

January 27, 2017

To: Major Robert S. Hicks

Attn: S/Lt. Kevin E. Wagner

Sergeant Kenneth E. Findlay, Internal Affairs Investigation Unit

Internal Affairs Investigation #2016-0733- Lieutenant Tyler A. Campbell, Unit # 812

Secretary Emma L. Loisel, Unit # 4213 / District, Hammond Barracks

Background:

On November 15, 2016, Lieutenant James R. Beal informed me about an incident which occurred at the Hammond Barracks on November 9 and November 10, 2016. Lieutenant Beal advised Lieutenant Tyler A. Campbell and Secretary Emma L. Loisel became involved in a heated discussion involving the results of the 2016 presidential election. Lieutenant Beal said Lieutenant Campbell made comments which upset Secretary Loisel, and she used profanity in her response to his comments.

Investigative Action:

On December 12, 2016, I interviewed Sergeant Gregory S. Martin as a witness to this internal affairs investigation. I asked Sergeant Martin if he could explain what occurred at the Hammond Barracks on November 9, 2016. Sergeant Martin said he was not working on November 9, 2016, but he heard about the conversation between Lieutenant Campbell and Secretary Loisel "through the barracks' grapevine." He indicated this conversation was not heated and was fairly brief in duration. Sergeant Martin said Lieutenant Campbell allegedly asked Secretary Loisel if she was crying over the election results, and she apparently told him to "be nice."

Sergeant Martin explained Secretary Loisel had made it known she was not a supporter of President-Elect Trump prior to these incidents, and Lieutenant Campbell would have also been aware of how she felt about the results of the 2016 presidential election.

Sergeant Martin said on November 10, 2016, Lieutenant Campbell was in the sergeants' office at approximately 0800 hours, which was directly across the hall from Secretary Loisel's office. Sergeant Martin said Lieutenant Campbell made a comment to Maintenance Worker Weiss concerning recent events about people protesting the election

results. I asked Sergeant Martin if he knew what was said, and he said yes. Sergeant Martin said Lieutenant Campbell said, "Nay-Nay, were you out protesting last night, or are you going to make Hammond great again?" He explained Lieutenant Campbell was "obviously joking" when he made the comment to Maintenance Worker Weiss.

Sergeant Martin said at this time Secretary Loisel commented that she did not want to discuss the election results, so Lieutenant Campbell told her he was not talking to her, and she could shut her door if she did not want to hear these conversations. Sergeant Martin said Secretary Loisel got up and slammed her door. Sergeant Martin stated he clearly heard Secretary Loisel utter the words, "fuck you," as she closed her office door. Sergeant Martin said she later told him she said, "fuck this," but regardless of which verbiage used he felt either response was inappropriate language. Sergeant Martin reiterated the original dialogue between Lieutenant Campbell and Maintenance Worker Weiss was "a joking conversation."

I asked Sergeant Martin if Maintenance Worker Weiss appeared to be visibly upset by Lieutenant Campbell's comment, and he said no. Sergeant Martin said he thought Maintenance Worker Weiss just laughed at the comment, but he could not say for sure how she responded because of what transpired with Secretary Loisel. I asked if anybody else witnessed this incident, and he said Trooper Jeremy Gray, Dispatcher Patterson, Dispatcher Hill, and Dispatcher Pearson were at the Hammond Barracks when this incident took place.

I asked Sergeant Martin if Secretary Loisel was loudly yelling, and he said, "I wouldn't call it screaming." He explained her voice was raised, but the conversation between Secretary Loisel and Lieutenant Campbell "was not a screaming match." Sergeant Martin said Lieutenant Campbell asked Secretary Loisel about the profane comments she made, but he was not yelling at her when he asked her these questions.

I asked Sergeant Martin if Lieutenant Campbell was yelling at Secretary Loisel when they were discussing the comment she made, and he said no. Sergeant Martin said his voice was raised slightly, but he insisted Lieutenant Campbell was "just being himself" when he questioned Secretary Loisel. I asked him to clarify this statement, and he said Lieutenant Campbell normally has a louder voice, and he was just talking to Secretary Loisel in this manner. Lieutenant Campbell's voice was slightly raised, but he was not yelling or screaming at Secretary Loisel.

Sergeant Martin said after Lieutenant Campbell left Secretary Loisel's office he went in and spoke to her. Sergeant Martin said she was not crying or upset, but she did tell him she did not want to speak about politics. Sergeant Martin said she told him she was worried about the troopers getting hurt due to the protests, and he felt he was able to reassure her the units at the barracks would be fine. He told several people afterward to not discuss politics because Secretary Loisel was upset about the political conversations. He felt the situation had been resolved once he left her office. I asked Sergeant Martin if he told Lieutenant Campbell about his resolution, and he responded, "I'm sure I told him."

I asked Sergeant Martin if he felt this incident was uncharacteristic of the daily interactions between employees at the Hammond Barracks, and he said yes. Sergeant Martin said he feels most of the people get along, and he did not think there were any bad feelings between Lieutenant Campbell and Secretary Loisel prior to this incident. Sergeant Martin explained it was common knowledge that Secretary Loisel did not care for Mr. Trump, but he did not think there was ever any heated political discussion at the barracks prior to this incident.

I asked Sergeant Martin if he felt Secretary Loisel was being unprofessional or insubordinate, and he said yes. Sergeant Martin explained it was not necessary for her to use profanity whether or not she was upset, and she did not need to slam her door. I asked if the verbiage mattered to him in terms of how the profanity was used, and he said no. Sergeant Martin said "fuck you" is a direct insult and "fuck this" is an indirect insult; either way, it should not have been said. Sergeant Martin again emphasized the conversation between Lieutenant Campbell and Maintenance Worker Weiss was jovial in nature and was not meant to upset anybody.

I asked Sergeant Martin if Lieutenant Campbell was making inappropriate comments when he made the comments to Maintenance Worker Weiss, and he said no. Sergeant Martin said he did not think Lieutenant Campbell was "out of line" because he was joking. He said the response by Secretary Loisel was "way out in right field" considering the nature of the original conversation between Lieutenant Campbell and Maintenance Worker Weiss.

I asked Sergeant Martin if there was anything else he wished to add to his statement, and he said no. Sergeant Martin said everything in his statement was true and factual. I ordered him not to discuss this internal affairs investigation with anybody else, and he indicated he understood my order. The interview concluded at 1418 hours.

On December 20, 2016, I interviewed Maintenance Nancy Weiss as a witness to this internal affairs investigation. I asked Maintenance Worker Weiss if she heard the November 9, 2016, conversation between Lieutenant Campbell and Secretary Loisel, and she said yes. Maintenance Worker Weiss stated she heard Lieutenant Campbell ask Secretary Loisel if she was one of the people who were upset and crying all night over the election results. Maintenance Worker Weiss said Secretary Loisel told him no and then went into her office. I asked if it seemed Secretary Loisel was upset at this comment, and she said Secretary Loisel did not appear upset. I asked if it was known that Secretary Loisel did not personally care for Mr. Trump, and she said yes.

I asked Maintenance Worker Weiss if she heard the November 10, 2016, conversation, and she said yes. Maintenance Worker Weiss said she was making her morning rounds cleaning the trash bins when Lieutenant Campbell asked her, "Nay-Nay, are you going to make Hammond great again, or are you going to go to Sullivan and protest?" Maintenance Worker Weiss said Secretary Loisel told Lieutenant Campbell she did not want to hear any more political discussions, especially in light of what he said to her on November 9, 2016, regarding her crying over the election.

Maintenance Worker Weiss said Lieutenant Campbell told Secretary Loisel that he was joking and if she did not want to hear things like this she could close her office door. Maintenance Worker Weiss said Secretary Loisel then slammed her door and said, "Fuck you." I asked if she was sure of the comment made by Secretary Loisel, and she replied, "Yes, it was plain as day." I asked Maintenance Worker Weiss if she took offense to what Lieutenant Campbell said to her, and she said no.

I asked Maintenance Worker Weiss if Lieutenant Campbell made the comment to her in an area where Secretary Loisel would have been able to hear it, and she said yes. I asked if it was common knowledge that Secretary Loisel and Lieutenant Campbell differed on their choices of presidential candidates, and she said yes. I asked if Secretary Loisel made the comment before she closed her office door, and she again said yes. I asked if Secretary Loisel slammed the door, and she said it seemed like the door had been closed loudly, but she was more surprised by Secretary Loisel using profanity than anything else, so she could not be certain if the door was slammed or not.

I asked Maintenance Worker Weiss if she was absolutely certain as to which comment was made by Secretary Loisel, and she said yes. Maintenance Worker Weiss stated, "She said

'fuck you'". I asked if Secretary Loisel indicated she said something else, and she said Secretary Loisel stated that she said, "fuck this, not fuck you." I asked if the verbiage choice made any difference to her, and she responded no. Maintenance Worker Weiss said either response would not have been an appropriate choice when responding to the Barracks Commander.

I asked Maintenance Worker Weiss to explain what Lieutenant Campbell did after Secretary Loisel closed her office door, and she said he asked, "Did she just say, 'fuck you to me?'" Maintenance Worker Weiss said Lieutenant Campbell "kind of pushed me out of the way" and walked into Secretary Loisel's office. She said she heard the two of them talking after he closed the door but could not hear what was being said. Maintenance Worker Weiss said Lieutenant Campbell left the office a short time later, and Sergeant Martin went into the office and spoke with Secretary Loisel. I asked if she felt Sergeant Martin was trying to diffuse the situation, and she said yes.

I asked Maintenance Worker Weiss if she was injured when Lieutenant Campbell pushed her, and she said no. She explained Lieutenant Campbell had to move around her to get into the office, but she was not actually pushed or shoved. I asked if she felt Lieutenant Campbell was making inappropriate comments about the political landscape in the presence of Secretary Loisel, and she said no. Maintenance Worker Weiss said, "It didn't seem to be an issue, ever," but it was known the two of them differed on their choice of presidential candidates. I asked if Secretary Loisel was being inappropriate in her response, and she replied, "I don't think she meant to do it, and some people handle stress better."

I asked Maintenance Worker Weiss if this incident could have been handled better by both Lieutenant Campbell and Secretary Loisel, and she said yes. I asked if she felt the two of them would be able to get past this incident and have a productive working relationship in the future, and she answered yes.

I asked Maintenance Worker Weiss if there was anything else she wished to add to her statement, and she said no. She said everything in her statement was true and factual. I ordered Maintenance Worker Weiss not to discuss this internal affairs investigation with anybody else, and she indicated she understood my order. The interview concluded at 1029 hours.

On December 20, 2016, I interviewed Dispatcher McKenzie Pearson as a witness to this internal affairs investigation. I asked Dispatcher Pearson if she heard the November 9, 2016, conversation between Lieutenant Campbell and Secretary Loisel, and she said yes. Dispatcher Pearson said she heard Lieutenant Campbell ask Secretary Loisel if she was one of the people who were upset and crying all night over the election results. Dispatcher Pearson said Secretary Loisel told him no and then went into her office. I asked if it seemed Secretary Loisel was upset at this comment and she said no. I asked if it was known that Secretary Loisel did not personally care for Mr. Trump, and she said yes.

Dispatcher Pearson said she was working at the phone desk area on November 9, 2016, when Secretary Loisel came out of her office and told them Mrs. Clinton just won Guam Island as some of the early election results were being announced. I asked Dispatcher Pearson if she heard any other political comments spoken by Secretary Loisel, and she said no. Dispatcher Pearson said some of the people at the Barracks were discussing the election results in the morning, but they were not arguing; the most common topic of conversation was related to how some citizens were crying and starting riots over the election results.

Dispatcher Pearson said Lieutenant Campbell asked Secretary Loisel if she was one of the people crying, but she did not think it was meant to be a malicious statement. I asked how Secretary Loisel responded to this comment, and she said she thought Secretary Loisel told Lieutenant Campbell she wasn't crying, but she could not be sure because she was busy. She said there was no other talk of politics between Lieutenant Campbell and Secretary Loisel for the rest of the day.

I asked Dispatcher Pearson if she was working on November 10, 2016, and she said yes. Dispatcher Pearson added, "That was an ugly day." I asked her to recount what she observed on that day, and she said she was working at the Sedgwick Barracks radio station which faced the interior lobby of the Hammond Barracks. She said she heard Lieutenant Campbell ask Maintenance Worker Weiss if she was "going to make Hammond great again," or something to that effect. Dispatcher Pearson said she knew this was meant to be a paraphrase of Mr. Trump's political campaign slogan.

I asked Dispatcher Pearson if Secretary Loisel said anything about this comment, and she said yes, she heard Secretary Loisel speak, but she did not hear exactly what Secretary Loisel said because she sometimes speaks in a lower tone and is often hard to hear.

Dispatcher Pearson said she heard Lieutenant Campbell tell Secretary Loisel it was meant to be a joke, and she saw him talking with his hands outstretched with his palms upward as he was making the statement. Dispatcher Pearson stated Lieutenant Campbell started to walk back from the sergeants' office doorway into the interior of the sergeants' office when she heard Secretary Loisel say, "Fuck you!"

I asked Dispatcher Pearson if she was sure of the comment made by Secretary Loisel, and she said yes. Dispatcher Pearson said Lieutenant Campbell walked back to Secretary Loisel's office and asked her, "What did you just say to me?" Dispatcher Pearson said he asked this question twice and then he closed the office door. Dispatcher Pearson said she heard "elevated voices," but she was not able to discern what was being said. I asked if Lieutenant Campbell was angry when he made the comments about what Secretary Loisel said, and she said she thought it sounded like he was surprised at first, but his tone of voice sounded angry when the two of them were behind closed doors.

I asked Dispatcher Pearson if Lieutenant Campbell and Secretary Loisel were screaming at each other, and she said no. She explained the conversation was a "heated discussion," but she did not hear either of them screaming at each other. I asked if she could understand why Lieutenant Campbell's comments would have upset Secretary Loisel, and she said yes. She described Secretary Loisel as "an emotional person," and added, "She would not have liked that." Dispatcher Pearson stated everybody at the Barracks knew Secretary Loisel was a supporter of Mrs. Clinton.

Dispatcher Pearson said one of the other dispatchers at the Hammond Barracks was also a supporter of Mrs. Clinton, and she said none of the rest of the employees were mistreating her as the result of her political alliances. I asked if Lieutenant Campbell's comments were inappropriate, and she answered no. She said she did not see them as being wrong; he was just uttering one of the catch phrases for the election "and it just escalated from there." She stated his comment was "taken way out of proportion."

I asked Dispatcher Pearson if Secretary Loisel's profane comments were inappropriate, and she said yes. I asked if it was inappropriate for Lieutenant Campbell to speak to Secretary Loisel behind closed doors, and she said no. Dispatcher Pearson said a lieutenant "has to expect respect," and explained he is in charge of the Barracks. I asked if Sergeant Martin was able to calm the situation, and she said yes. Dispatcher Pearson said after this incident the rest of the day proceeded as usual.

I asked Dispatcher Pearson if there was anything else she observed during the course of these events, and she said on the following Monday Secretary Loisel walked out of her office and told her the District Staff was taking her out of the Hammond Barracks against her will. I asked Dispatcher Pearson to clarify this statement, and she said Command Lieutenant Lamberth or Command Lieutenant Thompson asked Secretary Loisel to report to District Headquarters, and Secretary Loisel did not want to go. She explained Sergeant Martin took Secretary Loisel to District Headquarters, and he was apparently able to calm her down along the way.

I asked Dispatcher Pearson if this incident would be the cause of irreparable damage to the Hammond Barracks morale, and she said no. Dispatcher Pearson said she has been around for 20 years and "it takes a whole heck of a lot to turn this place inside out." Dispatcher Pearson said she has not always agreed with everything her co-workers have said over the years, but she feels like "they are family," and she did not see this incident "as a big deal." Dispatcher Pearson corrected herself and said this incident was a big deal at the time, but it seemed as if everybody has moved past it.

I asked Dispatcher Pearson if there was anything else she wished to add to her statement, and she said no. Dispatcher Pearson said everything in her statement was true and factual. I ordered Dispatcher Pearson not to discuss this internal affairs investigation with anybody else, and she indicated she understood my order. The interview concluded at 1125 hours.

On December 20, 2016, I interviewed Dispatcher Miranda D. Hill as a witness to this internal affairs investigation. Dispatcher Hill was recently hired on October 31, 2016, and was being trained by Dispatcher Pearson at the time of this incident. Dispatcher Hill said she recalled Secretary Loisel make a comment in reference to Mrs. Clinton winning the Island of Guam on November 8, 2016. Dispatcher Hill said she was working at the phone desk, which is directly across from the Sedgwick Barracks radio desk where Dispatcher Pearson was working. I asked Dispatcher Hill if she heard any other comments about politics on November 8, 2016, and she said no.

I asked Dispatcher Hill if she heard Lieutenant Campbell make a comment to Secretary Loisel in reference to crying over the election results on November 9, 2016, and she said no. Dispatcher Hill said she was working the Hammond radio desk, which is in the corner of the radio room at the front end of the building.

I asked Dispatcher Hill where she was working on November 10, 2016, and she said she was working the Sedgwick Barracks radio desk. I asked if she heard Lieutenant Campbell made a comment to Maintenance Worker Weiss about making Hammond great again, and she said yes. Dispatcher Hill explained she heard Lieutenant Campbell make this comment, but she could not identify the recipient of his statement.

Dispatcher Hill said after Lieutenant Campbell made this statement she heard Secretary Loisel say, "Fuck you." I asked if she was sure the comment made by Secretary Loisel, and she responded yes. Dispatcher Hill said Lieutenant Campbell asked Secretary Loisel what she said, and then she thought he said they could go to District and discuss the matter, but she was not sure. I asked if Lieutenant Campbell seemed angry, and she said no, he sounded more surprised more than anything.

I asked Dispatcher Hill if Lieutenant Campbell and Secretary Loisel were speaking behind closed doors, and she said yes. She was not sure exactly what was said because the door was closed. I asked Dispatcher Hill if she saw anybody close the door, and she said the door was closed, but she was not sure who closed it.

I asked Dispatcher Hill if Lieutenant Campbell was being inappropriate by making political comments, and she said no. Dispatcher Hill explained she has only been working there for a couple of months, but she has already learned it is necessary to "have a thick skin" when working in a law enforcement career field. She did not think the comments were meant to be unprofessional or disrespectful. She felt it was good to have pride in your community and desire to make it a better place to live and work.

I asked Dispatcher Hill if Secretary Loisel was being unprofessional by using profanity, and she said yes. Dispatcher Hill explained foul language is an everyday part of law enforcement, but she felt it was disrespectful for Secretary Loisel to use profanity toward Lieutenant Campbell. I asked if she was sure what words Secretary Loise said, and she said yes. I asked if she knew Secretary Loisel did not care for Mr. Trump, and she said no. Dispatcher Hill said she was not aware Secretary Loisel was "that deep of a Hillary supporter" until November 10, 2016.

I asked Dispatcher Hill if Lieutenant Campbell was being unprofessional when he made the comments about making Hammond great again, and she said no. She said her impression

was that Lieutenant Campbell “was not that big of a Trump supporter” from their conversations previous to this incident. Dispatcher Hill also reiterated Secretary Loisel was very vocal about making her political viewpoint known during the time she was at the Hammond Barracks, but neither of them had any disagreements about political candidates prior to this incident.

I asked Dispatcher Hill if Sergeant Martin went into Secretary Loisel’s office after Lieutenant Campbell left, and she said yes. She said he seemed to try to calm the situation and it seemed as if “he was partly successful.” I asked if this incident seemed like it would have a lasting effect on the Hammond Barracks, and she said no. Dispatcher Hill said it did not seem like people were terribly upset about the incident as time passed.

I asked Dispatcher Hill if there was anything else she wished to add to her statement, and she said no. Dispatcher Hill said everything in her statement was true and factual. I ordered Dispatcher Hill not to discuss this internal affairs investigation with anybody else, and she indicated she understood my order. The interview concluded at 1144 hours.

On December 2, 2016, I interviewed Dispatcher William Patterson as a witness to this internal affairs investigation. I asked Dispatcher Patterson if he heard Secretary Loisel make a comment about Mrs. Clinton winning the Island of Guam on November 8, 2016, and he said yes. I asked Dispatcher Patterson if he heard Lieutenant Campbell make a comment to Secretary Loisel in reference to the election results, and he said yes. Dispatcher Patterson explained Lieutenant Campbell asked Secretary Loisel if she was “going to Canada like some of the other liberals are doing.”

I asked him if Lieutenant Campbell asked Secretary Loisel about crying over the elections results, and he said he thought so. I asked if the liberal comment was viewed as pernicious, and he said no. Dispatcher Patterson explained it is just a descriptor “attached to a stance,” and whether a person is liberal or conservative it is not intended to have any negative connotations; it is only a method of describing viewpoints of people. I asked how Secretary Loisel responded to Lieutenant Campbell’s statements, and he said he knew she responded, but he did not hear exactly what she said because he was sitting at the Hammond radio desk.

Dispatcher Patterson said on November 10, 2016, Lieutenant Campbell came into the Hammond Barracks in the morning after he helped a motorist change a tire. Lieutenant Campbell told him and the others he was going to make Hammond and America great again “one tire change at a time.” I asked Dispatcher Patterson if he heard Lieutenant Campbell make any other comments to Maintenance Worker Weiss, and he said no. Dispatcher Patterson said he did hear Secretary Loisel say she did not want to talk about politics, but he could not recall exactly how she voiced her opinion.

Dispatcher Patterson said Lieutenant Campbell told Secretary Loisel he was only joking, and then he stepped into the sergeants’ office. At this time, Dispatcher Patterson said he heard Secretary Loisel say either “fuck” or “fucking,” but he was not sure exactly how she worded her comment because he was answering the radio or talking on the telephone when the comment was made. Dispatcher Patterson said he looked up from his workspace and after observing the incredulous expression on the faces of the other dispatchers “the looks on their faces confirmed this was the word that I heard.”

I asked Dispatcher Patterson if Lieutenant Campbell made any comments after hearing the profanity, and he said yes. He heard Lieutenant Campbell ask about the comment, and the “power walked” into Secretary Loisel’s office and closed the door. I asked if Lieutenant Campbell appeared to be angry, and he said yes. Dispatcher Patterson then explained Lieutenant Campbell “was more confused.” He described the demeanor of Lieutenant Campbell as being, “did I just hear what I thought I hear?”

I asked Dispatcher Patterson if Lieutenant Campbell closed the door immediately upon entering the office, and he said no. Dispatcher Patterson said he heard Lieutenant Campbell ask Secretary Loisel, “what is your problem?” He said he also heard Lieutenant Campbell tell Secretary Loisel she could close the office door if she did not want to hear any disagreeable comments, but he did not hear any screaming between the two of them.

I asked Dispatcher Patterson if Sergeant Martin went to speak to Secretary Loisel after Lieutenant Campbell left, and he said yes. Dispatcher Patterson said Sergeant Martin tried to assuage Secretary Loisel and diffuse the situation, and he felt Sergeant Martin was successful in his endeavors. Dispatcher Martin said he did hear Sergeant Martin tell the dispatchers not to discuss politics at some point after this incident, but he was not sure exactly what he said.

I asked Dispatcher Patterson if Lieutenant Campbell was being unprofessional when he made the comments to Secretary Loisel, and he said no. Dispatcher Campbell said he did not think Lieutenant Campbell was trying to make Secretary Loisel uncomfortable because of their political differences; he said most of the people at the Barracks expressed their opinions over this presidential race because it was an important and historic election cycle. I asked if Secretary Loisel was being unprofessional when she used profanity, and he said yes. Dispatcher Patterson said he did not think it was necessary for the situation to have gotten so far out of hand because reasonable people can disagree without one another without resorting to name calling.

Dispatcher Patterson emphasized Secretary Loisel made her political choices well known previous to this incident and did not shy away from political discourse before the election results were tallied. I asked if his incident would inflict irreparable damage to the Hammond Barracks, and he said no. Dispatcher Patterson said he felt something positive could be gleaned from this incident, and he did not think it would have any effect on the morale of the Barracks.

I asked Dispatcher Patterson if there was anything else he wished to add to his statement, and he said no. Dispatcher Patterson said everything in his statement was true and factual. I ordered Dispatcher Patterson not to discuss this internal affairs investigation with anybody else, and he indicated he understood my order. The interview concluded at 1244 hours.

During an interview on December 21, 2016, Lieutenant Tyler A. Campbell answered questions regarding the internal affairs investigation. The Division 0036 form was read and signed by Lieutenant Campbell, and he received a signed copy of this form at the conclusion of the interview. Lieutenant Campbell agreed to participate in the interview without a legal representative. Per the accepted protocol standards, Lieutenant James R. Beal was also present during the interview.

I asked Lieutenant Campbell if he spoke about the presidential election results while he was at the Hammond Barracks on November 9, 2016, and he said yes. Lieutenant Campbell said he walked up to the radio room in the morning and heard the dispatchers talking about the election results. He indicated the topic of their conversation pertained to the supporters of Mrs. Clinton who were broadcast on television crying and protesting the results of the election earlier that morning after the election results were announced.

Lieutenant Campbell said Secretary Loisel came out her office and participated in their conversation. Lieutenant Campbell said at one-point Secretary Loisel asked him why he liked Mr. Trump, and he said, "I never said I liked Trump so much, why do you like Hillary so much?" Lieutenant Campbell said he could not recall exactly what Secretary Loise said, but he did remember her telling him the people were crying on the television because they were upset and scared over the results of the election. Lieutenant Campbell said he asked Secretary Loisel, "You didn't cry last night, did you?" He said Secretary Loisel told him she was not crying and that was the end of the discussion.

Lieutenant Campbell said this was a significant and historic election, and most, if not all of the people at the Hammond Barracks discussed the election at one point in time or another. Lieutenant Campbell said most conversations involved what had been seen on television, but all of the conversation were always civil and were two-sided. Lieutenant Campbel denied taking an argumentative approach to the conversations and said the discissions where civil and cordial. Lieutenant Campbell said Secretary Loisel would frequently "put her two cents" and express her viewpoints during the times they were discussing politics.

I asked Lieutenant Campbell if he know Secretary Loisel was a supporter of Mrs. Clinton, and he said yes. Lieutenant Campbell explained Secretary Loisel never directly stated her political affiliation to him, but he assumed she was a supporter of Mrs. Cliton; however, he insisted he never asked her which candidate she was supporting. Lieutenant Campbell said the conversations which involved politics at the Hammond Barracks centered around current events and were always kept lighthearted and inclusive of those who might have different opinions.

I asked Lieutenant Campbell if his comments regarding the election results were meant to be malicious or otherwise harmful in nature, and he said, "Absolutely not." Lieutenant Campbell stated, "Maybe I shouldn't have said that, but it was a joke." Lieutenant Campbell explained there was not an argument on November 9, 2016, and after the conversation ended he went into his office. I asked Lieutenant Campbell if the November 9, 2016, conversation took place first thing in the morning, and he said it took place in the middle of the day.

I asked Lieutenant Campbell to explain what happened on November 10, 2016, and he said when he walked in the front door he heard Dispatcher Pearson and Maintenance Worker Weiss talking about the riots which took place the previous evening. Lieutenant Campbell said he told them, "Well, I'm doing my job by making Hammond great again, I just helped a woman change a tire." He said they all laughed at his comment, and then he walked to his office to hang up his coat.

A few moments later, Lieutenant Campbell said he walked into the sergeants' office to speak to Sergeant Martin and asked Maintenance Worker Weiss, "Nay-Nay, I just want to know, are you going to help me make Hammond great again, or are you going to go down to Becklain and riot?" He said Maintenance Worker Weiss laughed and started to make a comment when "all of a sudden" he heard Secretary Loisel start to yell from her office.

Lieutenant Campbell said Secretary Loisel said, "I don't want to talk about this, and you're not allowed to talk politics." Lieutenant Campbell said he was surprised because he was not sure if she was joking or being serious. He said he walked toward her office and told Secretary Loisel he was not talking politics, and he was just talking to Maintenance Worker Weiss. Lieutenant Campbell said Secretary Loisel was angry and he told her, "You've got to calm down." Lieutenant Campbell said he told Secretary Loisel she could close her door if she did not want to hear their conversation, but he insisted he was not trying to upset her and was only joking with Maintenance Worker Weiss.

Lieutenant Campbell said he started to walk back into his office when he heard Secretary Loisel yell, "Fuck you." Lieutenant Campbell said he turned and told Sergeant Martin, "I can't believe she just said that." He then walked across the sergeants' office, opened the office door which went into Secretary Loisel's office, and walked inside.

Lieutenant Campbell said he closed the office door after he went inside, and asked Secretary Loisel, "Did you just say, 'fuck you to me?'" He said Secretary Loisel was angry and told him, "No, I said 'fuck this.'" Lieutenant Campbell said he told Secretary Loisel this was not what she said, but she was angry and told him to go ahead and punch her. Lieutenant Campbell said he was surprised at her response and admitted he walked out of her office at this time.

After this conversation concluded, Lieutenant Campbell said he was so shocked he walked to the garage and called Command Lieutenant Lamberth. At one point, he told Sergeant Martin to try and calm Secretary Loisel. Lieutenant Campbell said Sergeant Martin later told the dispatchers to stop talking about politics. He said it seemed Secretary Loisel was no longer upset when he returned to the office after his phone conversation with Command Lieutenant Lamberth was finished. I asked if he was angry when he went into Secretary Loisel's office, he said "I'm not going to say I was jovial; I was upset." Lieutenant Campbell said, "I don't lose my mind. I'm not that person." He insisted he was not yelling or screaming, but he did not want to hear this kind of language directed toward himself or any other employee.

I asked Lieutenant Campbell if he thought his comment regarding Maintenance Worker Weiss making Hammond great again was the catalyst for this incident, and he said yes. Lieutenant Campbell then corrected himself and said no. He explained he thought Secretary Loisel was already angry because Sergeant Martin told him Secretary Loisel said, "I was just the last guy in line who said something which upset her that morning."

Lieutenant Campbell insisted he was only joking with Maintenance Worker Weiss, and he was not attempting to deliberately upset Secretary Loisel. He said he asked some of the other people if they were offended by any political comments, after the situation calmed, and they told him nothing he said about politics had ever been offensive in nature.

At this time, Lieutenant Beal asked Lieutenant Campbell if he could recall what Secretary Loisel was saying in her office, and he said Secretary Loisel told him, "I'm a slave, I'm a slave," and then she said, "Just hit me." Lieutenant Beal asked if there were any other comments which stuck out, and he said no. Lieutenant Beal asked if he told Secretary Loisel to shut her door, and Lieutenant Campbell said, "I told her if there are things she didn't want to hear, she could shut her door." Lieutenant Campbell said Secretary Loisel slammed her door as soon as he made this comment.

Lieutenant Campbell admitted he could have gone to greater lengths to calm Secretary Loisel, but he was shocked and surprised by her reaction to the inane conversation he was having with Maintenance Worker Weiss. I asked Lieutenant Campbell if he was standing while he was inside her office, and he said yes. He said Secretary Loisel was sitting at her desk and the desk was between them while he was speaking to her.

I asked Lieutenant Campbell if there was anything else he wished to add to his statement, and he said no. Lieutenant Campbell said everything in his statement was true and factual. On behalf of the Office of Personnel, I ordered Lieutenant Campbell not to discuss this internal affairs investigation with anybody else, and he indicated he understood my order. The interview concluded at 1002 hours.

On December 21, 2016, I interviewed Trooper Jeremy J. Gray as a witness to this internal affairs investigation. Trooper Gray said he walked into the Hammond Barracks on November 10, 2016, when he heard Secretary Loisel say, "Fuck you." I asked Trooper Gray if he heard any comments made by Lieutenant Campbell, and he said no. Trooper Gray said he walked back toward the reports room to avoid the situation. He explained, "I did not want to know what was going on to be honest." I asked if he was sure of the comment made by Secretary Loisel, and he said yes.

I asked Trooper Gray if there was anything else he wished to add to his statement, and he said no. Trooper Gray said everything in his statement was true and factual. I ordered Trooper Gray not to discuss this internal affairs investigation with anybody else, and he indicated he understood my order. The interview was concluded at 1026 hours.

During an interview on December 27, 2016, Secretary Emma L. Loisel answered questions regarding this internal affairs investigation. The Division 0036 form was read and signed by Secretary Loisel, and she received a signed copy at the conclusion of the interview. Secretary Loisel participated in the interview with Ms. Wendy Bishop as her union representative.

I asked Secretary Loisel if there were any political discussions at the Hammond Barracks on November 8, 2016, and she said no. I asked her if she made the comment about Mrs. Clinton winning the Island of Guam, and she replied, "Yes, as a joke." Secretary Loisel explained there were no other political discussions at the Hammond Barracks on the day of the general election.

Secretary Loisel said on November 9, 2016, Lieutenant Campbell asked her if she was one of the people crying all night when she heard the results of the election. Secretary Loisel said she told him, "Be nice." I asked if this comment upset her, and she said, "I felt humiliated." Secretary Loisel said she did not know what to say at first, but she told

Lieutenant Campbell to be nice a few moments later. I asked if she told Lieutenant Campbell not to discuss politics on November 9, 2016, and she said no. I asked if there was any other discussions about politics on November 9, 2016, and she said Lieutenant Campbell told her he stayed up to see the election results, and she told him she woke up at 0300 to let her dogs out and found out the election results at that time.

I asked Secretary Loisel if the conversation on November 9, 2016, were hostile, and she responded no. Secretary Loisel said she walked away from Lieutenant Campbell when he called Mrs. Clinton a criminal, but she admitted she did not tell him to stop talking about politics. Secretary Loisel explained she was going to ask Lieutenant Campbell a question regarding the schedule when she heard him talking on the phone. She said she waited for him to finish his conversation and heard him make comments about making America great again as she waited. Once he finished his telephone conversation, she spoke to him about the schedule.

I asked Secretary Loisel to explain what took place on November 10, 2016, and she said she heard Lieutenant Campbell talking about the political protests at approximately 0750 hours. Secretary Loisel said her office is near the radio room, and she could hear Lieutenant Campbell talking about the protests and heard Dispatcher Pearson saying, "The liberals were angry." I asked Secretary Loisel if she heard Lieutenant Campbell say he was making Hammond great again, and she did not remember.

I asked Secretary Loisel if she told Lieutenant Campbell she did not want to talk about politics on November 10, 2016, and she said yes. Secretary Loisel explained she made this comment from her office, which was commonplace due to the location of her office between the sergeants' office and the radio room. Secretary Loisel said once she made this comment, Lieutenant Campbell told her they were going to talk about the election and sounded angry as he said it.

Secretary Loisel said she asked Lieutenant Campbell again if they could not discuss the election, and he told her once more they would discuss the election. I asked what happened next, and she said, "I carefully closed my door, and said 'Fuck this.'" I asked if she was sure of her comment, and she said yes. I asked Secretary Loisel what transpired next, and she said Lieutenant Campbell walked into her office angrily and pointed his index finger at her across the desk and asked her, "Did you say, 'fuck you to me?'" Secretary Loisel denied making this comment and reiterated that she said, "Fuck this."

I asked Secretary Loisel if her office door was closed when she made the profane comment, and she said yes. I asked if the office door was closed while Lieutenant Campbell was speaking to her, and she said yes. She said he was standing on the other side of her desk, and she was sitting while they were having a conversation. I asked Secretary Loisel if she slammed her office door, and she said no. Secretary Loisel said she closed her door, sat down at her desk, and exclaimed, "Fuck this." She insisted this was the only comment she made before Lieutenant Campbell stormed into her office.

I asked Secretary Loisel if Lieutenant Campbell was screaming at her, and she said he was upset and talking loudly, but he was not screaming. She said he was pointing his finger at her, and she told him she knew he wanted to hit her. Secretary Loisel said she was afraid while Lieutenant Campbell was talking to her and said he was aware she was a domestic violence survivor and was not comfortable being spoken to in such a manner as this. I asked Secretary Loisel what happened next, and she said Lieutenant Campbell left her office after he yelled at her, and she sat at her desk for a period of time.

I asked Secretary Loisel if there was a significant difference between the versions of what response was made while she was in her office, and she said it was routine for people to use vulgar language at the Hammond Barracks. Secretary Loisel said, "The F-word gets used a lot." Secretary Loisel said profanity is used frequently enough at the Hammond Barracks that she did not think it was out of place for her to say it. I asked if she thought it was inappropriate for her to make the profane comment, and she said no. Secretary Loisel said, "I didn't see a problem. It happens all the time here."

I asked Secretary Loisel if she was screaming the profane comment, and she said no. I asked if she was directing the vulgar comment toward Lieutenant Campbell, and she again said no. Secretary Loisel said she was just upset at the situation and was not being disrespectful. I asked if Lieutenant Campbell's comments were disrespectful, and she said yes. I asked her if she could see where her comments could have been misinterpreted by Lieutenant Campbell, and she said no. Secretary Loisel insisted her door was closed, and she was not directing her comment towards anybody. I asked if this incident would cause irreparable damage to her relationship with Lieutenant Campbell, and she said she did not know.

I asked Secretary Loisel if there was anything else she wished to add to her statement, and she said no. Secretary Loisel said everything in her statement was true and factual. I

ordered her not to discuss this internal affairs investigation with anybody else, and she indicated she understood my order. The interview concluded at 1118 hours.