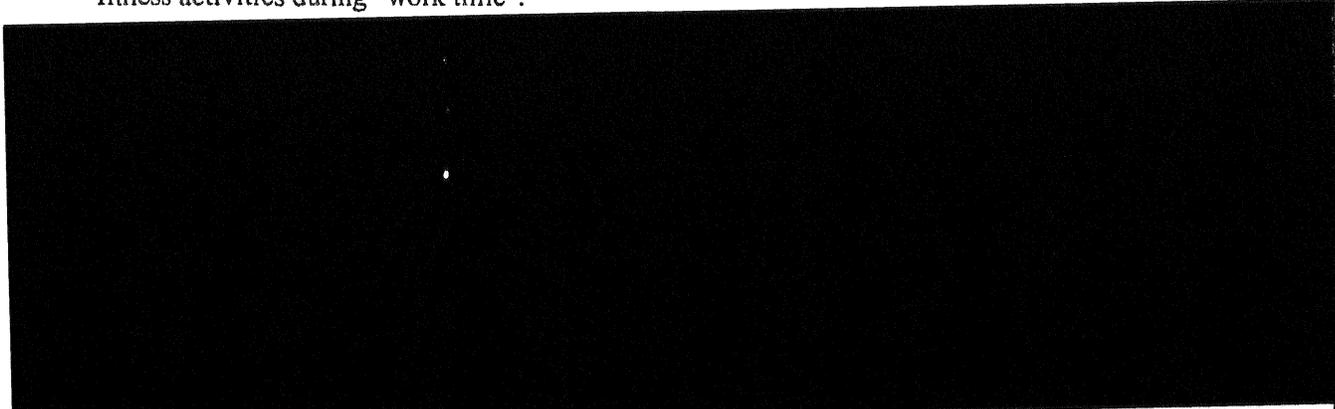
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SYNOPSIS:

(ALCOAST 002/14) confirmed that CG civilian employees are not authorized to participate in physical fitness activities during "work time".



8. Regarding the requirement for Mr. SAJNOG to drive his personally owned vehicle (POV) to the range:



9. Regarding allegations the PACTACLET Command was ignoring weapons safety violations:

- a. Interviews were conducted of Mr. SAJNOG, the two other CQCI's assigned to PACTACLET, a PACTACLET Advanced Marksmanship Instructor (AMI), the PACTACLET Training Officer, and the PACTACLET Assistant Training Officer to investigate the allegations of weapons safety violations being ignored by PACTACLET command staff. With the exception of Mr. SAJNOG, each of the interviewees denied any knowledge of weapons safety violations being ignored by command staff and each expressed confidence the command would adequately address any safety concerns that were raised.

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## SYNOPSIS:

- b. Each of the interviewees also independently described the same process for addressing and reporting weapons safety violations at PACTACLET. These processes are outlined in PACTACLET unit instructions Tactical Standard Operating Procedures (TSOP) (Reference Enclosure (10), Attachment A, Page 2-29) and the Field Safety Board and Performance, Aptitude, and Behavior Board Process (Reference Enclosure (12), Attachment B, Page 1-14). To address minor safety violations at the range, PACTACLET instructors would hold an on-the-spot Field Safety Board (FSB). The FSB included the individual who had the safety violation, the senior instructor present, the individual who witnessed the safety violation, and the senior member present from the unit being trained. The safety issue would be discussed; the member would be shown correct procedures; and training would resume. For major safety violations, the member was pulled from the range and referred to the command for a more formal Performance, Aptitude and Behavior (PAB) Board. Both processes are outlined in the Field Safety Board and Performance, Aptitude, and Behavior Board Process instruction.
- c. In addition to verbal confirmation during several interviews that PACTACLET command staff was addressing the weapons safety concerns reported in Mr. SAJNOG's letter dated 7 January 2014; documentation was obtained reflecting the PACTACLET command staff responded to Mr. SAJNOG's letter on 9 January 2014 (Reference Enclosure (27), Attachment B, Page 7). In the email dated 9 January 2014 sent at 7:04am from [REDACTED], to Mr. SAJNOG; [REDACTED] requested Mr. SAJNOG "Please send me any documentation you have on [REDACTED] from this last TST and any previous." [REDACTED] subsequently underwent a PAB and was placed on a remedial training plan on 15 April 2014 to address his weapons handling skills (Reference Enclosure (23), Attachment E).
- d. [REDACTED] believed the practices in place at PACTACLET were reasonable and in accordance with established CG policies. In fact, [REDACTED] believed the major safety issue affecting PACTACLET was the excessive anxiety students felt when undergoing training with Mr. SAJNOG due to the way he ran TST's (Reference Enclosure (32)).
- e. No evidence was uncovered to indicate PACTACLET was ignoring reported weapons safety issues.

**Special Agent's Note:** The AMI interviewed during this investigation was selected at random from PACTACLET's training staff. The AMI was interviewed at the recommendation of [REDACTED] because TST training is conducted separate from marksmanship training the AMI conducts for basic weapons qualifications. Therefore the instructors may not always interact much and [REDACTED] wanted to ensure the same safety procedures were consistently being followed throughout PACTACLET.

10. Regarding allegations the PACTACLET Command was deploying personnel who were not qualified:

- a. Mr. SAJNOG reported that PACTACLET was deploying members who were deemed to be weapons qualified despite the personnel not having the requisite weapons handling skills and/or safety knowledge. This investigation revealed that when PACTACLET received a Deployment Order (DEPOD) it contained a list of qualifications the members must have according to a published CG Apportionment Guide. The Apportionment Guide lists specific qualifications ranging from weapons

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## SYNOPSIS:

qualifications to linguists and emergency medical technicians. According to current CG instructions, if PACTACLET is unable to provide the requisite qualified personnel, they must submit a waiver request to LANTAREA specifying each deficiency. If the unit was able to meet all deployment requirements they are considered Fully Mission Capable (FMC). If not, they are Partially Mission Capable (PMC) with deficiencies noted.

- b. According to an interview and documents provided by [REDACTED], this is not an uncommon practice to request a waiver and once approved by LANTAREA, the Operational Commander and Deployment Team Leader are apprised of the qualification status of the deploying personnel (Reference Enclosure (26), Attachment A). The Apportionment Guide for example requires eight personnel to be "Tactical Operators" (Current TST Qualification), three personnel to be Boarding Officers (BO) and five personnel to be Boarding Team Members (BTM). BTM is the minimum qualification required for CG members to participate in law enforcement operations. BO qualification is required for CG members to lead law enforcement operations. The Tactical Operator qualification is required for BTM's and BO's to participate in high risk law enforcement operations such as fast-roping from a helicopter to take over a non-compliant vessel. In many instances the unit might only have four or five Tactical Operators able to deploy with current TST qualification, thus leaving them PMC. Being PMC did not generally detract from PACTACLET's ability to conduct the primary mission such as counter-narcotics boarding's.
- c. No evidence was submitted by Mr. SAJNOG to support this allegation and no evidence was uncovered to indicate PACTACLET was deploying non-qualified personnel to meet mission requirements.

**Special Agent's Note:** The allegation that personnel do not have the "requisite skills and/or safety knowledge" appears to be the opinion of SAJNOG based on his evaluation of a members performance during TST rather than criteria set forth in CG instructions regarding qualification of BTM's and BO's.

**Special Agent's Note:** PACTACLET did deploy other non-qualified members but these were in addition to the personnel required per the Apportionment Guide. These additional personnel were in a training status and PACTACLET used the deployment as an opportunity to conduct On-The-Job Training.

11. This investigation is Open pending Adjudication, Trial or Administrative Action, the results of which will be submitted as a closed ROI upon receipt.

## ENCLOSURES:

- (1) Review of DHS-OIG Report, dated 12 June 2014
- (2) Review of OSC Letter to DHS, dated 12 June 2014
- (3) Telephone Contact with SAJNOG, dated 12 June 2014
- (4) Criminal History Checks, dated 12 June 2014
- (5) Witness Interview of [REDACTED], dated 13 June 2014
- (6) Witness Interview of [REDACTED], dated 16 June 2014

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TO BE DETERMINED  
UNDER 5 USC 552 AND 552(a)

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SUBJ: (V) SAJNOG, CHRISTOPHER L.

CCN: 0244-14 GCH 1557 7X[GF]

## SYNOPSIS:

- (7) Victim Interview of SAJNOG, dated 16 June 2014
- (8) Subject Interview of [REDACTED], dated 16 June 2014
- (9) Witness Interview of [REDACTED], dated 17 June 2014
- (10) Witness Interview of [REDACTED], dated 17 June 2014
- (11) Witness Interview of [REDACTED], dated 17 June 2014
- (12) Receipt of documents from [REDACTED], dated 17 June 2014
- (13) Telephone Contact with [REDACTED], dated 17 June 2014
- (14) Victim Interview of SAJNOG, dated 17 June 2014
- (15) Witness Interview of [REDACTED], dated 17 June 2014
- (16) Witness Interview of [REDACTED], dated 17 June 2014
- (17) Seizure of CGOne Data, dated 17-18 June 2014
- (18) Witness Interview of [REDACTED], dated 17 June 2014
- (19) Witness Interview of [REDACTED], dated 17 June 2014
- (20) Witness Interview of [REDACTED], dated 17 June 2014
- (21) Witness Interview of [REDACTED], dated 17 June 2014
- (22) Witness Interview of [REDACTED], dated 18 June 2014
- (23) Receipt of documents from [REDACTED], dated 18 June 2014
- (24) Victim Interview of SAJNOG, dated 18 June 2014
- (25) Receipt of documents from [REDACTED], dated 16-18 June 2014
- (26) Receipt of documents from [REDACTED], dated 19-20 June 2014
- (27) Receipt of documents from SAJNOG, dated 23 June 2014
- (28) Review of documents provided by SAJNOG, dated 8 July 2014
- (29) Witness Interview of [REDACTED], dated 8 July 2014
- (30) Review of [REDACTED] CGOne Profile, dated 10 July 2014
- (31) Witness Interview of [REDACTED], dated 11 July 2014
- (32) Witness Interview of [REDACTED], dated 7 August 2014
- (33) Witness Interview of [REDACTED], dated 13 August 2014
- (34) Witness Interview of [REDACTED], dated 13 August 2014

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# Attachment 10

DEPARTMENT OF HOMELAND SECURITY U.S. COAST GUARD CG-4608-1 (Rev. 1-11)	<b>COAST GUARD INVESTIGATIVE SERVICE                  MEMORANDUM OF ACTIVITY (MOA)</b>	CLASSIFICATION STAMP UNCLAS / FOUO / LES
TYPE OF ACTIVITY Witness Interview - ██████████		CASE CONTROL NUMBER 0244-14 GCH 1557 7X[GF]
SUBJECT (V) SAJNOG, CHRISTOPHER L/WM/GS13/PACTACLET, SAN DIEGO, CA		
<p><b>Special Agents Note:</b> Attachments to this MOA contain PII and/or SSI information and must be protected accordingly.</p> <p>I. On 17 June 2014, S/A ██████████, S/A ██████████, and ██████████ interviewed ██████████, PACTACLET, at the PACTACLET office. After being made aware of the identities of the interviewing agents, ██████████ provided the following information:</p> <p>a. ██████████ is the Assistant Training Officer and has been assigned to PACTACLET since 2011. This is his third tour at PACTACLET. He was also previously assigned to SMTC for three years and ran the Tactical Training Course (TTC). TTC was the precursor to BTOC.</p> <p>b. ██████████ provided a copy of the PACTACLET Tactical Standard Operating Procedures (TSOP) Instruction (Attachment (A)) and the CTE5 Score Sheet from CGTTP 3-95.8 (Attachment (B)). ██████████ advised CG policy is for CQCI's to follow the CG TTP manual for proper techniques and the unit is responsible for developing TSOP as guidance for implementing training. ██████████ advised SAJNOG created his own version of a CQC TTP (Attachment (C)) and CTE5 Grade Sheet (Attachment (D)) because he (SAJNOG) said it captures more data. While the CQCI always has leeway in determining safe and proper execution of tactics, SAJNOG's TTP and CTE5 Grade Sheet can make it much more difficult for a student to pass TST. As an example, ██████████ pointed out one section in SAJNOG's TTP which lists 15 specific steps to conduct a "door check". ██████████ stated SAJNOG may have created his own score sheets for CTE 1-4 but he is not sure. He also stated ██████████ does not have his own TTP or CTE score sheet.</p> <p>c. ██████████ stated that TST score sheets are completed by the CQCI and he did not have a copy of any completed score sheets. The score sheets are provided to the unit Training Officer (TO) but he's not sure if the TO maintains a copy. He believed the score sheets were maintained by the CQCI. ██████████ is not aware of any reported safety issues being ignored by PACTACTLET command staff.</p> <p>d. ██████████ is not aware of any unqualified personnel deploying for operations with the exception of additional personnel who were sent along in a training status to get experience conducting boardings.</p> <p>e. ██████████ advised he had documentation regarding safety issues and remedial training for ██████████ and ██████████</p>		
Investigator's Name, Title, and Signature 6/30/2014 X ██████████ Assistant Special Agent in Charge	Approving Official's Name, Title, and Signature 6/30/2014 X ██████████ Special Agent-in-Charge	
<p style="text-align: center;"><b>WARNING</b></p> THIS DOCUMENT IS THE PROPERTY OF THE COAST GUARD INVESTIGATIVE SERVICE. INFORMATION CONTAINED HEREIN IS LAW ENFORCEMENT SENSITIVE IN CHARACTER AND ITS SECURITY FROM UNAUTHORIZED DISCLOSURE MUST BE PRESERVED. THE CONTENTS OF THIS REPORT MAY BE DISCLOSED ONLY TO THOSE PERSONS WHOSE OFFICIAL DUTIES REQUIRE ACCESS. NO COPIES SHALL BE MADE AND CONTENTS MAY NOT BE DISCLOSED TO THE PARTY(S) CONCERNED WITHOUT SPECIFIC AUTHORIZATION FROM DIRECTOR, COAST GUARD INVESTIGATIVE SERVICE		
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Local Reference No

Enclosure (10)

agreed to provide them once he was able to get them together.

2. [REDACTED] provided no further information and the interview was concluded.

**ATTACHMENTS**

- (A) PACTACLET Tactical Standard Operating Procedures (TSOP) Instruction
- (B) CTE5 Score Sheet from CGTTP 3-95.8
- (C) CQC TTP created by SAJNOG
- (D) CTE5 Grade Sheet created by SAJNOG

# Enclosure 12

DEPARTMENT OF HOMELAND SECURITY U.S. COAST GUARD CG-4608-1 (Rev. 1-11)	<b>COAST GUARD INVESTIGATIVE SERVICE MEMORANDUM OF ACTIVITY (MOA)</b>	CLASSIFICATION STAMP <b>UNCLAS / FOUO / LES</b>
TYPE OF ACTIVITY <b>Records Review - Receipt of documents from [REDACTED]</b>		CASE CONTROL NUMBER <b>0244-14 GCH 1557 7X[GF]</b>
SUBJECT <b>(V) SAJNOG, CHRISTOPHER L/WM/GS13/PACTACLET, SAN DIEGO, CA</b>		

**Special Agents Note:** Attachments to this MOA contain PII and/or **SSI** information and must be protected accordingly.

1. On 17 June 2014, [REDACTED], Commanding Officer, PACTACLET, provided the following documents at the request of ASAC [REDACTED]:

- a. TACLET Apportionment Key, dated 24 April 2014 (Attachment (A)).
- b. PACTACLET Instruction for FSB and PAB Board Process, dated 2 May 2014 (Attachment (B)).
- c. Email from [REDACTED] dated 2 April 2014, Subject: **Taclet#DS** (Attachment (C)).
- d. Email from [REDACTED] dated 2 April 2014, Subject: **GS PD** (Attachment (D)).
- e. Email from [REDACTED] dated 16 May 2014, Subject: **Sajnog & Ziehm's** updated PD (Attachment (E)).
- f. CG Performance Plan and Evaluation forms, CG-3430.8R, for **SAJNOG** (Attachment (F)).
- g. CG Performance Plan and Evaluation forms, CG-3430.8R, for [REDACTED] (Attachment (G)).

2. On 18 June 2014, [REDACTED] provided the following document at the request of ASAC JEANFREAU:

- a. Email from [REDACTED] dated 15 April 2014, Subject: **POINTS TST REMEDIAL PLAN** (Attachment (H)).

3. A review of the documents revealed the following information:

a. The TACLET Apportionment Key specifies the qualifications personnel must have for a LEDET to be considered Fully Mission Capable.

b. The PACTACLET Instruction for FSB and PAB Board Process sets unit policy for addressing performance deficiencies that arise during training. It was reported during several interviews, and in documentation provided by SAJNOG, that the previous PACTACLET Instruction for PAB Boards was suspended because the member was responsible for outlining his/her own remedial training plan. The new instruction signed into effect on 2 May 2014 by [REDACTED] placed that responsibility on the PAB Board.

Investigator's Name, Title, and Signature 6/24/2014	Approving Official's Name, Title and Signature 6/24/2014
 Assistant Special Agent in Charge	 Special Agent in Charge

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PUBLIC AVAILABILITY TO BE DETERMINED UNDER 5 USC 552 AND 552(a)

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Local Reference No

**Enclosure (11)**

SUBJ: (V) SAJNOG, CHRISTOPHER L

CCN: 0244-14 GCH 1557 7X[GF]

c. Attachements (C), (D) and (E) are emails between personnel at PACTACLET, LANTAREA, and CG Civilian Personnel, and are in reference to classification of several civilian Position Description's (PD), including SAJNOG and [REDACTED].

d. Attachment (F) is CG Performance Plan and Evaluation forms, CG-3430.8R, for SANOG for appriaisal periods 1 Apr 2012 – 31 Mar 2013; 1 Apr 2013 – 31 Mar 2014; 31 Dec 13 – 31 Mar 2014; and 1 Apr 2014 – 31 Mar 2015. The documents reflect the change of Organization Unit and Location from Deployable Operations Group, Arlington, VA to PACTACLET, San Diego, CA. Also, the appriaisal form for the period 31 Dec 13 – 31 Mar 2014 annotates a progress review was conducted on 24 January 2014 with remarks "Updated member on new rating chain with reference to working directly for PACTACLET. Reviewed and discussed upcoming work plan and expectations." This progress review was signed by [REDACTED] and SAJNOG.

e. Attachment (G) is CG Performance Plan and Evaluation forms, CG-3430.8R, for [REDACTED] for appriaisal periods 1 Jul 2012 – 31 Mar 2013; 1 Apr 2013 – 31 Mar 2014; 31 Dec 13 – 31 Mar 2014; and 1 Apr 2014 – 31 Mar 2015. The documents reflect the change of Organization Unit and Location from Deployable Operations Group, Arlington, VA to PACTACLET, San Diego, CA. Also, the appriaisal form for the period 31 Dec 13 – 31 Mar 2014 annotates a progress review was conducted on 24 January 2014 with remarks "Updated member on new rating chain with reference to working directly for PACTACLET. Reviewed and discussed upcoming work plan and expectations." This progress review was signed by [REDACTED] and [REDACTED].

f. Attachment (H) is an email from [REDACTED], PACTACLET, dated 15 April 2014, outlining a two phase remedial training plan for [REDACTED]. The date of this email is two months prior to [REDACTED] being apprised CGIS was conducting this investigation.

#### ATTACHMENTS

- (A) TACLET Apportionment Key, dated 24 April 2014
- (B) PACTACLET Instruction for FSB and PAB Board Process, dated 2 May 2014
- (C) Email from [REDACTED] dated 2 April 2014, Subject: Taclet PDS
- (D) Email from [REDACTED] dated 2 April 2014, Subject: GS PD
- (E) Email from [REDACTED] dated 16 May 2014, Subject: Sajnog & Ziehm's updated PD
- (F) CG Performance Plan and Evaluation forms, CG-3430.8R, for SANOG
- (G) CG Performance Plan and Evaluation forms, CG-3430.8R, for [REDACTED]
- (H) Email from [REDACTED] dated 15 April 2014, Subject: [REDACTED] TST REMEDIAL PLAN

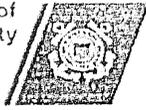
PUBLIC AVAILABILITY  
TO BE DETERMINED  
UNDER 5 USC 552 AND 552(a)

CLASSIFICATION STAMP  
UNCLAS / FOUO / LES

PAGE 2 OF 2 PAGES

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commanding Officer  
U.S. Coast Guard  
Pacific Tactical  
Law Enforcement Team

Marine Corps Recruit Depot  
34000 Guadalcanal Ave  
San Diego, CA 92140  
Phone: (619) 524-4454  
Fax: (619) 524-8342

PACTACLETINST  
1500.1A  
02 May 2014

PACIFIC TACTICAL LAW ENFORCEMENT TEAM INSTRUCTION 1500.1A

Subj: FIELD SAFETY BOARD (FSB) AND PERFORMANCE (SKILL), APTITUDE, AND  
BEHAVIOR (PAB) BOARD PROCESS

1. PURPOSE. To establish policy and procedures for the conduct of FSB and PAB boards for personnel assigned to PACTACLET participating in Advanced Marksmanship Training (AMT), Close Quarters Combat (CQC), and Tactical Sustainment Training (TST).
2. ACTION. The Training Officer shall ensure all board members and instructors are familiar with this instruction. It is also the responsibility of all members participating in AMT, CQC, or TST training to be familiar with this instruction. All members of FSB and PAB boards are responsible for following the procedures outlined in this instruction, as applicable. The Commanding Officer must approve any deviation procedures.
3. DIRECTIVES AFFECTED. PACTACLET INSTRUCTION 1500.1 is cancelled.
4. DISCUSSION. Advanced Marksmanship Training and Close Quarters Combat training is inherently dangerous and exceeds the normal intensity and complexity of traditional Coast Guard weapons training. The training required for Tactical Operators will be held to the highest safety standards. Members have varying proficiency levels; knowing this, members with performance deficiencies during any portion of any AMT, CQC, TST may be called to appear before a FSB depending on the severity of the violation. The FSB is designed to identify if the member can be remediated. Safety violations typically result in a PAB board. The PAB Board is designed to fully explore the nature and extent of problems identified and recommend appropriate action.
  - a. Informal counseling will be used for a FSB when a member has shown performance difficulties that have been brought to the attention of, or observed by the instructors. The FSB will provide informal counseling that will be used as corrective action for minor incidents where performance or safety concerns have been observed and can be corrected with remediation. This will be documented in the members training record by the senior active duty member attending training. Documentation shall be done via Memorandum as per encl. (2). The informal counseling will be used to: 1) inform the member and the senior leader on scene that their performance during a period of time is unsatisfactory and 2) to identify the root cause(s) of the members' deficiency(s) and

provide corrective action. Some examples of minor incidents which could create potential safety risks and may warrant informal counseling include, but are not limited to:

- (1) Lack of motivation
  - (2) Poor judgment
  - (3) Loss of situational awareness
  - (4) Absence of teamwork
  - (5) Minor procedural errors made on the range or shoot house such as not following tasking or direction given by the instructors
  - (6) Any other situations where the instructors observe lack of attentiveness or poor attitude
  - (7) Continued absences of four or more hours of instruction due to injury or medical reasons
- b. A Formal PAB Board shall convene whenever a member has performance (skill), aptitude, or behavior problems that are more severe than can be handled in an informal counseling session. CQC Training Coordinators, CQC-I's or AMI's shall request a formal PAB Board through the Training Officer when a member commits a major safety violation which places themselves, their teammates, or their instructors in an unsafe situation, or when multiple negative performance trends have been observed and documented. Formal PAB Boards can recommend retention or removal from any evolution. Individuals may return to future evolutions after deficiencies have been corrected and the member has been cleared by a unit CQC-I. Some examples of major offenses which create safety risks and may warrant a formal PAB Board are (but not limited to):
- (1) Flagging an instructor or teammate with a weapon, loaded or unloaded
  - (2) Repetitive unsafe weapons handling on the flat range or shoot house, such as unsafe loading and unloading procedures, or failure to follow the four basic safety rules set forth by Coast Guard policy
  - (3) Repetitive failure to correctly identify targets while conducting range or CQC training
  - (4) Engaging two or more no-shoot targets in a seven calendar day period
  - (5) Repetitive disregard for fundamentals of CQC tactics

(6) Failing any graded event twice

(7) Any other situations where the TACLET leadership sees fit

- c. Members with Medical Conditions. When a medical condition adversely affects or impacts a members training status, the member shall consult directly with the Health Services Branch. Authority to retain or remove members with medical conditions rests with the Training and Executive Officers. Students will be asked prior to each day's evolutions, if any medications are being taken that may affect training.

5. Boards.

FSB. A FSB shall convene when a member has shown performance (skill), aptitude, behavior problems, when a minor safety violation has occurred that resulted in remediation of the member, or when the member demonstrated a trend of committing unsafe or otherwise disruptive actions or behaviors. The FSB documentation will be provided so that actions and remediation can be reviewed by the Training Officer, Command and kept in the members training record as documentation.

1) Notification. Subject to the severity of the incident(s), members who have been informed 3 or more times of an issue, will be provided the remediation plan by the lead CQC-I and/or CQC-TC.

- a) Circumstances may make it necessary or desirable to expeditiously remove a member from training. The lead instructor has the authority to temporarily suspend a member(s) from training until a FSB can be convened. The senior CQCI/AMI shall contact the Training Officer to notify which members(s) were removed from training.
- b) If a member is removed from training, the FSB will be convened as soon as practicable and the member will be required to remediate the issue as defined by the CQCI /AMI on scene. If the member can't be remediated, the Training Officer will be notified as to the issue and why the member will not be remediated.
- c) The Training Officer shall be provided with all FSB counseling documentation within two working days.

2) Board Membership. A FSB shall consist of at least three members to serve as follows:

- a) Lead Instructor. The lead CQCTC, CQCI or AMI will serve as the facilitator of the remediation instructions. They are responsible for ensuring that the FSB is run in an appropriate manner and that sufficient

notes are kept so the senior team member can produce a written report of the FSB's findings and recommendations to the Training Officer.

- b) **Members.** The FSB members should include the individual's instructor and the lead instructor, Team Leader (DTL), Chief or senior First Class. If necessary other instructors and/or witnesses may be called in to address the FSB.
- c) **Training Officer.** The Training Officer shall be notified of the actions of a FSB by the senior training staff member.

3) **Conducting the FSB.** The lead instructor shall conduct the Board in the following manner.

- a) Convene members of the FSB without the member present. This should not be a surprise to the member due to the warnings of actions on the range. The member, depending on the violation shall have the opportunity to correct the actions.
- b) Review with the FSB specific infraction(s).
- c) Advise the member of the specific reason(s) for convening the FSB, the recommendations for remediation.
- d) Interview the member and any witnesses, to determine the circumstances of the incident in question. Invite members of the FSB to ask the student or witness questions.
- e) Review member's performance in remediating the infraction(s), and discuss the potential to continue training.
- f) Adjourn the FSB and ensure that a written report of the findings and recommendations is prepared by the senior member attending training and forwarded to the Training Officer within two working days.

4) **Recommendations.** The following actions will take place on scene, FSB will make one of the following recommendations:

- a) **Retain.** To retain member in the current training.
  - 1. The recommendation of retaining will be provided to the Training Officer when they feel that the member has the ability to pass any failed performance objectives, and the member does not pose a safety risk to themselves or others. The FSB will also pass a recommendation to retain when the facts of the incident indicate there is no demonstrated problem.

2. All recommendations to the Training Officer in Enclosure (2) will be placed into the members' PACTACLET Training Record. No-go's will also be documented on the members CG-3029 as per Enclosure (6).
- b) Re-phase. Remove a member from the training and place him or her into a subsequent training or TST to allow them to repeat. It is important to thoroughly review the facts of the case and thoroughly document the findings and report them to the Training Officer for concurrence of member(s) removal for Re-phase.
- c) Removal. To permanently remove a member from a TST or training event due to the severity of the unsafe acts the member(s) have shown. This action will require a Formal Board and concurrence from the Training Officer. Removal has significant consequences to both the member and the Coast Guard. It is important to thoroughly review the facts of the case and thoroughly document the findings and report them to the Training Officer for concurrence of member(s) removal.

PAB. A formal PAB Board shall convene when a member is having performance (skill), aptitude, or behavior problems, when a minor safety violation has occurred that cannot be resolved through an informal counseling session, or when the member has demonstrated a trend of committing unsafe or otherwise disruptive actions or behaviors. A formal PAB Board will be conducted within five working days or at the earliest time available as to not interfere with other training events.

- 1) Notification. Prior to convening a Formal PAB Board, the member will be notified in writing. Notification will be IAW enclosure (1). The notification will contain the following information:
  - a) Time and location of the PAB Board
  - b) Reason for the PAB Board convening
- 2) Board Membership. A Formal Board shall consist of:
  - a) Chair person. The Training Officer will serve as the Chair person and will be a non-voting member. In the absence of the Training Officer, the next ranking staff member from the Training Department, Operations Officer, or XO will chair the PAB Board. The Chair person is responsible for ensuring that the PAB Board is run in an appropriate manner and that sufficient notes are kept to produce a written report of the findings and recommendations to the Commanding Officer.
  - b) Members. The PAB Board Chair person shall select 5 individuals to serve as voting board members. The voting members should include the individual's instructor, the lead instructor, 2 tactical operators, Deployable Team Leader

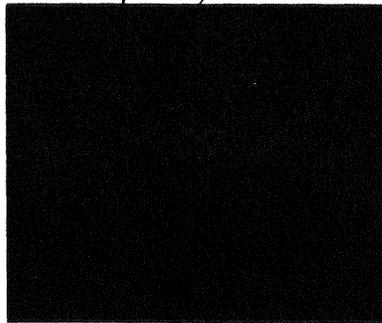
(DTL) or team Chief. At least two Board members shall be of equal or higher rank to the person receiving the formal PAB Board. If necessary non-voting instructors and witnesses may be called in to address the Board.

- c) Command Senior Chief. The Command Senior Chief shall be invited to the board to ensure the student is provided counsel, if requested.
  - d) Executive Officer. The XO shall be invited to all formal boards to ensure command expectations are being met.
- 3) Conducting the PAB Board. The Chair person will:
- a) Convene members of the board without the member present.
  - b) Review the specific infraction(s).
  - c) Review member's past performance and discuss their potential.
  - d) Direct the member to report to the PAB Board. Introduce the member to the board.
  - e) Advise the member of the specific reason(s) for convening the PAB Board and the possible recommendations that may be forwarded to the Commanding Officer, depending on the outcome.
  - f) Review the member's performance in the course, test results, any informal counseling reports, training record, and any other pertinent historical information or documentation.
  - g) Interview the member and/or any witnesses, to determine all circumstances of the incident in question. Invite members of the board to ask the member or witnesses' questions.
  - h) Dismiss the member after all pertinent information has been presented and questions have been answered. The board members will discuss the case and make a recommendation.
  - i) Request the member return to the room and advise him or her of the board's recommendation, and inform the member of the appeal process.
  - j) Adjourn the board and ensure that a written report of the findings and recommendations is prepared and forwarded to the Commanding Officer within five days, via the chain of command. The Chairperson may brief PAB Board determination and gain CO's approval prior to completion of formal report to facilitate future training.

- 4) Recommendations. Formal PAB Boards will make one of the following recommendations:
- a) Retain. To retain member in his or her current training.
    - 1) The recommendation to retain a member will be made by the PAB Board and Training Officer when they feel that the member has the ability to pass any failed performance objectives, and the member does not pose a safety risk to themselves or others, or when the facts of the incident indicate there is no demonstrated problem.
    - 2) All recommendations to retain will be forwarded to the Commanding Officer for approval. All formal board results will be submitted by the senior member on the board in the form of a Memorandum as per Enclosure (2) which will be placed into the member's PACTACLET Training Record. No-go's will also be documented on the members CG-3029 as per Enclosure (5).
  - b) Re-phase. To remove a member from the training and place them into a subsequent training evolution to allow them to repeat after remediation plan is completed.
  - c) Removal. To permanently remove a member from current and future evolutions. Removal has significant consequences to both the member and the Coast Guard. It is important to thoroughly review the facts of the case and thoroughly document the findings of the formal board.
- 5) Removal Procedures for PACTACLET operators. The following procedures apply after the Commanding Officer approves the recommendation to remove a PACTACLET operator from an AMT and future evolutions.
- a) The Training Officer shall prepare the findings of the board IAW enclosure (3) with documentation of the reason for removal. The results of the PAB Board are then routed to the Commanding Officer via the Chain of Command. Copies of all documentation will then be maintained in the Training Department until the member rotates from PACTACLET.
- 6) Appeals. If a member disagrees with the recommendation of a PAB Board, the following procedures apply.
- a) The member shall notify the board Chair person of their intent to appeal within three working days of the PAB Board. The Training Officer will notify the Commanding Officer via chain of command that an appeal is forthcoming.
  - b) The member shall submit a written memorandum via the chain of command to the Commanding Officer within three working days after the PAB Board.

The Command Senior Chief shall provide counsel or administrative assistance if the member requests. The Training Officer shall forward the PAB Board report and any documentation from past AMT training, to the Commanding Officer, along with the member's statement.

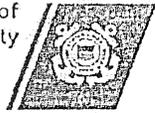
- c) The Commanding Officer is the final appeal authority and will make a determination on the case.
6. FORMS/REPORTS. Enclosure (2) contains the format for reporting an informal FSB. Enclosure (3) contains the format for a Formal PAB Board Report. This report shall be forwarded to the Commanding Officer whenever the Formal Board recommends re-phrasing or removing a member from a TST.
7. ENVIRONMENTAL ASPECT AND IMPACT CONSIDERATIONS. Not applicable.



- Enclosures: (1) Notification of Formal Performance (Skill), Aptitude and Behavior (PAB) Board  
(2) PACTACLET Field Safety Board Report  
(3) Results of Formal Performance (Skill), Aptitude, and Behavior (PAB) Board  
(4) Report of Formal PAB Board for Trainee  
(5) Informal Performance (Skill), Aptitude and Behavior (PAB) Board Counseling  
(6) Sample TST Record Firing Report CG-3029

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commanding Officer  
U. S. Coast Guard  
Pacific Tactical  
Law Enforcement Team

Marine Corps Recruit Depot  
34000 Guadalcanal Ave  
San Diego, CA, 92140  
Phone: [REDACTED]  
[REDACTED] 191 524-8342

DD Mmmmm YYY Y

## MEMORANDUM

From: [REDACTED]

Reply to Training Officer  
Attn of: [REDACTED]

To: [REDACTED]

Subj: NOTIFICATION OF FORMAL PERFORMANCE (SKILL), APTITUDE AND  
BEHAVIOR (PAB) BOARD

Ref: (a) PACTACLET INST. 1500.1

1. In accordance with ref (a), you are hereby notified that I am initiating a PAB board to determine the reason you are deficient in your performance (skills), aptitude, and/or behavior. The purpose of this board is to make a recommendation concerning your future as a Tactical Operator. The Board will make one of the following three recommendations:

- a. To retain you in the current training
- b. To re-phase you to another course date
- c. Disenrollment and permanent removal from any future Close Quarters Combat, Advanced Marksmanship, and Tactical Sustainment Training.

3. You are hereby directed to appear before the Board on (Date) at (Time) in Bldg 526.

4. If you disagree with the Board's recommendation, you may submit a written statement within three working days to the Commanding Officer via the Training Officer after notifying the Command Senior Chief of your intent and your Chain of Command.

#

FIRST ENDORSEMENT

DD MMM YY

From: [REDACTED]

To: [REDACTED]

1. I have read and understand the above.

ENCL (1) to PACTACLETINST 1500.1A

# PACTACLET Field Safety Board

Date: \_\_\_\_\_ Training Site: \_\_\_\_\_

Instructors: \_\_\_\_\_ OINC/AOIC: \_\_\_\_\_

Training Objective/Collective Task/Individual Task issues:

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Duration of Training: \_\_\_\_\_

Remediation Plan:

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Duration of Remediation: \_\_\_\_\_

Areas to improve on:

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Best Practices:

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---

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DET OIC: \_\_\_\_\_

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commanding Officer  
U. S. Coast Guard  
Pacific Tactical  
Law Enforcement Team

Maine Corps Recruit Depot  
3-1000 Guadalcanal Ave.  
San Diego, CA. 921-40  
Phone: [REDACTED]  
[REDACTED] (619) 524-8342

DD Mmmmm YYYY

## MEMORANDUM

From: [REDACTED]

Reply to [REDACTED]  
Attn of: [REDACTED]

To: [REDACTED]

Thru: (1) [REDACTED]  
(2) [REDACTED]

Subj: RESULTS OF FORMAL PERFORMANCE (SKILL), APTITUDE, AND BEHAVIOR  
(PAB) BOARD

Ref: (a) Performance (Skill), Aptitude, and Behavior (PAB) Board Process for PACTACLET  
Training Department, PACTACLETINST 1500.1

1. In accordance with PACTACLETINST 1500.1, A formal PAB Board was convened on 17 May 2012, for LTJG XXXX for a major safety violation.
2. The board's recommendation is to re-phase LTJG XXXX from the current TST into a TST as soon as operations permit.

#

### FIRST ENDORSEMENT

From: [REDACTED]  
CG PACTACLET

To: [REDACTED]  
Training Officer

1. The recommendation of the formal PAB Board held on 17 May 12, for is LTJG XXXX is:  
APPROVED/DISAPPROVED.

#

Enclosure: (4) Report of formal PAB board

ENCL (3) to PACTACLETINST 1500.1A

REPORT OF A FORMAL PAB BOARD  
FOR TRAINEE: XXXXXXXXXXXX

1. MEMBERS OF THE PAB BOARD:

2. REASON FOR CONVENING PAB BOARD:

3. FINDINGS OF THE PAB BOARD:

4. RECOMMENDATIONS OF THE PAB BOARD:

5. RECOMMENDATIONS OF THE TRAINING OFFICER (if not a Board member):

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commanding Officer  
U. S. Coast Guard  
Pacific Tactical  
Law Enforcement Team

Marine Corps Recruit Depot  
34000 Guadalcanal Ave.  
San Diego, CA 92140  
Phone: [REDACTED]  
Fax: [REDACTED]

DD Mmmmm YYYYY

## MEMORANDUM

From: [REDACTED]

Reply to [REDACTED]  
Attn of: [REDACTED]

To: [REDACTED]

Thru: (1) [REDACTED]  
(2) [REDACTED]

Subj: INFORMAL PERFORMANCE (SKILL), APTITUDE AND BEHAVIOR (PAB)  
BOARD COUNSELING

Ref: (a) Performance (Skill), Aptitude, and Behavior (PAB) Board Process for PACTACLET  
Training Department, PACTACLETINST 1500.1

1. During Tactical Sustainment Training (TST) on DDMMYY you were removed from the flat range/shoot house for *(lack of motivation, Poor judgment, Loss of situational awareness, Absence of teamwork, Minor procedural errors made on the range or shoot house such as not following tasking or direction given by the instructors, Any other situations where the instructors observe lack of attentiveness or poor attitude, Continued absences of four or more hours of instruction due to injury or medical reasons)* This is the *(first/second/third)* TST that you have been removed from for the violation.

2. You are hereby required to demonstrate, to the satisfaction of the CQC-I/AMI who identified the violation, the capability to avoid such violations in future TST's. You shall use the documentation provided by the CQC-I/AMI as a guide to help you avoid future violations. Any continued violations may result in the convening of a formal PAB Board for further administrative action.

#

### FIRST ENDORSEMENT

From: [REDACTED]

To: [REDACTED]  
Training Officer

1. I acknowledge the above entry.

ENCL. (5) to PACTACLETINST 1500.1A



# Enclosure 27

Sajnog, Chris L CIV

From: [REDACTED]  
Sent: Thursday, January 09, 2014 11:15 AM  
To: Sajnog, Chris L CIV  
Cc: [REDACTED]  
Subject: RE: [REDACTED]

Chris,

Thanks for the information, I already had a copy of the MEMO mentioned in item 1 below and the email from item 2. I was not aware of the email on item 3. What I was looking for was the reports you send regarding the specific violations (usually done on Microsoft word), which I don't have. We will be sitting down with the member today to find out what he has done to better himself.

As far as paragraph two: I did say if this was the case then he shouldn't need a PAB board, but I never said he shouldn't carry a gun. I needed to get both sides of the story before making a sound recommendation to the command. We sat down with the member yesterday and there seems to be some differences in opinion on what took place. We can sit down and discuss this with the member, his OIC, and OPS.

As far as Field Safety Boards; these are not in place yet as the CO has not approved the instruction. If it was, the proper procedure would have been to notify the TO for his concurrence before removing the member from training. I understand that weapons safety violations are a no brainer when it comes to removing a member from the range for obvious safety reasons, but the information I'm getting is that this was not the case. The fact that the member was removed from training based on your decision is not in question, we all support your decision to remove him from training. The fact that the member returned to the range is what is in question, we will get to the bottom of that issue and correct it so it does not happen again. I was briefed on this by you on Tuesday morning, the member was at the range already at that time. All I received on Monday afternoon was a third party notification stating that you had removed PO Pohts from training.

As the CQC Training Coordinator the commands expectation is that you provide the members of this unit with a solid training plan, as you see them on a regular basis and know what their deficiencies are. As I stated recently, we cannot expect the members to remediate themselves and expect them to be successful. We are more than willing to work with you towards this common goal but it will take effort from both sides.

Sign 8

Please let me know if you have any questions.

v/r,

[REDACTED]

"Basically"  
Lying

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

From: Sajnog, Chris L CIV  
Sent: Thursday, January 09, 2014 8:11 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: [REDACTED]

Rich,

I've attached the paperwork I found on [REDACTED]:

1. A MEMO from you to [REDACTED] dated 05 Aug 2013. #3 states "Any further violations of weapons safety or range procedures may result in a Formal PAB Board and the suspension or revocation of your Tactical Operator qualification.
2. An email from me to you dated September 13, 2012 regarding weapon safety.
3. An email from me to [REDACTED], [REDACTED] and [REDACTED] dated December 31, 2013 regarding him failing his last 3 TSTs for safety issues and not having done any remedial training. I requested he have someone come out to watching/helping him, but I did not receive a reply from anyone on this request and no one came out to help him.

As far as him not carrying a weapon, I have not had time to document this yet as I'm running TST this week. I did discuss this with you and Brian on the morning of Tuesday 07 December 2014 before going to the range and Brian and I agreed with you when you said something like, "He wouldn't even need a PAB Board, he shouldn't carry a gun."

The reason he did not have any documentation after the last TST is that the PAB Board was suspended when he had his safety violation and he was not on the failure reports as he was removed from training before CTEs at this is normally the failures I was writing up.

I also had a field safety board with him, Brian and his DIC in which he was told not to come back to the range.

In the end this is just my recommendation to the CO as per the ORDMAN and it's his call on giving him qualifications. I just wanted to ensure everyone is clear that this member has had continued safety violations over a period of three calendar years.

Respectfully,  
Mr. Chris Sajnog, GS-13  
Close Quarters Combat Training Coordinator US Department of Homeland Security

(619) 524-8341 - Office  
(619) 524-4422 - Fax

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

From: [REDACTED]  
Sent: Thursday, January 09, 2014 7:04 AM  
To: Sajnog, Chris L CIV  
Cc: [REDACTED]  
Subject: [REDACTED]

Chris,

Please send me any documentation you have on PO Pohts from this last TST and any previous. I have looked through all the failure reports you have sent me and do not see anything on [REDACTED]. I would especially like to see where you have recommended that this member do not carry a weapon in the performance of his duties.

Thanks,

[REDACTED]  
USCG Pacific Tactical Law Enforcement Team  
34000 Guadalcanal Ave. Bldg 526  
San Diego, CA 921040-0001

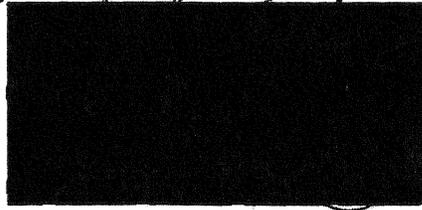
Enclosure 23

ATTACHMENT E

ADMINISTRATIVE REMARKS

Entry Type: Performance and Discipline (P&D-26)  
Reference: Ordnance Manual, COMTINST M8000.2D  
Responsible Level: Unit  
Entry:

29MAY2014: On 06DEC2013, you were removed from a TST by the lead CQC-I for safety concerns. On 15APR2014, [REDACTED] created a two phase remedial training plan to address the weapons safety concerns documented by the lead CQC-I from 06DEC2013. Since then, you have received remedial training in both weapons handling and safety on four separate occasions. You completed the PQS for the SIG P229, MK18, and Remington 870. You also gave weapons PQS training to LEDET 102 under the supervision of [REDACTED], an FAI at this unit. On 14MAY2014, you successfully passed all practical courses of fire with no safety concerns while under the supervision of an AMI at PACTACLET, [REDACTED]. With the above remedial training complete, you have successfully completed phase one of your remedial training plan. I authorize you to carry a firearm while acting as a Boarding Officer or Boarding Team Member at this unit. You will not participate in a TST until you complete phase two of your remedial training plan.



09 JUN 14 : I acknowledge the above entry.



1. NAME OF PERMANENT UNIT Pacific Tactical Law Enforcement Team		2. NAME OF UNIT PREPARING Pacific Tactical Law Enforcement Team	
3. NAME OF MEMBER (Last, First, MI) [REDACTED]	4. EMPLOYEE ID NUMBER [REDACTED]	5. GRADE/RATE [REDACTED]	6. PAGE 7

PREVIOUS EDITION MAY BE USED The CG-3307 must be prepared in original and one copy as follows: The original is filed in the SPO PDR, and the copy is mailed to Commander (CGPC-adm-3) for electronic Imaging into the Headquarters PDR

ATTACHMENT ( E )  
PAGE 1 OF 1

# ENCLOSURE 32

DEPARTMENT OF HOMELAND SECURITY U.S. COAST GUARD CG-4608-1 (Rev. 1-11)	<b>COAST GUARD INVESTIGATIVE SERVICE                  MEMORANDUM OF ACTIVITY (MOA)</b>	CLASSIFICATION STAMP <b>UNCLAS / FOUO / LES</b>
---	--	--

TYPE OF ACTIVITY <b>Other - Interview of [REDACTED]</b>	CASE CONTROL NUMBER <b>0244-14 GCH 1557 7X[GF]</b>
--	---

SUBJECT  
**(V) SAJNOG, CHRISTOPHER L/WM/GS13/PACTACLET, SAN DIEGO, CA**

1. On 16 June 2014, S/A [REDACTED] telephonically interviewed [REDACTED], Special Missions Training Center (SMTC), Camp Lejeune, NC., regarding his opinion of the safety practices in place at PACTACLET. After being made aware of the identity of the interviewing agent, [REDACTED] provided the following information:

a. Based on the interviews he conducted and documents he reviewed, [REDACTED] did not see any sign PACTACLET was ignoring reported weapon safety violations. [REDACTED] also believes PACTACLET is in compliance with all CG policies and instructions for conducting weapons training.

b. [REDACTED] stated he thought the only unsafe situation at PACTACLET was the environment created by SAJNOG because of the way he runs TST's. [REDACTED] stated that SMTC operates under the philosophy that a confused student is a dangerous student. [REDACTED] believes the members of PACTACLET are so stressed about undergoing TST with Mr. SAJNOG and the likelihood of failure that they over-think everything. [REDACTED] referred to Mr. SAJNOG's fifteen step process for clearing a door as an example of how Mr. SAJNOG over-complicated a task.

c. [REDACTED] provided no further information and the interview was concluded.

Investigator's Name, Title, and Signature 6/7/2014 X [REDACTED] _____ Assistant Special Agent in Charge	Approving Official's Name, Title, and Signature 6/8/2014 X [REDACTED] _____ Special Agent-in-Charge
---	---

**WARNING**

THIS DOCUMENT IS THE PROPERTY OF THE COAST GUARD INVESTIGATIVE SERVICE. INFORMATION CONTAINED HEREIN IS LAW ENFORCEMENT SENSITIVE IN CHARACTER AND ITS SECURITY FROM UNAUTHORIZED DISCLOSURE MUST BE PRESERVED. THE CONTENTS OF THIS REPORT MAY BE DISCLOSED ONLY TO THOSE PERSONS WHOSE OFFICIAL DUTIES REQUIRE ACCESS. NO COPIES SHALL BE MADE AND CONTENTS MAY NOT BE DISCLOSED TO THE PARTY(S) CONCERNED WITHOUT SPECIFIC AUTHORIZATION FROM DIRECTOR, COAST GUARD INVESTIGATIVE SERVICE

PUBLIC AVAILABILITY TO BE DETERMINED UNDER 5 USC 552 AND 552(a)

CLASSIFICATION STAMP  
**UNCLAS / FOUO / LES**

Local Reference No

Enclosure ( 32 )

# ENCLOSURE 26

DEPARTMENT OF HOMELAND SECURITY U.S. COAST GUARD CG-4608-1 (Rev. 1-11)	<b>COAST GUARD INVESTIGATIVE SERVICE                  MEMORANDUM OF ACTIVITY (MOA)</b>	CLASSIFICATION STAMP UNCLAS / FOUO / LES
---	--	---

TYPE OF ACTIVITY <b>Records Review - Receipt of documents from [REDACTED]</b>	CASE CONTROL NUMBER 0244-14 GCH 1557 7X[GF]
--	--

SUBJECT  
**(V) SAJNOG, CHRISTOPHER L/WM/GS13/PACTACLET, SAN DIEGO, CA**

**Special Agents Note:** Attachments to this MOA contain PII and/or SSI information and must be protected accordingly.

1. On 19 and 20 June 2014, [REDACTED] sent S/A [REDACTED] two emails regarding PACTACLET's request for waivers from the Apportionment Key for deployments (Attachment (A)).
2. A review of the documents revealed the following information:
  - a. [REDACTED] provided the DOG Instruction for LEDET Deployment Waiver Request Procedures. The instruction states: "In some situations, a LEDET may be able to deploy in a less than full mission capable status and safely and effectively execute their mission".
  - b. [REDACTED] also provided email documentation of six waiver requests sent to LANTAREA dating back to December 2013. [REDACTED] also notes that during this time PACTACLET had only two deployments where they did not require a waiver.

**Special Agents Note:** The letter from the Office of Special Counsel (OSC) directed the investigation of: "Pacific Team's command is deploying personnel who are deemed to be weapons qualified despite the personnel not having the requisite weapons handling skills and/or safety knowledge." A review of the documentation provided by SAJNOG to CGIS and DHS-OIG did not disclose any evidence to support this allegation. Likewise, interviews of PACTACLET members and documentation obtained from them did not disclose any evidence to support this allegation. The allegation that personnel do not have the "requisite skills and/or safety knowledge" appears to be the opinion of SAJNOG based on a members performance during TST rather than objective criteria which can be verified through records.

**ATTACHMENTS**

(A) Email from [REDACTED] dated 20 June 2014, Subject: PACTACLET FOLLOW UP RE: CGIS INTERVIEW ON 17JUN2014

Investigator's Name, Title, and Signature 7/1/2014 X [REDACTED] Assistant Special Agent in Charge	Approving Official's Name, Title, and Signature 7/1/2014 X [REDACTED] Special Agent-in-Charge
--	--

**WARNING**

THIS DOCUMENT IS THE PROPERTY OF THE COAST GUARD INVESTIGATIVE SERVICE. INFORMATION CONTAINED HEREIN IS LAW ENFORCEMENT SENSITIVE IN CHARACTER AND ITS SECURITY FROM UNAUTHORIZED DISCLOSURE MUST BE PRESERVED. THE CONTENTS OF THIS REPORT MAY BE DISCLOSED ONLY TO THOSE PERSONS WHOSE OFFICIAL DUTIES REQUIRE ACCESS. NO COPIES SHALL BE MADE AND CONTENTS MAY NOT BE DISCLOSED TO THE PARTY(S) CONCERNED WITHOUT SPECIFIC AUTHORIZATION FROM DIRECTOR, COAST GUARD INVESTIGATIVE SERVICE

PUBLIC AVAILABILITY TO BE DETERMINED UNDER 5 USC 552 AND 552(a)

[REDACTED]  
From: [REDACTED]  
Sent: Thursday, June 19, 2014 4:20 PM  
To: [REDACTED]  
Subject: RE: PACTACLET FOLLOW UP RE: CGIS INTERVIEW ON 17JUN2014  
Attachments: FW: DEPO RD 14-033L: LEDET ISO OMSI PATROL

Sir,

Please use the updated list below. One of the INGRAHAM deployments should have been listed as "ZEELAND". Also, I have separated deployments to show which ones didn't require a waiver. The DEPO RD attached is for the OMSI deployment. The DEPO RD for the AMLEP was sent on the high side and unfortunately I lost a lot of emails when they upgraded my SIPR workstation.

Waivers Required

LEDET 102 - HNLMS ZEELAND  
LEDET 103 - HMCS NANAIMO  
LEDET 105 - HMCS GLACE BAY  
LEDET 104 - USS INGRAHAM  
LEDET 103 - USS MCCLUSKY  
LEDET 102 - USS INGRAHAM

Waivers NOT Required

LEDET 104 - OMSI USS KIDD  
LEDET 101 - AMLEP USNS SPEARHEAD

v/r,  
[REDACTED]

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

From: [REDACTED]  
Sent: Thursday, June 19, 2014 12:45 PM  
To: Seda, Max J LT  
Subject: RE: PACTACLET FOLLOW UP RE: CGIS INTERVIEW ON 17JUN2014

[REDACTED]  
Thank you very much for the information. Do you know if there were any deployments within the past six months that PACTACLET was able to fully support without a waiver? A copy of the DEPO RD for those instances would be helpful to show how frequent the waiver process occurs.

Thanks again for your help.

V/r  
[REDACTED]

Sent with Good ([www.good.com](http://www.good.com))

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

From: [REDACTED]  
Sent: Thursday, June 19, 2014 10:54 AM Eastern Standard Time  
To: [REDACTED]  
Subject: PACTACLET FOLLOW UP RE: CGIS INTERVIEW ON 17JUN2014

[REDACTED]

As requested, I have searched through my emails and located the following deployment waivers for the last six months. I also wanted to provide a couple of data points:

1.) The apportionment key that was being used at the time these waivers were submitted is the PDF attachment in the email with the all caps title "APPORTIONMENT KEY".

2.) I have also attached the DOGINST 3510 that is referenced in the LANT TACLET apportionment key 17JUN14. In this instruction you will find an apportionment key dated OCT 2009. I have attached an email from my CO receiving direction from LANT to use a DEC 2009 version that was updated after the release of DOGINST 3510.

3.) The following deployments had waiver requests submitted within last six months:

- LEDET 102 - USS INGRAHAM
- LEDET 103 - USS INGRAHAM
- LEDET 104 - USS INGRAHAM
- LEDET 103 - USS MCCLUSKY
- LEDET 105 - HMCS GLACE BAY
- LEDET 103 - HMCS NANAIMO

4.) I have attached emails for the initial waiver requests to LANT-37 and attached another email that provided an approval response.

Please let me know if you have any further questions.

v/r,

[REDACTED]

PACTACLET



DOGINST 3510.2  
30 NOV 2009

DEPLOYABLE OPERATIONS GROUP INSTRUCTION 3510.2

Subj: LEDET DEPLOYMENT WAIVER REQUEST PROCEDURES

Ref: (a) TACLET Program Manual, COMDTINST M3510.8 (series)

1. **PURPOSE.** To establish guidance for waiver request procedures when a Law Enforcement Detachment (LEDET) must deploy without the designated core capabilities outlined in reference (a) and enclosure (1).
2. **ACTION.** Deployable Operations Group (DOG) Staff and Tactical Law Enforcement Team (TACLET) Commanding Officers shall ensure the provisions of this instruction are followed. CG Wide Intranet release is authorized. Internet release is not authorized.
3. **DIRECTIVES AFFECTED.** None.
4. **DISCUSSION.** Reference (a) and enclosure (1) delineate mission employment and overall LEDET required capabilities. Each LEDET needs a wide variety of core capabilities as well as several specialized capabilities to meet known mission requirements. A LEDET is expected to deploy in a "Full Mission Capable" (FMC) status with enough qualified core and specialized capability personnel to safely and effectively complete each mission. In some situations, a LEDET may be able to deploy in a less than full mission capable status and safely and effectively execute their mission.
5. **GUIDELINES.** The following process shall be followed to request and grant waivers.
  - a. For accountability purposes, a LEDET deploying in a less than FMC status requires a waiver from DOG Operations Division (DG-3). Each waiver request shall be carefully considered and based on the factors surrounding the mission.

DISTRIBUTION - SDL No. 153

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z
A																										
B		1																								
C																1										
D		1																							1	
E	1																									
F																										
G				1																						
H																										

NON-STANDARD DISTRIBUTION:

- b. Requests for waivers shall be sent by the most expeditious means to the TACLET Force Management Staff (DG-33) or the DOG CDO, if after normal business hours.
  - c. Waivers shall be requested if a TACLET needs or intends to deploy a LEDET on an apportioned mission in a status that is other than "Fully Mission Capable." The waiver should include an explanation outlining the basic circumstances facilitating the request and enough information to make a well-informed decision. Requests shall be submitted at least two weeks prior to the deployment date or as soon as recognizing a gap exists.
  - d. Once a waiver request is received, DG-33 will forward the request with recommendations to DG-3 for resolution. E-mail or message traffic is an appropriate medium to forward a request and to provide a reply. If a phone call/conference is used to receive and reply to the request, an e-mail or message summary shall be used to document the call. Replies will be returned within 48 hours and in the medium received, if practical. In all cases, an e-mail or message from DG-33 will be sent as follow-up and documentation.
  - e. DG-33 (TACLET Force Manager) will keep a log in a public folder of all waiver requests and replies.
6. AUTHORITY. DG-3 will approve all waiver requests unless delegated to a DG-3 component. Each waiver reply will include the name of the person making the final decision on the waiver request.
7. ENVIRONMENTAL ASPECTS AND IMPACT CONSIDERATIONS.  
Environmental considerations were examined in the development of this instruction and have been determined not to be applicable.
8. FORMS/REPORTS. None.



W. D. LEE  
Commander, Deployable Operations Group

Enclosure: (1) TACLET Apportionment Key dated 01 Oct 09

FOUO

## TACLET Apportionment Key

## Schedule

Alpha :	LEDET deployed conducting CNT, MIO, EMIO, or LE assist missions. Or LEDET is enroute to or from mission location or homeport.
Bravo :	"Ready - Team" 6 hour stand-by for emergent operations (Not pre-planned: LE assist, Intel based threat, etc.) CORE capabilities only.
Charlie :	Unit Maintenance Period, unit / personal maintenance, asset maintenance, recerts / re-qual, individual training.
Tango :	Team training, unit proficiency training (MTT, VI, RFOs, and etc.) force package training scenario. All members of a LEDET shall adhere to team integrity to facilitate ABCT schedule.

## Capabilities (MHS OPS)

REF A. TACLET Manual COMDTINST M3510.8

REF B. MIO NTPP 3-07.11M / COMDTINST M3330.1

## Core

8 LEDET members who have completed TACLET JQR	Ref A
2 DTL	Ref A
2 BOs (+ 2 DTLs)	Ref A
4 BTM	Ref A
4 FO	Ref A
2 Spanish interpreters	Ref A
2 ION SCAN Operators	Ref A
All members Container Climbing (That are VI certified)	Ref A
All Members shall be qualified on service weapon, M-16/M-4, 870 riot-shotgun and non lethal technologies	Ref A
All members CQC ~ BTOC / TTC	Ref A
2 EMT	Ref A
2 Interview & Interrogation	Ref A
1 Coxswain (for RFA vessels only)	!TACLETs do not have coxswains assigned! Ref A

## Special capabilities

2 AUF Gunners	Ref A
2 AUF Controllers	Ref A
All members UNB ( Low freeboard only - 25ft or less )	Ref A B
8 VI	Ref A
8 H&C ( Low freeboard only - 25ft or less )	Ref B

FMC	Full Mission Capable; LEDET has at least 8 personnel assigned and is trained and equipped to conduct all missions.
DC	Degraded Capable; LEDET has at least the following core capabilities: 1 DTL 2 BO 2 BTMs 1 ION SCAN Operator 1 EMT or equivalent as specifically authorized by Area Commander (now DOG)
NMC	Not Mission Capable; LEDET does not meet at least the "Degraded Capable" conditions above. * DG-3 may grant waivers to deploy NMC LEDETs.*

FOUO

# TACLET Apportionment Key

## Status Schedule

FMC Fully Mission Capable: LEDET can meet all core requirements without waivers.

PMC Partially Mission Capable: LEDET lacks one to three core requirements unless waived.

NMC Not Mission Capable: LEDET lacks more than three core requirements or lacks DTL and BO capability (unwaiverable).

## Capabilities

Ref (a) TACLET Manual, COMDTINST M3510.8 (series)

Ref (b) Migrant Interception Operations, NTPP 3-07.11 / COMDTINST M3330.1

Ref (c) LEDET Deployment Waiver Request Procedures, DOGINST 3510.2

### Core Requirements per Reference (a):

Min of 8 personnel with the following qualifications:

- 1 Deployable Team Leader (DTL)
- 3 Boarding Officers (BO) (DTL may fill one requirement)
- 5 Boarding Team Members (BTM) required (not including required BO)
- 2 Flight Observers (FO) required
- 1 Spanish Interpreters (2 qualified recommended)
- 2 Contraband Detection Device Operators
- 2 EMT or Combat Life Saver (CLS)
- 1 Interview and Interrogation (2 qualified recommended)
- 1 Radiation Detection Level II (RAD II) required
- 8 Tactical Operators (current certification)

### Special Tactics and Capabilities (deployed on 'as-needed' basis)

Airborne/Surface Use of Force (AUF/SUF) - requires min. 1 Gunner and 1 Controller

\*NOTE: AUF/SUF Gunner may be met using Allied vessel gunner, USCG Controller required

TACLETs shall maintain adequate personnel qualified as SUF/AUF Controller to deploy when needed

Unannounced Night-time Boarding (UNB) - requires min. 8 personnel qualified UNB

Fast Rope (FR) - Requires 8 FR qualified personnel, 1 must be Fast Rope Master (FRM)

Hook and Climb (H&C) - Requires 8 qualified personnel, 1 must be Hook and Climb Master (HCM)

Container Climbing - Requires 4 qualified personnel minimum

NOTE: Core requirements may be waived in accordance with reference (c).

REV. 06/17/14

[REDACTED]  
From: [REDACTED]  
Sent: Friday, June 20, 2014 11:16 AM  
To: [REDACTED]  
Subject: FW: LEDET 102 DEPLOYMENT - HNLMS ZEELAND

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Tuesday, February 04, 2014 7:46 AM  
To: [REDACTED]  
Subject: RE: LEDET 102 DEPLOYMENT - HNLMS ZEELAND

approved

[REDACTED]  
"Keep Moving Forward..."  
"Go make a difference!"

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

From: [REDACTED]  
Sent: Monday, February 03, 2014 12:47 PM  
To: [REDACTED]  
Cc: [REDACTED]

Subject: FW: LEDET 102 DEPLOYMENT - HNLMS ZEELAND

[REDACTED]  
Waiver request from PACTACLET OPs for LEDET 102 to deploy in degraded capable status.  
Recommend approval of waiver, see TACLET justification below.

V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Monday, February 03, 2014 12:40 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: LEDET 102 DEPLOYMENT - HNLMS ZEELAND

Sir,

FYSA, we are requesting waiver status to deploy LEDET 102 aboard the HNLMS ZEELAND in less than fully mission capable status. LEDET 102 meets and exceeds the degraded capable status. Please see the apportionment key for further details. While I understand the goal is to deploy fully mission capable, we are trying to maintain team integrity as much as possible. Please let me know if you have any issues or concerns.

Amplifying Data for other than Green:

DTL: The MEC is DTL qualified. The OIC is at BTOC and we have another LTJG deploying in his place for a break-in trip.

Spanish Int: Only one is available on the team. PACTACLET doesn't have enough Spanish INT to meet the minimum requirements and we are losing 7 this PCS season. We are going to need to engage FORCECOM to identify training opportunities to send members to school.

SUF-Controller: While not a requirement within the current guidance, we are currently tracking this new qualification used on DUTCH deployments only. The PQS is still in the approval process. The goal is to deploy two AUF-Controllers and have the JQR complete during the workups in Key West with D7.

TST: Only half the team is up on TST. We don't anticipate using this skillset since there is no asset available to deliver the team for a tactical operation and vertical insertion is not authorized.

v/r,  
[REDACTED]

APPORTIONMENT KEY	REQUIREMENTS	ACTUAL
MBRS W/ TACLET JQR	8	9
DEPLOYABLE TEAM LEADER	2	1
BOARDING OFFICER	2	6
BOARDING TEAM MEMBER	4	3
FLIGHT OBSERVER	4	N/R
SPANISH INT	2	1
IONSCAN OPERATOR	2	9
ALL WEAPONS UP	9	9
EMT/CLS	2	3
INTERVIEW & INTERROGATION	2	3
COXSWAIN (RFA)	1	N/R
AUF-CONTROLLER	2	2
SUF-CONTROLLER (DUTCH)	2	2
PM-AVIATION	2	N/R
TST UP	8	4

[REDACTED]  
From: [REDACTED]  
Sent: Tuesday, February 18, 2014 11:51 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - HMCS NANIMO

CO,

Waiver approved for LEDET 103 deployment aboard NANAIMO.

v/r,  
OPS

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

From: [REDACTED]  
Sent: Tuesday, February 18, 2014 8:38 AM  
To: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - HMCS NANIMO

Good to go.

V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Tuesday, February 18, 2014 11:28 AM  
To: [REDACTED]  
Subject: RE: LEDET 103 DEPLOYMENT - HMCS NANIMO

[REDACTED], I am good.

[REDACTED]  
LANT-37 DSF, Section Chief

[REDACTED]  
"Keep Moving Forward..."  
"Go make a difference!"

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

From: [REDACTED]  
Sent: Tuesday, February 18, 2014 10:41 AM  
To: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - HMCS NANIMO

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Monday, February 10, 2014 8:12 AM  
To: [REDACTED]  
Cc: [REDACTED]

Subject: FW: LEDET 103 DEPLOYMENT - HMCS NANIMO

[REDACTED],  
Waiver request from PACTACLET OPs for LEDET 103 to deploy in degraded capable status.  
Recommend approval of waiver, see TACLET justification below.

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Friday, February 07, 2014 5:55 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: LEDET 103 DEPLOYMENT - HMCS NANIMO

Sir,

FYSA, we are requesting waiver status to deploy LEDET 103 aboard the HMCS NANAIMO in less than fully mission capable status. LEDET 103 meets and exceeds the degraded capable status. Please see the apportionment key for further details. While I understand the goal is to deploy fully mission capable, we are trying to maintain team integrity as much as possible. Please let me know if you have any issues or concerns.

Amplifying Data for other than Green:

DTL: The MEC is DTL qualified. The OIC is at BTOC.

Spanish Int: The team currently has no qualified interpreter and we needed to fill with someone from another LEDET. PACTACLET doesn't have enough Spanish INT to meet the minimum requirements and we are losing 7 this PCS season. We are going to need to engage FORCECOM to identify training opportunities to send members to school.

EMT/CLS: Team has two members qualified in CLS however due to space limitations aboard the host unit we have to leave the second qualified CLS member behind to give the other team members the opportunity to gain experience from deployments.

TST: No one on the team is up on TST. They are scheduled for TST the week of 10FEB14. We don't anticipate using this skillset since there is no asset available to deliver the team for a tactical operation and vertical insertion is not authorized.

v/r,



<i>APPORTIONMENT KEY</i>	<i>REQUIREMENTS</i>	<i>ACTUAL</i>
MBRS W/ TACLET JQR	8	8
DEPLOYABLE TEAM LEADER	2	1
BOARDING OFFICER	2	3
BOARDING TEAM MEMBER	4	5
FLIGHT OBSERVER	4	N/R
SPANISH INT	2	1
IONSCAN OPERATOR	2	8
ALL WEAPONS UP	8	8
EMT/CLS	2	0/1
INTERVIEW & INTERROGATION	2	2
COXSWAIN (RFA)	1	N/R
AUF-CONTROLLER	2	N/R
SUF-CONTROLLER (DUTCH)	2	N/R
PM-AVIATION	2	N/R
TST UP	8	

[REDACTED]  
From: [REDACTED]  
Sent: Wednesday, March 05, 2014 1:01 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 105 DEPLOYMENT - HMCS GLACE BAY

[REDACTED]k,  
Approved, don't think I got you an answer before snowpocalypse #3 hit. Approved per CDR balding below.

V/r

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Wednesday, March 05, 2014 12:57 PM  
To: [REDACTED]  
Subject: RE: LEDET 105 DEPLOYMENT - HMCS GLACE BAY

approved

[REDACTED]  
"Keep Moving Forward..."  
"Go make a difference!"

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

From: [REDACTED]  
Sent: Wednesday, March 05, 2014 12:57 PM  
To: [REDACTED]  
Subject: FW: LEDET 105 DEPLOYMENT - HMCS GLACE BAY

[REDACTED]  
This is the one we discussed the other day, members won't have container climbing. Just need a quick waiver approval.

V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF  
TACLET Force Manager

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]

Sent: Friday, February 28, 2014 3:32 PM

To: [REDACTED]

Cc: [REDACTED], [REDACTED]

Subject: LEDET 105 DEPLOYMENT - HMCS GLACE BAY

Sir,

As per our phonecon, we are requesting waiver status to deploy LEDET 105 aboard the HMCS GLACE BAY in less than fully mission capable status. LEDET 105 meets and exceeds the degraded capable status. Please see the DEC 09 apportionment key for further details. We are working with our training department to get members newly certified in accordance with this apportionment key.

Amplifying Data for other than Green:

Container Climber / Inspector: recent FORCECOM TTP being reviewed by our training department in order to properly certify personnel.

Please let me know if you have additional questions.

v/r,

[REDACTED]

MBRS W/ TACLET JQR	8	
DEPLOYABLE TEAM LEADER	1	
BOARDING OFFICER	3	
BOARDING TEAM MEMBER	3	
<i>FLIGHT OBSERVER</i>	2	N/R
SPANISH INT	1	
IONSCAN OPERATOR	8	
ALL WEAPONS UP	8	
EMT/CLS	2	
INTERVIEW & INTERROGATION	2	
COXSWAIN (RFA)	1	N/R
<i>AUF-CONTROLLER</i>	1	N/R
<i>SUF-CONTROLLER</i>	2	N/R
<i>PM-AVIATION</i>	1	N/R
TST UP	6	6
CONTAINER CLIMBER/INSPECTOR	6	6

[REDACTED]  
From: [REDACTED]  
Sent: Tuesday, March 11, 2014 2:26 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 104 DEPLOYMENT - USS INGRAHAM

CO,

FYSA.

v/r,  
[REDACTED]

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

From: [REDACTED]  
Sent: Tuesday, March 11, 2014 11:11 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 104 DEPLOYMENT - USS INGRAHAM

OPS,  
Waiver approved.

Very Respectfully,

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

"To be able to lead others, a man must be willing to go forward alone." - Truman

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

From: [REDACTED]  
Sent: Tuesday, March 11, 2014 2:10 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: LEDET 104 DEPLOYMENT - USS INGRAHAM

approved

[REDACTED]  
"Keep Moving Forward..."  
"Go make a difference!"

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

From: [REDACTED]

Sent: Tuesday, March 11, 2014 2:09 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 104 DEPLOYMENT - USS INGRAHAM

CDR,  
Request review of waiver request below. LEDET meets all other qual requirements. Recommend approval, the unit is still in development of their training program for the CC qualification.

Very Respectfully,  
[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

"To be able to lead others, a man must be willing to go forward alone." - Truman

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

From: [REDACTED]  
Sent: Tuesday, March 11, 2014 1:42 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: LEDET 104 DEPLOYMENT - USS INGRAHAM

Chief,

As per our phonecon, we are requesting waiver status to deploy LEDET 104 aboard the USS INGRAHAM in less than fully mission capable status. LEDET 104 meets and exceeds the degraded capable status. Please see the DEC 09 apportionment key for further details. We are working with our training department to get members newly certified in accordance with this apportionment key.

Amplifying Data for other than Green:

Container Climber / Inspector: recent FORCECOM TTP recently reviewed by our training department. Training has been set for 22MAY14 to commence properly certifying personnel.

Please let me know if you have additional questions.

y/r,  
[REDACTED]

MBRS W/ TACLET JQR	8	
DEPLOYABLE TEAM LEADER	1	
BOARDING OFFICER	3	
BOARDING TEAM MEMBER	3	
<i>FLIGHT OBSERVER</i>	2	
SPANISH INT	1	
IONSCAN OPERATOR	8	
ALL WEAPONS UP	8	
EMT/CLS	2	
INTERVIEW & INTERROGATION	2	
COXSWAIN (RFA)	1	N/R
<i>AUF-CONTROLLER</i>	1	
<i>SUF-CONTROLLER</i>	2	N/R
<i>PM-AVIATION</i>	1	
TST UP	6	
CONTAINER CLIMBER/INSPECTOR	6	

[REDACTED]  
From: [REDACTED]  
Sent: Wednesday, April 23, 2014 12:02 PM  
To: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - USS MCCLUSKY

FYSA

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

From: [REDACTED]  
Sent: Wednesday, April 23, 2014 7:04 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - USS MCCLUSKY

[REDACTED]  
Per [REDACTED], approved.  
V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Wednesday, April 23, 2014 10:03 AM  
To: [REDACTED]  
Subject: RE: LEDET 103 DEPLOYMENT - USS MCCLUSKY

Approved

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

From: [REDACTED]  
Sent: Wednesday, April 23, 2014 08:00 AM Eastern Standard Time  
To: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - USS MCCLUSKY

[REDACTED]  
Are they good to go for waiver?

V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Thursday, April 17, 2014 8:07 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 103 DEPLOYMENT - USS MCCLUSKY

CDR,  
Waiver request for PACTACLET. FYI, this should self-correct once we get the CQCI 'issue' resolved and the unit is able to conduct training once again. Also, Container Climbing training plan not yet fully developed at the unit since the latest revision to TTP. Recommend endorsement, LEDET not likely to need these capabilities on the deployment.

Very Respectfully,

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

"To be able to lead others, a man must be willing to go forward alone." - Truman

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

From: [REDACTED]  
Sent: Wednesday, April 16, 2014 7:02 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: LEDET 103 DEPLOYMENT - USS MCCLUSKY

Chief,

We are requesting waiver status to deploy LEDET 103 aboard the USS MCCLUSKY in less than fully mission capable status. LEDET 103 meets and exceeds the degraded capable status. Please see the DEC 09 apportionment key for further details. We are working with our training department to get members newly certified in accordance with this apportionment key.

Amplifying Data for other than Green:

Container Climber / Inspector: recent FORCECOM TTP reviewed by our training department. Training will be set up once team returns to homeport.

TST: Our embedded civilian CQC-Is are unable to conduct training. No support available for recent RFF for TST support during month of April.

Please let me know if you have additional questions.

v/r,  
[REDACTED]

MBRS W/ TACLET JQR	8	8
DEPLOYABLE TEAM LEADER	1	1
BOARDING OFFICER	3	5
BOARDING TEAM MEMBER	3	3
<i>FLIGHT OBSERVER</i>	2	2
SPANISH INT	1	1
IONSCAN OPERATOR	8	8
ALL WEAPONS UP	8	8
EMT/CLS	2	0/2
INTERVIEW & INTERROGATION	2	3
COXSWAIN (RFA)	1	N/R
<i>AUF-CONTROLLER (D/N)</i>	1	2 Day/2 Night
<i>SUF-CONTROLLER</i>	2	N/R
<i>PM-AVIATION</i>	1	2 Day/2 Night
TST UP	6	4
CONTAINER CLIMBER/INSPECTOR	6	0

[REDACTED]  
From: [REDACTED]  
Sent: Wednesday, May 21, 2014 2:31 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: LEDET 102 DEPLOYMENT - USS INGRAHAM

CO,

We have the waiver approved from LANT-37 for 102s deployment.

v/r,  
OPS

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

From: [REDACTED]  
Sent: Wednesday, May 21, 2014 5:07 AM  
To: [REDACTED]  
Subject: FW: LEDET 102 DEPLOYMENT - USS INGRAHAM

[REDACTED],  
Approved below per [REDACTED].  
V/R

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Wednesday, May 21, 2014 8:06 AM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: LEDET 102 DEPLOYMENT - USS INGRAHAM

approved

[REDACTED]  
"Keep Moving Forward..."  
"Go make a difference!"

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

From: [REDACTED]  
Sent: Wednesday, May 21, 2014 8:02 AM  
To: [REDACTED]  
Cc: [REDACTED]

Subject: FW: LEDET 102 DEPLOYMENT - USS INGRAHAM

CDR,  
Request for waiver for LEDET 102 due to lack of container climbers. Recommend endorsement.

[REDACTED]  
USCG Atlantic Area  
LANT-37DSF

[REDACTED]  
<http://d05ms-lpsp2:9020/sites/LANT/3/LANT-37DSF/default.aspx>

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

From: [REDACTED]  
Sent: Tuesday, May 20, 2014 7:49 PM  
To: [REDACTED]  
Cc: [REDACTED];

Subject: LEDET 102 DEPLOYMENT - USS INGRAHAM

Sir,

We are requesting waiver status to deploy LEDET 102 aboard the USS INGRAHAM in less than fully mission capable status. LEDET 102 meets and exceeds the degraded capable status. Please see the DEC 09 apportionment key for further details. We are working with our training department to get members newly certified in accordance with this apportionment key.

Amplifying Data for other than Green:

Container Climber / Inspector: recent FORCECOM TTP reviewed by our training department. We are required to have HRST masters qualified for training. Once we have HRST masters, personnel can begin to receive training. We expect to be ready to train by July.

Please let me know if you have additional questions. FYSA, ING is not night AUF capable.

v/r,  
[REDACTED]

MBRS W/ TACLET JQR	8	9
DEPLOYABLE TEAM LEADER	1	2
BOARDING OFFICER	3	5
BOARDING TEAM MEMBER	3	4
<i>FLIGHT OBSERVER</i>	2	2
SPANISH INT	1	1
IONSCAN OPERATOR	8	9
ALL WEAPONS UP	8	9
EMT/CLS	2	0/3
INTERVIEW & INTERROGATION	2	3
COXSWAIN (RFA)	1	N/R
<i>AUF-CONTROLLER (D/N)</i>	1	1/0
<i>SUF-CONTROLLER</i>	2	N/R
<i>PM-AVIATION (D/N)</i>	1	1/0
TST UP	6	6
CONTAINER CLIMBER/INSPECTOR	6	0

[REDACTED]

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From: [REDACTED]  
Sent: Tuesday, December 03, 2013 2:25 PM  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: DEPORD 14-033L: LEDET ISO OMSI PATROL

[REDACTED]

LANTAREA's DEPORD IRT the OMSI Operation has been released. Please let me know if you have any questions. Thank you for your time.

V/R,  
[REDACTED]  
U.S. Coast Guard Atlantic Area  
Maritime Security/LE Section (LANT-35LE)  
[REDACTED]

DTG: 031919Z DEC 13  
Originator: COMLANTAREA COGARD PORTSMOUTH VA//LANT-35LE//  
Subject: DEPORD 14-033L: LEDET ISO OMSI PATROL

--- Comments End ---

UNCLAS //N03121//

SUBJ: DEPORD 14-033L: LEDET ISO OMSI PATROL A. COMPACAREA COGARD ALAMEDA CA 202024Z NOV 13 B. CCGDFOURTEEN HONOLULU HI 201902Z NOV 13 1. As requested in references A and B, assigned DSF are to deploy ISO USN Oceania Maritime Security Initiative (OMSI) patrol.

2. DSF:

2.A. PACTACLET: Provide 01 LEDET comprised of the following:

2.A.1. 01 Boarding Officer, E-5 - 0-3.

2.A.2. 01 Assistant Boarding Officer, E-5 - 0-3.

2.A.3. 01 DTL, as required.

2.A.4. 03 Boarding Team Members consisting of at least 01 Rad Lvl II Operator and 01 Counter Drug Detection Operator.

2.B. Assigned DSF shall submit cost estimates to LANT-8 prior to mission execution if appropriate for the operation.

2.C. Specific dates will be provided SEPCOR. Anticipate 26 days TDY for supporting personnel to encompass pre-deployment, deployment, and post-deployment activities.

3. Command Relationships:

3.A. LANTAREA retains ADCON and OPCON and the authority to shift to higher priority missions.

3.B. TACON of assigned DSF is shifted from Commander, LANTAREA to Commander, District 14, Honolulu, HI and shall not be delegated lower than the District level.

3.C. Any request to increase DSF resources in order to meet operational requirements requires LANT-35 approval.

4. Points of Contact:

4.A. LANT-35LE: MEC [REDACTED]

4.B. LANT-83: [REDACTED]

4.C. PACTACLET: [REDACTED]

4.D. PAC-37DF: [REDACTED]

4.E. D14: [REDACTED]

5. DIRLAUTH ALCON.

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Wednesday, February 19, 2014 1:05 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Apportionment Key

OPS/TO:

LANT said we will use the Dec 09 apportionment key.

OPS: Please update your spreadsheet to reflect the update.

Any questions, please let me know.

Very Respectfully,

[REDACTED]  
Pacific Tactical Law Enforcement Team (PAC TACLET)

W: [REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Wednesday, February 19, 2014 6:58 PM  
**To:** D11-DG-PACTACLET-OICs; D11-DG-PACTACLET-Chiefs  
**Cc:** [REDACTED]  
**Subject:** APPORTIONMENT KEY  
**Attachments:** image2014-02-18-094635.pdf

Good Afternoon,

This is the official apportionment key you need to use in determining what constitutes a fully mission capable LEDET. I went into each individual LEDET matrix and updated according to this version. Please let me know if you have any questions. I will work with TRAINO to determine how and when we can get container climbing training completed.

v/r,  
OPS