

Command Lieutenant Foster 2017

11:43 am, November 16, 2017

Sergeant Kenneth Findlay: "Ok this is Sergeant Kenneth Findlay with the Internal Affairs Investigative Unit. Today is Thursday November 16th, 2017, the time is now 11:43 am. This is a recorded interview with Command Lieutenant Charles Foster who is a witness to the investigation involving Secretary Emma Loisel and Sergeant Alan Hall and Lieutenant Tyler Campbell at Hammond. Before we went on record, ok sir we looked at all the attachments here that you've provided, is that correct?"

Command Lieutenant Charles Foster: "Yes."

Sergeant Kenneth Findlay: "Ok sir, if you could just state your name unit number and date of hire."

Command Lieutenant Charles Foster: "Charles Foster, unit 781 date of hire May of 1997."

Sergeant Kenneth Findlay: "And you're currently one of the assistant district commanders here in District, correct?"

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "And you've been here since?"

Command Lieutenant Charles Foster: "April of this year."

Sergeant Kenneth Findlay: "April of 17?"

Command Lieutenant Charles Foster: "Yes."

Sergeant Kenneth Findlay: "And this all, this stemmed from a Quality Review Audit or a QRA that you and the rest of District command conducted on November the 2nd, is that correct?"

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "If you would sir, would tell me what exactly you uncovered if you need to look at any of these things we can we can cover them as we go through them."

Command Lieutenant Charles Foster: "Prior to the audit we always look at the previous Quality Review Audit, which was."

Sergeant Kenneth Findlay: "March?"

Command Lieutenant Charles Foster: "Correct. So normally what I would do is look at the equipment which includes the vehicle inspections."

Sergeant Kenneth Findlay: "Yes."

Command Lieutenant Charles Foster: "And noticing on the previous one from March of this year, the FleetLE report was not run during that QRA due to the fact due to the secretary was not at the barracks that day and the inspection, the biennial inspection had just occurred a few months prior to that at the end of December 2016. So that was um, that was my first, what I noticed before going into the actual inspection of itself."

Sergeant Kenneth Findlay: "So that's attachment B here where it says motor vehicle inspections whose 1139 is that?"

Command Lieutenant Charles Foster: "Command Lieutenant Steven Griffin."

Sergeant Kenneth Findlay: "Griffin, ok so that's when they said the FleetLE was not reviewed, the secretary was on leave, the barracks had just had their biennial audit in December of 16. So, if they made it through that and they didn't have any follow up then?"

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "It was covered this time in the November QRA?"

Command Lieutenant Charles Foster: "Correct, so from there what we do is look at that the first thing I'll run is the FleetLE report from the FleetLE database."

Sergeant Kenneth Findlay: "And that's attachment C?"

Command Lieutenant Charles Foster: "Which the FleetLE report gives the actual mileages of the services that are being done and the service. Normally I will go through a checklist since the last inspection, so the beginning of 2017."

(Sergeant Kenneth Findlay coughing.)

Command Lieutenant Charles Foster: "To see when those services were actually being done every 7500 miles per policy and I will highlight those to make sure that those were done. During the time I was going through the multiple vehicles that are assigned to the barracks, I noticed that there were entries that had not been made on the FleetLE report as many as missing two to three services that weren't on there listed at the 7500 mile increments and those I would duly note on the side on the actual FleetLE report as I went through it."

Sergeant Kenneth Findlay: "Ok, and that's what you noted here off to the side the Q you know like 975, 105 all these Q's are yours right?"

Command Lieutenant Charles Foster: "The actual mileages are, I don't know who wrote the Q's on there, but the mileages are what I write off to the side."

Sergeant Kenneth Findlay: "Ok, so that's what you're doing off to the side, I'll just highlight that the ones that you're looking at the mileages, you're writing this down just to keep track of it and that's correct?"

Command Lieutenant Charles Foster: "Correct, and those were the ones that were missing from what should be on there. There's also a current, pretty current mileage that done based on the Galaxy card using it for fuel and that's one of the other things that you look at depending on what the actual vehicle mileages are currently and that's kind of an identifier of where they should be based on their services at this point, so."

Sergeant Kenneth Findlay: "So, we're looking at these pages, 0-1, 2 and 3 where some have gaps in here between like April 18 on page two the mileage is 67 and now you're going at fuel 738 on October 27th."

Command Lieutenant Charles Foster: "Yeah, the next fuel, the next one on that should be 75 if it's at 67,5 and then the next entry so that one is not an entry in and of itself."

Sergeant Kenneth Findlay: "Yeah because they are 7500 miles."

Command Lieutenant Charles Foster: "Right correct."

Sergeant Kenneth Findlay: "So, we're looking this one, these ones are ok and here, here's one April at 67,5 and there's gonna be and you wrote down where's the 75,000 where's 82,5 cause now on the bottom of page 2, SP775 there's one here the last entry is 67,5 and you wrote a question down here question 82,5 question 75."

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "So, these are basically just not getting entered?"

Command Lieutenant Charles Foster: "Entered correct and this one would be one that was missed for a vehicle that did not have an entry, but it had a more recent entry based on the date, so."

Sergeant Kenneth Findlay: "Ok I'm sorry to get, I know that we talked before we're going to have to get down into the weeds here and it's just because to explain this, so you had looked and you said you ran this FleetLE report from the Fleet database you did that before you got into the QRA?"

Command Lieutenant Charles Foster: "No, they run it for me, so when I say I need FleetLE report, however they ran it. I'm not sure if the supervisors actually even know how to run it so they have, may have had somebody run it for them and they bring it to me to actually go through."

Sergeant Kenneth Findlay: "So you went through it and you noticed some problems."

Command Lieutenant Charles Foster: "Yes, correct."

Sergeant Kenneth Findlay: "I'm sorry, not to interrupt but just, I'll let you carry on with that. So, when you noticed, you made notations on here as far as there was some problems?"

Command Lieutenant Charles Foster: "Yes, the mileage, the majority of mileages were not entered based on what the current mileages are so going through the actual QRA process the question is are they getting done or are they not getting done. The sergeant at the time, Sergeant Hall um he showed me a book that they had, that they kept track of it, so they did have the dates and the actual, many of the services on there that had been put off to the side. Yeah they got done but they didn't know why it wasn't put into FleetLE report in the FleetLE database."

Sergeant Kenneth Findlay: "Ok."

Command Lieutenant Charles Foster: "So, after that the next thing I do is usually go over to the car file and take a look at the car file do two different things."

(Sergeant Kenneth Findlay coughing.)

Command Lieutenant Charles Foster: "Do a check audit, just a visual check audit of the actual invoices in there just to make sure that some of these are coinciding with the mileages and FleetLE report that's being done on the invoice as well as the inspections of the motor vehicles being done. So that's when I walked to the car file to take a look at those, in doing so I noticed that the vast majority of these invoices that would have been the service mileages that I identified off to the side of the paper were not in the car file."

Sergeant Kenneth Findlay: "Ok, so the invoices are not there?"

Command Lieutenant Charles Foster: "I don't know where they're at. So, as we discussed it with the sergeants a little bit more, they started looking at where they could be possibly and they ended up locating them in a car file, or in a file in Secretary Loisel's desk drawer on the right-hand side of her desk."

Sergeant Kenneth Findlay: "And where is the car file, is that in her office too?"

Command Lieutenant Charles Foster: Yes, correct."

Sergeant Kenneth Findlay: "And so that's unusual to have all the invoices, like the invoices are like the bills when they're getting serviced or other repairs and like that's highly unusual to have them hidden but not hidden in a desk drawer, that's not normal?"

Command Lieutenant Charles Foster: "I have not seen that, no. So based on that at that point Captain Lamberth, we had a discussion about it as well as a couple of other things that we located in the QRA, and we were going to come back and do a do a follow-up QRA about a month after that so that stuff could get taken care of. So that way they could match up the actual invoices with the car, get them in the car file. Make some minor corrections in the actual inspection report from April and October as well as getting the FleetLE report back on track if those invoices actually existed to get them into the system, that the vehicles were actually maintained and the maintenance occurred when it should have.

Sergeant Kenneth Findlay: "And there has been a process put in place as far as the Jefferson Barracks' secretary, Secretary Rose Morris is coming up to help them get this accomplished?"

Command Lieutenant Charles Foster: "Correct, she's coming up to help them stay on task administratively of what a secretary does that she does for the Jefferson Barracks, she's going to assist them at Hammond to do the same thing, and she's been going up there probably a couple times in the past week and a half of what I know of, so."

Sergeant Kenneth Findlay: "And Rose is helping out?"

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "Just making a note of that she's at Jefferson and there are something and when you had mentioned to me before we went on record, you had said that the Dianna Langley, the Fleet supervisor has been helping you kind of track this down, have you had communications with her?"

Command Lieutenant Charles Foster: "Yes, she had reached out to me, Dianna had reached out to me to give me a heads-up that she had to make approximately 42 to 43 entry corrections in the FleetLE report for the Hammond Barracks based on things that they sent her the FleetLE report that they had and based on the match she was notified of 42 to 43 corrections that needed to be made and she made those corrections. She wanted to let me know because we had worked together in the past, that it took her quite a long to make it the morning of I believe it was the morning of November 9th. She spent a few hours on it to make these corrections, so she just wanted to make me aware of that."

Sergeant Kenneth Findlay: "Ok, and she made, she told you, did she tell you about having a conversation with Emma Loisel prior, previously regarding these invoices or regarding these FleetLE reports?"

Command Lieutenant Charles Foster: "She had mentioned that I believe she had mentioned that she and/or Sandra Harrison had had a conversation with Emma previously on managing these invoices how they go into the FleetLE and the Galaxy report. How they need to get modified after a period of time, I think she had mentioned to me two to three weeks after and follow-up that someone should make sure they are coded correctly in the system, but it appears that it was not getting done. She also mentioned that Sandra

Harrison had a conversation previously and I can't remember exactly when with Fowler's Automotive of who the Hammond Barracks utilizes and there was some discussion on the way invoices were actually getting sent to Hammond Barracks which appears that they were getting sent to Hammond Barracks at the end of the month which is a little bit, which isn't normal. The Galaxy card should be an immediate transaction once the car is serviced and then you're done with a service, and it automatically download or Galaxy takes care of the rest. You're just going back and backtracking making sure it's coded properly two to three weeks after the fact."

Sergeant Kenneth Findlay: "Gotcha."

Command Lieutenant Charles Foster: "So that's what, what she indicated that they had a conversation, a call from Fowler's that Fowler's was ok with using the Galaxy card for whatever reason that wasn't being done at the time of the service, that it was being done at the end of the month at the barracks."

Sergeant Kenneth Findlay: "And that was the result of what Emma wanted. Emma did not want to use the Galaxy card?"

Command Lieutenant Charles Foster: "It didn't, it didn't sound like it, correct."

Sergeant Kenneth Findlay: "Ok."

Command Lieutenant Charles Foster: "That's what Dianna had told me."

Sergeant Kenneth Findlay: "Ok and a directive had come out here earlier this year that we were going to be using the Galaxy card is that correct."

Command Lieutenant Charles Foster: "It was it was earlier this year and 2016 I cannot recall um exactly when it came out but there was something that was sent by Fleet that the Galaxy card can be used, should be used for all services and that there was a credit card option in case, in case the um the dealerships did not want to the Galaxy card because there was a small service fee similar to what a credit card service fee is there's a credit card

option to use that so that way it required them to make a phone call a little bit more leg work on it but uh but it was still an option to do at the time.”

Sergeant Kenneth Findlay: “So, there's, that's the kind of the second issue really with the uh not using the Galaxy card to pay the bills for Fowler's.”

Command Lieutenant Charles Foster: “Dianna, Dianna indicated that looked like the Galaxy card was being used but if they're not taking care of it at the time my question was how was the Galaxy card being used per car and actually swiping per car when the vehicle's there uh I wasn't sure she if she was able to look at that or look into it a little bit more on that end of it but she said it appeared that the Galaxy card was being used and so that's that.

Sergeant Kenneth Findlay: So as of today, did Dianna get everything, between Dianna and Rose are they getting this the FleetLE report caught up or were you able to find out more in detail when you have the QRA in December.”

Command Lieutenant Charles Foster: “In December we, I'll have it run and again and I'll take a look at it again but to my knowledge Dianna was able to correct everything and that was what part of the conversation was on the 9th that she was able to get it, it took her a few hours to correct it but she ended up getting it corrected.”

Sergeant Kenneth Findlay: “Ok and Dianna would get what we would consider the resident expert on the FleetLE system correct.”

Command Lieutenant Charles Foster: “Yes, she and Sandra Harrison are very familiar with FleetLE database and the Galaxy card and how it's used and everything. What reports can be run and modify them in the background”

Sergeant Kenneth Findlay: “And Sandra Harrison, does she work with Dianna?”

Command Lieutenant Charles Foster: “Yes, that's correct.”

Sergeant Kenneth Findlay: Ok while we're on the whole thing with the FleetLE it seems to me to make sure I understand both Dianna Langley and Sandra Harrison have talked to Emma Loisel about this before and it appears that she is not heeding their advice on how to enter this stuff correctly.”

Command Lieutenant Charles Foster: “That that is my understanding, correct.”

Sergeant Kenneth Findlay: “Ok now as you said Sergeant Alan Hall, he's a new sergeant.”

Command Lieutenant Charles Foster: “Correct.”

Sergeant Kenneth Findlay: “I think he got promoted in March of 17.”

Command Lieutenant Charles Foster: “Or yeah earlier this year.”

Sergeant Kenneth Findlay: “He oversees the vehicles, that's his that's his job.”

Command Lieutenant Charles Foster: “Yes.”

Sergeant Kenneth Findlay: “And he you said based on what his, his vehicle book showed it appears that the vehicles are getting their services done on time.”

Command Lieutenant Charles Foster: “Correct.”

Sergeant Kenneth Findlay: “They are just not; he's just not following up to ensure they are getting entered into the FleetLE report.”

Command Lieutenant Charles Foster: “Yes, there's a he's got a follow up system in place where the dates go in a book that he's got to make sure the services were getting done so my first thought was they are they are getting done I just cannot verify that because, A the invoices aren't in the car file and B the lube oil filter report's not indicating were they done or were they not done.”

Sergeant Kenneth Findlay: "Ok."

Command Lieutenant Charles Foster: "They just show that they we're done at time, so my first thought was I assume that they are getting done based on the dates that he has what happens transpired from that point to Emma getting the entries done or how those are being done I don't know that, that t was obviously not being done the FleetLE report so."

Sergeant Kenneth Findlay: "And the um and being, just to cover this and I know he's a new sergeant I mean he's just scarlessly off probation."

Command Lieutenant Charles Foster: "Right."

Sergeant Kenneth Findlay: "Is this FleetLE a system where a newer sergeant is going to know how to work their way through it?"

Command Lieutenant Charles Foster: "Normally no, most of the other barracks they found going in and looking at vehicles the secretary barracks will run the lube oil filter so they have direct knowledge how to manage it how to modify it and if there's any questions historically they will contact Fleet which is Dianna's group to help them walk through what they need to be doing or how they need to be doing it uh FleetLE's been around for quite a while now, a few years."

Sergeant Kenneth Findlay: "Yeah."

Command Lieutenant Charles Foster: "The Galaxy card has been around for quite a while too now so."

Sergeant Kenneth Findlay: "Yeah Galaxy card has been around for at least 17 years or more."

Command Lieutenant Charles Foster: "It's been a while since assigned to the vehicles."

Sergeant Kenneth Findlay: "And FleetLE has been five, maybe five maybe six."

Command Lieutenant Charles Foster: "Possibly I don't I don't recall that."

Sergeant Kenneth Findlay: "So, we got that, just a recap we got the FleetLE report not getting entered, the cars are getting serviced this this FleetLE is not getting updated and that and that falls on Emma Loisel."

Command Lieutenant Charles Foster: "Correct it appears that they are getting serviced unfortunately those invoices that should be in the car file to try to go verify visually were not they were in some desk drawer file and that will be part of the next inspection on it to see if they were actually getting done."

Sergeant Kenneth Findlay: "Yes."

Command Lieutenant Charles Foster: "Once the entries are all getting into the system."

Sergeant Kenneth Findlay: "Ok so that's 1A they are not getting entered and 1B I guess or topic two is the invoices are not being stored properly in the car file."

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "Just out of guess work why do you think she would be keeping them in her desk drawer?"

Command Lieutenant Charles Foster: "Um I think there may have been an intent to make some type of entry at some point because previously she was making entries at some point she was."

Sergeant Kenneth Findlay: "Yeah."

Command Lieutenant Charles Foster: "But I don't know why since maybe March it looked like they were not getting done."

Sergeant Kenneth Findlay: "And then we, you mentioned about the Fowler's Auto service there was a problem them not getting, not using the normal process of using the Galaxy card and Sandra Harrison got involved in that, right?"

Command Lieutenant Charles Foster: "I believe Fleet got a phone call I, I think it was Sandra, and maybe Dianna got a phone call. One of the two got a phone call from the Fowler's owner and discussed she had no problem using the Galaxy card but for whatever reason Emma wanted have everything to be sent at the end of the month is the way it was explained to me. I was like ok um so that's where our conversation went when I talked to Dianna on the 9th of November with um so."

Sergeant Kenneth Findlay: "And then there's one more issue coming up and I know we were going back here for a while to May of 2016, and you said you just found out about this, and I just heard about it yesterday too."

Command Lieutenant Charles Foster: "Yeah."

Sergeant Kenneth Findlay: "If you want to fill me in on that one."

Command Lieutenant Charles Foster: "Yesterday when I was at the Jefferson Barracks, the commander brought me a copy of an invoice it was for a fire extinguisher, either testing or servicing or some type of accounting procedure that they make sure that everything is working correctly. It looked like it was a \$45 charge for May of 2016 that had not been paid and was past due and the way it was explained to me, Rose had said that they didn't take credit card at the time. So, there is another avenue to pay it do a requisition or some other type that needs to be needs to be worked out and it doesn't appear that that was the case. So, I asked Rose to make sure to keep a file make sure that we pay it and she was going to reach out to Fiscal to care to make sure to take care of it now and she was going to keep a copy of it, it get that paid."

Sergeant Kenneth Findlay: "And you had spoken to her yesterday?"

Command Lieutenant Charles Foster: "Yes."

Sergeant Kenneth Findlay: "And I'll probably be her and her lieutenant a call."

Command Lieutenant Charles Foster: "Well definitely her I didn't mention the lieutenant yet."

Sergeant Kenneth Findlay: "Ok."

Command Lieutenant Charles Foster: "Actually, I had a conversation with her yesterday to keep those things on file and this morning I had a conversation with her too to make sure what every you're finding there at Hammond Barracks you're keeping a copy of it in a file and somebody will probably contacting you based on a little bit more information needed for Hammond Barracks."

Sergeant Kenneth Findlay: "Yes sir yeah so we've established that Emma doesn't appear basically that she's fulfilling her job requirements on, on taking care of part of her job duties?"

Command Lieutenant Charles Foster: "Correct, yes."

Sergeant Kenneth Findlay: "And Sergeant Hall it's kind of falling on his shoulders because he's doing part of it he's keeping track of it but he's there's not checks and balances I mean basically his system of his follow-up system he could just put a check mark by the mileage but we are getting it serviced but he has no way to verify that those are getting done?"

Command Lieutenant Charles Foster: "That's what it appeared to me."

Sergeant Kenneth Findlay: "Which is a common rookie sergeant kind of mistake?"

Command Lieutenant Charles Foster: "I would say so yes."

Sergeant Kenneth Findlay: "Yeah."

Command Lieutenant Charles Foster: "I would say so, can be."

Sergeant Kenneth Findlay: "And then any other sergeants fall in with this?"

Command Lieutenant Charles Foster: "Not, not to my knowledge that I had a conversation with about it. I don't know how they have their job duties split and everything. Normally we'll kind of go in and the Command Lieutenant takes this, and that Command Lieutenant takes that I take this and I'll work with whoever oversees that directly."

Sergeant Kenneth Findlay: "Yes sir."

Command Lieutenant Charles Foster: "And Hall was the one who oversaw that."

Sergeant Kenneth Findlay: "And then Lieutenant Campbell at the end of the day does this the buck has to stop somewhere and it's on his desk, right?"

Command Lieutenant Charles Foster: "Yeah I don't know what type of follow-up he has to ensure the sergeants were doing what they needed or quarterly I, I don't know what he has in place specifically at the barracks to make sure that his sergeants are actually doing what they need to be doing."

Sergeant Kenneth Findlay: "Um is there anything else that we need to cover on this? When we talked about the FleetLE report, we had already covered that the FleetLE report wasn't done in because of the issue in March where Emma wasn't there?"

Command Lieutenant Charles Foster: "Correct."

Sergeant Kenneth Findlay: "And then there was some other things that we had originally talked about. There was a couple issues with the overtime book at the barracks not being equalized but that has since been corrected is that correct?"

Command Lieutenant Charles Foster: "I don't know if it's been corrected but it was identified during the QRA Command Lieutenant Robert Winters kind of oversaw that, so I didn't have any direct information other than hearing chatter in the background about what's going on with this why is this off."

Sergeant Kenneth Findlay: "And that was something that Captain Lamberth had said has been taken care of at the district level already?"

Command Lieutenant Charles Foster: "It very well could have been, yes."

Sergeant Kenneth Findlay: "Ok alright sir ok is there anything I think we've got it all?"

Command Lieutenant Charles Foster: "Ok"

Sergeant Kenneth Findlay: "Any, any questions that I need to cover with you that I didn't ask?"

Command Lieutenant Charles Foster: "No, I don't believe so I think everything has been covered."

Sergeant Kenneth Findlay: "Alright sir is everything true and factual?"

Command Lieutenant Charles Foster: "Yes."

Sergeant Kenneth Findlay: "Ok on behalf of Major Hicks and the office of personnel I issue the order not to discuss this I.A. with anybody else so we don't compromise its integrity, understood?"

Command Lieutenant Charles Foster: "Yes."

Sergeant Kenneth Findlay: "Ok thank you the time is now 12:07 pm and I'll conclude the interview."