

Lieutenant Tyler Campbell - 2017 Interview 1

9:50 am, December 18, 2107

Sergeant Kenneth Findlay: "Ok this is Sergeant Kenneth Findlay with the Internal Affairs Investigation Unit. Today is Monday, December 18. The time is now 9:50 am. This is a recorded interview with Lieutenant Tyler Campbell who is a witness to investigation to, or subject to investigation 2017-0636. Write the time down here, and before we go on record sir we look at attachments A, B, C, D, E, F, and G correct?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "As an exempt employee you are willing to participate without a legal rep?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "Ok, I'll read you the allegations and get the Garrity signed and get started. You are the subject of an Internal Affairs investigation. The known allegations are the facts and circumstances surrounding incidents were discovered on November 2, 2017, where you failed to effectively supervise Secretary Loisel and Sergeant Hall which resulted in Hammond Barracks bills not being paid in a timely manner and the FleetLE report, the oil filter log not being updated correctly. Any questions on that?"

Lieutenant Tyler Campbell: "No."

Sergeant Kenneth Findlay: "Uh, I'll read you the Garrity portion and we'll get started. You're being interviewed as part of an official Internal Affairs investigation by the Division. You will be asked questions related to the performance of your official duties and 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 sir, I just need your signature where it says employee. Would you like a copy of this once we're done?"

Lieutenant Tyler Campbell: "No."

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

Lieutenant Tyler Campbell: "Tyler Campbell 10 31 of 01."

Sergeant Kenneth Findlay: "And you um have been a lieutenant for?"

Lieutenant Tyler Campbell: "Four years, a little over four years."

Sergeant Kenneth Findlay: "How long were you at Hammond?"

Lieutenant Tyler Campbell: "Two years."

Sergeant Kenneth Findlay: "And you are since been transferred you transferred down here to the Statehouse?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "Um, in regarding this the QRA, let's look at attachment A that was held on November the 2nd?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "And you were present for that?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "And these issues, the FleetLE report, this were, it's the FleetLE report was reviewed since the last biennial, and it was conducted in December 16. Multiple service entries not entered into the FleetLE report since early 2017 and that was discovered on that day?"

Lieutenant Tyler Campbell: "Yeah, so we had a barracks inspection in December of 16 where everything was perfect."

Sergeant Kenneth Findlay: "That's the biennial?"

Lieutenant Tyler Campbell: Biennial. "From that point to last month was when this was discovered."

Sergeant Kenneth Findlay: "Ok, um and lets back up attachment B to cover that. The highlighted portions says it was not the FleetLE report, the FleetLE database was not reviewed because you just had your biennial?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "Ok and also to, and Emma wasn't there that day?"

Lieutenant Tyler Campbell: "So basically, we had a biennial inspection in December of 2016 near the middle to the end of December and the barracks was inspected and this was all perfect. They came three months later in March; they did not review the FleetLE report because it was so, because it was in standing order."

Sergeant Kenneth Findlay: "In December?"

Lieutenant Tyler Campbell: "Three months earlier."

Sergeant Kenneth Findlay: "Yeah."

Lieutenant Tyler Campbell: "And also, the secretary was not there that day, so they glossed over that and then they reviewed it at my second QRA which was 11/2."

Sergeant Kenneth Findlay: "Ok and in November is when they found it?"

Lieutenant Tyler Campbell: "Correct, so from December of 16 it had not been reviewed until 11/2 even though there was a QRA in between there. They didn't review it at that point, just so I wanted to make that clear."

Sergeant Kenneth Findlay: "Ok, you just wanted to cover that for you, because I've got a question for you on reference to attachment B. Had they looked at it then they would have found issues regarding attachment C correct? Cause it started at, it appears to be since January of 17 there are several dates in here where it looks like they would have found it?"

Lieutenant Tyler Campbell: "It was February's yeah, one six, yeah. Had they reviewed it then they would have caught it at that time."

Sergeant Kenneth Findlay: "Ok and that's not, it not unusual to skip over something?"

Lieutenant Tyler Campbell: "No, it's not."

Sergeant Kenneth Findlay: "Especially considering the fact that you just had?"

Lieutenant Tyler Campbell: "It's not."

Sergeant Kenneth Findlay: "A biennial."

Lieutenant Tyler Campbell: "It's not, they um, depending on how many cars you have and how often they are driven it's not a system that's updated that much. I guess because when

cars get serviced and depending on when their rotation, they are on it may have only been a couple of entries and sometimes it's just not worth reviewing.”

Sergeant Kenneth Findlay: “Ok and in regarding these issues of the, the FleetLE attachment C the FleetLE database not getting updated the FleetLE report not being updated in a timely manner and the bills not being paid. Those, where did you notice any issues with um your, Secretary Emma Loisel not paying bills prior to this incident arising?”

Lieutenant Tyler Campbell: “Not at all.”

Sergeant Kenneth Findlay: “Um were you aware that the bills were not being paid?”

Lieutenant Tyler Campbell: “No, I was not aware.”

Sergeant Kenneth Findlay: “Ok and these are, let.”

Lieutenant Tyler Campbell: “From April tow bill was one of our cruisers Trooper Landt from Bob's Towing, which is one of our very good towers. It's from 4/11 and I had never heard of this bill needing or not being paid until Rose, who is the secretary for the Jefferson Barracks, came to start helping us out because Emma Loisel had been removed. It was at that point when I realized that this particular bill was outstanding.”

Sergeant Kenneth Findlay: “Ok.”

Lieutenant Tyler Campbell: “And in fact, Bob stops in the barracks often and never said anything to me and his comment to me and I said, ‘Bob, you gotta let somebody else know if she doesn't pay you.’ His comment was to me was, ‘well it happens so often I just assumed I was not going to get paid.’”

Sergeant Kenneth Findlay: “When did he tell you this?”

Lieutenant Tyler Campbell: “When Rose and I were at his shop.”

Sergeant Kenneth Findlay: "Ok, so I would have been between the second of November?"

Lieutenant Tyler Campbell: "And now, so it was probably one of the last weeks I was there when I drove Rose down there to pay the bill. So we'd have a time stamp based on when that bill was paid, I said to Bob in his office, 'you gotta let us know cause I had no idea I'm sorry about this' and he said 'oh no this this happens often with her she just, you know, doesn't never pays me and, and I just assumed I wasn't gonna get paid cause I drop it off every once in a while just to remind her and I hope I get paid.' But I just don't and I said, 'that's not how we operate. Bob, make sure you let me or a supervisor sergeant know from this point forward.'"

Sergeant Kenneth Findlay: "Ok when you said this?"

Lieutenant Tyler Campbell: "So, this was on looks like 12/7 maybe."

Sergeant Kenneth Findlay: "11 well here it is here 11/14."

Lieutenant Tyler Campbell: "11/14 was the day we talked to Bob."

Sergeant Kenneth Findlay: "And this is you, and this is what you told me this is on page two of attachment D, and this is when you and Rose went down and paid the bill?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "And you used a Galaxy card?"

Lieutenant Tyler Campbell: "That's correct."

Sergeant Kenneth Findlay: "And it took how long to do this?"

Lieutenant Tyler Campbell: "Um I don't know if we used the Galaxy card. It was it's a system that they have our uh so what I'm looking for our vendors have to get paid that no one had ever explained to Bob. So, Rose walked in and I believe it was Bob's daughter who runs the office. She walked behind, she said, 'can I come behind the counter?' and she said 'oh of course walk behind the counter.'" Said, 'I want you to log into here it was a website logged into and I want you to go into here click here do it and now you got to make a phone call. She called she got on the phone and oh my god, got paid and Rose looked at her and said that's all that needed to happen and, and that was it and it was maybe."

Sergeant Kenneth Findlay: "And that is something?"

Lieutenant Tyler Campbell: "30 seconds."

Sergeant Kenneth Findlay: "And that's something um I know that um when I spoke with Rose she mentioned that it was something done with the Galaxy card comes through they have to call this number to make it go through?"

Lieutenant Tyler Campbell: "Yeah."

Sergeant Kenneth Findlay: "It was like a credit card."

Lieutenant Tyler Campbell: "Yeah like you call in your credit card order as opposed to swiping it you have to call it in."

Sergeant Kenneth Findlay: "Yes sir, ok so that didn't take any time at all?"

Lieutenant Tyler Campbell: "No, we were in and out of there, you know only because we sat around chat for him for a few minutes, ten minutes."

Sergeant Kenneth Findlay: "So, the Galaxy card, the bill process you are aware of how the bills, how the process is they pay the bills what steps they enter to get paid?"

Lieutenant Tyler Campbell: "I wouldn't, I was not."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "Not, not really I, I thought we could just swipe the card, and Rose told me no how they actually call the card and do what you said."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "I, I, I didn't know that. I thought that I thought the guy or the trooper that got their car towed or needed wash fluid or whatever could just swipe the card, but it's not that easy they just gotta basically make a phone call."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "Couple more steps."

Sergeant Kenneth Findlay: "So, you were not aware that Galaxy card bill paying process prior to this incident?"

Lieutenant Tyler Campbell: "I was not."

Sergeant Kenneth Findlay: "Coming to light?"

Lieutenant Tyler Campbell: "I was not."

Sergeant Kenneth Findlay: "And did you ever speak to Emma about the bills not being paid?"

Lieutenant Tyler Campbell: "No because I didn't know they weren't being paid. I didn't know they were not being paid, you mean after found out that they weren't being paid?"

Sergeant Kenneth Findlay: "Prior to this?"

Lieutenant Tyler Campbell: "No, I did not, I didn't know they weren't being paid."

Sergeant Kenneth Findlay: "And you became, with the bills aware of the bills not being paid?"

Lieutenant Tyler Campbell: "When our temporary secretary Rose from Jefferson came to assist us."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "Was when all of this came to light, actually most all of it was."

Sergeant Kenneth Findlay: "Question I just wrote down. When Rose came, when I interviewed Rose she told me that some of bills were found in desk drawer in Emma's office."

Lieutenant Tyler Campbell: "Ok, so you want to go into that ok so when Em, now we're talking about the FleetLE report."

Sergeant Kenneth Findlay: "Well, there were several incidents some of the, some of these attachments relating to them, some of the information was found in a desk drawer where the bills were left in a folder here or they weren't?"

Lieutenant Tyler Campbell: "So, when the QRA was going on, Command Lieutenant Foster pulled me back and in the, in the, where they were doing the QRA, and said, 'you have a lot of cars that aren't being serviced, and I said, 'no that's not, that's not the case. Our cars are all serviced' and he said, 'well there are there are entries there are maintenance requirements that are missing from your FleetLE report in the computer,' and I said, 'well I'm not sure how the computer works well. I can tell you that as a barracks we have a, we have a from when I was a sergeant you know, we have a strong follow-up for cars and

service and we can show you Hall was in charge of that and he, he knows that these cars are serviced. I know that they are serviced, I see the notes go out to the troopers and I hear Nancy constantly taking cars for this service or that service and I know if one slipped through maybe, but when you say multiple cars impossible.' So, we grabbed Hall, Hall grabs."

(Sergeant Kenneth Findlay coughing.)

Lieutenant Tyler Campbell: "The oil change matrix that we have for supervisors, which we have in our computer system. That's totally unrelated to this oil change that we're talking about here and we show Foster; that's Command Lieutenant Foster that all these services have been completed in fact and he said."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "And he said, 'ok let's go look at the car files.' So, because the receipts, you would assume would be in there."

Sergeant Kenneth Findlay: "Yes."

Lieutenant Tyler Campbell: "Maybe they weren't in there, but we have the receipts, so we go to the oil, we go to the car files, and we start looking through the history of cars and sure enough there's no receipts and I looked at Sergeant Hall and said something is not right here. I said, 'we know that these cars are serviced you know Sergeant Hall and I know. Where's Nancy?' and we get Nancy and I said Nancy, 'talk to me about how you get a car serviced, what happens?' She says, 'well we get a car serviced due to the amount of services we do there. I go every Monday and Fowler's has a folder for me every Monday there with all our receipts for the week so instead of going every day and grabbing a receipt for this car I go every Monday. I know exactly where it's at in Fowler's office and I grab it and it's all our receipts for the past week and hand it to Emma.' 'So, you know you get receipts for these cars cause I know they are being serviced and you know they are being serviced and Nancy said, 'yes.' I said, 'so where could these receipts be?' I go, because they, we know the cars are being serviced, we have our matrix that shows that they are being serviced, but it's not in the Division's FleetLE report and it's not the receipts are not in the books. We have a problem right now and she says, 'I don't know, I know I pick receipts up

every week.' And I said, 'well do me a favor and go call Fowler's and tell them and I'm going to give you a list of all these services they just need to print us a new one, receipt. Basically, it's a mess, but it's not the end of the world, I need all of these receipts reprinted from Fowler's.' She says, 'ok.' She goes outside for about five minutes and she's like, 'can I talk to you for a minute?' And I said, 'yeah.' And she said, 'the only thing.' God love Nancy, she said, 'the only thing I can think of is one time I brought receipts back and normally I hand them to her and leave her office cause she doesn't want me in her office.'"

(Sergeant Kenneth Findlay coughing.)

Lieutenant Tyler Campbell: Said, 'one time I handed her receipts, I remember and she just shoved them in a drawer and what looked like just a mess.' I said, 'what drawer is it Nancy and go look.' She goes in the office in this drawer next to Emma's desk in her office one of the bottom drawers and she lifts a bunch of stuff up and sure enough there's six months, seven, eight months' worth of car receipts from Fowler's that Nancy has brought back faithfully, that were never hole punched and put in the file and were never obviously and now we know were never entered in FleetLE. So, so my sergeant was running the matrix and cars were getting serviced, my maintenance person was running these cars and they were getting serviced, the secretary dropped the ball shoved these receipts somewhere and never entered them and never put them in the car file."

Sergeant Kenneth Findlay: "Ok, um and that's from Fowler's Towing?"

Lieutenant Tyler Campbell: "That is from Fowler's Towing."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "There, there were two from the dealership in there cause we don't use the dealership a lot. They're more expensive, we'll use Fowler's more, but I tell our, I tell Nancy, 'bring, to keep that relationship with the dealership, always use them you know, share the wealth a little bit.'"

Sergeant Kenneth Findlay: "Yes."

Lieutenant Tyler Campbell: "And let them know we want to have a relationship with them because if something happens with Fowler's we don't want to have all our eggs in one basket. So, we do use the dealership and there were a couple dealership ones in there."

Sergeant Kenneth Findlay: "Ok um and the while we're on the Fowler's and that's Fowler's Towing and Auto?"

Lieutenant Tyler Campbell: "No, I don't think that."

Sergeant Kenneth Findlay: "It's like a little car?"

Lieutenant Tyler Campbell: "It's a repair shop. I don't think that they do body work. I don't think it's I don't think they have a tow truck, but we don't use them as towing."

Sergeant Kenneth Findlay: "Ok during one of my interviews I learned that Secretary Loisel yelled at Fowler's regarding something about the bills, are you aware?"

Lieutenant Tyler Campbell: "Yes, yeah, yeah. She, um I had gone down one day to talk to Fowler's daughter, Beth that runs the office and she and she just made a comment to me that Emma yelled at her often, you know, not the nicest person to her but she just deals with it you know. Unfortunately for Beth and the way she explained it was that you are our customer, and I realize that I have to put up with a little bit. I just wanted to let you know that she had said something to me and I said, 'well I, I apologize for that but you, you know you are we are your customer and we bring you business but you don't have to kiss our butts to keep us coming to you and that you don't have to put up, you don't have to if you aren't comfortable with something or you aren't feeling like you aren't being treated right this is this is a relationship it is a two way street. You need to let me know and I'll handle it right.'"

(Sergeant Kenneth Findlay coughing.)

Lieutenant Tyler Campbell: "Just because we you're customer doesn't give us the authority or the right to talk down to you or to put you in an uncomfortable situation and she said, 'I

just didn't want to cause any problems.' I'll, I'll handle it we'll, we'll figure it out and this was late in the game here.”

Sergeant Kenneth Findlay: “You just reminded me of something else on attachment E, this is the while we're talking about the unpaid bills?”

Lieutenant Tyler Campbell: “The Jim's Tires and extinguisher bills.”

Sergeant Kenneth Findlay: “The Jim's Tires and extinguisher bills and that one was from June 8 of 16?”

Lieutenant Tyler Campbell: “That's right.”

Sergeant Kenneth Findlay: “And was this taken care of by Rose?”

Lieutenant Tyler Campbell: “Yes this was another bill that Rose found that hadn't been paid along with the Bob's Towing bill obviously, obviously another one that was five months past due for a service that we had somebody do.”

Sergeant Kenneth Findlay: “Ok.”

Lieutenant Tyler Campbell: “It's another one I had no idea that needed to be paid.”

Sergeant Kenneth Findlay: “Ok and now on this lets go back to attachment D. Is that your signature here or did Rose put that down there for you?”

Lieutenant Tyler Campbell: “I think uh no that, that's Rose. I was standing there yeah put my initials there.”

Sergeant Kenneth Findlay: “Yeah the other one attachment E doesn't have it on there, because they didn't pay that through you they just send it through?”

Lieutenant Tyler Campbell: "Right."

Sergeant Kenneth Findlay: "Um, Fiscal talked about everybody paid for it through the normal channels so when it sounds like when these things aren't, aren't getting done, the secretary is responsibilities are to. If you could just explain what Emma's responsibilities are as a secretary at the barracks."

Lieutenant Tyler Campbell: "I mean our sec her, her, her duties are like any other secretary at a barracks. they are to make sure things are paid on time. They are to do retention and handle retention. Get rid of things as they need to be as the schedule."

(Sergeant Kenneth Findlay coughing.)

Lieutenant Tyler Campbell: "Schedule states they are to do the ordering for us things we need her duties are to communicate with the supervisors, let them know what's going on. Let them know if she can't get a bill paid to come to us and say hey I'm having trouble getting this bill paid. Her duties are to make entries as stuff is being done. Her duties are to do the overtime and handle the off-duty details, you know, when somebody calls in and they want a trooper to explain to these people what the overtime rate is how it works and get those duties to the Division so we can assign a trooper to it to help these people out."

Sergeant Kenneth Findlay: "And what I'm gathering from that is an underlying theme here is that there needs to be a two-way communication?"

Lieutenant Tyler Campbell: "The major problem with this particular secretary is the total and complete lack of communication. With myself, with a few of the sergeants, with the dispatch supervisor, with the maintenance person. All key people who need to know when things when these bills aren't being paid need to know."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "When cars are being serviced, if, if she doesn't know how to enter them into Fleet which I know is not the case cause prior to this in December she had been there for years and they were spot on."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "So, I don't know I, I don't think that this is a lack of communication, I think this is pure sabotage."

Sergeant Kenneth Findlay: "Ok that was you, you beat me to a couple of my questions I just want to clarify Secretary Loisel never addressed or did she ever address?"

(Cell phone ping.)

Sergeant Kenneth Findlay: "Any concern with how to do the FleetLE database or how to pay bills with you?"

Lieutenant Tyler Campbell: "Not once."

Sergeant Kenneth Findlay: "Not once."

Lieutenant Tyler Campbell: "No and I've asked my supervisors and they never once came, she never once went to them and said I don't know how to do this can you help me out."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "And in fact, we had no other reason to believe anything else judging from our last Barracks biennial inspection which went over two years of all this stuff two years of when she was there."

(Sergeant Kenneth Findlay coughing.)

Lieutenant Tyler Campbell: "And two years of great entries perfect I don't think we had one problem with a car in our biennial inspection."

Sergeant Kenneth Findlay: "Ok now we are on that with the FleetLE system and that came out in about 2012, 2013 does that sound about right when the FleetLE came in there was a directive there's another one of these attachment F and this came from Dianna Langley when it was talking about the new protocols for doing this, but there's I guess I'm asking do you remember how long FleetLE this FleetLE report has been in place other than modifications?"

Lieutenant Tyler Campbell: "I mean it was in place when I was the HUB."

(Cell phone ping.)

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Lieutenant Tyler Campbell: "I mean, I entered them into the HUB when I was there our car files, so I mean years."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "And you've received FleetLE training?"

Sergeant Kenneth Findlay: "Yes, ok um would you describe it as a difficult process?"

Lieutenant Tyler Campbell: "No."

Sergeant Kenneth Findlay: "Cause sometimes during my interview with Dianna Langley she said some may not, there's a certain code or a certain entry they have to make if they do an FleetLE report and they don't do that."

Lieutenant Tyler Campbell: "If they don't code it right it will show up as wipers being fixed and it will look like the car wasn't serviced but all you have to do is go in and change the letter."

Sergeant Kenneth Findlay: "Yes."

Lieutenant Tyler Campbell: "At the beginning of the invoice that's all it is a simple letter and so if you run if you are in charge of oil changes and you are the secretary and you run at the end of each month, a follow-up report you will be and you keep your receipts you will be able to see if you entered one in incorrectly because you have a receipt that says that car 1324, for example, had it's 15,000 service and now you've ran your report at the end of the month and you look on here and say well that car doesn't show an oil change, it shows a headlight bulb being replaced and then you open that invoice and you realize that's a lube oil filter you just put the wrong letter in, modify it, change the letter and good to go."

Sergeant Kenneth Findlay: "How long would that take?"

Lieutenant Tyler Campbell: "That's it."

Sergeant Kenneth Findlay: "Just a few minutes?"

Lieutenant Tyler Campbell: "That's it a few minutes."

Sergeant Kenneth Findlay: "Now were you the did you ever do towed vehicles as a sergeant?"

Lieutenant Tyler Campbell: "I did."

Sergeant Kenneth Findlay: "At Hammond?"

Lieutenant Tyler Campbell: "I did."

Sergeant Kenneth Findlay: "I know did too."

Lieutenant Tyler Campbell: "As a matter of fact, for three years because by the time I was getting ready to switch my duty a new sergeant got it and, and they didn't want to give it

because he was heavy in warrants, cause it was so difficult. So, O'Connor came in I kept it. Ames came in, I kept it. So, I, I actually had it for a while."

Sergeant Kenneth Findlay: "Yeah it for about the same time."

Lieutenant Tyler Campbell: "And it was just easier, I knew it, so I had to stay doing it."

Sergeant Kenneth Findlay: "Now when you were there, this isn't directly related to this, I just kind of wanted paint a broad picture when you did it then."

Lieutenant Tyler Campbell: "There were no issues."

Sergeant Kenneth Findlay: "There were no issues at all?"

Lieutenant Tyler Campbell: "And Emma was the secretary."

Sergeant Kenneth Findlay: "And, and she would communicate with you at that time effectively?"

Lieutenant Tyler Campbell: "Absolutely."

Sergeant Kenneth Findlay: "Ok now how long has Hall had the vehicles?"

Lieutenant Tyler Campbell: "He, he has not even been a sup, a sergeant for that long so Hall was in the process. This is all new to Hall, so he was learning and this a good lesson for him, but he, he, he was learning. So, I, I don't you know, I don't blame Hall for this at all. You all may, but I don't. Hall had his process in front of him of how we track it at the supervisor level with the file in the, the supervisor file and we had a matrix. So, Hall knew that these cars were being serviced, he knew it he was on it he was giving notices to troopers he was giving notes to the other sergeants. He was giving notes to me, your car needs this, your car needs that. What he didn't know, or he didn't pay attention to was that the receipts were being put into the car file that's another prong of getting your car serviced. The receipt not

only needs to go in the car file, the car file goes with that car all over the state. If that car gets transferred a hundred times, that car file goes with the car. So, in order for the next ten Barracks or whoever gets that car they need those receipts, they need the lube oil filter to know but they also need the receipts, and I don't know at this particular time. If Alan was aware, he was so new that you need to make sure these receipts are getting in the book. I don't even think we had done a quarterly inspection at that point to get to start grabbing car files, pulling them out and going through them. We, we haven't even gotten that far, we were just getting him trained up so we hadn't even gotten that far with him yet.”

Sergeant Kenneth Findlay: “Ok, so how long had he had the vehicles?”

Lieutenant Tyler Campbell: “So, I want to say a few months.”

Sergeant Kenneth Findlay: “So, he kind of got assigned this at exactly the wrong time is my?”

Lieutenant Tyler Campbell: “Perfect storm brother.”

Sergeant Kenneth Findlay: “Ok.”

Lieutenant Tyler Campbell: “Perfect storm.”

Sergeant Kenneth Findlay: “Ok, now has he had any FleetLE training over there?”

Lieutenant Tyler Campbell: “I don't know if the sergeants go through FleetLE training or not. I thought they did, I think that's where I got mine.”

Sergeant Kenneth Findlay: “Yeah I think they normally give it to the vehicle sergeant.”

Lieutenant Tyler Campbell: “Yeah.”

Sergeant Kenneth Findlay: “Maybe one other one as a backup.”

Lieutenant Tyler Campbell: "Yeah."

Sergeant Kenneth Findlay: "So, when you were there with him did you ever go over with him the FleetLE entries in the FleetLE database?"

Lieutenant Tyler Campbell: "I hadn't, like I said, we had gotten through our matrix. We were working on a bunch of other stuff, and we had not gotten to this yet."

Sergeant Kenneth Findlay: "And this isn't something that's done daily?"

Lieutenant Tyler Campbell: "It's, no."

Sergeant Kenneth Findlay: "Weekly?"

Lieutenant Campbell: "It would definitely be a monthly follow-up. You would want to check this monthly. Make sure your cars are all in order which, like I said, it's a little deceptive because we have our own follow-up."

(Cell phone ping.)

Lieutenant Tyler Campbell: "We knew they were; this was just another check that I'll need to do."

Sergeant Kenneth Findlay: "Ok, well we're getting almost done here. So, the issues, once they were discovered and the FleetLE they were corrected?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "And Rose assisted you?"

Lieutenant Tyler Campbell: "They, there were so um the oil change system was so in disarray that we had to call Dianna Langley because there were multiple entries on one thing there were entries that didn't make sense there were missing entries it was a mess I looked at it I, I couldn't wrap my head around it."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Campbell: "I didn't realize well, I did realize the coding, but when I saw them coded the way they were I thought that was legit. So, it wasn't until I called Dianna and, and that's when she took about a day or two to go through everything. She looked at it and what she said basically what's she's doing she's coding everything wrong, making it look like the car didn't get an oil change but put something else and then she's leaving ones out and she's making double entries it's just it was bad. It was beyond my lube oil filter expertise and Dianna, being the go-to on this system, knew exactly."

(Cell phone ping.)

Lieutenant Tyler Campbell: "What the problem was corrected it, and it's been fine ever since."

Sergeant Kenneth Findlay: "So, once you, once you found out there was an issue you sought help and you got it corrected?"

Lieutenant Tyler Campbell: "Correct."

Sergeant Kenneth Findlay: "And I know we're coming back to this and there is a word I just wrote down you mentioned it was sabotage and what you just said that Dianna had said Emma was not entering them correctly or anything like that?"

Lieutenant Tyler Campbell: "You know."

Sergeant Kenneth Findlay: "Kind of get into that."

Lieutenant Tyler Campbell: "I, I feel that this isn't a this isn't a complex system right. If you have an oil change, a service it's coded with like a C if you have anything else its coded with whatever. It's not like you have a million codes to try to figure out, it's a one letter code you use the same code every time service is what we're most worried about."

Sergeant Kenneth Findlay: "Yes that all?"

Lieutenant Tyler Campbell: "We really don't care about wiper blades, right we don't care about that."

Sergeant Kenneth Findlay: "Services."

Lieutenant Tyler Campbell: "I mean we do because it's money spent, but that's not our bread and butter when with this system."

Sergeant Kenneth Findlay: "Yes."

Lieutenant Tyler Campbell: "We want to know if the cars are serviced properly that's a code, it's a simple code, a one letter code we also want those receipts to be put in the book."

Sergeant Kenneth Findlay: "To go with each car."

Lieutenant Tyler Campbell: "Each car."

Sergeant Kenneth Findlay: "From the day we own it, to the day its gone."

Lieutenant Tyler Campbell: With these codes being garbled up, with entries being left off, with entries being mis entered, with receipts being in the bottom of a drawer under stacks of other papers. With my car file not having those receipts in there and somebody that's done this for multiple years, ten years, and at this barracks. Prior to this multiple years, six

years, me being a sergeant there and doing this system and not having a problem to all of a sudden after the first I.A. I had with her.”

Sergeant Kenneth Findlay: “The one in November?”

Lieutenant Tyler Campbell: “After the election.”

Sergeant Kenneth Findlay: “Yes.”

Lieutenant Tyler Campbell: “For this system to have this major breakdown from that point to now I, I, I'm sorry I'm not going to call it anything else other than sabotage.”

Sergeant Kenneth Findlay: “So, you feel these actions were deliberate?”

Lieutenant Tyler Campbell: “I feel they were.”

Sergeant Kenneth Findlay: “Ok.”

Lieutenant Tyler Campbell: “And I also feel that atmosphere that she created at the barracks made it so that most of us couldn't go and have a normal conversation with her. I've had four conversations with her in 2017 four, two of them I've been I.A.'d for and one I've had an E.E.O. complaint. So, I've had the question asked, you know, do you think it was a failure to supervise, well I can only supervise somebody so much. To a point where I have to withdraw myself from the situation because every time I talk to this person they make accusations against me that I don't think are fair or that I should have deal with. For instance, we had an instance where Fowler's had come to me, Saun Fowler and said hey we store all your extra tires for you and I have no problem storing the extra tires we're talking sixty, seventy tires that the Hammond Barracks, you know, may have at one time and we don't have the room at the Hammond Barracks. At the barracks to store the tires so Fowler's is storing these tires for us is like a godsend, right. So, he comes to me and says, ‘hey I don't mind storing these tires for you, but I ask you a favor? and I said, ‘what's that?’ ‘Can you have the tires dropped shipped to me because when you have them delivered to the barracks,’ by the way, he comes and picks all these tires up and makes five six trips back and forth with his own personal pickup truck, his own fuel, to get the tires from our

place to his place and I said, 'let me check on that Sean.' I called a couple of other barracks commanders around the area, and I said, 'do you store your tires at the barracks, or do you store them at your shop?' Some guys store them at the barracks; some guys store them at the shop depending on the size of their barracks and I said 'ok.' If you do that do you have them shipped straight to their shop or to you guys. Again, some guys have them shipped straight there and shipped straight back and I called Nancy, 'this is what we are going to do, I talked to Fowler's, he told me about what you and he were talking about, drop ship them here. Here's what I need the day they are shipped and the day they arrive he'll call you I need you to go down there. I need you to check all the tires in. So Nancy from the Division could say we received 50 tires and then I want you to keep your normal checklist you do at the barracks when a car gets a tire you take one off, cause I don't want to be at the end of the year and be missing three tires and find out that one of Fowler's guys stole three tires. I'm not saying that's going to happen, but we have to have some checks and boundaries. I'm ok if we do that, are you ok with that?' and Nancy said 'yeah I can do that, that helps us a lot.' and I said 'so you're going to be in charge when these tires land and when they're put on a car to keep track of all of this so we can say where all these tires went, and she said, 'ok,' and I said, 'just go tell Emma' and again, I don't speak to Emma. I'm in the,

(Cell phone ping)

midst of all this other stuff. So, at the end of 16 I had her go tell Emma, Nancy came into my office and Emma said she's not doing that, and I said go back and tell her that I said that's what we're doing. She walks back in she comes back in my office she said she's not doing that I said, 'Martin, Sergeant Martin come here for a minute.' He comes into the office, 'I need you to go tell Emma that we're going to have our tires ordered and they are going to be shipped straight to Fowler's, I've already worked out why and how that's all I need you to tell her, she is to order tires and here's where to send them it's her job and that's it.' Martin comes back and he says, 'she's not doing that' and he says, ok this is going to be the fourth time order her, my order, she is to order those tires and do what I say. He does, she doesn't say anything to him, we go to get a coffee, me and Martin. As we are getting coffee and I get a ding on my phone and it's a voi it's an email it's an email from Emma where she had went around me and went downtown to a civilian in ordering and talked to this person, this particular person, I don't remember who it was, you know, what and this particular person. No, you are to order the tires and ship them straight to the barracks or yeah to the barracks. I called Captain Cobel explained to him the situation, you can have the tires shipped to where you want, just go tell her to do that and tell her she shouldn't be going around you to a civilian, but thank you we get back to the barracks. I tell Martin, tell her do not, do not

check with downtown I'm not worried about what downtown. You know the civilian says, this is what we're going to do, captain and he agrees he comes back to me and says she's not going to do that. At that point I call my Command Lieutenant Robert Thompson, he's in the SUV with with Cap, I believe Griffin, and Lamberth.

(Sergeant Kenneth Findlay clears his throat.)

Lieutenant Tyler Campbell: I told her what I, I, I, I've, I've ordered her. I've told her she; she's refusing to do it and Thompson said go in with me and let's have a meeting with her and I said ok. What do you want me to tell her, and he said I want you to tell her you know. I want you to tell her and is said ok so we grab, I tell Sergeant Martin to grab Emma and he brings her in my office she sits down and starts writing times down and on this date, telling me I do not want to be in your office and is said we, we're just gonna talk about tires and she's like I want it to be know that I'm uncomfortable sitting here talking to you. So do you want me to have Robert Thompson sit in on this on speaker phone. I mean he's not here, but I can and she's like yeah and I call Command Lieutenant Thompson can, can you listen in on speaker phone to this meeting we are about to have because Emma wants you to listen in. I mean this is where I'm going through. So, he says that's fine put me on speaker phone, so I had her on speaker phone. I put the phone down on the desk and I said, 'alright Emma I just wanted to talk to you about this tire thing. I said I don't want to discuss the tires anymore. I don't want to, I'm not asking you. Here's what I want you to do. I want you to order these tires, and she interrupted me and she said, 'stop yelling at me,' and I said, 'Emma I'm not yelling, I'm just telling you what I want you to do, and she said, 'no your yelling at me, and Command Lieutenant Thompson says 'Emma, I'm on the phone he's not yelling, he, he's just explaining what, what he wants you to do he's not yelling' and I said I'm just trying to tell you what to do and she gets up and walks out, and I said, 'Emma sit down,' and she walks out of the office and shuts the door and Lieutenant Thompson says, 'what just happened?' and I said, 'she walked out and I said I told her to sit down we're trying to she, she left, and that's when Captain Cobel said, 'bring her to district right now and he said you can have Martin drive her. You can follow, get down here right now,' and I said, 'alright Martin's in on this meeting too,' and so I said, 'alright Martin you heard him go grab Emma we're going to district. He goes into Emma's office and he says, 'Emma I need you to come with me and go to district,' and she says, 'I refuse to go to district,' and Martin said, 'well, Cap's ordering you to district, and she said 'I, I refuse to go to district,' and I said, 'Emma I am putting you in for time off go home,' and she said 'I'm not going home either,' and I said, 'you are going to do one or the other, you are going to get to district or you are going to you are going to I am going to put you in for time off, what do you want to do?' She gets up walks

to the front to McKenzie Pearson, who's sitting at the desk the dispatcher, she said, 'I want it to be known that I am being taken, taken to District against my will and I do not agree to it.' She walks out the door and gets into Martin's car and we go to district. Her and Cap have a meeting, I have a meeting and after, we get done with the meeting, Cap tells her, 'basically you, you do what he tells you to do, short of running out in the middle of 23 if he wants the tires sent to Fowler's you send the tires to Fowler's, because at the end of the day he's responsible for the tires. If the tires come up missing we're going to go after the lieutenant, because he's the one who authorized it. I'm pretty sure he's worked for several years he's not going to lose the tires so just, unless he's telling you unethical or illegal or immoral then you do it.'"

Sergeant Kenneth Findlay: "Yeah."

Lieutenant Tyler Campbell: "That, that and that's how that ended."

Sergeant Kenneth Findlay: "And when did this take place?"

Lieutenant Tyler Campbell: "This was on 11/9 of 16 right before the election."

Sergeant Kenneth Findlay: "Right after?"

Lieutenant Tyler Campbell: "Right after."

Sergeant Kenneth Findlay: "So basically, this this incident happened and I know we're dragging in the other I.A. that you and I went through."

Lieutenant Tyler Campbell: "It has to because they are intertwined."

Sergeant Kenneth Findlay: "Ok and that's why I say this seems, so this happened this whole incident with the tires getting dropped shipped to Fowler's happened November 9<sup>th</sup>?"

Lieutenant Tyler Campbell: "Yes."

Sergeant Kenneth Findlay: "And was there an I.A. conducted as a result of that?"

Lieutenant Tyler Campbell: "No Command.. Capt. Cobel wanted to handle it in house."

Sergeant Kenneth Findlay: "Ok so."

Lieutenant Tyler Campbell: "And I have all these notes, and I'll give you the performance review and log. I gave to the Captain."

(Cell phone ping.)

Sergeant Kenneth Findlay: "Yeah, you if you want."

Lieutenant Tyler Campbell: "Martin was in charge of this documentation."

Sergeant Kenneth Findlay: "Ok."

Lieutenant Tyler Campbell: "So with that being said, the next week no maybe two weeks later Nancy comes to me and says, 'we never, I don't think we had ever dropped shipped any tires to Fowler's yet, and Nancy comes to me and says, 'Emma just said there's a new policy that came out this is we're not even allowed to order bulk tires anymore.' So what do you mean she said we're not allowed to order bulk tires anymore, we have to go and just get them on as they go and is said 'that doesn't make any sense so I'm just telling you what she said she you know that's what she's saying and is said well ok and, and it's one of those things I meant to check into it and I didn't because of Hammond. I just got busy and a couple of times it popped up, and Nancy is like, 'this is ridiculous, I gotta take a car to get service to Fowler's and then Fowler's says hey it needs two tires. I gotta drive it over to the Absolute Tire Care store in Hammond and I gotta sit and wait while they put two tires on it.' I don't understand this is a dumb thing to do if this in fact the way we are supposed to do it and a couple more times it happened until recently until Rose came and we're talking to Rose about this and Rose was like, 'what are you talking about?' and I said, 'Emma said we're not allowed to order bulk tires,' and she said, 'you certainly are there wasn't anything

that came out that we weren't allowed to order bulk tires,' and she's like, 'no', and she's like, 'you are allowed to order bulk tires we do it, I mean everybody I know orders bulk tires,' and I said, 'well this is again Emma's way of saying I got you because she came up with the scheme that we weren't allowed to and we just went with it because there's no communication'. So, I couldn't really check her, I didn't really have a conversation with her about this because of in light of everything else that was going on. So, we just went with it, and I should have checked into it, that's my fault, but we did so Emma won that battle because she didn't want us to drop ship tires to Fowler's. So, you know what I'm saying, she fabricated this rule that that we had to go to the Absolute Tire Care store to get tires now and it wasn't until Rose came up and she said what are you can order bulk tires. I mean we were told Emma said cause she does the ordering. I assumed she knew once again, she told Nancy we are absolutely not allowed to order bulk tires anymore, so Nancy came to me a couple of weeks ago and said, 'you won't believe this,' and she tells me this and is said, 'I do believe it Nancy,' and cause you see this is another way for her pulling one over getting us. She didn't want to order, for whatever her reason was, because it was a control thing, because we came up with it, and here and here's what it is Nancy came up with this solution it was a great solution, her and Sean and I went with it. Emma couldn't handle that because Nancy came up with this because she is putting a nix on it by coming up with this rule that we weren't allowed to and we went with it for six months until Rose came in and said that's not, that's not true, so now we're back to where we're ordering bulk tires. I, I know that was a long story.”

(Sergeant Kenneth Findlay coughs.)

Lieutenant Tyler Campbell: “But these are just the, the this is the life we lived up there, right.”

Sergeant Kenneth Findlay: “And I, I, I know that there was that this was an ongoing process.”

Lieutenant Tyler Campbell: “And as far as um supervision, I'm going to tell you one more thing Captain Cobel pulled me in one day and he said listen, 'I want you to go and when you're at Hammond and I want you to start, Emma shows how you do ordering and things.' like that and I'm like, 'that's going to be a little awkward cause she doesn't want me even want me anywhere near her. She uh she won't even talk to me.’”

(Cell phone ping.)

Lieutenant Tyler Campbell: “Well, you're a supervisor, figure it out,’ and I said, ‘ok,’ so I go back to the barracks, and I said Martin let's go grab Nancy.”

(Cell phone ping.)

Lieutenant Campbell: “And I'm going to have Emma show us how to order tires because if she ends up not being around or she takes extended leave, we need to know how to order tires.’ So, he said ok, so we go in. I got Nancy and me, we're all standing in front of her desk and I say, ‘hey Emma I, I want you just to show us how you order tires,’ and she's like, ‘why?’ and I said, ‘just in case you, you leave or something,’ and she's like, ‘I'm not going anywhere,’ and I'm like, ‘not say in case you take a vacation and we need to order something I just want to know how to order it and I want them to see, Martin and Nancy, to see so we know,’ and she said ‘ok’ and ‘so show me and start with tires, show me how to order tires.” So, she pulls up tire order up on her screen of course I'm leaning over because I, I need to I'm trying to look at the screen I'm leaning over the desk kind of standing kind of back at the back corner of her desk kind of over her shoulder looking at the screen. She shows us, I'm like, ‘great thank you, I appreciate it.’ Me and Martin leave, Nancy calls me as we're driving down the street, I forget where we had to go and she's like, ‘you won't believe this,’ and I said ‘what?’ She's like, ‘Emma just came out in the garage.

(Cell phone ping.)

Lieutenant Campbell: Once you guys left,’ and I said, ‘ok,’ and she's said, ‘you know the guy that's here delivering paper, the office supply guy,’ and ‘the normal guy that comes every time, the super nice guy?’ and she's, ‘like yeah, and while he's delivering paper dropping it in her office and Emma walks out to me and says that guy really creeps me out, he's a creep,’ and Nancy says, ‘Emma, that's the normal office supply guy, like he's the nicest,’ and she's like, ‘no him lieutenant,’ and she's like, ‘what do you mean, he creeps you out, creeps?’ and she says, ‘did you see how close he was standing to me when he was in my office?’ and Nancy says, ‘Emma he wasn't standing close to you, you were showing him how to order something, so, he was looking at your screen, you were in the office,’ and she's like, ‘no he stands too close to me,’ and then she walked away. From that day on I refuse to walk in her office and stand anywhere near her, other than the other side of the desk, and if

anybody thinks otherwise then you're going to have to write me up because she made that accusation against me and that, that was the first as you know a few.”

Sergeant Kenneth Findlay: “And now was there ever an I.A. done as a result of that one, I'm just trying to keep track of ‘em all. Did she file anything on you for that?”

Lieutenant Tyler Campbell: “No.”

Sergeant Kenneth Findlay: “No, ok.”

Lieutenant Tyler Campbell: “And then there was of course, the soap one which was an E.E.O. complaint?”

Sergeant Kenneth Findlay: “Yeah I remember, you telling me that story that the soap had been?”

Lieutenant Tyler Campbell: “She threw soap away.”

Sergeant Kenneth Findlay: “She threw it away and you talked with District and they told you to bring the soap, not leave it in the dumpster basically.”

Lieutenant Tyler Campbell: “It was frozen and the bags exploded by then but the I.A. was because I, I had to go ask her you know Cap said, ‘just go ask her if she threw the soap away. She's probably going to say no, and we have no proof otherwise just let her know if she did or didn't we don't do that.’ I did I just went into her, and I said, ‘Emma, remember that soap that ordered inadvertently for the wrong soap dispensers.’ ‘Yes.’ ‘Do you know what happened to it?’ ‘No.’ ‘Ok Nancy found it in the dumpster,’ and the bags it froze and exploded because it was January. It was um the tire ordering was January 20; this this discussion we were having her show me.”

Sergeant Kenneth Findlay: “Of 17?”

Lieutenant Tyler Campbell: "Uh huh."

A long pause.

Lieutenant Tyler Campbell: "Gosh I don't even know where the soap one is. I know it, I saw it in here but, but it was the E.E.O. complaint about the soap because I had to go and basically ask her and, and she said she didn't, and I said, 'in the future, if you do, don't throw it away, we'll find a state office to give it to, if anything, or we'll just give return it and get money back, you know,' and, and, then that turned into an E.E.O. complaint because she said I yelled at her when I simply went and asked her if she threw the soap away and, and she said she didn't and I said that's fine."

Sergeant Kenneth Findlay: "No, I know this you've kind of touched on this um as far as any the responsibilities with Sergeant Hall, so you feel that he is culpable or responsible for these bills not getting paid?"

Lieutenant Tyler Campbell: "The fire extinguisher bill and the?"

Sergeant Kenneth Findlay: "Oh, I'm sorry for the vehicles not being entered into the FleetLE, being responsible?"

Lieutenant Tyler Campbell: "You know when all told the equipment supervisor I, I don't even know to answer that. He knew the cars were being serviced, he knew when they were supposed to be serviced and he had a follow-up. We knew that they were being done, what he didn't know that Emma was not doing her part putting them into the FleetLE database and putting the receipts back in the book. He would have figured that out when we did our first inspection of some vehicles and he would see that some of the receipts were missing, but we hadn't gotten there yet. So, I'm going to say that he, he just didn't know that was an extra step that he had to look into. He just wasn't aware of it at that time."

Sergeant Kenneth Findlay: "So as a result of lesson the level of his responsibility here because he was?"

Lieutenant Tyler Campbell: "I would believe so."

Sergeant Kenneth Findlay: “Ok and as far as your responsibility in this, where do you feel your responsibility lies in this scene of things and relating to this incident?”

Lieutenant Tyler Campbell: You know as the lieutenant, and I suppose I should have showed Hall that system sooner. I should have maybe been running it myself, but you know, I assumed she was doing her job and doing it correctly. Had she had before, I didn't think at this early stage I didn't know that she, I didn't think she would do this to me. So, I'm going to take some responsibility because you know I was the boss there, so.”

Sergeant Kenneth Findlay: “And normally on this, just a question that came to me because I've been the equipment sergeant and you being the equipment sergeant taking care of vehicles, would you say that there is certain level of trust that you have so that we have to keep up with our little section of it and you would trust that the secretary was doing her part as well?”

Lieutenant Tyler Campbell: “Absolutely, look at a barracks, especially Hammond, there is a lot going on if I have to micromanage every single person I wouldn't, I wouldn't, I would lose my mind. So, I have to trust in my people that they are doing and what they are supposed to be doing and that nothing before this had led me to believe that it wasn't getting done. In fact, we had just had a biennial inspection so I in my mind knew it was getting done. Um had I put a checks and balance where I checked her every month, I, I would have caught it, but it wasn't on my radar as something that needed to be watched you know it wasn't. I, I had a follow-up to make sure that the cars were getting serviced which is our supervisor follow-up and I know it was getting done. So, I guess that's my main concern that our cars are legitimately getting serviced then my guys are legitimately getting trained, that, that our you know equipment is legitimately getting cleaned and all that. I knew that and I didn't know that this extra step, that the secretaries are supposed to do to was icing on the cake. That it wasn't getting done, but everything was in order, you see what I'm saying? If that makes sense your explanations here of these other incidents that kind of led up to it would it be fair to say.”

Sergeant Kenneth Findlay: “Yeah and based on your, on your explanation that you had a difficult time even communicating hello how are you Emma?”

Lieutenant Tyler Campbell: “Emma started to close her door on and off during the day when I was around. This progressed into Emma would close her door the second I would pull into the parking lot, and she would open the door the second I left the parking lot. If I was off, her door staying open all day. if I was there her door stayed open her, her door shut. If I was there for five minutes it was closed the five minutes. I was there I realized this, but I didn't realize, I guess because when I'm not there I don't know what goes on to a point. I did know that it was solely me until three of my supervisors Martin, O'Connor, and Reed, dispatchers and troopers came to me and said, “do you know the only time she closes the door is when you're here?” and I said, ‘ok, well, so be it, I guess that's the world we have to live in right now with her, but don't feel afraid,’ because if troopers are coming to me and saying well we don't you know when the door's shut we don't feel comfortable walking in there to get into the file or to check on our checks or look at our off duty because she has the door shut and I say, ‘I know it's kind of awkward it's, it's the secretary's office, it's not my office go in if you need to go in there,’ but I allowed her to shut the door because at the time I was I didn't want to rock the boat. Until one day when she pulled Valerie Landt in who is a union rep, and she had a long conversation with Valerie about some things, one of them being she wanted to join their union because she's not happy with their union, which Valerie told her that's not anything Valerie can help her with and during this hour long meeting she had. She had said to Valerie, ‘you know why I close my door?’ and Valerie said something to the effect well we all kind of have an idea, and she said, ‘I do it to prove to lieutenant I don't need to talk to him or see him so I shut it when he's here,’ and Valerie came into my office to tell me this because she said, ‘I feel uncomfortable, first of all that, she drug me into this meeting for an hour and I have a lot of stuff to do, crashes and stuff,’ and I go, ‘let me tell you something, you are not her union rep so don't ever feel. I don't ever want you to be in there for an hour again. That's not your job, but I'll handle it.’ So, I told Martin, ‘go tell Emma she is not to call Valerie in anymore and have these hour-long conversations, she's a trooper, we have her doing things, she's very busy, she can't, you have a union rep if you want to call her, call her.’ Back to the story, as Valerie is standing in my office, she's telling me this, she's doing it to basically, she told me doing it to screw with you, and I believe the words Valerie were to quotation marks, ‘fuck with you,’ and I said. She said that and Valerie said yeah and I said, ok and I said, ‘I want you to remember that conversation Valerie and being a union steward, I may need that, I may need that someday because the way things are going with her she's making it look like that I'm this creep freak.’ So now you're telling me that it has nothing to do with that. She's screwing with me, so I called a couple, I called my boss, I called Command Lieutenant Lamberth, and I talked to Cap and they tell me to tell her leave the door open now. That I told them that, that her door is to remain shut only if she is on a private phone call during her lunch or breaks other than that during normal working hours her, door is to stay open. Of course, I don't talk to her

because she doesn't like me and I instruct Martin, 'I need you to go tell her this she's to leave her door open.' Or I'm sorry O'Connor, she is to leave her door open o, o other than these reasons, private meeting, private phone call, lunch or break so to get back to your answer, so I feel like I could have supervised her. That is the climate. She didn't want me in her office to the point that she shut her door every time I walked in I went in there once to talk about tires, she made an accusation that I was a creep. I went in there to talk about soap being thrown away. She said I yelled at her. One of the things she claimed to about the E.E.O. was that I told her I was going to fire her, which everybody knows I don't fire anybody, the colonel fires people after an I.A. investigation. This isn't the private sector where, where I can walk in as a manager and fire my sales guy, that's not how it works. I'm not dumb, I would never say that, so with those examples how am I supposed to supervise her or look over her shoulder when every time I do I'm accused of something. So, I took the stance that I have to do everything through my sergeants, unfortunately, because that is how we have to operate, she's throwing the darts at me, but not at them. I would, anytime I need something, I would go through them so my, my supervision was through another person to keep at an arms distance."

(Cell phone ping.)

Lieutenant Tyler Campbell: "Because of what I would, been going through and I didn't know any other way to get around that, other than to keep getting other than to keep getting basically every time I talked to her I was getting in trouble. Now none of this ever came to fruition. But every time you have a conversation with an employee that now you have an I.A. of these bogus accusations. Now in my head I know I didn't do anything wrong. I didn't yell; I didn't accuse her of anything. But it's very stressful to go home and have these accusations in your head every time."

Sergeant Kenneth Findlay: "You would categorize the environment as toxic?"

Lieutenant Tyler Campbell: "Very toxic."

Sergeant Kenneth Findlay: Alright sir is there anything else, and I know, you and I, I told you before we went on record cause you told me you had a lot to say and I wanted to give you the opportunity to, to say it. Is there anything else relating to this, the allegations on this A.I. or anything else you would like to mention before we close?"

Lieutenant Tyler Campbell: "The soap date was on 1/20/2017."

Sergeant Kenneth Findlay: "And that was the same time as the tires then."

Lieutenant Tyler Campbell: "Um another thing I wanted to mention was Rose had brought me several pieces of paper of destruction and Rose noticed it and Rose says as I'm going through these destruction orders when you're first at the barracks I see your signature and I know that's your signature because I see how you sign your name and then your signature changed to two initials. Then your signature changed to a unit number but I, I want to know if this is your writing because it does not look like you were writing these letters, signing these pieces of paper and I, in fact was not. My name was being forged, if you will, on these retention documents."

Sergeant Kenneth Findlay: "Now these retention documents were for like?"

Lieutenant Tyler Campbell: "Destruction, bills being paid."

Sergeant Kenneth Findlay: "Old bills like when we keep em one or two years or three years plus current that type of stuff?"

Lieutenant Tyler Campbell: "Even, even bills being paid where I, I sign off like it's a phone bill that's a good bill to pay so my name was being signed, and I did not authorize that and Rose found that, and I don't know if Rose had mentioned that to you."

Sergeant Kenneth Findlay: "Now are these bills, so where any of these things where did she tell you who signed the names signed your name to it?"

Lieutenant Tyler Campbell: "Who's that?"

Sergeant Kenneth Findlay: "Did Rose tell you who signed your name to?"

Lieutenant Tyler Campbell: "We could only assume that Emma did it because she's the one who puts the stamp on there and has to get it signed by a supervisor."

Sergeant Kenneth Findlay: "And that's that little stamp that we saw on these attachments D, I think it was for about the bill for the towing?"

Lieutenant Tyler Campbell: "Yes, and then she also, every time Nancy wanted something ordered she had this stamp she had found, and she'd stamp it and make Nancy sign it, that I, Nancy want this stuff ordered. If she didn't want anything ordered that period she would say she would make Nancy sign a piece of paper say I did not want anything ordered I told Captain Cobel, I called Captain Cobel now she's got Nancy signing things when she wants an order made and not signing when she doesn't want an order made and Captain Cobel said that is not a part of policy she is not to have Nancy sign anything. If Nancy tells her I don't want it ordered, she doesn't order, it if she wants it ordered she orders it. She is not to have Nancy sign anything, so I had to go have Martin go in and say enough with the rubber stamp with the signature we're not doing that anymore. She is not to have, she, she basically was giving Nancy a hard time so see what I'm saying to her, I'm just trying to paint the environment here you know um."

Pause.

Lieutenant Tyler Campbell: "I mean that it I, I, I, I could be here all day and I don't want to. I just wanted to describe the atmosphere a little bit and why some of the decisions I made and maybe why this got a little bit away from me, because of the environment and it was hard to there. There was no communications, so it was hard to monitor and know without asking her what she was doing, so we had to assume for some parts that she was doing her job if that makes any sense."

Sergeant Kenneth Findlay: "Now, were you doing anything deliberately to make sure some of these things weren't getting done?"

Lieutenant Tyler Campbell: "Absolutely not."

Sergeant Kenneth Findlay: "Ok, I just wanted to."

Lieutenant Tyler Campbell: "Just the last thing I wanted, the last thing I wanted was a QRA like it happened, it was uncomfortable to not have it all and it was shocking. We were all, the supervisors, we were shocked, no and we like we know this stuff is getting done, somebody is just not holding their end of the ball and not documenting it. We all were that's all I can say."

Sergeant Kenneth Findlay: "Ok, sir is there anything else?"

Lieutenant Tyler Campbell: "No."

Sergeant Kenneth Findlay: "No, ok is everything you told me true and factual?"

Lieutenant Tyler Campbell: "Yes sir."

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

Lieutenant Tyler Campbell: "Yes sir."

Sergeant Kenneth Findlay: "Ok aright the time is now 10:52 and I'll conclude the interview."