

Lieutenant Tyler Campbell - 2017 Interview 2

10:09 am, February 12, 2018

Sergeant Kenneth Findlay: "Ok, this is Sergeant Kenneth Findlay with the Internal Affairs Investigation Unit. Today is Monday, February 12th. The times is now 10:09 am. This is a recorded interview with Lieutenant Tyler Campbell, it's a reinterview and he is one of the subjects of internal affairs investigation 2017-0636."

(Cell phone ping.)

Sergeant Kenneth Findlay: "And uh sir, as I told you I'll read you the same thing over again the Garrity form the pre-interview form and we'll get started."

Lieutenant Tyler Campbell: "Right."

Sergeant Kenneth Findlay: "Ok, you are the subject of an internal affairs investigation. The known allegations are the facts and circumstances surrounding incidents which were discovered on November 2, 2017, where you failed to effectively supervise Secretary Emma Loisel and Sergeant Hall, which resulted in the Hammond Barracks bills not being paid in a timely manner and the FleetLE report not being update correctly. Any questions on that?"

Sergeant Kenneth Findlay: "No."

Sergeant Kenneth Findlay: "And are you willing to participate without a lawyer?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "Or a legal representative? Ok, 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 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 on that?"

Lieutenant Tyler Campbell: "No."

Sergeant Kenneth Findlay: "Ok, if you would just sign where it says employee and today is the 12th and would you like a copy of this when we're done?"

Lieutenant Tyler Campbell: "No."

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

Lieutenant Tyler Campbell: "Tyler Campbell unit 812 10/31 of 01."

Sergeant Kenneth Findlay: "And you are, how long have you been a lieutenant?"

Lieutenant Tyler Campbell: "I'm going on five years."

Sergeant Kenneth Findlay: "And you're currently assigned to the Capital Operations here at the Statehouse?"

Lieutenant Tyler Campbell: "Yes, sir."

Sergeant Kenneth Findlay: "Prior to that you were the Hammond Barracks Commander?"

Lieutenant Tyler Campbell: "Yes sir."

Sergeant Kenneth Findlay: "And how long did you act in that capacity?"

Lieutenant Tyler Campbell: "Two years."

Sergeant Kenneth Findlay: "Two years, ok and as I said before, where, I'm going to ask you clarifying questions regarding uh statements that were made on your last interview."

Lieutenant Tyler Campbell: "Yes, sir."

Sergeant Kenneth Findlay: "Regarding bills that had paid, that was one of the allegations before. About the bills not being paid, but you brought it up to me that there were some of your signatures had been forged."

Lieutenant Tyler Campbell: "Yes, sir."

Sergeant Kenneth Findlay: "Is that correct? Now, we looked at attachments D and E which were the unpaid bills."

Lieutenant Tyler Campbell: "Yes sir."

Sergeant Kenneth Findlay: "And you verified that the initials TC were indeed yours."

Lieutenant Tyler Campbell: "Yes, sir."

Sergeant Kenneth Findlay: "And those were taken care of by you and Rose Morris?"

Lieutenant Tyler Campbell: "That's correct."

Sergeant Kenneth Findlay: "Ok, now prior to this, you had said that during this I.A. you had found out that your signature was quote, unquote forged."

Lieutenant Tyler Campbell: "Yes sir."

Sergeant Kenneth Findlay: "And that was by Secretary Loisel?"

Lieutenant Tyler Campbell: "Secretary Loisel was doing the forging Secretary Morris found that."

Sergeant Kenneth Findlay: "Ok so Rose Morris found that your signature had been."

(Sergeant Obermann coughing.)

Sergeant Kenneth Findlay: "You had signed the bills, but it wasn't actually you that had signed those?"

Lieutenant Tyler Campbell: "She brought it to my attention that she had several bills where it looked like my signature changed drastically and was wondering if it was actually my signature. She brought them to me and they were not."

Sergeant Kenneth Findlay: "They were not, ok and I said you were making arrangements to get a copy of those bills?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "Where, our, where we can include this I.A.?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "In reference to the signature on the bills, the normal processes is that barracks secretary is tasked with, she's in charge of making sure the bills get paid?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "But she gives that to you under normal circumstances, the secretary gives that to the barracks commander and they either initial or sign off on it and then the bills get paid?"

Lieutenant Tyler Campbell: "That's correct."

Sergeant Kenneth Findlay: "Did you have any prior conversations with Emma Loisel telling her its ok to scribble your initials down or your name or anything like that?"

Lieutenant Tyler Campbell: "Absolutely not."

Sergeant Kenneth Findlay: "Absolutely not, prior to the problems with Emma, 2015. Prior to when this all started to turn south, were there any issues with her giving you the bills and making sure you would sign off on them?"

Lieutenant Tyler Campbell: "Absolutely not."

Sergeant Kenneth Findlay: "And did she ever tell you she was going to put the initials down on there so that the bills would get paid?"

Lieutenant Tyler Campbell: "Absolutely not."

Sergeant Kenneth Findlay: "Is there anything you said before that you wanted to make a clarifying statement in regarding to the bills, is there anything that you would like to add this."

Lieutenant Tyler Campbell: "There may have been requisitions or there may have been, also been other things signed and I, I, I forget what the, you know Rose had brought all this information to me. Some of them were bills, but I don't remember if there was other things and Rose asked me if there was some questions as far as uh Emma. It got to a point where Emma would not be in any room that I was in. So, if I was in my office she wouldn't bring me anything into my office cause she wouldn't come into my office. If she handed me something, she wouldn't, she would set it down on my desk, she wouldn't touch something I was touching. Um it was very apparent she would drop it really quick if I was going to grab it. I, it's kind of one of those, it's, it's kind of a weird thing because when I first got to Hammond I had been in the HUB so I hadn't been a field commander at a barracks. So, when I first got there she was bringing me things and I would sign them and I would read it was a bill or whatever and that was normal to me. We would talk and I would say what is

this and blah blah blah and she would tell me and I said ok and that bill whatever and it got to a point where she would bring me certain things to sign. Like I said, would do it while I was at lunch. She would put it in my office and I kind of started noticing somethings weren't showing up, but I can't say that. I just thought that this was normal, maybe I was signing a bunch of stuff at the beginning, maybe because I was the new lieutenant, I was signing and it kind of dwindled off. I had no idea that she was not bringing me things because she was forging my signature, because she didn't want to see me or talk to me or be in the room. Ok, so as far as managing her I, I managed her the best I could, but every time I would have a conversation with her, as far as oversight on her, I would end up in an I.A. or an E.E.O. complaint, or I'd end up in the captain's office with her. Like when I tried to have tires sent to our tire supplier, that, that was a simple conversation, and it ended me up in the captain's office with her with Cap telling her she needs to do her job and listen to lieutenant. I tried to ask her about the soap that she threw out, that ended me up in an I.A. because she said I yelled at her. I tried to ask her about what happened with Makenzie Pearson because they had an argument that ended up in another I.A. So as far as failure to supervise, I supervised her the best way I knew how with what I had to deal with and that was a very hostile and not normal relationship with another employee, especially one that is under me I, I am in charge of that I should not necessarily have rank over but have some control over her. I had zero control over her because I was unable to control her with the ways I know how to talk which is talking like a normal person. There was no talking normal to Emma as far as from me cause every time I talked to her, is your yelling at me, you're screaming at me. You know the last time was call, I want my union rep, I said I'm just trying to ask you what's going on with you and Makenzie cause I heard you guys kind of not arguing but talking about a situation involving the barracks and it got me involved in and you know I went in to talk normal and she picked up the phone and said I want my union rep I'm not talking to you. Basically, she waved her hand and told me to get the F out of the office. So, you know as far as Hall goes I was very much monitoring Hall. I mean I was working with Hall. He was a new sergeant, um so if he missed some things that were found in the QRA they, they were minor. I can tell you that Hall did not miss any cars getting serviced. We were on top of it, on point. Our cars were serviced. Hall, I was monitoring, I was supervising Hall and he was doing a great job so as far as Emma not entering them in the FleetLE report I have no idea how to get in the FleetLE report, I'm not sure I've ever been in the FleetLE and after talking to many lieutenants around the state, none of them get into the FleetLE database. That's their secretary gets in the FleetLE. I'm not sure what more I could have done to supervise Emma. I mean, I did the best with what I had as far as the FleetLE report, I mean I, I didn't know as a barracks commander that I had to get in and make sure a car oil was serviced, that she entered the code correctly. If I had known that I would have just

done it myself. After being shown recently how to do it by Dianna its very simple, I would, I would since there is no relationship and with no communication.”

(Sergeant Kenneth Findlay clearing his throat.)

Lieutenant Tyler Campbell: “I would have just done it myself had I not known, had I known it was not being done properly, but the most important thing I do know is that our cars were being serviced and they were being serviced properly, and that's all I really cared about. Whether Emma entered them improperly in the FleetLE report, that's her that's her problem, that was her fault, not my fault. I was supervising Hall; he was doing his job. I was supervising Martin; he was doing his job. The barracks was running great; the cars were getting serviced. As far as the overtime goes, now after kind of looking into the overtime, you know I've always been told that overtime is one of those things that, um you know, it can be done different ways as long as it's done fairly. So, some barracks do it, they may charge uh, uh, uh they may charge an opportunity for this and another barracks may not. As long as that barracks that's doing it charges it this way does it every time and this barracks is not. As long as they're doing it every time so as far as I know, so as far as I was concerned the overtime was being managed properly. Whether Emma was putting the right checkmarks in the little overtime book and giving people opportunities, because she couldn't figure out a schedule. That was another thing, I couldn't go in and have a discussion with Emma about how to do overtime because if I did I would be standing too close to her, which is another accusation she made when I tried to show her, told her when I brought three other employees in with me because I knew she would make that accusation, to show me how to order tires. So, I, I did the best as I could as far as supervising Emma. There was not easy way and I'm telling you now absolutely zero easy way. I, it was a losing battle and you of all people know of all the I.A.'s and the E.E.O. complaints I've been through in one year's time, I did the best I could with what I had to work with. So, if somebody thinks I wasn't supervising so and so properly, so be it, but I'd like somebody to tell me a better way of handling that situation. I never lost my cool with her, I never yelled at her, I never blocked her out of post programs. As a matter of fact, the last I.A. got me in was us trying to include her in the last function, before I left and she got mad at how it was approached to her by email. Which is her recommended of, of communications because she didn't like her in her office so when we, we communicate how she wants, she doesn't like that. So that last I.A. was me including her in a barracks function. So, there is nobody that can say I didn't treat her like everybody else and I'm, I'm, it pisses me off.”

Sergeant Kenneth Findlay: "Yeah the um."

(Sergeant Kenneth Findlay coughs.)

Sergeant Kenneth Findlay: "When you were talking about, that brings up just to clarify. Due to that, the fact that the relationship had went so far south, it sounds to me like just to make sure I'm correct here, that if she would have asked you hey could you could I sign your name or whatever would you have granted her permission?"

Lieutenant Tyler Campbell: "Before the relationship was like it is and had I, had I, had a normal relationship with a secretary that I trusted I would have allowed her to on minor things that weren't detrimental to the Division."

Sergeant Kenneth Findlay: "Yeah."

Lieutenant Tyler Campbell: "You know there are menial things that I don't sign and see every single, every single bill. The phone bill is the same phone bill every month. I don't need to see it every single month, right."

Sergeant Kenneth Findlay: "Yeah that's."

Lieutenant Tyler Campbell: "That's, that's different there are some things that I would still have required. No, I still want to see that, but I didn't have that option she just did what she wanted to do."

Sergeant Kenneth Findlay: "Yes."

Lieutenant Tyler Campbell: "Unbeknownst to me."

Sergeant Kenneth Findlay: "And you mentioned before the, there was an element of trust there that she assumed she was doing what she was required to do?"

Lieutenant Tyler Campbell: "I, I assumed but I had no real way of discovering of whether she wasn't because I definitely could not micromanage her, because I had micromanaged her I'd be in a lot more I.A.'s and "

(Sergeant Kenneth Findlay laughing.)

Lieutenant Tyler Campbell: "Who knows maybe one of those E.E.O. complaints would have stuck, because she said he's in my office all the time so I. I'm not going to put myself in that situation. Somebody else wants to say I should have, so be it I, I'm not gonna, I did the best I knew how with what I had which, which would I have learned along the way and, and that's all I can say."

Sergeant Kenneth Findlay: "Alright sir."

Lieutenant Tyler Campbell: "Sorry to get upset but I mean it really pisses me off, cause I did everything for that barracks. I did everything for those people and I like I said, up to the last event there I included her and this is what happens. So, I, I don't even know what else to say."

Sergeant Kenneth Findlay: "And ah is there anything else you would like to add?"

Lieutenant Tyler Campbell: "No."

Sergeant Kenneth Findlay: "Is everything true and factual?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "Ok at this time L.T., on behalf of Major Hicks and the office of personnel, I issue you the order not to discuss this I.A. with anybody else so we don't compromise the integrity of the investigation."

Lieutenant Tyler Campbell: "Understood."

Sergeant Kenneth Findlay: "Understood, thank you. The time is now 10:23 and I conclude the interview."