

Secretary Emma Loisel – 2017

8:51 am, December 21, 2017

Sergeant Kenneth Findlay: “Ok this is Sergeant Kenneth Findlay with the Internal Affairs Unit. This is a recorded interview with Secretary Emma Loisel the time is 8:51 am. Emma is the subject of an internal affairs investigation 2017 -0636 and Emma you are represented here by Ms. Wendy Bishop correct?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “And before we go on record I'll let you and Wendy look at attachments A,B,C,D,E,F,G,H,I, correct?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “And you said you would have some stuff you wanted to bring in, and I told you that would be fine.”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “Ok I'll read the allegations and the Garrity and we'll get started, ok. You're the subject of an internal affairs investigation, the known allegations are the facts and circumstances surrounding incidents which came to light during a Quarterly Review Audit, or QRA conducted on November 2, 2017 where it was discovered you failed to perform essential job functions during 2016 and 2017 which resulted to the following violations: you failed to pay some of the Hammond Barracks bills in a timely manner and you failed to update the Hammond Barracks' FleetLE report correctly. Any questions on that on the known allegations?”

Secretary Emma Loisel: “No.”

Sergeant Kenneth Findlay: “No, ok as I said you have representation I'll read you the Garrity and we'll get started. You are being interviewed as part of an official internal affairs

investigation by the Division. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and or accurately you may be subject to disciplinary action and up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings. Any questions?"

Secretary Emma Loisel: "No."

Sergeant Kenneth Findlay: "Ok and if you would Emma, right there where it says employee need your signature and today is the 21 st."

(Sergeant Kenneth Findlay coughing.)

Sergeant Kenneth Findlay: "Right there."

(Cell phone ping.)

Sergeant Kenneth Findlay: "21 and then hand that to Wendy, here you go and would you guys both like copies?"

Wendy Bishop: "Yes."

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Yes ok. Wendy, can you date that the 17th or 21. Ok alright um Emma, if you could state your name unit and date of hire?"

Emma Loisel: "My name is Emma Loisel, my unit number is 4213 and my date of hire is October, um October of 2004."

Sergeant Kenneth Findlay: "All civilian employees never remember their first day on the job, we always do."

Secretary Emma Loisel: “18<sup>th</sup>”

Sergeant Kenneth Findlay: “November 18 or October 18 of 2004?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “Ok and you've been a secretary here at Hammond for how long?”

Secretary Emma Loisel: “I've been a Secretary at the Hammond Barracks since 2011, and I was here temporarily assigned in 2009.”

Sergeant Kenneth Findlay: “Ok um the QRA on the second of November, in attachment A, where you here during that day?”

Secretary Emma Loisel: “No, I was not.”

Sergeant Kenneth Findlay: “You were not ok and according to this it was held on the second correct?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “Yes, alright. When we're to get right into it lets look at attachment C and that's the FleetLE report, how often do you complete this this report?”

Secretary Emma Loisel: “When Fowler Automotive, when all automotive companies were required to use Galaxy as their payment system they um Fowler Automotive stated they were only going to submit all their invoices on a monthly basis. I informed Sergeant Martin of this issue because it takes within a monthly basis, you have four weeks max and then you have two weeks to actually show, by the time the entry is made to the company it takes, it takes up to two weeks to show into the FleetLE where I look to see if the invoice

has been entered and how it has been what was entered so I informed Sergeant Martin. I'm not sure of the exact day I know it was about the time where Fleet where Fowler came online with Galaxy and he said not, he ordered me not to run the FleetLE reports because they would not reflect what was, what they needed to show for oil changes so they can monitor oil changes to ensure that they comply with the 7500 mile services. He ordered me to use a spreadsheet instead and I tracked every invoice up until October 31<sup>st</sup>."

Sergeant Kenneth Findlay: (coughing) "Of which year?"

Secretary Emma Loisel: "Of this year 2017."

Sergeant Kenneth Findlay: "OK."

Secretary Emma Loisel: "To monitor all, all including oil changes, all services, invoices of the Hammond Barracks' vehicles and I did that and I have an exhibit for that."

Sergeant Kenneth Findlay: "OK."

Secretary Emma Loisel: "Um, so on both accounts I followed orders."

Sergeant Kenneth Findlay: "Ok I guess, so on a normal basis."

Secretary Emma Loisel: "Before that I would enter it on a monthly basis."

Sergeant Kenneth Findlay: "On a monthly basis, ok that's what I was about to say the FleetLE report is normally done monthly, correct?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Ok, um and you're saying it stopped in October of 16?"

Secretary Emma Loisel: "It may have been, I know that they came online it was, there's per directive from Fleet and I think DAS it was during the summer of 2016 was when they, where all companies were required to pay by Galaxy."

Sergeant Kenneth Findlay: "OK, well there are, well while we're on that there are, to look at that there are issues here um Emma that they are showing are Galaxy work orders in here if you look at SP211 there's in here from August of 17, um there are ones in here another go by 691, there's ones from August then there's a lot here there's some from may under SP181 914 August SP 1217, April 1219 they're going back several years I mean for example 1217 goes back from appears the 14, May 5 of 2014 up to April of 17 and then there's this one here SP 1503 it's 9/25 of 17 so I mean I guess I see what you're saying so because, because of Fowler wanting to do it on a monthly basis but does Fowler's having you do it on a monthly basis does that does that diminish you doing it on a monthly basis?"

Secretary Emma Loisel: "I was, there's been a lot of lack of training by Fleet. I went through Mary Bensinger who was the secretary at District every information I got from her I followed."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "There, I can show you, I have exhibits J,K,L,M,N,O."

Wendy Bishop: "Use the alphabet."

Secretary Emma Loisel: "And P oops."

Wendy Bishop: "Q."

Secretary Emma Loisel: "P, that."

Wendy Bishop: "P."

Secretary Emma Loisel: "That show that District, which Mary was in charge of tracking, monitoring, changing had the same discrepancies that show the Hammond Barracks' FleetLE report, we have that is exhibit J we have exhibit K that shows the same discrepancies for November 2<sup>nd</sup>."

(Sergeant Kenneth Findlay coughs.)

Secretary Emma Loisel: "For November 2017 it shows three."

Sergeant Kenneth Findlay: "If you're saying, just to go back um what discrepancies are you looking like multiple entries here on these?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Um so you've got these highlighted, so that's what you're talking about when you're talking about the discrepancies?"

Secretary Emma Loisel: "Right."

Sergeant Kenneth Findlay: "Ok um so, so we, we've got and that's what all these L,M,N,O,P are all the same thing?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Well, we don't need to go through each one we we're on it."

Emma Loisel: "I, I know we're on time here you know what I mean. I'd like to state that exhibit J is the FleetLE report from the District Headquarters. Exhibit K is from the Greenville Barracks, exhibit L is the Jefferson Barracks, exhibit M is Sedgwick Barracks FleetLE report, exhibit N is the Stilling Barracks FleetLE report and."

Wendy Bishop: "I have a question if this is District, this is your information, it used to be all of the barracks because I worked where Mary used to work up there. All of the information from all of the barracks used to go into District and then it was up when I was sitting there to check it?"

(Sergeant Kenneth Findlay coughs.)

Wendy Bishop: "To make sure that everything was correct."

Secretary Emma Loisel: "Yes."

Wendy Bishop: "Where did this report here get generated that you are, wouldn't give me a copy of that, I'm going to have to do a records request."

Sergeant Kenneth Findlay: "This is the question that you are asking me to me? During the QRA."

Secretary Emma Loisel: "I can access at District and I'm pretty sure throughout the state, I can access and so can everyone who has access to FleetLE can access all of these reports of all the barracks and all the Division."

Wendy Bishop: "Ok."

Sergeant Kenneth Findlay: "Alright so you told me that you, you were doing it monthly?"

Secretary Emma Loisel: "Before the order was in place."

Sergeant Kenneth Findlay: "Before the order?"

Secretary Emma Loisel: "Sergeant Martin told me not to run them."

Sergeant Kenneth Findlay: "Where is your spreadsheet that you referred to?"

Secretary Emma Loisel: "This is, we're up to?"

Sergeant Kenneth Findlay: "Q."

(Wendy Bishop laughing.)

Secretary Emma Loisel: "This is the spreadsheet of repairs going back to May of 2016."

Sergeant Kenneth Findlay: "Ok so keep that together for me Emma, here let's give you this and put that under paper clip because we've got copies to make after we're done. Ok so what if you would what's, how come some of this is handwritten?"

Secretary Emma Loisel: "I didn't have time to enter it into the system?"

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "For time's sake, based on my duties and pulled away from a job duty that I'm working on to immediate I guess my point is when Nancy or someone else brings in an invoice or a vehicle repair or maintenance invoice I would immediately enter that into the spreadsheet, hand write it in and later when the page was filled I would type it in."

Sergeant Kenneth Findlay: "Ok so this is, so what you're saying is attachment Q is your version of attachment C?"

Secretary Emma Loisel: "That was to take over or override or whatever the FleetLE that was to replace FleetLE report, so that the sergeants the Nancy Weiss and the trooper, because the troopers ask for, you know when, "what's the miles on my car for oil changes.' This was replaced for the FleetLE reports so everyone could see when the last time they got an oil change."

Sergeant Kenneth Findlay: "Ok, um so just so I'm understanding this wasn't updates, attachment C wasn't update by you after, we'll say August or September of 17?"

Secretary Emma Loisel: "Attachment C which is the FleetLE report for the Hammond Barracks. I didn't up until training I received initiated by Command Lieutenant Foster was not aware of a lot of entry issues for the FleetLE report, I've been told over the years. I've been a secretary many years that Fleet or the secretaries cannot take out any entry from the FleetLE database."

Sergeant Kenneth Findlay: "You've since discovered that's incorrect?"

Secretary Emma Loisel: "Actually, that's still correct. DAS is the only authority; I was told by Sandra Harrison that only."

(Sergeant Kenneth Findlay coughing.)

Secretary Emma Loisel: "Fleet can take out entries, um found out later that's not even correct. DAS is the only one, Dianna, I had training on December 12th of 2017 with Dianna Langley that was initiated by Command Lieutenant Foster when I was temporarily assigned to District."

Sergeant Kenneth Findlay: "Uhh, huh."

Secretary Emma Loisel: "Because it was clear that I was not given the information to monitor, track and make changes. You can't delete entries; you can make changes to how FleetLE entries are made. All the entries are made per a trooper or maintenance worker or whoever goes to make a payment to get car was even car wash to get maintenance for their car, they are required to go and that's exhibit Q, R exhibit R is Division Policy 300.09 Fleet Credit Card Driver Responsibilities. The driver must verify the vendor accepts Galaxy card, a credit card virtual pay and so on all transactions must be verified by the driver before receipts are signed. The merchant completes the transaction using the established credit card at point-of-sale process. I do not enter any invoices into FleetLE, the secretaries used to before Galaxy came online."

Sergeant Kenneth Findlay: "Yeah the vendors do it."

Secretary Emma Loisel: "So, the only responsibility I had was to and I was told you can't make changes, the secretaries can't make changes and with Sergeant Martin's order of not running FleetLE reports. I was directed not to pay attention to the FleetLE reports until Command Lieutenant Foster brought up, asked me to print out the District FleetLE report and it states in exhibit J a lot of the similar entry issues that I had with the Hammond Barracks' FleetLE report."

Sergeant Kenneth Findlay: "We'll just um and you said Martin told you this in October of 16."

Secretary Emma Loisel: "It was the summer it may have been July, June."

Sergeant Kenneth Findlay: "You do realize that there's ones in here from 9/25 there's ones in here from we've covered this right it's."

Secretary Emma Loisel: "Some entries are made in after the fact and I wouldn't see them."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "Plus, I'm not able to, at the time all entries are made up until December 12, 2017, I could not make changes."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "And the same issues we've got District FleetLE report we've got car, we've got car SP614, we've got an entry of June 1st, 2015, duplicate entries of 52,783."

Sergeant Kenneth Findlay: "Yeah, while we're looking at the duplicates on here ok these are there may be on these duplicates cause you look at all these bunch of stuff here, one could

have been coded as an oil change one could have been coded as wipers, and one could have been coded as tires or something like that.”

Secretary Emma Loisel: “Right.”

Sergeant Kenneth Findlay: “It's not uncommon for them all to be multiple entries under the same mileage is that correct?”

Secretary Emma Loisel: “I checked within the system.”

Sergeant Kenneth Findlay: “Just make sure to answer my question on that.”

Secretary Emma Loisel: “Sorry I thought I did.”

Sergeant Kenneth Findlay: “Yeah I'm asking a question.”

Secretary Emma Loisel: “Ok.”

Sergeant Kenneth Findlay: “Like on this you pointed to on attachment J, SP513 right?”

Secretary Emma Loisel: “Right?”

Sergeant Kenneth Findlay: “You're looking at this and there's miles 52,693 and say that could have been fuel, that could have been oil, could have been an oil change, that could have been windshield wipers. It's not uncommon to have multiple entries under the same mileage right?”

Secretary Emma Loisel: “Right.”

Sergeant Kenneth Findlay: "Right, ok so just because there are multiple entries, does that necessarily mean, just by looking at this does that necessarily mean that these are all quote unquote duplicates of the same thing?"

Secretary Emma Loisel: "Some of them are. I checked inside; I went into FleetLE database and checked other locations just."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "For this investigation."

Sergeant Kenneth Findlay: "Some are but some aren't?"

Secretary Emma Loisel: "A company enters in mount and balance; DAS does have a glitch of purchases between a dollar and 30 dollars or about that."

(Sergeant Kenneth Findlay coughs.)

Secretary Emma Loisel: "Are actually entered showing up as a code A in FleetLE which means an oil change. We are required to go in and change it, I was never told all that."

(Wendy Bishop coughs.)

Sergeant Kenneth Findlay: "Let's look at this. If you were going by May 18 and September 29 these are, Dianna gave these to me and these are things to be looking about for information that would have been sent to each of the District secretaries or the heads of each section um talking about the Galaxy card mandates this is attachment F and attachments G, you've seen these forms before because they came out before this uh."

Secretary Emma Loisel: "The first page of attachment F I did not see those memos."

Sergeant Kenneth Findlay: "Memos?"

Secretary Emma Loisel: "The memos I have, there have been many changes since then."

Sergeant Kenneth Findlay: "I, I am aware of that."

Secretary Emma Loisel: "That show conflicting."

Sergeant Kenneth Findlay: "Attachment goes through that as well."

Secretary Emma Loisel: "Attachment G the first two pages I did not see."

Sergeant Kenneth Findlay: "The email is on the one."

Secretary Emma Loisel: "Attachment G there's a lot of them um I did read this I felt that I understood what it said."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "I felt that I was following these directions. I contacted Mary a couple of times about what all the directions for this it says the process for modifying Galaxy work orders, I felt I understood it I went through and made the changes. I did perform this to the best of my ability while doing off-duty details which are not my job, that's a fact. There are yeah, there are the that's all I can say. I performed this to the best of my ability based on Sergeant Martin's orders because he told me not to print out the FleetLE reports so I go online look in FleetLE database, I go through every time an invoice came in I would include it in my spreadsheet and then I would go into FleetLE and look to see if it was showing up in FleetLE database. If it wasn't I would put it in a folder in my office which I showed all the sergeants and Nancy Weiss where that folder is. We were supposed to retain, or we are required to retain all invoices until they showed up in the FleetLE database which I did."

Sergeant Kenneth Findlay: "And where was this folder located?"

Secretary Emma Loisel: "It was inside the drawer of my desk closest to the door."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "And I showed everybody it was marked Fowlers, but it was for all vehicles, and they found it when I was assigned to District Headquarters for the QRA."

Sergeant Kenneth Findlay: "Why did Martin tell you not to do the FleetLE report, just to make sure cause it's that I'm digesting a lot of new information here Emma, so I just need to make sure."

Secretary Emma Loisel: "Because it wouldn't show up in the FleetLE report in a timely enough manner for some vehicles. They drive them a lot, it may not show up in time of Fowler's entering it into Galaxy, it may not show up in time for the next to follow the 7500 dollars."

Sergeant Kenneth Findlay: "Mile."

Secretary Emma Loisel: "Yeah the 7500-mile requirement for oil changes."

Sergeant Kenneth Findlay: "Yeah, I mean just when I when I was a field sergeant I had vehicles. Ok, we understand and I, and we dealt with FleetLE ok and like I say it is the main thing we were concerned about in the Division is oil changes."

Secretary Emma Loisel: "Right."

Sergeant Kenneth Findlay: "Because when I was a field sergeant and I had vehicles. We understand, we dealt with the FleetLE database. The main thing that we're concerned in the Division is oil changes. FleetLE keeps track of everything, but we care about oil changes. We understand that there is going to be a lag, cause it's normally going to take them a couple of weeks to go through. In my research for this, the barracks secretaries will get these and they'll kind keep the other ones, like you did in a little pending file, here."

We've got ones from Fowler's, we've got ones from Joe Blows, we've got ones from whatever. Ok, the one from Fowler's isn't going to show up yet because they do it every month. Ok that one's from Brown's, it's two weeks, it shows up, it gets put in the car file.

Secretary Emma Loisel: "Right.

Sergeant Kenneth Findlay: "Ok, that one's done on time, that one is an A, that one's not right, that shouldn't be an oil change, they mis entered the code, I can update it. Or you add another entry to make it an oil change, and you make a notation. Right?"

Secretary Emma Loisel: "I was under the impression that the FleetLE reports no longer mattered for tracking oil changes. I would check once a week, which was more than what was required, it was every other week for all vehicle entries. So, what I was doing was following a sergeant's order and I would ask him many questions to clarify, 'is this the right way?' and every time he said, 'yes'. He said I was doing everything correctly.

Sergeant Kenneth Findlay: "Ok and you realize I'll have to talk to Greg now. Now I'm just saying on this when we're looking at this, I'm not and understand, I'm not trying to but I'm trying to as I understand it as a sergeant here who doesn't deal with this every day who's dealt with it, we keep track of everything, but we're mainly concerned about vehicle 7500-mile services it used to be 5000. This is an important document."

Secretary Emma Loisel: "I was following a sergeant's order."

Sergeant Kenneth Findlay: "Ok."

Wendy Bishop: "I don't suppose you got that in writing that was verbal wasn't it?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Ok you'll get your turn Wendy, hang on."

Secretary Emma Loisel: "I'd like to add one point, on my spreadsheet for tracking car invoices, on exhibit Q it shows oil changes, yes or no, so I tracked the oil changes for them, and they handled everything after that.

Sergeant Kenneth Findlay: "Did any car here at the Hammond Barracks ever not make its required 7500-mile services?"

Secretary Emma Loisel: "I was not ordered to do that. That was between the sergeants and Maintenance Worker Nancy Weiss.

Sergeant Kenneth Findlay: "So, you were never made aware of them or not?"

Secretary Emma Loisel: "No, and they never made me aware if there was ever an issue."

Secretary Emma Loisel: "And they never made me aware that there was ever an issue."

Sergeant Kenneth Findlay: "Ok so you're, so Martin told you not to do this, not to update this or worry about it because it's not going to be accurate is essentially what he said?"

Secretary Emma Loisel: "Right."

Sergeant Kenneth Findlay: "And you told me before, you know that there's going to be a lag in here because of people coming in this was it ever brought up to Fowler's, hey you guys need to do this more than once a month?"

Secretary Emma Loisel: "I don't know."

Sergeant Kenneth Findlay: "Did you ever mention that to Lieutenant Campbell?"

Secretary Emma Loisel: "I actually there's a policy that states it didn't need to be entered every day; I'll have to find it. Fowler's Auto had been doing their monthly entries before

Galaxy came online. A lot of communication was between Nancy Weiss and Fowler's, Sergeant Martin and Fowler's and whatever orders he gave me, I followed."

"Did you ever mention to Campbell that Fowler's billing cycle was causing you grief?"

"It didn't cause me grief because I wasn't required to follow or pull the FleetLE report

Sergeant Kenneth Findlay: "Ok. But would you agree to me, but doing the FleetLE report is kind of a big part of your job or taking care making sure vehicles get entered into the system?"

Secretary Emma Loisel: "No because the spreadsheet replaced it. Every invoice that came in, I checked FleetLE, put the FleetLE code number on the invoice and every month, there's a spreadsheet through Fleet Commander that shows all the car washes, all the gas slips and all the maintenance and I make sure everything goes into it, all of that. And then the report goes to District secretary goes through that and forwards that to Fleet."

Sergeant Kenneth Findlay: "When did the monthly start for Fowler's and when did it end?"

Secretary Emma Loisel: "Lieutenant Keller, when I returned to the Hammond Barracks, December 11th of 2017, Lieutenant Keller started, it was his first day, I told him of the issue with Fowler's and the invoices and all that and he said he would get in touch with Fowler's Auto to make sure they were entering every time a car was serviced and whoever brought the car in for service received the invoice that the invoice was immediately entered into Galaxy and not just held for the end of the month."

Sergeant Kenneth Findlay: "Ok so they'd stopped that in December right when Keller got here?"

Secretary Emma Loisel: "That's what he told me."

Sergeant Kenneth Findlay: "When did they start doing this once-a-month thing?"

Secretary Emma Loisel: "Fowler's always did it once a month, when we first started using them for services, it was paid by a requisition, I believe. So, we would compile all the invoices for each repair place on a monthly basis. Fowler's stated they wanted to keep that process and I informed Sergeant Martin that that may be an issue the FleetLE reports and he gave the order, let's keep Fowler's at once a month and don't bother with the FleetLE report and my spreadsheet would replace the FleetLE report."

Sergeant Kenneth Findlay: "But you see what I'm saying now Emma, you're, you're giving me all this new information ok and I'm kind enough to take it into my report but you understand I'm going to, I'm going to ask you questions on this cause it's, it's a lot to digest but all of the sudden its if Fowler's always did this I guess my question is (voice raised) do you understand where I'm having a hard time well this all of the sudden now it's an issue but they've always been doing it?"

Secretary Emma Loisel: "Please lower your tone."

Sergeant Kenneth Findlay: "You see what I mean?"

Secretary Emma Loisel: "Please."

Sergeant Kenneth Findlay: "Yeah, what's that?"

Secretary Emma Loisel: "Please lower your tone."

Sergeant Kenneth Findlay: "Ok I'm sorry I'm hard of hearing but do you see what I mean I'm hard I'm, I'm, I'm having a hard time understanding why all of the sudden it became an issue in October of 16 when they have always been doing it and they were always and Fowler's has always going to be inaccurate."

Secretary Emma Loisel: "I'm unsure because if you look at all the other reports I would guess that the rest of the secretaries where doing it in a similar, where it shows multiple entries I looked at I could pull it up if you want to on the computer."

Sergeant Kenneth Findlay: “No this is sufficient.”

Secretary Emma Loisel: “It's changed, I have documents to show how much its changed consistent changes the lack of information from Fleet, from Dianna Langley of pertinent information. I just found out last week and these weeks that a mount and balance is going to automatically show as an oil change of the FleetLE report, I didn't know that before, I just found out from Fleet. I looked in, I think it was District's, there's so many duplicates on this. There were some of them that there was no reversal, from what Dianna Langley instructed me on December 12<sup>th</sup>, 2017, of exactly how to do it.

Sergeant Kenneth Findlay: “When did first receive FleetLE training?”

Secretary Emma Loisel: “2012, actually back then, you manually entered every entry and actually in my opinion, that was way easier. I've documented just how much it's changed, inconsistent changes, the lack of information from Fleet, from Sandra Harrison and Dianna Langley of pertinent information.

Wendy Bishop: “So, every time there was a change there was no training offered or?”

Secretary Emma Loisel: “No.”

Wendy Bishop: “Ok just that.”

Secretary Emma Loisel: “And I believed I was following directives policies there's conflicting policy, the directives conflict policy so if I went into, or anyone went into policy and felt that they were following policy and then for, you know and for whatever reason didn't look at the new rules the new memo and followed policy they would be making a mistake even though they were following policy.”

Sergeant Kenneth Findlay: “Ok.”

Secretary Emma Loisel: “Do you see how confusing and complicated?”

Wendy Bishop: "It conflicts against policy."

Secretary Emma Loisel: "Right."

Sergeant Kenneth Findlay: "I, I understand, I understand do you have a policy you were wanting to show me that's conflicting something else and we're going to have to keep track of number of the alphabet up to we're up to S right. I had to ask right? And I'm doing that because that's, that's the fair thing to do to give you opportunity to provide your stuff here but you do understand that the more that you present the more we can."

Secretary Emma Loisel: "It shows how confusing this entire system is and why I did what I did. I can say I did my job to the best of my abilities despite this mess."

Sergeant Kenneth Findlay: "Let's keep track and this isn't a question. This is just, this is just me making a statement to you. The more, I understand you're wanting to provide an adequate defense but, I am, and I think you would agree, permitting that."

Secretary Emma Loisel: "Right, I guess that's the assumption."

Sergeant Kenneth Findlay: "But I'm doing that because that's the fair thing to do. To give you opportunity to present your stuff here, but you do understand the more you present, the more than this."

Secretary Emma Loisel: "It shows how confusing this entire system is and why I did what I did."

Sergeant Kenneth Findlay: "Ok but it could also be interpreted differently too."

Secretary Emma Loisel: "How's that?"

Sergeant Kenneth Findlay: "I'm not the one who makes the final answers on these, but you see what I mean?"

Wendy Bishop: "We're splitting hairs."

Secretary Emma Loisel: "Yes."

Wendy Bishop: "But we have to right now."

Sergeant Kenneth Findlay: "I, I understand."

Secretary Emma Loisel: "Actually, I don't feel it's splitting hairs sort of its showing why I came up to the conclusions of how I did my job and I gave information all the pertinent information that I had each time to supervisors, and they always said ok. No one ever said I was doing my job incorrectly."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "Until I went to District. I was assigned there temporarily, and Command Lieutenant Foster pulled up or asked me to pull up the FleetLE report for District and saw all the duplicates, there's some going back years."

Sergeant Kenneth Findlay: "Umm?"

Secretary Emma Loisel: "How come district command didn't notice that until I became secretary there when I was temporarily assigned there, that's my question."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "Why wasn't it addressed with the other barracks, these and I looked yesterday um, but this is the FleetLE report for Becklain District is dated December 15th, 2017. Why wasn't these all addressed, and I got they're all pulled up the same date December 15th, 2017, we got Greenville Barracks, there's duplicates."

Sergeant Kenneth Findlay: "Who pulled these up?"

Secretary Emma Loisel: "I did."

Sergeant Kenneth Findlay: "You did."

Secretary Emma Loisel: "For this investigation."

Sergeant Kenneth Findlay: "Then you probably just answered your own question, why was it not pulled up because it wasn't discovered during a QRA."

Secretary Emma Loisel: "But why am I subject of, are the other secretaries subject of?"

Wendy Bishop: "Is there going to be an investigation?"

Sergeant Kenneth Findlay: "You understand that this is based off a QRA. Ok, um we will, I guess we don't, I guess we don't need to go down that rabbit hole Emma because I'm, I'm looking."

Secretary Emma Loisel: "I'm being treated differently."

Sergeant Kenneth Findlay: "I'm looking."

Secretary Emma Loisel: "Than the other secretaries."

Sergeant Kenneth Findlay: "I understand your, I understand what you're saying but understand I'm also under a constraint here to and I'm dealing with, with this issue."

Wendy Bishop: "He was told to investigate you and you only. The Hammond Barracks brought this against you."

Secretary Emma Loisel: "Yes."

Wendy Bishop: "That's why."

Secretary Emma Loisel: "And in addition, there's QRA's I asked for and the Union for the entire 2017 I haven't seen all of them. You state that this is going back for a while, why wasn't it addressed back then, why is it addressed now?"

Sergeant Kenneth Findlay: "I guess when you're looking."

Secretary Emma Loisel: "Two days after I was reassigned or temporarily assigned to District Headquarters."

Sergeant Kenneth Findlay: "Like I said, when you're looking at this, like these multiple highlighted entries as we as we agreed to before, there can be multiple entries for one thing because they're just coding them differently."

Emma Loisel: "Actually, per Fleet my training with Dianna Langley, everyone is supposed to make sure there is only correct entries, and I looked into the system in the FleetLE database and a lot of these are wrong. Some of these are um mount and balances."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "So, these and some of these are different than I did."

Sergeant Kenneth Findlay: "As a result of your conversation with me this morning my understanding is that that you thought you were doing it correctly, but it was being done incorrectly or not at all, ok?"

Secretary Emma Loisel: "And some were too, the other barracks."

Sergeant Kenneth Findlay: "I'm not investigating other barracks, as a result of these FleetLE reports, but do you think you were an expert on this now as a result of this?"

Secretary Emma Loisel: "I was, I did not receive the train, this is my opinion; the sergeants I'm given an order by a sergeant I assume that the sergeant understands FleetLE, the Galaxy entries what's required, policy, memos I was given. We're going back to QRAs the entire year, no one told me to make the corrections."

(Phone ringing.)

Sergeant Kenneth Findlay: "Sorry go ahead."

Secretary Emma Loisel: "I believed I was doing my job per what I was ordered to do."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "And I'd like to give exhibit, what exhibit are we at now?"

Sergeant Kenneth Findlay: "We're at U."

Secretary Emma Loisel: "INV this is policy Inv 100.20 Conflicting or Illegal Orders Insubordination employee the employee is to follow the order of the highest-ranking supervisor or if the same rank then the most senior supervisor. Personnel will not be held responsible for disobedience of the order rule or directive that was replaced in these situations."

Sergeant Kenneth Findlay: "Ok can I see that?"

(Cell phone ping.)

Secretary Emma Loisel: "I would like to submit policy 501.02 Work Rules, Sworn. Command and Military Courtesy Responsibility of Command an employee placed in

charge shall be held responsible for the efficacy and discipline, performance and well-being welfare of the persons under their command, uh C section C responsibility for orders an employee of supervisory rank or in a supervisory position shall be held strictly responsible and accountable of the department of all orders and instructions issued to those under the employees command and for any consequences arising from the discharge of the employees orders and instructions.”

Sergeant Kenneth Findlay: “Ok.”

Secretary Emma Loisel: “I followed orders.”

Sergeant Kenneth Findlay: “Would you agree that two-way communication is important in keeping a barracks running?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “Do you think this was an element missing here?”

Secretary Emma Loisel: “On side of the supervisors yes I kept I numerous times I kept the supervisors informed of my duties and discrepancies.”

Sergeant Kenneth Findlay: “Did you talk to Hall, because he’s the vehicle sergeant or was at the time?”

Secretary Emma Loisel: “When he became sergeant I informed him of the FleetLE report, not to pull them. I showed him, I showed Sergeant Chamberlain, I informed Sergeant Reed, Sergeant O’Connor, Maintenance Worker Nancy Weiss, any trooper or anyone who had a question about a vehicle invoice. I had this spreadsheet is exhibit Q, I had that readily available for everybody.”

Sergeant Kenneth Findlay: “And where was this kept at, attachment Q?”

Secretary Emma Loisel: "It was kept on the bookshelf in my office; it was easily noticed what it was."

Sergeant Kenneth Findlay: "Ok, we're talking about this the um now back to the invoices cause you told me before you kept them in your desk drawer bottom closest to the."

Secretary Emma Loisel: "No, it was the top desk drawer closest to the door."

Sergeant Kenneth Findlay: "Yes ok I knew you said something you know where they were."

Secretary Emma Loisel: "They were available for anyone who needed them, they were right there they were easy access for me."

Sergeant Kenneth Findlay: "So once the work orders, I guess you call them or the invoices those are normally kept in the car file right with each car there?"

Secretary Emma Loisel: "Not right away."

Sergeant Kenneth Findlay: "After they're, after they're."

Wendy Bishop: "Processed."

Secretary Emma Loisel: "After the monthly Galaxy report for District, I have to maintain so it's not in the file that's why I kept them some invoices some invoices are required to be kept out of the files for a certain amount of time until they were completed."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "Yeah, no even after that until there's a monthly spreadsheet that is from Fleet Commander pull down, pull out track all the invoices that are showing up in FleetLE database make sure you have all the invoices and after that is completed you file them in the file folders in the filing cabinet in my office."

Sergeant Kenneth Findlay: "So, you're saying from Dianna Langley is giving that out the Fleet Commander?"

Secretary Emma Loisel: "Fleet Commander is a program online it's not Dianna Langley. "

Sergeant Kenneth Findlay: "Oh, ok that's her job title."

Secretary Emma Loisel: "That I wouldn't know, she's in charge of it but I don't know if she's in charge of Fleet Commander."

Sergeant Kenneth Findlay: "Fleet Commander."

Secretary Emma Loisel: "I think Fleet Commander is its own entity."

Sergeant Kenneth Findlay: "On to the next bills."

Wendy Bishop: "Do you need to take a break."

Secretary Emma Loisel: "Yes I do."

Sergeant Kenneth Findlay: "Ok it is 9:50 and we will take a break we've been on record for a little while."

Secretary Emma Loisel 2017 Interview 2

Sergeant Kenneth Findlay: "Ok this is Sergeant Kenneth Findlay with part two of the Emma Loisel interview the time is now 9:59 am um alright Wendy Bishop is still here we've taken a little break we're good to go, correct?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "Ok we're still on investigation 2017-0637 ok we talked briefly about the bills attachments D & E on attachment D this one came in from Bob's Towing where they towed a vehicle I think it was a car that was crashed on April the 11th for 94 dollars."

Wendy Bishop: "What year?"

Sergeant Kenneth Findlay: "2017 it was not paid until Rose paid it on November 14th, 2017."

Secretary Emma Loisel: "I received that invoice and I paid it as per Fleet, I assumed it was paid and then Bob from Bob's towing brought the same invoice back, not sure exactly what day, a month or two later saying it wasn't paid. I called Mary at District and she said it's now paid by Galaxy card which I was assuming it was that was new since the original order."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "Galaxy entries are paid directly by the company, so I gave Bob's Towing had the Galaxy card and card number and all the information the expiration date for them to run the Galaxy card for car 1229."

Sergeant Kenneth Findlay: "Yeah."

Secretary Emma Loisel: I assumed it went through and then found out another time it was brought in, did the same thing lets pay it through Galaxy, talked to their secretary I've forgotten her name but spoke to her over the phone and told her exactly what to do she, said she put it through and she said it was going through no problem. A day or two before I was reassigned to District Bob from Bob's Towing brought that invoice again but I had multiple off duty details to handle, I had other issues going on, I had a mountain of emails some of where necessary some of them where not that I had to address so I put it in my to-do folder and there's a certain amount of time to pay them and was going to pay it that day. October 31st I left the post that morning due to an issue with Lieutenant Campbell, the barracks' commander at the time, and did not return to pay. I could not pay the bill, it was in

my in-box for anyone to handle and I was ordered by District Command that all responsibilities of the Hammond Barracks' secretary were handled by the Hammond Barracks, they were not going to be sent to me at District. I made every effort, above and beyond, to pay that one invoice."

(Sergeant Kenneth Findlay coughing loudly.)

Secretary Emma Loisel: "I asked Mary how to pay this bill, and she said oh they accept they are now paid through Galaxy card; I scoured everything to make sure I did it right I didn't see anything about tow bills being paid by Galaxy card for patrol cars.

Sergeant Kenneth Findlay: "Ok."

(Cell phone sound.)

Sergeant Kenneth Findlay: "Ok so you said you admit that you didn't get it paid but you tried and it just didn't get done."

Secretary Emma Loisel: "I assumed it was paid."

Sergeant Kenneth Findlay: "Ok but you, but you told me it showed up one time after another time and maybe a third time it showed up."

Secretary Emma Loisel: "I'm pretty sure it was four times. And every time I would handle it right away."

Sergeant Kenneth Findlay: "Ok."

Secretary Emma Loisel: "And I addressed the issue with Sergeant Martin and/or Sergeant O'Connor cause there were many times I had done that."

Sergeant Kenneth Findlay: "Ok the other bill the Firefighters this is where they check the fire extinguishers you know here at the barracks, they come in and make sure they are all full and they fill them up with gas and do all that stuff. This is 45 days past due."

Secretary Emma Loisel: "I never received that. Everything I worked on, starts is in my in basket and I work through it. It was not in my in-basket, it may have appeared after I left October 31st 2017 but I did not receive that and I'd like to state that there are many times that Nancy Weiss, District Command staff was here this past Wednesday they were looking through making sure everything was up to date and one invoice was missing, it was from Fowler's Auto for a crash repair and she called Fowler's to get copy that we didn't even have it and I hadn't been here for 5 1/2 weeks."

Sergeant Kenneth Findlay: "Ok, alright that's all I got."

Wendy Bishop: "Are you sure you've talked an awful lot this morning since I've been in here since 8:51, it's been all about you."

Sergeant Kenneth Findlay: "It's your turn Wendy."

(Wendy Bishop laughed.)

Wendy Bishop: "So, you basically you never had any training on the changes the updates whatever they do with Fleet now until you went to District and Command Lieutenant Foster scheduled you to go to this training?"

Secretary Emma Loisel: "Right. I was told on December; the first time I was taught that was."

Wendy Bishop: "And you did ask for QRA's for the year, and you haven't got 'em yet?"

Secretary Emma Loisel: "No."

Wendy Bishop: "For the records."

Secretary Emma Loisel: "For the entire 2017."

Wendy Bishop: "And Lieutenant Campbell was here for how long?"

Secretary Emma Loisel: "He came he was assigned her October 2015 and reassigned to, or he got an assignment to the Statehouse December 10th, 2017."

Wendy Bishop: "When did you return back here?"

Secretary Emma Loisel: "December 11, 2017."

Wendy Bishop: "Ok so Lieutenant Campbell has been here for quite a while and QRAs this is your inspections, you know when they come in and do these they pull these out and they look at them so we're looking at these reports and Sergeant Findlay indicated that there had been some back in '15 '16 '17 and some back as far back as '14 that were not correct."

Secretary Emma Loisel: "Right."

Wendy Bishop: "And Lieutenant Campbell had been here all of this time?"

Secretary Emma Loisel: "Yes."

Wendy Bishop: "And just now Lieutenant Campbell, before he leaves decides that this is not being done right, the FleetLE reports have not been right."

Secretary Emma Loisel: "Right."

Wendy Bishop: "Do you feel like there is some retaliation and harassment here?"

Secretary Emma Loisel: "Yes."

Wendy Bishop: "Because of other issue that we went through?"

Secretary Emma Loisel: "Yes."

Wendy Bishop: "I just want to make sure of that, then he leaves and that is done um were you given a necessary information about the Galaxy entries into FleetLE database like tracking the invoices and all of the other filings of the invoices."

Secretary Emma Loisel: "After going through the training on December 12th, 2017, no."

Wendy Bishop: "And Ashley Morris also indicated the 12th when you went down that basically you were not the only barracks that was not doing them done correctly."

Secretary Emma Loisel: "Right, she said there were problems throughout the Division with Galaxy entries. She told me that she spent eight days correcting Galaxy entries for a different district."

Wendy Bishop: "Districts, ok."

(Cell phone ringing - different sound.)

Wendy Bishop: "Ok and you did discuss this with your supervisors?"

Secretary Emma Loisel: "Yes."

Wendy Bishop: "But there's not an I.A. ordered on anybody at this barracks and you have a barracks' commander that is in charge that is supposed to see that the barracks is running the way it should be um he got removed he got you know or I should say reassigned and then you have sergeants. You have a maintenance worker that was not following directives, policy and not and not one thing was done, and the inspection team came in there was not

an I.A done on anything on issues on invoices not being available, but Emma is being singled out because there is a history with Lieutenant Campbell. As of 10:26 the Union rests its case.”

Sergeant Kenneth Findlay: “The only thing I have to add is that you Wendy, Lieutenant Campbell and Sergeant Hall were also subjects of this investigation, just FYI.”

Wendy Bishop: “Ok that's fine.”

Sergeant Kenneth Findlay: “Just so you know.”

Wendy Bishop: That's fine let me just say that add on to that they are subjects of the investigation because of the inspection that came in for the QRAs.”

Sergeant Kenneth Findlay: “Everybody is the subject for the same thing. Sergeant Martin told you to do it you just followed his orders?”

Secretary Emma Loisel: “Yes.”

Sergeant Kenneth Findlay: “Ok from your attachment Y um my take on looking at this you didn't just simply followed orders with Campbell, you, you had a discourse with him through email.”

Secretary Emma Loisel: “I followed his order after he gave an order.”

Wendy Bishop: “She was advised through the Union because we had been involved out here that day that any time he gave her a verbal order that she would be best to send an email to him so she would she would have something in writing for basically a CYA that's what this is all about.”

Secretary Emma Loisel: “And I was stating to him that there was an issue and then he gave me the order and I followed it.”

Sergeant Kenneth Findlay: "Ok. Is everything you told me true and factual?"

Secretary Emma Loisel: "Yes."

Sergeant Kenneth Findlay: "At this time orders fly around here at this time I issue you the order not to discuss this I.A. with anybody else, so we don't compromise the integrity of the investigation."

Secretary Emma Loisel: "Ok, yes."

Sergeant Kenneth Findlay: "Thank you."

Wendy Bishop: "I'm just going to make one statement. The last time we was here and we were sitting in this room, and you were doing the I.A. you instructed her not to discuss the investigation with anybody."

Sergeant Kenneth Findlay: "She's allowed to talk to you."

Wendy Bishop: "Within two hours after she left because I remember asking you did you instruct the other people you interviewed not to discuss this investigation and you said yes I always do, and you do."

Sergeant Kenneth Findlay: "Yes."

Wendy Bishop: "Within two hours after I left here and you left here, it was being discussed."

(Sergeant Kenneth Findlay coughing.)

Wendy Bishop: "She contacted me and said hey Lieutenant Campbell, McKenzie, Nancy and Sergeant Martin are all back there in their office I'm here at the copier and they are discussing and talking about what was said and what they said and what not to say so I just

want you to know that when you give that order that it's not always followed. I'm done what time, are we off the record?"

Sergeant Kenneth Findlay: "Ok give me a minute here I got to look it is now 10:30 and I'm off the record."