

R

Ms CIV USA OGC

m: [REDACTED]
t: Wednesday, September 09, 2009 10:59 AM

cc: [REDACTED]

Attachments: (1) Whistleblower Investigation (UNCLASSIFIED) (4.49 KB); Whistleblower Investigation (UNCLASSIFIED) (344 KB); FW: Whistleblower Investigation (UNCLASSIFIED) (345 KB); (2) FW: Whistleblower Investigation (UNCLASSIFIED) (345 KB); (3) charles.orck@cen.amedd.army.mil (4)

Signed By: charles.orck@cen.amedd.army.mil

Importance: High

Classification: UNCLASSIFIED

Caveats: FOUO

[REDACTED] -
Please see the narrative below from [REDACTED] I have attached copies of e-mails he sent to Mr. Gibson for your information. [REDACTED] does not have a copy of the 6 July e-mail, but the 8, 13, and 14 July and 4 August e-mails are attached.

[REDACTED]
Attorney Advisor
U.S. Army Medical Command (MCJA)
Fort Sam Houston, Texas 78234-6017
DSN [REDACTED] 00
Fax DSN 471-8217/Commercial (210) [REDACTED] 3217

[REDACTED] (including attorney-client, attorney work-product, or source selection information) that is protected by the Freedom of Information Act (5 United States Code Section 552). Do not release any of this information outside the office(s) of the intended recipient(s) without the prior written authorization of the MEDCOM Staff Judge Advocate. If you received this e-mail in error, please notify me immediately by return e-mail.

-----Original Message-----

[REDACTED]
Tuesday, September 08, 2009 11:49 AM
To: [REDACTED]
Subject: RE: Need narrative re: Whistleblower AR 15-6 (UNCLASSIFIED)

Classification: UNCLASSIFIED

Caveats: NONE

[REDACTED]
As per your request, the following narrative involving AR 15-6

investigation, to the best of my recollection, is supplied:

1. On or about 16 June, I called HQ USAMEDDAC, Fort Leavenworth, and spoke with COL [REDACTED] MEDDAC Commander, and her secretary, Ms. [REDACTED]. I introduced myself and explained that I would be taking over as the AR 15-6 investigation's IO. I also asked (not sure whether it was the Commander or her secretary) to set up appointments for interviews with the principals involved in the investigation: COL [REDACTED] LTC [REDACTED] former 1LT [REDACTED] and Mr. Karl Gibson.

2. Sometime between 16 and 26 June, as I perused the sworn statements obtained by the original IO, I came to the realization that I did not have an answer from Mr. Gibson to the question from the appointment memo, "During 2008 were 1LT [REDACTED] and LTC [REDACTED] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?" I made a mental note to make sure that I asked him this question when I interviewed him.

3. On 30 June, I arrived at Fort Leavenworth and met with Ms. Gates. Although appointments for interviews had been set up with COL [REDACTED] LTC [REDACTED] and [REDACTED] for some reason an appointment had not been set up with Mr. Gibson. I contacted Mr. Gibson, by FONECON, at that time and asked if I could meet with him on either 1 or 2 July, and read the unanswered question to him. Mr. Gibson replied that he would get back with me with his response.

4. On the morning of 1 July, I again made contact with Mr. Gibson, by FONECON. At that time, he informed me that he declined the opportunity to meet with me on 1 or 2 July, as well as at any other time that week, because his union representative was on leave, and would not return until the following week. I asked Mr. Gibson if he would reply to an email from me with an answer to the unanswered question in the form of a sworn statement. He asked me to call him the following day, as he wanted to discuss the issue (with whom, he did not say), and I agreed.

5. Later, on the evening of 1 July, I drafted an email to send to Mr. Gibson, and sent it to my legal counsel, [REDACTED] for approval. I also spoke with [REDACTED] on the phone; he stated that he wanted to get MEDCOM's input regarding the email to Mr. Gibson.

6. On 2 July, Mr. Gibson and I spoke again, and I again asked him if he would reply to an email from me with an answer to the unanswered question in the form of a sworn statement. He said that he would, and asked if I would include a copy of my appointment memo in my email. I replied that I would check with my legal counsel to make sure I could do that, but that it would probably be OK. We wrapped things up with me reminding Mr. Gibson to expect my email early the following week.

7. On 6 July, I received an email from [REDACTED] advising that he had not yet heard back from MEDCOM, and recommending that, if I did not hear from him by the 1600 hrs, send it to Mr. Gibson. I did not hear anything by 1600 hours, and sent the email to Mr. Gibson. The text of the e-mail is as follows:

Mr. Gibson,

As per our FONECON last week in which you stated you would not be available

to speak with me because the Union representative whom was to accompany you to the interview was unavailable at the time of my visit to FT. Leavenworth, I'm sending you a .pdf file of my Appointment Memo (attached). As you know, I have received all the information that you had provided to the previous investigating officer regarding the matters addressed in the Appointment Memo. However, there is a question to which I seek further information from you. Please note that the suspense date in paragraph 5 of the Appointment Memo has been revised to 17 July 2009. The question (para 2.b.8 in the Appointment Memo) to which I request you provide an answer/more information is:

"During 2008 were 1L [REDACTED] and [REDACTED] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?"

If you would, please, put your answer/information in the form of a sworn statement, and either put it in a .pdf file and reply to this email, or FAX it to 301-677-7132.

Please understand that I want to give you every opportunity to present any and all additional information that you wish to present for my consideration regarding any matter addressed in the Appointment Memo. If there is any additional information that you wish for me to consider, please feel free to send it along, as well. Also, please let me know your availability (and the availability of your Union representative) to discuss these matters face-to-face in more detail.

Thank you,"

8. On 7 July, early afternoon, I did hear back from Mr. [REDACTED] that he had received MEDCOM approval to send the email.

9. On 8 July, having not received a response from Mr. Gibson, I resent the email, again to his official Army email address.

10. On 10 July, having still not received a response from Mr. Gibson, I reported same to Mr. [REDACTED] asking for advice.

11. Mr. Friedman replied on the following Monday, 13 July, and we exchanged several emails over the course of the day, resulting in Mr. [REDACTED] recommending that I try to contact Mr. Gibson any way I could. I again spoke with Mr. Gibson by calling his cell phone; he told me had not received either email. I sent it, once again to his official Army email address.

12. On 14 July, I again called Mr. Gibson to see if he had gotten my email. He replied that he had not and further informed me that since he was on administrative leave, he did not access his official Army email account. I asked him if he had another email account that I could send it to, and he furnished me with the following email address [REDACTED]. I sent the email to the new address immediately.

13. On 16 July, with my deadline to provide the finished investigation report to Fort Sam Houston the following day, I gave up on anticipating a reply from Mr. Gibson, finalized the report, and FedExed it to [REDACTED], Attorney Advisor to MEDCOM.

14. On 3 August [REDACTED] asked me to attempt to contact Mr. Gibson one

more time.

15. On 4 August, I emailed Mr. Gibson again at kgibson3@kc.rr.com, requesting more legible copies of certain documents. I have yet to receive reply.

[REDACTED] CIH, CSP
C, Industrial Hygiene Division
US Army Center for Health Promotion
and Preventive Medicine-North
ATTN: MCHB-AN-IH
Bldg 4411, Rm 106G

-----Original Message-----

From [REDACTED]
Sent: Thursday, September 03, 2009 10:47 AM

[REDACTED]
Subject: Need narrative re: Whistleblower AR 15-6 (UNCLASSIFIED)

Classification: UNCLASSIFIED
Exemptions: FOUO

[REDACTED] -
Request your assistance in providing a narrative by return e-mail of what information, if any, you received from Mr. Gibson in response to your inquiry of 7 July.

A question has resurfaced from OSC about Mr. Gibson's "I only have one question for you" allegation. Although [REDACTED] and I are aware of the circumstances, could you please provide a comprehensive narrative of your experience with this situation? The purpose of the narrative is to provide a single document (e-mail) to [REDACTED] at DA Office of General Counsel, for her to reply to OSC on this issue.

For your convenience I have attached a couple of e-mails that may assist you in preparing a response (you probably have others). One provides background as to why you were unable to meet with Mr. Gibson on your trip to Fort Leavenworth, another has the draft language of your 7 July e-mail, two others provide background and has your request for copies of attachments to Mr. Gibson's statement which were not provided to you. I add these last two e-mail as indicators of the degree of cooperation you experienced from Mr. Gibson during this investigation.

Please feel free to contact [REDACTED] or myself with any questions you may have or to review any drafts of your account.

Thank you for your continuing cooperation.

[REDACTED]

[REDACTED] covered under the Privacy Act, 5 USC 552(a), and/or the Health Insurance Portability and Accountability Act (PL 104-191) and its various implementing regulations and must be protected in accordance with those provisions. Healthcare information is personal and sensitive and must be treated accordingly. If this correspondence contains healthcare information, it is being provided to you after appropriate authorization from the patient or under circumstances that do not require patient authorization. You, the recipient, are obligated to maintain it in a safe, secure, and confidential manner. Redisclosure without additional patient consent or as permitted by law is prohibited. Unauthorized redisclosure or failure to maintain confidentiality subjects you to application of an appropriate sanction. If you have received this correspondence in error, please notify the sender at once and destroy any copies you have made.

Classification: UNCLASSIFIED

Caveats: FOUO

Classification: UNCLASSIFIED

Caveats: NONE

Classification: UNCLASSIFIED

Caveats: FOUO



Ms CIV USA OGC

From: [REDACTED] Mr CIV USA MEDCOM CHPPM [Glenn.berckman@us.army.mil]
Sent: Tuesday, August 04, 2009 10:11 AM

[REDACTED]

Subject: Whistleblower Investigation (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: NONE

Mr. Gibson,

In reviewing your submission to the whistleblower investigation, I find that 2 of your exhibits are unaccounted for:

1. KG#2: MFR SUBJECT: Meeting and Visit to CID on 20 September 2007 (1 page).
2. KG#15: MFR SUBJECT: BLDG 77 Records; dated 15 October 2008.

If you would, please, provide me with legible PDF copies of the 2 aforementioned documents.

Thank you.

[REDACTED]

Caveats: NONE

[REDACTED]

Classification: UNCLASSIFIED
Caveats: NONE

2

Ms CIV USA OGC

From: [Redacted]

Subject: Whistleblower Investigation (UNCLASSIFIED)

Attachments: 09Jun09 Whistleblower.pdf

Categories: 15-6

Classification: UNCLASSIFIED
Caveats: NONE

Mr. Gibson,

As per our FONECON last week in which you stated you would not be available to speak with me because the Union representative whom was to accompany you to the interview was unavailable at the time of my visit to FT. Leavenworth, I'm sending you a .pdf file of my Appointment Memo (attached). As you know, I have received all the information that you had provided to the previous investigating officer regarding the matters addressed in the Appointment Memo. However, there is a question to which I seek further information from you. Please note that the suspense date in paragraph 5 of the Appointment Memo has been revised to 17 July 2009. The question (para 2.b.8 in the Appointment Memo) to which I request you provide an answer/more information is:

"During 2008 were 1LT [Redacted] and LTC [Redacted] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?"

If you would, please, put your answer/information in the form of a sworn statement, and either put it in a .pdf file and reply to this email, or FAX it to 301-677-7132.

Please understand that I want to give you every opportunity to present any and all additional information that you wish to present for my consideration regarding any matter addressed in the Appointment Memo. If there is any additional information that you wish for me to consider, please feel free to send it along, as well. Also, please let me know your availability (and the availability of your Union representative) to discuss these matters face-to-face in more detail.

Thank you,

[Redacted signature block]



DEPARTMENT OF THE ARMY
GREAT PLAINS REGIONAL MEDICAL COMMAND
FORT SAM HOUSTON, TEXAS 78234-6200

REPLY TO
ATTENTION OF:

MCGP-JA

9 June 2009

MEMORANDUM FOR DAC Mr. Glenn T. Berckman, USACHPPM-North, Ft. Meade, MD
20755

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

1. You are hereby appointed an investigating officer pursuant to Army Regulation (AR) 15-6, *Procedures for Investigating Officers and Boards of Officers*, 2 October 2006, to conduct an informal investigation into allegations by Mr. Karl Gibson of improprieties by Lieutenant Colonel (LTC) [REDACTED] and First [REDACTED] Munson Army Health Center (MAHC), Fort Leavenworth, Kansas.

Procedures for Investigating Officers and Boards of Officers, 2 October 2006, to conduct an informal investigation into allegations by Mr. Karl Gibson of improprieties by Lieutenant Colonel (LTC) [REDACTED] and First Lieutenant (1LT) [REDACTED] Munson Army Health Center (MAHC), Fort Leavenworth, Kansas.

2. Specifically, you are directed to investigate the following and determine:

a. Whether or not since June 2007, LTC [REDACTED] Chief, Department of Preventive Medicine, MAHC and Mr Gibson's second-line supervisor, and 1LT Jacob Derivan, Environmental Science Officer, Department of Preventive Medicine, MAHC and Mr. Gibson's first-line supervisor, have actively interfered with Mr. Gibson's ability to conduct an effective Industrial Hygiene Program at Fort Leavenworth. At minimum, you should investigate and determine as follows:

(1) Have 1LT [REDACTED] redirected time and resources, issued conflicting and constantly changing directives to Mr. Gibson, thereby diminishing Mr. Gibson's authority as Ft. Leavenworth's Industrial Hygienist?

(2) Has Mr. Gibson otherwise been prevented by 1LT [REDACTED] and [REDACTED] from ensuring compliance with federal regulations and Army rules and regulations requiring the regular assessment and appropriate testing of Ft. Leavenworth buildings and facilities for industrial hygiene threats and hazards?

b. Whether or not the actions of LTC [REDACTED] and 1LT [REDACTED] an abuse of authority. At a minimum you should investigate and determine as follows:

(1) Did, in June, 2007, 1LT [REDACTED] and [REDACTED] son abruptly order Mr. Gibson to stop all industrial hygiene assessments, testing and surveying and give Mr. Gibson alternative responsibilities minimally related to industrial hygiene? If so, did this constitute an abuse of authority by 1LT [REDACTED] or LTC [REDACTED]?

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

(2) Did, in, February 2008, [REDACTED] and [REDACTED] order Mr. Gibson to conduct industrial hygiene "walk-thrus" of 18 of Ft. Leavenworth's 295 buildings? If so, did this constitute an abuse of authority by 1LT [REDACTED] or [REDACTED]?

(3) Were these "walk-thrus" (as described in item b2), above), unreasonably limited in scope by [REDACTED] by restricting Mr. Gibson to ask only seven questions of the occupants of each of the 18 buildings? If so, did this constitute an abuse of authority by [REDACTED]?

(4) If, after conducting a walk-thru, Mr. Gibson had reason to suspect the existence of an industrial hygiene issue was he authorized to conduct an assessment of the building, but was that assessment unreasonably limited in scope by [REDACTED] by restricting Mr. Gibson to "spot testing" for industrial hygiene threats but prohibiting time weighted measurements? If so, did this constitute an abuse of authority by [REDACTED] [REDACTED]?

(5) Are time weighted measurements an essential part of any properly conducted industrial hygiene program?

(6) Did, in October, 2008 [REDACTED] permit Mr. Gibson to follow the Corps of Engineers' approach to inspecting buildings but still prohibit him from performing time weighted testing without first receiving prior supervisory approval? If so, did this constitute an abuse of authority by [REDACTED]?

(7) Was it reasonable for [REDACTED] to require Mr. Gibson, the only certified Industrial Hygienist at Ft. Leavenworth, to obtain permission from his supervisors before performing time weighted testing on buildings?

(8) During 2008 were [REDACTED] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?

c. Whether or not adequate industrial hygiene assessment and testing has not occurred at Fort Leavenworth, Kansas, in violation of law, rule, and regulation.

(1) Did, in August, 2008, the Army Corps of Engineers object to [REDACTED] [REDACTED] two step (walk-thru followed by assessment) approach?

(2) Did Corps of Engineer officials determine that the walk-thru alone was of minimal value and that the walk-thru and assessment steps should be combined?

(3) Did Corps of Engineer officials determine that assessments should include limited measurements of light, noise and, if indoor air quality issues had been raised by the occupants of a building, to conduct carbon monoxide, temperature, humidity and particulate testing?

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

(1) Does testing buildings without time weighted measurements render an industrial hygiene program essentially useless and constitute a danger to public health and safety?

d. Whether or not the actions [REDACTED] have created the potential for a substantial and specific danger to the public health and safety at Fort Leavenworth, Kansas.

(2) Does an industrial hygienist have any means of determining the cumulative effect a suspected toxin might have upon the occupants of a building over an extended period of time without time weighted measurements?

3. In your investigation, you are not limited to the questions listed above. You will investigate any relevant related matters. If you are in doubt about the relevance of a matter, you will consult with your legal advisor and consult with me regarding these additional issues.

4. In conducting this investigation, use the informal procedures of AR 15-6, Chapter 4. Upon completing your investigation, make appropriate specific findings and recommendations. Reference your analysis and findings to the specific evidence upon which you rely. Recommend remedial measures, to include any corrective and personnel or disciplinary actions you deem appropriate, if any. You may also recommend any necessary management actions to preclude a recurrence of any founded misconduct or identified systemic problems. If certain evidence conflicts with other evidence; provide a written rationale for what you believe and why.

5. Make two copies of your report of investigation (ROI). Provide an index and clearly tab the original ROI, to include your findings and recommendations on DA Form 1574, with appropriate enclosures and forward the entire package, to me, through the Office of the Staff Judge Advocate, US Army Medical Command, no later than 8 May 2009.

6. In compiling your report of investigation, consider carefully that information contained therein will be subject to public disclosure and release.

7. You should contact those witnesses you consider relevant during the course of your investigation. Your investigation must include an interview with Mr. Gibson. You are to thoroughly document all witness interviews in writing, preferably on DA Form 2823 (Sworn Statement), and have witnesses verify their statements when final. In addition, you must provide all persons interviewed with a Privacy Act statement before you solicit any information.

8. You will interview all witnesses in person, if practical. Caution all individuals that they must not discuss the subject matter of the investigation with anyone other than a properly detailed investigator. If, in the course of your investigation, you come to suspect that certain people may have committed criminal conduct, you must advise them of their rights under Article 31, UCMJ or the Fifth Amendment, U.S. Constitution, as appropriate. In such a case, waivers should be documented on DA Form 3881 (Rights Warning Procedure/Waiver Certificate).

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

9. During the course of your investigation, you may find it necessary to interview civilian employees. Generally speaking, civilian employees are required to cooperate with official investigations. There are some exceptions:

a. Civilian employees who are members of a bargaining unit have a right to union representation at any interview with management if they reasonably believe that the interview could result in a disciplinary action against them. You must observe appropriate union notice requirements prior to interviewing any bargaining unit employees. Should a bargaining unit employee seek to invoke this right, you have no obligation to arrange representation for the employee, only an obligation to permit the employee the opportunity to secure representation. Once you have scheduled any bargaining unit member employees for an interview, contact your legal advisor for guidance in notifying the appropriate union representative. The Civilian Personnel Advisory Center can tell you whether any particular employee you wish to interview is a member of the bargaining unit.

b. Civilian employees who reasonably believe that information they provide during an official investigation may be used against them in a criminal prosecution cannot be required to cooperate without a grant of immunity. Should any civilian employee you attempt to interview decline to cooperate for any reason, suspend the interview and seek guidance from your legal advisor on how to proceed.

c. If the matter you are investigating involves a grievance, a personnel practice or policy or other conditions of employment, you may be required to notify the union of any interviews you have scheduled with bargaining unit employees and afford the union the opportunity to be present. Check with your legal advisor to determine if this rule applies in your case and how to proceed if it does.

d. You have no authority to compel the cooperation of contractor employees. If you find it necessary to interview contractor employees, you must contact the contracting officer's representative for the applicable contract to request cooperation.

10. If, in the course of your investigation, you suspect wrongdoing or neglect on the part of a person senior to you, inform me so that a new investigating office may be appointed. An investigating officer may not, absent military exigency, investigate someone senior to himself or herself.

11. This investigation takes priority over all normal duties, TDY, and leave. Your legal advisor during the course of your investigation will be [REDACTED] Consult him before you begin your investigation for further guidance and additional information about how you should proceed.

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

12. Timely completion of this investigation is essential. If you believe that you require additional time to complete your investigation, you must request an extension in writing through the MEDCOM Staff Judge Advocate stating the reason(s) for your request and an approximate completion date. I must personally approve any extension.



JOSEPH CARVALHO, JR.
Brigadier General, MC
Commanding

3

[REDACTED] CIV USA OGC

From: [REDACTED]
Sent: Tuesday, July 14, 2009 1:46 PM
To: [REDACTED]
Attachments: 09Jun09 Whistleblower.pdf
Categories: 15-6

Third time's the charm...

[REDACTED]
Sent: Mon 7/13/2009 4:51 PM
[REDACTED]
Subject: FW: Whistleblower Investigation (UNCLASSIFIED)

Mr. Gibson,

Resent, as per our FONECON...

[REDACTED]

[REDACTED]
Sent: Wed 7/8/2009 6:46 AM
To: Gibson, Karl L Mr CIV USA MEDCOM MAHC
Cc: Friedman, Lorin S Mr CIV USA MEDCOM CHPPM
Subject: Whistleblower Investigation (UNCLASSIFIED)

Classification: UNCLASSIFIED
Caveats: NONE

Mr. Gibson,

As per our FONECON last week in which you stated you would not be available to speak with me because the Union representative whom was to accompany you to the interview was unavailable at the time of my visit to FT. Leavenworth, I'm sending you a .pdf file of my Appointment Memo (attached). As you know, I have received all the information that you had provided to the previous investigating officer regarding the matters addressed in the Appointment Memo. However, there is a question to which I seek further information from you. Please note that the suspense date in paragraph 5 of the Appointment Memo has been revised to 17 July 2009. The question (para 2.b.8 in the Appointment Memo) to which I request you provide an answer/more information is:

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Thank you,

[REDACTED]

[REDACTED] UNCLASSIFIED
Caveats: NONE



DEPARTMENT OF THE ARMY
GREAT PLAINS REGIONAL MEDICAL COMMAND
FORT SAM HOUSTON, TEXAS 78234-6200

REPLY TO
ATTENTION OF:

MCGP-JA

9 June 2009

MEMORANDUM FOR DAC [REDACTED] USACHPPM-North, Ft. Meade, MD
20755

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

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2. Specifically, you are directed to investigate the following and determine:

a. Whether or not since June 2007, LTC [REDACTED] Chief, Department of Preventive Medicine, MAHC and Mr Gibson's second-line supervisor, and 1LT [REDACTED] Environmental Science Officer, Department of Preventive Medicine, MAHC and Mr. Gibson's first-line supervisor, have actively interfered with Mr. Gibson's ability to conduct an effective Industrial Hygiene Program at Fort Leavenworth. At minimum, you should investigate and determine as follows:

(1) Have 1LT [REDACTED] and [REDACTED] redirected time and resources, issued conflicting and constantly changing directives to Mr. Gibson, thereby diminishing Mr. Gibson's authority as Ft. Leavenworth's Industrial Hygienist?

(2) Has Mr. Gibson otherwise been prevented by [REDACTED] from ensuring compliance with federal regulations and Army rules and regulations requiring the regular assessment and appropriate testing of Ft. Leavenworth buildings and facilities for industrial hygiene threats and hazards?

b. Whether or not the actions of [REDACTED] constituted an abuse of authority. At a minimum you should investigate and determine as follows:

(1) Did, in June, 2007, [REDACTED] abruptly order Mr. Gibson to stop all industrial hygiene assessments, testing and surveying and give Mr. Gibson alternative responsibilities minimally related to industrial hygiene? If so, did this constitute an abuse of authority by [REDACTED]?

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

(2) Did, in, February 2008, [REDACTED] order Mr. Gibson to conduct industrial hygiene "walk-thrus" of 18 of Ft. Leavenworth's 295 buildings? If so, did this constitute an abuse of authority by [REDACTED]?

(3) Were these "walk-thrus" (as described in item b2), above), unreasonably limited in scope by [REDACTED] by restricting Mr. Gibson to ask only seven questions of the occupants of each of the 18 buildings? If so, did this constitute an abuse of authority by [REDACTED]?

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(5) Are time weighted measurements an essential part of any properly conducted industrial hygiene program?

(6) Did, in October, 2008, [REDACTED] permit Mr. Gibson to follow the Corps of Engineers' approach to inspecting buildings but still prohibit him from performing time weighted testing without first receiving prior supervisory approval? If so, did this constitute an abuse of authority by [REDACTED]?

(7) Was it reasonable for [REDACTED] to require Mr. Gibson, the only certified Industrial Hygienist at Ft. Leavenworth, to obtain permission from his supervisors before performing time weighted testing on buildings?

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c. Whether or not adequate industrial hygiene assessment and testing has not occurred at Fort Leavenworth, Kansas, in violation of law, rule, and regulation.

(1) Did, in August, 2008, the Army Corps of Engineers object to [REDACTED] two step (walk-thru followed by assessment) approach?

(2) Did Corps of Engineer officials determine that the walk-thru alone was of minimal value and that the walk-thru and assessment steps should be combined?

(3) Did Corps of Engineer officials determine that assessments should include limited measurements of light, noise and, if indoor air quality issues had been raised by the occupants of a building, to conduct carbon monoxide, temperature, humidity and particulate testing?

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4. In conducting this investigation, use the informal procedures of AR 15-6, Chapter 4. Upon completing your investigation, make appropriate specific findings and recommendations. Reference your analysis and findings to the specific evidence upon which you rely. Recommend remedial measures, to include any corrective and personnel or disciplinary actions you deem appropriate, if any. You may also recommend any necessary management actions to preclude a recurrence of any founded misconduct or identified systemic problems. If certain evidence conflicts with other evidence; provide a written rationale for what you believe and why.

5. Make two copies of your report of investigation (ROI). Provide an index and clearly tab the original ROI, to include your findings and recommendations on DA Form 1574, with appropriate enclosures and forward the entire package, to me, through the Office of the Staff Judge Advocate, US Army Medical Command, no later than 8 May 2009.

6. In compiling your report of investigation, consider carefully that information contained therein will be subject to public disclosure and release.

7. You should contact those witnesses you consider relevant during the course of your investigation. Your investigation must include an interview with Mr. Gibson. You are to thoroughly document all witness interviews in writing, preferably on DA Form 2823 (Sworn Statement), and have witnesses verify their statements when final. In addition, you must provide all persons interviewed with a Privacy Act statement before you solicit any information.

8. You will interview all witnesses in person, if practical. Caution all individuals that they must not discuss the subject matter of the investigation with anyone other than a properly detailed investigator. If, in the course of your investigation, you come to suspect that certain people may have committed criminal conduct, you must advise them of their rights under Article 31, UCMJ or the Fifth Amendment, U.S. Constitution, as appropriate. In such a case, waivers should be documented on DA Form 3881 (Rights Warning Procedure/Waiver Certificate).

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

9. During the course of your investigation, you may find it necessary to interview civilian employees. Generally speaking, civilian employees are required to cooperate with official investigations. There are some exceptions:

a. Civilian employees who are members of a bargaining unit have a right to union representation at any interview with management if they reasonably believe that the interview could result in a disciplinary action against them. You must observe appropriate union notice requirements prior to interviewing any bargaining unit employees. Should a bargaining unit employee seek to invoke this right, you have no obligation to arrange representation for the employee, only an obligation to permit the employee the opportunity to secure representation. Once you have scheduled any bargaining unit member employees for an interview, contact your legal advisor for guidance in notifying the appropriate union representative. The Civilian Personnel Advisory Center can tell you whether any particular employee you wish to interview is a member of the bargaining unit.

b. Civilian employees who reasonably believe that information they provide during an official investigation may be used against them in a criminal prosecution cannot be required to cooperate without a grant of immunity. Should any civilian employee you attempt to interview decline to cooperate for any reason, suspend the interview and seek guidance from your legal advisor on how to proceed.

c. If the matter you are investigating involves a grievance, a personnel practice or policy or other conditions of employment, you may be required to notify the union of any interviews you have scheduled with bargaining unit employees and afford the union the opportunity to be present. Check with your legal advisor to determine if this rule applies in your case and how to proceed if it does.

d. You have no authority to compel the cooperation of contractor employees. If you find it necessary to interview contractor employees, you must contact the contracting officer's representative for the applicable contract to request cooperation.

10. If, in the course of your investigation, you suspect wrongdoing or neglect on the part of a person senior to you, inform me so that a new investigating office may be appointed. An investigating officer may not, absent military exigency, investigate someone senior to himself or herself.

11. This investigation takes priority over all normal duties, TDY, and leave. Your legal advisor during the course of your investigation will be [REDACTED]. Consult him before you begin your investigation for further guidance and additional information about how you should proceed.

MCGP-JA

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

12. Timely completion of this investigation is essential. If you believe that you require additional time to complete your investigation, you must request an extension in writing through the MEDCOM Staff Judge Advocate stating the reason(s) for your request and an approximate completion date. I must personally approve any extension.



JOSEPH CARVALHO, JR.
Brigadier General, MC
Commanding

(4)

[REDACTED]

From: [REDACTED]
Monday, July 13, 2009 4:52 PM
To: Gibson, Karl L Mr CIV USA MEDCOM MAHC
Cc: [REDACTED]
[REDACTED]
FW: Whistleblower Investigation (UNCLASSIFIED)
09Jun09 Whistleblower.pdf

Categories: 15-6

Mr. Gibson,

Resent, as per our FONECON...

[REDACTED]

[REDACTED]
Sent: Wed 7/8/2009 6:46 AM
To: Gibson, Karl L Mr CIV USA MEDCOM MAHC
[REDACTED]
Subject: Whistleblower Investigation (UNCLASSIFIED)

Classification: UNCLASSIFIED
Exemptions: NONE

Mr. Gibson,

As per our FONECON last week in which you stated you would not be available to speak with me because the Union representative whom was to accompany you to the interview was unavailable at the time of my visit to FT. Leavenworth, I'm sending you a .pdf file of my Appointment Memo (attached). As you know, I have received all the information that you had provided to the previous investigating officer regarding the matters addressed in the Appointment Memo. However, there is a question to which I seek further information from you. Please note that the suspense date in paragraph 5 of the Appointment Memo has been revised to 17 July 2009. The question (para 2.b.8 in the Appointment Memo) to which I request you provide an answer/more information is:

"During 2008 were [REDACTED] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?"

If you would, please, put your answer/information in the form of a sworn statement, and either put it in a .pdf file and reply to this email, or FAX it to 301-677-7132.

Please understand that I want to give you every opportunity to present any and all additional information that you wish to present for my consideration regarding any matter addressed in the Appointment Memo. If there is any additional information that you wish for me to consider, please feel free to send it along, as well. Also, please let me know your

availability (and the availability of your Union representative) to discuss these matters face-to-face in more detail.

Thank you,

[REDACTED]

[REDACTED]

Caveats: NONE



DEPARTMENT OF THE ARMY
GREAT PLAINS REGIONAL MEDICAL COMMAND
FORT SAM HOUSTON, TEXAS 78234-6200

REPLY TO
ATTENTION OF:

MCGP-JA

9 June 2009

MEMORANDUM FOR DAC Mr. Glenn T. Berckman, USACHPPM-North, Ft. Meade, MD
20755

SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

1. You are hereby appointed an investigating officer pursuant to Army Regulation (AR) 15-6, *Procedures for Investigating Officers and Boards of Officers*, 2 October 2006, to conduct an informal investigation into allegations by Mr. Karl Gibson of improprieties by Lieutenant Colonel (LTC) [REDACTED] and First Lieutenant [REDACTED] Munson Army Health Center (MAHC), Fort Leavenworth, Kansas.

Procedures for Investigating Officers and Boards of Officers, 2 October 2006, to conduct an informal investigation into allegations by Mr. Karl Gibson of improprieties by Lieutenant Colonel (LTC) [REDACTED] and First Lieutenant (ILT) [REDACTED] Munson Army Health Center (MAHC), Fort Leavenworth, Kansas.

2. Specifically, you are directed to investigate the following and determine:

a. Whether or not since June 2007 [REDACTED], Chief, Department of Preventive Medicine, MAHC and Mr Gibson's second-line supervisor, and [REDACTED] Environmental Science Officer, Department of Preventive Medicine, MAHC and Mr. Gibson's first-line supervisor, have actively interfered with Mr. Gibson's ability to conduct an effective Industrial Hygiene Program at Fort Leavenworth. At minimum, you should investigate and determine as follows:

(1) Have [REDACTED] redirected time and resources, issued conflicting and constantly changing directives to Mr. Gibson, thereby diminishing Mr. Gibson's authority as Ft. Leavenworth's Industrial Hygienist?

(2) Has Mr. Gibson otherwise been prevented by [REDACTED] from ensuring compliance with federal regulations and Army rules and regulations requiring the regular assessment and appropriate testing of Ft. Leavenworth buildings and facilities for industrial hygiene threats and hazards?

b. Whether or not the actions [REDACTED] constituted an abuse of authority. At a minimum you should investigate and determine as follows:

(1) Did, in June, 2007, [REDACTED] abruptly order Mr. Gibson to stop all industrial hygiene assessments, testing and surveying and give Mr. Gibson alternative responsibilities minimally related to industrial hygiene? If so, did this constitute an abuse of authority by [REDACTED]?

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SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

(2) Did, in, February 2008, [REDACTED] order Mr. Gibson to conduct industrial hygiene "walk-thrus" of 18 of Ft. Leavenworth's 295 buildings? If so, did this constitute an abuse of authority by [REDACTED]?

(3) Were these "walk-thrus" (as described in item b2), above), unreasonably limited in scope by [REDACTED] restricting Mr. Gibson to ask only seven questions of the occupants of each of the 18 buildings? If so, did this constitute an abuse of authority by [REDACTED]?

(4) If, after conducting a walk-thru, Mr. Gibson had reason to suspect the existence of an industrial hygiene issue was he authorized to conduct an assessment of the building, but was that assessment unreasonably limited in scope by [REDACTED] by restricting Mr. Gibson to "spot testing" for industrial hygiene threats but prohibiting time weighted measurements? If so, did this constitute an abuse of authority by [REDACTED] [REDACTED]

(5) Are time weighted measurements an essential part of any properly conducted industrial hygiene program?

(6) Did, in October, 2008, [REDACTED] permit Mr. Gibson to follow the Corps of Engineers' approach to inspecting buildings but still prohibit him from performing time weighted testing without first receiving prior supervisory approval? If so, did this constitute an abuse of authority by ILT Derivan or LTC Jefferson?

(7) Was it reasonable for [REDACTED] to require Mr. Gibson, the only certified Industrial Hygienist at Ft. Leavenworth, to obtain permission from his supervisors before performing time weighted testing on buildings?

(8) During 2008 were [REDACTED] arbitrary in denying 39 of Mr. Gibson's 40 requests to conduct time weighted measurements testing on buildings without an explanation?

c. Whether or not adequate industrial hygiene assessment and testing has not occurred at Fort Leavenworth, Kansas, in violation of law, rule, and regulation.

(1) Did, in August, 2008, the Army Corps of Engineers object [REDACTED] [REDACTED] two step (walk-thru followed by assessment) approach?

(2) Did Corps of Engineer officials determine that the walk-thru alone was of minimal value and that the walk-thru and assessment steps should be combined?

(3) Did Corps of Engineer officials determine that assessments should include limited measurements of light, noise and, if indoor air quality issues had been raised by the occupants of a building, to conduct carbon monoxide, temperature, humidity and particulate testing?

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(1) Does testing buildings without time weighted measurements render an industrial hygiene program essentially useless and constitute a danger to public health and safety?

d. Whether or not the actions [REDACTED] and [REDACTED] have created the potential for a substantial and specific danger to the public health and safety at Fort Leavenworth, Kansas.

(2) Does an industrial hygienist have any means of determining the cumulative effect a suspected toxin might have upon the occupants of a building over an extended period of time without time weighted measurements?

3. In your investigation, you are not limited to the questions listed above. You will investigate any relevant related matters. If you are in doubt about the relevance of a matter, you will consult with your legal advisor and consult with me regarding these additional issues.

4. In conducting this investigation, use the informal procedures of AR 15-6, Chapter 4. Upon completing your investigation, make appropriate specific findings and recommendations. Reference your analysis and findings to the specific evidence upon which you rely. Recommend remedial measures, to include any corrective and personnel or disciplinary actions you deem appropriate, if any. You may also recommend any necessary management actions to preclude a recurrence of any founded misconduct or identified systemic problems. If certain evidence conflicts with other evidence; provide a written rationale for what you believe and why.

5. Make two copies of your report of investigation (ROI). Provide an index and clearly tab the original ROI, to include your findings and recommendations on DA Form 1574, with appropriate enclosures and forward the entire package, to me, through the Office of the Staff Judge Advocate, US Army Medical Command, no later than 8 May 2009.

6. In compiling your report of investigation, consider carefully that information contained therein will be subject to public disclosure and release.

7. You should contact those witnesses you consider relevant during the course of your investigation. Your investigation must include an interview with Mr. Gibson. You are to thoroughly document all witness interviews in writing, preferably on DA Form 2823 (Sworn Statement), and have witnesses verify their statements when final. In addition, you must provide all persons interviewed with a Privacy Act statement before you solicit any information.

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SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

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SUBJECT: Appointment of Investigating Officer – Whistleblower Investigation

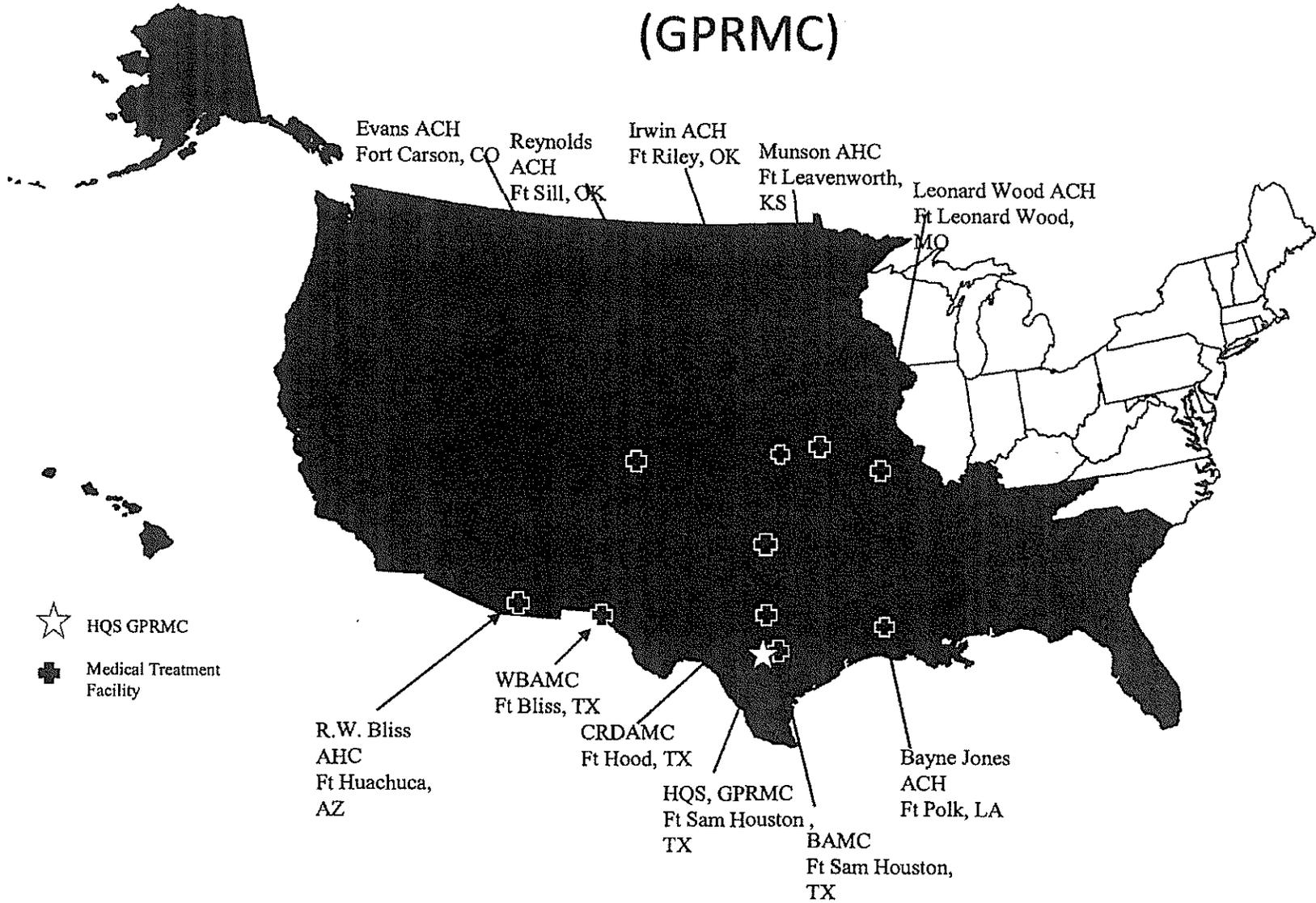
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JOSEPH CARVALHO, JR.
Brigadier General, MC
Commanding

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Great Plains Regional Medical Command (GPRMC)



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Mr. [REDACTED] is currently the Regional Supervisory Industrial Hygiene Program Manager providing guidance, support and leadership to installations and activities assigned to the Southern Regional Medical Command (SRMC) service area (11 states and 2 territories) [formerly the Great Plains Regional Medical Command]. Establishes, interprets, implements, and maintains plans, policies, and procedures for conducting Industrial Hygiene activities at all levels of command. Manages and ensures continuity within the SRMC for all Industrial Hygiene and Occupational Health program elements to include, but not limited to program management; program planning; technical advice/representation and personnel management. [REDACTED] has 29 years experience and demonstrated expertise in managing industrial hygiene, occupational health, environmental health and safety programs for both government and private-sector organizations. He has held his current position as Regional Supervisory Industrial Hygiene Program Manager since 1998. Among other credentials, he is a Certified Healthcare Environmental Manager.

Optional: He holds a Bachelor of Science in Chemistry-Biology, a Master of Science in Industrial Hygiene and Occupational Safety, and a Master of Public Health.

MPH, 1981, Tulane University, New Orleans, Louisiana,
MS, 1977, Industrial Hygiene/Occupational Safety, Central Missouri State University,
Warrensburg, MO,
B.S., Chemistry-Biology, 1975, Davis and Elkins College, Elkins, West Virginia

See [REDACTED] extensive CV for additional information

SCOTT D. BENTLEY

PROFESSIONAL BACKGROUND: Twenty-nine years (29) professional experience and demonstrated expertise in managing industrial hygiene, occupational health, environmental health and safety programs for both government and private-sector organizations. Experiences range from that of a "hands-on" industrial hygienist to providing expert testimony before courts of law, hearing boards, worker's compensation commissions, regulatory agencies and legally investigative bodies. Expertise includes the ability to plan, direct and supervise comprehensive EHS programs, analyze requirements, allocate resources and assess program performance/effectiveness. Proven ability to exercise sound professional judgment and independent decision-making. Demonstrated effective communication and leadership skills.

EMPLOYMENT:

April 1998 to Present:

DEPARTMENT OF THE ARMY
Southern Regional Medical Command
2410 Stanley Road, Fort Sam Houston, Texas

SRMC INDUSTRIAL HYGIENE PROGRAM MANAGER (YJ-0690-03) – Serves as the Regional Supervisory Industrial Hygiene Program Manager (IHPM) providing guidance, support and leadership to installations/activities assigned to the Southern Regional Medical Command (SRMC) service area (11 states and 2 territories). Establishes, interprets, implements, and maintains plans, policies, and procedures for conducting IH activities at all levels of command. Manages and ensures continuity within the SRMC for all Industrial Hygiene and Occupational Health program elements (to include, but not limited to program management; program planning; technical advice/representation and personnel management). Develops and manages the SRMC IH Program document(s) to meet changing DA, Joint Commission, federal, state and local programs/policies/regulations. Identifies requirements and coordinates plans and projects to formulate and disseminate IH policy, technical and professional standards and procedures with DA system-wide or installation level impact.

March 1995 to April 1998:

TEXAS MEDICAL LIABILITY TRUST
3414 MOPAC, Austin, Texas

DIRECTOR, RISK MANAGEMENT – Managed consultative healthcare risk management service department to insured physicians and medical groups. Served as technical expert to inquiries from physicians and other healthcare professionals regarding risk management issues to include; but not limited to safety and health; utilization review; infection control; medical record documentation; medical jurisprudence. Administered, supervised, advised on, designed and developed educational and training programs and seminars. Supervised/managed five (5) registered nurses; four (4) risk management technicians and an administrative staff. Served a President, American Industrial Hygiene Association (AIHA) Hill Country Local Chapter, Austin, TX.

January 1986 to February 1995:

DEPARTMENT OF VETERANS AFFAIRS
Central Region VAMROC
500 Kellogg Avenue, Wichita, KS

REGIONAL OCCUPATIONAL SAFETY AND HEALTH MANAGER (GM-0018/0690-13) – Served as Regional Environmental, Health and Safety (EHS) Program Manager for VA Medical District 21. Duties advised on, administered, supervised, managed and performed professional and scientific work in industrial hygiene, safety, environmental and occupational health. Provided technical guidance and consultation to ensure compliance with OSHA, EPA, DOT, NFPA, JCAHO, VACO, and other federal, state and local regulations. Served as management's representative on the Center Safety and Health Committee (Chairperson), Strategic Planning Committee, Reinvention Initiatives (Chairperson), Administrative Executive Board, and Total Quality Improvement (TQI) Committee (Facilitator/Team Leader). Served as Contracting Office Technical Representative (COTR) on all facilities contracts requiring modification/renovation and new building construction. Directly supervision technical and professional support staff to achieve established goals and mission requirements. Demonstrated ability to work independently and strong decision-making skills. Developed, published and implemented a comprehensive Environmental Audit Program guidance document in conjunction with the VA Engineering Training Center (Little Rock, AR) and VA Central Office (Washington, DC) which was disseminated VA-wide. Other program documents adopted by VA include Asbestos Management Program, Employee Health Program and VA Electronic Annual Workplace Evaluation Survey.

April 1984 – April 1986

DEPARTMENT OF THE ARMY
Brooke Army Medical Center
Fort Sam Houston, Texas

CHIEF, INDUSTRIAL HYGIENE SERVICES – Responsibilities encompassed the development, implementation and overall management of a comprehensive industrial hygiene/occupational health program for BAMC, Fort Sam Houston and tenant activities and organizations. Responsibilities included planning, development and implementation of industrial hygiene and safety program(s) for military and civilian workers. Work included characterization of workplace hazards/stressors, medical surveillance, personnel training/education along with resource management (i.e., manpower, budget, training/education and resource allocation). Directly supervised two (2) industrial hygienist; two (2) IH technicians and provided technical oversight for three (3) military staff members. In addition, provided technical industrial hygiene assistance and program oversight to the Corpus Christi Army Depot (CCAD) as well as 5th Army and Texas National Guard units throughout South Central Texas. Initiated and administered a comprehensive asbestos abatement program to include environmental monitoring, medical surveillance and recordkeeping activities. Supervised a 15-person asbestos abatement team for the San Antonio Real Property Management Association (SARPMA). Served as Chairperson for the San Antonio Federal Safety and Health Council (1984-1986).

July 1981 – March 1984

EBI COMPANIES
dba Optimum/Ideal Managers, Inc.
Chicago, Illinois

REGIONAL LOSS CONTROL MANAGER – Served as a Regional Loss Control Manager for Southwest Region (KS, MO, OK, AR, NM, and TX) for a workers' compensation specialty company. Provided general safety and health risk management, industrial hygiene, environmental compliance and workers compensation consultation for varied Fortune 500 company clients. Company services included a computerized loss analysis, supervisory/managerial training programs, regional /in-house safety and health training/seminars, safety and health program development, industrial hygiene audits, life safety compliance audits, medical surveillance, environmental compliance audits and workers' compensation cost reduction programs. Instrumental in the development and implementation of service prototypes, management tools, quality assurance programs, recordkeeping documents and analytical reports, etc.

September 1979 – June 1981

AMAX Nickel, Inc.
Braithwaite, Louisiana

CORPORATE INDUSTRIAL HYGIENIST - Developed, implemented and managed a comprehensive safety and health program for 1,200 employee nickel refinery facility. Program elements included environmental monitoring and compliance audits, medical surveillance program, hazardous waste management, employee training and information. Ensured compliance with OSHA, EPA, federal, state and local regulations.

January 1977 – September 1979

US DEPARTMENT OF LABOR
Occupational Safety and Health Administration
Kansas City, Missouri

FEDERAL COMPLIANCE SAFETY AND HEALTH OFFICER (CSHO) – Identified and evaluated potential OSHA safety and health violations in various industries throughout the Midwest. Designated Federal Compliance Safety and Health Officer (CSHO). Successfully completed all industrial hygiene and safety related coursework offered by the OSHA Training Institute, Des Plaines, IL. A member of the Grain Elevator Emergency Response Team (1977-78) and National Emphasis Program (NEP) for meat packing and foundry industries. Appointed to the PCB-clean-up taskforce in 1978 as Industrial Hygiene Team Leader.

ACADEMIC ACTIVITIES:

August 2004 to Present:

TEXAS STATE UNIVERSITY
College of Health Professions
601 University Drive
San Marcos, Texas 78666

ADJUNCT PROFESSOR - Graduate level courses in Occupational Safety and Health.

January 2000 to Present:

**DEPARTMENT OF THE ARMY
AMEDD CENTER AND SCHOOL
PREVENTIVE HEALTH SERVICES
Fort Sam Houston, Texas**

SEMINAR LECTURER – Basic Industrial Hygiene Course (6HF11); Occupational Medicine Course (6HF20).

EDUCATION: **TULANE UNIVERSITY**
New Orleans, LA
MPH, 1981

CENTRAL MISSOURI STATE UNIVERSITY
Warrensburg, MO
MS, Industrial Hygiene/Occupational Safety, 1977

DAVIS AND ELKINS COLLEGE
Elkins, West Virginia
BS, Chemistry-Biology, 1975

RECENT CONTINUING EDUCATION EXPERIENCES: Varied to include post-graduate studies at Northwestern University (Audiology, 2004); North Carolina State University (Ventilation, 2003); Army Management Staff College (AMSC) Ft. Belvoir, VA; Personnel Management for Executives (PME I and PME II, 2007); AMSC Leadership Symposium (2009); American Industrial Hygiene Continuing Education (Indoor Air Quality; 2006).

PROFESSIONAL AFFILIATIONS:

American Industrial Hygiene Association (AIHA); American Society for Safety Engineers (ASSE); American Conference of Governmental Industrial Hygienist (ACGIH); American Society for Human Resource Managers (SHRM); DoD Industrial Hygiene Working Group; DoD Ergonomic Working Group, Past President AIHA Hill Country Local Chapter, Certified Healthcare Environmental Manager (CHEM).

COMMUNITY AFFILIATIONS:

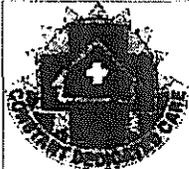
Blanco River Ranch Homeowner's Association (BRRHOA) – President (2002 – present); Central Texas Medical Center (CMTC) Foundation Board Member (2007- present); CTMC Hospice – Board Member; Randolph-Brooks Federal Credit Union – Supervisory Board Member.

MILITARY SERVICE: May 1975 through August, 1996: U. S. Air Force Reserve (USAFR) Lieutenant (01) through Lieutenant Colonel (05); Combat Crew Officer, 508th Strategic Missile Squadron, Whiteman AFB, MO (1975 – 1979); Bioenvironmental Engineering Flight Commander (Reservist), 42nd Aeromedical - Dental Squadron; Maxwell AFB, AL (1980-1996); Three Service Medals and Thirteen Air Medals; Honorably discharged.

V

ORGANIZATION CHART

MUNSON ARMY HEALTH CENTER



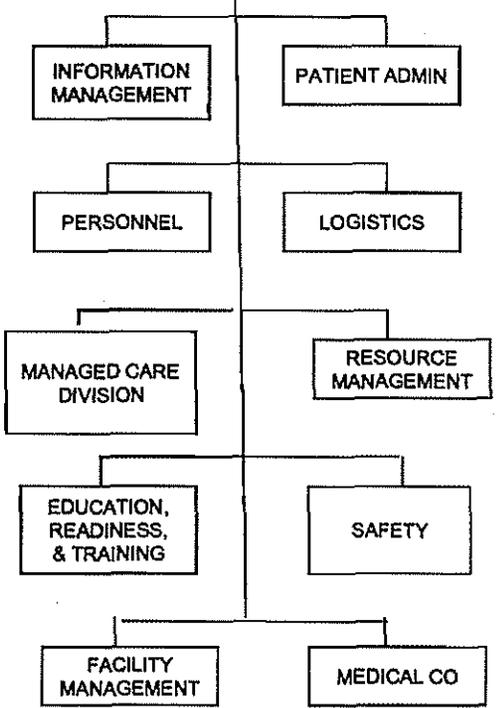
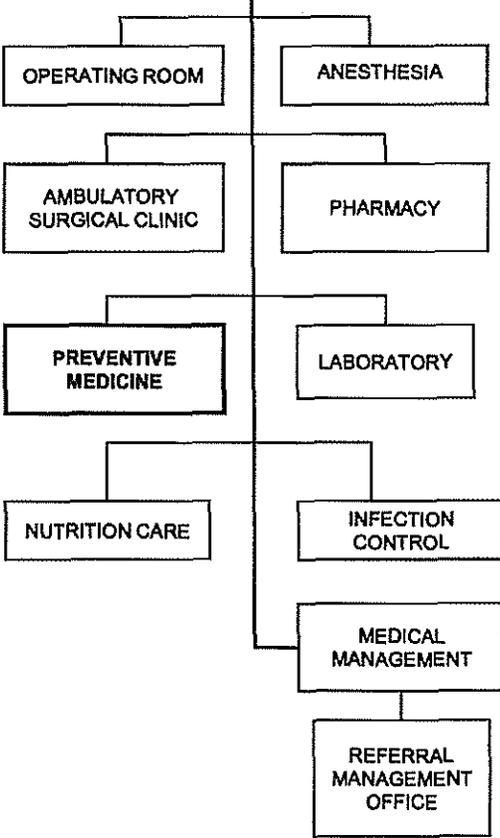
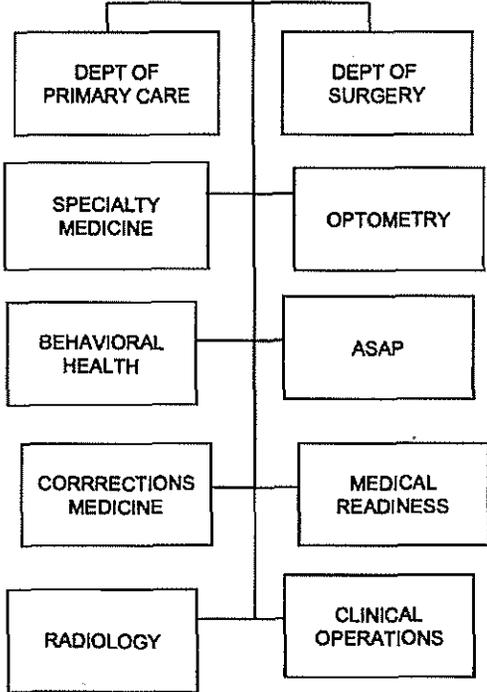
COMMANDER
COL CARMEN RINEHART (2006-2008)
COL ANDREA CRUNKHORN (2008-Present)



Deputy Commander for Clinical Services
MAJOR

Deputy Commander for Nursing and Patient Support Services
COLONEL

Deputy Commander for Administration
LIEUTENANT COLONEL



Preventive Medicine (PM) Organizational Chart, 2006

