

Maier, Bruce (WSP)

From: Santhuff, Ryan (WSP)
Sent: Thursday, October 20, 2016 9:18 PM
To: Maier, Bruce (WSP)
Subject: Aviation investigation

Detective Sergeant Maier,

Thank you again for meeting with me on October 3rd. It has been over two weeks since we last spoke and I want to take a minute and reiterate the important issues we discussed about the Aviation Section. Furthermore, I want to express how grateful I am to work for an agency that values strong leadership, professional excellence, acting with integrity and accountability, respecting and protecting individual rights, and a culture of continuous improvement. I have been placed in positions where I had to make very difficult decisions in my career. I can tell you these decisions have been some of the most challenging times in my life but I believe in the importance of upholding my own reputation, all WSP Trooper's reputation, and the reputation of the employees around me. I have great respect for the Sergeants, Lieutenants, and Captain, of the Office of Professional Standards (OPS). You are instilled with the responsibility of retaining all our reputation and keeping the WSP an organization we are all proud to work for. Thank you for what you do.

At the beginning of our meeting on October 3rd you asked me if I knew why we were having the meeting. I told you I believed it was regarding the deletion of emails to avoid a pending public disclosure request. You advised I was incorrect and the meeting was about two issues filed in an IIR by Captain Alexander. The first complaint was indicating Lieutenant Nobach retaliated against me, and the second about Lieutenant Nobach intentionally refusing to provide the Governor with a transport flight upon request. I was unaware an IIR had been filed; however I made a retaliation complaint to Captain Alexander in May, which was dismissed without further follow-up. Both of these issues I recently discussed with my union representative.

During our meeting you asked me why I felt I was being retaliated against. I described an incident involving physical contact, sexual in nature, between Lieutenant Nobach and a female subordinate assigned to Aviation. This incident occurred in front of me and I was the only witness. I described the situation in detail and I explained how the sexual harassment situation was handled well outside WSP policy. I explained how I tried to smooth out an extremely uncomfortable work environment for others and me by initiating a meeting with Lieutenant Nobach. This and future meetings did not seem to help and the work related issues have continued. I advised of numerous potential retaliatory situations that occurred over the last seven months. I later provided you with a copy of a timeline and other documents I referenced during our meeting. I also advised of eight previous Aviation employees that have brought forward complaints of retaliation by Lieutenant Nobach.

When you asked about Lieutenant Nobach denying the Governor flight; I explained I remember standing near the secretary's desk where the flight schedule is located when Lieutenant Nobach told the secretary to deny the flight and tell them the aircraft (King Air) was down for maintenance. I remember the King Air was actually not down for maintenance but the master schedule was changed to reflect the King Air down. I explained I believed Lieutenant Nobach refused the flight because he wanted to force a political issue, and I vaguely remember Lieutenant Nobach stating this as the reason for the denial. Lieutenant Nobach was trying to push the Governor to support a pending funding request for the maintenance on a King Air. I explained I remember this happening because I believed it was unethical and I was surprised Lieutenant Nobach would intentionally

mess with the Governor office. I also explained a retired Aviation Section King Air mechanic can tell you there was nothing wrong with the King Air when this happened and it apparently happened on numerous occasions. Furthermore, I suggested you speak with one of our current aircraft mechanics I believe has more knowledge of this occurring.

Although not associated with the IIR, we also discussed further unethical and potentially criminal behavior regarding deletion of email to avoid a pending Public Disclosure request (possible May Day request). I explained an incident where Lieutenant Nobach advised the pilots of a public disclosure request that was coming and he said he needed us to delete our emails to prevent disclosure. Lieutenant Nobach instructed all the pilots to log into their email accounts, delete our deleted folder then showed us how to access an email recovery folder and delete those also. Trooper Noll also remembers the incident and believed the public disclosure request pertained to a May Day Protest. You explained Captain Alexander was handling the situation and Lieutenant Nobach stated he was instructed years ago by retired Captain Cooley to delete emails to remove the Governor's schedule. I explained this reasoning was false because other pilots and I were never provided the Governor's schedule other than flight arrival and departures. I can't tell you exactly the content Lieutenant Nobach wanted deleted, but I think you can absolutely rule out it had nothing to do with the Governor's schedule. Based on my training provided by this agency, I believe what we were required to do was dishonest and unethical.

Since our meeting, on October 7th Captain Alexander had my Sergeant advise me to stop doing my own investigation within aviation. I questioned as to what Alexander was talking about and the Sergeant said I was doing things in the office that were making people feel uncomfortable. As to what that is, I have no idea. The only conclusion I can come up with is Lieutenant Nobach is concerned what an investigation may reveal. On October 10th Captain Alexander had a meeting with all personnel within aviation and explained there was an OPS investigation being conducted and again requested we not interfere with the investigation. He also advised all employees to not delete emails even if they were instructed to in the past. On October 20th the secretary told me she has been advised to lock all cabinets in the office. I wonder why? I personally believe in an open and transparent workplace and government.

Yesterday my union representative advised me he spoke with Captain Saunders (the Captain of OPS) and he didn't believe any of the topics we discussed were going to be addressed. If true, why? Unethical, dishonest, and potentially criminal behavior needs to be addressed to uphold the reputation of you, me, and the rest of the employees in this agency. I do understand a couple of these topics are very sensitive in nature and could be very damaging to the agency reputation if confirmed. It is not my intention to create damage, as I love this agency and the Aviation Section, but my conscience is weighted by possible unethical behavior. I respectfully request Office of Professional Standards to investigate why the sexual harassment complaint was not handled per policy, hostile work environment/relation, intentionally refusing a Governor flight for political reasons, and the Public Disclosure violation.

Sincerely,
Trooper Ryan Santhuff
WSP Aviation