

Sample/Chapter 15

(Solving the Mystery)

The 55th Wing and a Prayer

A Whistleblower's Story



This Manuscript is a protected disclosure as defined by 5 U.S.C. § 2302

George G Sarris
USAF Aircraft Mechanic (Retired)

The55thWingandaprayer.com

About the Cover:

During the month of June 2018, the [*Omaha World-Herald*](#) published a three-day investigative series exposing aircraft maintenance deficiencies of the 55th Wing, located at Offutt AFB in the State of Nebraska. Illustrations accompanying the series were drawn by editorial cartoonist [Jeffery Koterba](#).

On 18 July 2018, the Secretary of the Air Force [responded to an inquiry](#) from Nebraska legislators, dismissing the data compiled by investigative reporter [Steve Liewer](#). Subsequently, on 19 July 2018, the Omaha World-Herald published an editorial cartoon drawn by Jeff Koterba, presenting a hyperbolic view of the C-135 variants maintained by the 55th Wing.

Jeffrey Koterba is an American editorial cartoonist based in Omaha, Nebraska. He was an editorial cartoonist for the Omaha World-Herald from 1989 to September 2020. His work is syndicated nationwide to over 850 newspapers by Cagle Cartoons. [Wikipedia](#)

Also see [Lawmakers Call for Safety Checks After C-135 Failures at Offutt](#)

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George G. Sarris

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Note: A Freestyle of editing has been applied to this manuscript. For the benefit of the reader, editorial discretion of citations and official reports may have been applied without altering the intended meaning of the original sources.

Foreword

The hunt for [Osama bin Laden](#) was well underway when I blew-the-whistle on the 55th Wing for operating a fleet of reconnaissance aircraft that were not airworthy. The RC-135 fleet was plagued with in-flight emergencies, ground aborts, air aborts, and ineffective missions due to substandard maintenance practices.

The impact that my disclosures had on the [Global War on Terrorism](#) may never be known, but it was clear that I had embarrassed the Agency. Military managers and defense department officials employed the use of harassment, intimidation, and reprisals to keep me in check. Ultimately, my disclosures were validated.

You are about to read a series of events that demonstrate the degrading evolution of an excellent and highly experienced military aircraft mechanic of thirty years, to the point of being just as negligent as the managers masquerading as leaders.

These events take place at Offutt AFB, Nebraska, home to the USAF's 55th Wing. The aircraft involved are managed by programs with code names such as [Big Safari](#), [Combat Sent](#), [Constant Phoenix](#), and [Open Skies](#). These are highly specialized intelligence-gathering aircraft vital to the security of the United States and its allies.

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Chapter 15

Solving the Mystery

When I was employed as a dual-status technician of the Air National Guard, the Human Resource (HR) office provided annual training on various personnel issues such as health care, the Thrift Savings Plan, pay and benefits, and other topics HR felt were important. Included in this annual training session was information pertaining to the Employee Assistance Program (EAP).

According to the U.S. Office of Personnel Management, all federal agencies provide EAP for employees. Basic EAP services include free, voluntary, short-term counseling and referral for various issues affecting employee mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to help address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency-response situations.

While employed at Offutt AFB, I have known co-workers to resign under the threat of termination for various personal issues that should first have been addressed by EAP. Acting as both a union steward and an employee, I frequently asked why Offutt AFB did not provide EAP services for its employees. No one could answer my question.

EAP became important to my case, especially in 2009 when McCown exclaimed to the DOD Civilian Reprisal Investigative Team that I was suicidal, a thief, untrustworthy, and a threat to Wing personnel. She also told investigators that I had refused “religious/professional” counseling. I emphatically deny ever being offered professional counseling. If I displayed the purported character flaws described by McCown, I should have been confidentially referred to EAP, and only to EAP, for counseling.

EAP was an item of contention for bargaining unit negotiations beginning in the year of 2010. Offutt AFB managers refused to negotiate on this topic. I was under the impression that EAP was mandatory, but no one could cite a law, rule, or regulation under which it is mandated.

In early November of 2011, I personally called the U.S. Office of Personnel Management in Washington, D.C. I was passed from one office to the next for several minutes, repeating my inquiry each time. Specifically, I wanted to know why Offutt AFB did not provide EAP services,

and what law mandates EAP. Eventually, OPM took my contact information and referred me to an agency that I had never before heard of. The name of the agency is Federal Occupational Health (FOH).

On 11 November 2011, Mr. Carlos Castillo, the Operations Manager of Federal Occupational Health, called me at the cell phone number I had left with OPM a week earlier. I explained to Mr. Castillo that Offutt AFB did not provide EAP for its civilian work force. At first, Mr. Castillo didn't seem to believe me, but as I continued to explain how a military commander's unlicensed roommate performed an unauthorized and improper mental assessment of me, and then used that assessment in an official capacity to suspend my security clearance, as well as suspend me from work for three days without pay, he became more interested. Then I explained that our union was at an impasse over EAP. Mr. Castillo responded several times during our conversation, "That's not right." He asked me a series of questions, such as where I work, how long have I been employed as a civil servant, and what my current postal zip code is.

Finally, after years of searching, I made contact with the head of the Federal Agency through which EAP is administered. Undoubtedly, Federal Occupational Health (FOH) is the regulatory agency overseeing EAP for the federal work force.

Carlos was befuddled by my claim that Offutt AFB did not provide EAP. We continued our discussion while he searched his database of EAP providers specifically for Offutt AFB. After nearly an hour of searching, Carlos could not find an EAP provider for Offutt AFB. He asked that I call the 1-800 EAP Hotline and tell them, "I want a confidential referral to EAP," then immediately call him back and tell him what the Call Center told me.

When I called the 1-800 number, the Call Center could not directly determine if Offutt AFB was covered by EAP. After several minutes of searching, the Call Center took my personal contact information and informed me that they would continue searching for an EAP provider and that they would call me back. I immediately reported back to Mr. Castillo as he had requested. We determined that Offutt AFB was not covered under EAP.

Several hours later while driving home after work, Kim (from the EAP Call Center) called me back to inform me that Offutt AFB is covered by EAP. She told me that I could make a self-referral at any time. Her records indicated that there are six EAP counselors in the 68113 zip code area. Kim also provided me with the website address, <http://www.foh4you.com/>, which is the website of Magellan Health Services, Inc.

If this is the EAP for Offutt AFB employees, why would EAP be at an impasse for bargaining unit contract negotiations? AFGE Local 1486 VP Julie Sheehan verified the

1-800 EAP Call Center number by calling it herself. Julie said that it took the call center about twenty minutes to determine that Offutt AFB had an EAP provider.

Apparently, Magellan Health Services is under contract to provide EAP services to Offutt AFB through an interagency agreement with the Air Force Material Command (AFMC). Herein lies some of the confusion. Offutt AFB is home to the United States Strategic Command. I work for the 55th Wing, which falls under the jurisdiction of the Air Combat Command. It appears that the entire federal workforce at Offutt AFB is covered under the EAP contract of the Air Force Material Command, which begs the question, “If Offutt AFB does have EAP, why then, are HR, IP, JAG, managers, supervisors, and employees unaware of EAP?”

I was still at a loss for a federal mandate requiring EAP. In frustration, I conducted an internet search using the search engine, [Google](#), and entered the words, “EAP Security Clearance.” The second page of the search contained a 2002 report published by the Defense Personnel Security Research Center (PERSEREC) entitled, “[Cleared DOD Employees at Risk—Report 2](#).” This report contained the answer to many of my questions and specifically provided a federal mandate for EAP. Executive Order 12968, Access to Classified Information (1995) states:

Sec. 1.5. Employee Education and Assistance.

The head of each agency that grants access to classified information shall establish a program for employees with access to classified information to:

- (a) educate employees about individual responsibilities under this order; and
- (b) inform employees about guidance and assistance available concerning issues that may affect their eligibility for access to classified information, including sources of assistance for employees who have questions or concerns about financial matters, mental health, or substance abuse.

Therefore, I allege that Offutt AFB officials are in violation of E.O. 12968. I notified law enforcement through the FBI’s web-based Tip Line on Monday morning, 14 November 2011, of this National Security Breach. I also allege that Offutt AFB officials have engaged in bad faith bargaining by refusing to negotiate the implementation of a federally mandated entitlement commonly referred to as EAP. In my opinion, a criminal investigation is in order and should

include reopening the 2010 murder investigation of a former employee named [Todd Berg](#), by another former employee named [Darrell E. White](#).

It is my belief that Offutt AFB officials sometime threaten employees with termination under the guise of a security clearance revocation, rather than properly referring perceived troubled employees in need of help to EAP as required by Executive Order 12968. Or, perhaps Offutt AFB officials are so poorly trained that they truly don't know EAP is mandated for all cleared DOD employees.

Despite McCown's repeated rant that she can't force me to submit to a mental examination, quite frankly, the opposite is true. The Agency does have the authority to order a psychological assessment of an employee as provided in 5 CFR 339.301. Additionally, AFI 36-1001, Managing the Civilian Performance Program (1 July 1999) reads:

5.2.5.2. In any case, a management official may require or offer a psychiatric examination according to 5 CFR 339.301(e)(1)(i) and (ii). Coordinate any such action in advance with the CPF.

5.2.5.3. When the supervisor requires or suggests a medical examination, the employee must receive a written explanation and be informed of the consequence of refusing.

The failure of management to implement E.O. 12968 could produce the opposite effects desired from a proper referral to EAP. A man of lesser character than me may have surrendered to the bullying culture implying that I should kill myself, or kill others. This way, the use of non-airworthy aircraft maintained by the 55th Wing could continue undetected, and I would have been written off as just another troubled employee, as were Mr. Berg and Mr. White.

Lucky for me, I sought assistance from sources that were not mentioned in the January 2002 PERSEREC report, such as private health care professionals, private legal counsel, the United States Office of Special Counsel, journalists, Congress, etc.

On the afternoon of 29 August 2012, nine months after making contact with Carlos Castillo, I received an unexpected phone call from a woman named Gina Parks. After a short discussion, we exchanged e-mail addresses. Moments later, I was in receipt of everything I needed to know regarding EAP and Offutt AFB. Offutt AFB has never provided its employees with EAP. Gina Parks wrote:

I am the Federal Occupational Health (FOH) consultant with direct responsibility for DOD accounts. Working with other

operations and finance team members, I ensure that all occupational health needs are met for our DOD customers. Based on our conversation, I understand you are interested in an Employee Assistance Program (EAP) for approximately 1000 federal employees on Offutt AFB, Nebraska. It would be my pleasure to work with you in establishing a program. I've attached an overview of FOH services and EAP and Work Life programs fact sheets for your consideration. Once you are able to review the attachments, please let me know how you would like to proceed. I look forward to hearing from you soon.

Through her e-mail, Gina Parks confirmed that Offutt AFB has no federally-sponsored EAP. It would appear as though Magellan Health Services isn't the EAP provider for the entire base after all. That particular account was for only thirty-two employees located somewhere else in the Offutt AFB area. It was later confirmed that EAP was isolated to the employees of the Defense Commissary Agency (DeCA), a tenant unit located on Offutt AFB. The particulars of EAP are covered in both the DeCA Master Labor Agreement, and the DeCA Employee Hand Book.

While speaking with a representative of Magellan Health Care Services earlier in the month of August 2012, I learned that Magellan charges the government approximately \$23.00 per person per year for EAP services. So, how is EAP funded, and where has the Offutt AFB EAP funding been channeled since the MEO was established in late 2002? Also, what became of the EAP funding for USSTRATCOM?

On 2 May 2012, during the arbitration hearing concerning the removal of AFGE Local VP Julie Sheehan, Mr. Mark Cummings testified to the following while under oath:

Greenstine: So, Have you ever heard, is there an EAP program here on Base?

Cummings: There is not an EAP program per se. We have the same — Our civilians can use Family — Airman & Readiness Center if they need financial counseling, they can use our chaplain service if they want to talk to a chaplain — we can refer them to mental health if they want to go talk to a mental health professional on a one-time, walk-in basis, but put it all under an umbrella called "an EAP program," no, I don't — I don't believe we could.

On 5 December 2011, at the conclusion of my personal appearance before Administrative Law Judge Mark Harvey, I made a brief mention of Executive Order 12968 and its relation to Cleared DOD Employees, but I'm not certain that I was assertive enough.

My years of persistence may have unintentionally exposed a more serious breach in national security involving managers of Offutt AFB. If I were to apply the radical thinking of Cranky Pants McCown, I could deduce that an unknown number of federal employees have turned to espionage in retaliation for their mistreatment by deceitful managers. This, of course, is one of the reasons EAP was mandated for all cleared DOD employees.

In the absence of EAP, harassment, intimidation, and reprisals could increase the likelihood of an individual turning to espionage, which is exactly the case Cranky Pants tried to make against me. Perhaps a few Offutt AFB managers have done this repeatedly and are themselves, spies.

Finding EAP

The pursuit of an EAP as defined by Federal Occupational Health stimulated my curiosity. I found multiple DOD agencies that do provide EAP services to its employees, such as the Air Force Material Command, Defense Commissary Agency, Army Civilian Corps, and others. I suspect that funds earmarked for an Employee Assistance Program within the Air Combat Command and USSTRATCOM may have been diverted, but to where and for how many years?

The complete picture was realized when I attended a Town Hall Meeting in the theater of USSTRATCOM on 26 February 2013. I was there as a representative of AFGE Local 1486. If I were of the mind and character portrayed by McCown, this would have been the most prized symbolic target of any terrorist organization. Had I been a terrorist, my mission would have been successful because the security measures inside USSTRATCOM were rather deficient. I choose not to give details.

Congress had failed to pass a budget for the year 2013. Therefore, 800,000 federal employees faced a possible furlough of twenty-two days. The purpose of the Town Hall Meeting was to inform the civilian workforce of the layoffs expected if Congress didn't resolve the budget crisis in the next three days. To alleviate anxiety, "Resiliency Awareness" was discussed for about ten minutes while a PowerPoint slide was displayed on the theater screen listing the resiliency officers within USSTRATCOM. I recognized the name, Travis Hunsicker.

Shortly after I blew the whistle in 2008, Travis resigned his position as an aircraft mechanic to pursue a career at USSTRATCOM. Apparently, the resiliency officers in USSTRATCOM are nothing more than regular civilian employees who have attended a short

resiliency-training course. They are not the licensed professional counselors required by Federal Occupational Health. What's more, the role of Resiliency Officer is performed as an additional duty. It appeared that USSTRATCOM and the ACC replaced Federal EAP with an in-house, substandard military program called, The Air Force Resiliency Program.

Two major commands, USSTRATCOM and ACC, both containing large numbers of cleared DOD employees, have disregarded Title 5 laws, rules, regulations, and executive orders. Instead, Title 10 laws, rules, and regulations have been applied to the civilian work force, mostly unopposed.

In my case, and in the absence of EAP, agency officials made the ruse of suicide a viable argument. Had I killed myself, they would have gotten away with it. I think I know what was going through the mind of F-15 mechanic [TSgt. Thomas P. Mueller before he took his own life](#) in 1996. I dedicate this new disclosure to his memory.

The Employee Assistance Program continued to be an issue of heated contention for the bargaining unit. On 8 August 2012, while acting on behalf of the union, I asked 4-Star General Robert Kehler for assistance in establishing an EAP program mandated by Executive Order 12968, *Access to Classified Information* (1995). Since a good portion of USSTRATCOM employees frequented the Offutt Field House — which is where I, the alleged 'madman' have been working since July 2009 — it was logical that General Kehler, the Commander of USSTRATCOM, would insist that Offutt AFB comply with Executive Order 12968. My e-mail to General Kehler read as follows:

General Kehler,

We've never been formally introduced. I'm probably known as the "white-bearded, short, bald man" at the Offutt Field House. I also represent the labor organization of Offutt AFB. I'm searching for that one exceptional leader who is willing to place his personal career second to that of national interests.

In March 2009, Maj. Dana C. McCown fabricated a hyperbolic security information file on me, stating, ". . . is he a potential martyr who could make his last point by taking his life at work or doing damage or destruction to our \$300 million dollar aircraft or our most priceless resource, our people?"

13 months later, in April 2010, Lt. Col. Dana C. McCown again vilifies my character by stating of me, "Neither my employees

nor I feel safe in his presence and I strongly believe Mr. Sarris would be willing and capable to be a martyr if it was to prove his point and I expressed my concern to this fact when taking the recent "Ft. Hood" survey for all Air Force Commanders."

So, why was I detailed into a position that provided me with unrestricted access to over two thousand military and DOD personnel every single day, to include STRATCOM personnel?

During the month of July 2012, I answered a call from the Under Secretary of the Air Force to participate in the 2012 SAVE award (Securing Americans Value and Efficiency). I doubt that my submitted idea will be acted upon, so I'm reaching out to you for assistance in identifying, to the Secretary of Defense, security deficiencies confirmed during a recent arbitration hearing. Please consider the attached materials.

The next day, 9 August 2012, at about 8:00 a.m., I was approached by two OSI agents. They wanted to interview me at the OSI office in building 232C. I agreed to the interview and drove my own vehicle to their office. Prior to departing my work center, I notified my wife, GAP, Mike McGraw, and my union president of the impending interview.

Union President Steve Johnson met me at the OSI office. After a short discussion, the same two OSI agents who had appeared at my place of work, joined us. After making pleasant introductions in the lobby, I developed an uneasy feeling prompting me to turn around. Standing behind me were two more OSI agents. Perhaps it was just a slow day for the OSI. After a short discussion, Steve Johnson departed, leaving me alone with the two OSI agents.

My cell phone and personal belongs were deposited in a small black wire basket. I was patted down, then escorted into a small interview room. A camera was evident located across from me mounted in the ceiling. The interview was conducted by two agents, one leaving the room more often than the other. I remember wondering to myself if they were going through my cell phone.

The primary interviewer (PI-1) was very young. He made small talk about aircraft maintenance. I returned the small talk, thinking that he had some flightline maintenance experience. When I referenced more specific aircraft topics, he changed his story to aircraft munitions maintenance rather than aircraft maintenance. When I related to how I was sought out by weapons load teams to act as the aircraft crew chief during weapons load qualification

evaluations, he again changed his story, this time claiming he was 'in-shop' munitions maintenance. His cover with me was blown.

Nearly right off the bat, they brought up the rumor of me patrolling my yard with a gun over my shoulder. This event was in reference to a legal dispute I had with a next-door neighbor named Jack DeVault nearly twenty-five years earlier. McCown had made reference to this event in an e-mail to Brigadier General N.T. Shannahan following my protest at the McCown residence in August 2010. I stated emphatically, "At no time did I ever patrol my yard with a gun over my shoulder."

This line of questioning led to small talk about the type(s) of gun(s) I may have. PI-1, now acting as if he were an admirer of guns, sure wanted to see my shotgun. This was, of course, his attempt to get me to invite him into my home so that he could inspect my dwelling. When this attempt failed, PI-2 went into an explanation of how they could help me by showing that I have nothing to hide from them by allowing them to search my home. PI-2 related the situation to the forensic psychological exam I had obtained in 2009 to prove that I was not suicidal or a threat, as McCown had claimed.

I explained to them my understanding of consent to a vehicle search anytime that I'm on a federal installation. I made it clear that in all of these years, even though I had been labeled a "threat to Wing personnel," no one had ever bothered to search my vehicle. Naturally, I consented to a vehicle search, which was to take place after the interview. I declined consent to search my home.

In the interview, we discussed the DeVault family and the property dispute. They now know that my windows were busted out after I left for work one morning back in the 1990s, prompting me to invest in security cameras. They now know that I, as well as my neighbors, had kept a list of license plate numbers of vehicles frequenting both DeVault dwellings in the neighborhood. I made them aware of the unusually high number of times the DeVault family had appeared in court. The OSI was now aware of me suing the DeVault family over a fifth-wheel travel trailer that they had parked on my property. (After about a year and a half, the court ruled in my favor. The DeVault's were ordered to vacate my property, and complied only after threats of forcible removal by the county sheriff's department.) Once I regained full control of my real estate, I constructed a fence between the two properties, placed my home on the market, and moved out.

Then the questioning began to rehash events already on file in various proceedings. After a lengthy discussion about aircraft maintenance practices, I advised them to rely on the investigative materials already available, such as the CDI, CRI, OSC, DOD OIG, AFCAF, and of

course, the security adjudication record of Judge Mark Harvey. I also referred the investigators back to the Nebraska Court of Appeals Memorandum Opinion and Judgment which reversed, remanded, and vacated the harassment protection order that McCown had obtained against me. I remember stating several times that whoever was going to read the investigative materials was in for a 'long read'.

When asked why I thought McCown may have taken actions against me, we got into a discussion over Gary Littlefield and Scott Stimson, and the belief that everyone involved thought it was me who blew the whistle on Mr. Littlefield's procurement of the bow press and meat smoker. This event would have provided Mr. Littlefield and McCown with motive to pad my personnel file in preparation for a dismissal action.

We also discussed LEAN and Randy Souder's refusal to forward my Technical Order Improvement Idea, and how later the CAFTOP document of September 2007, confirmed a need for my idea.

Then I went into a scenario of how military personnel signed off a rudder power control unit (PCU) referencing the wrong T.O. procedure, which would have provided management an excuse to blame the mechanics if the aircraft were to crash.

I described the story of Thomas P. Mueller in great detail after being asked what I may have said that could have been misconstrued as suicidal or threatening. I concluded with a lengthy explanation of how the suicide of Thomas P. Mueller related to our T.O.s at Offutt AFB being outdated.

We also discussed my upbeat cheer of "I'm going to get 'em, I'm going to win," as well as the statement of Gary Littlefield's strangely titled "Overheard Conversation by Acquaintance." I also mentioned the alleged statement provided by Mr. Hewitt, which I have yet to view.

I spoke of the Air Force-sanctioned e-mail forum set up by Air Force engineer Pat Donahay in the 1990s.

I discussed the "lead wing" concept and the "gag orders" that repeatedly disappeared from the record. The OSI was downplaying the gag orders, but I saw through the facade.

The agents wanted me to write out a statement of our discussion, sign it, and bring it back. After a short break, they changed their minds and said they didn't need me to make a written record. I found this rather curious — which is the reason I'm documenting it in this manuscript. In hindsight, I think they realized that they were in violation of the April 2011 settlement.

Toward the end of the interview, they were very direct to one specific question. In my e-mail to General Kehler, I had made reference in the subject line to a “security breach.” They wanted to know what that breach was.

The agents guided me in my answer. The security breach was, “me”. If McCown truly believed that I was of the character she described, why was I assigned to work in an area where I could carry out the acts that she said I was capable of?

The interview abruptly ended after about two hours, at which time the OSI agents searched my vehicle. Steve Johnson met us at my vehicle and observed the search. In my opinion, it was not a very thorough search and probably was all an effort to trick me into allowing a similar search of my residence. I imagine that they would have torn my home apart.

THE BOLO

Friday morning, 10 August 2012, (The day after the OSI interview) I was made aware of a “Be on the Lookout” (BOLO) issued against me dated 8 August 2012. I discussed the BOLO with AFGE representatives as well as my personal legal counsel. Both are in agreement that the provisions of the settlement overseen by the MSPB were being carefully skirted, but that other chapters of federal law are being violated, such as those covered under chapter 71 of Title 5. The “Be on the Lookout” was an attack on me by the 55th Wing for acting on behalf of the union to establish a federally mandated Employee Assistance Program.

It has occurred to me that the BOLO may have been a reissuance of a previous BOLO dated sometime in September 2010. The information, though misleading, matches the events of my lawful protest at the residence of Dana C. McCown nearly two years earlier. One of the most interesting details is the inclusion of the statement “pending termination of employment”. I was not at all paranoid or delusional, as McCown had claimed. She was, in fact, out to fire me.

The point of contact listed on the BOLO was Detective Zimmer/S2-I. I later discovered that official e-mail from the desk of detective Corey Zimmer included the motto, “IN GOD WE TRUST—ALL OTHERS WE INVESTIGATE.” For a man who has been set up by a law enforcement official, it is perceptible that Det. Zimmer may have a prejudice toward agnostics.

It just happens that the religious preference listed on my emergency locator card reads “Agnostic.” Could this constitute a hate crime by a law enforcement officer and the 55th Security Forces? It is reminiscent of the 2011 scandal that rocked the Air Force Academy in Colorado, creating unwanted proselytizing by Fundamentalist Christians, a violation of the constitutional

concept of the separation of church and state.⁷⁰ Detective Zimmer — and every single person assigned to the 55th Security Forces — were ordered to remove all “mottos” from official e-mailings as it violates Air Force Instructions.

My union representative filed an information request with the 55th Security Forces for any files on me, Mr. George Sarris. We even sent in the EEO representative, Pamela Dowell. The Security Forces claimed to have no files on me, yet they somehow produced a BOLO issued against me, which included pictures of my 2010 protest at the home of Cranky Pants McCown. A sanitized copy of the BOLO is posted at the end of this chapter. (See page 254.)

After the BOLO surfaced, I again contacted the office of Senator Charles Grassley through his whistleblower manager, Mr. Charlie Murphy. This time, however, my contact was in the official capacity as an AFGE LOCAL 1486 union representative. It took several weeks, but Mr. Murphy finally seemed to grasp the relationship of EAP with that of national security and how the lack of EAP was being used as a “trick” to terminate federal employees — some who may really be in need of help.

On 26 September 2012, Mr. Murphy asked me, “Exactly what could Senator Grassley do to help you?” I replied, “Place pressure on the Department of Defense (Offutt AFB) to put into operation an Employee Assistance Program that meets the requirements of Executive Order 12968, Access to Classified Information (1995), and hold those who failed to provide Employee Assistance, accountable for their incompetence.”

The communications ended later that evening with the following response, “George, we will be in touch with you about your request. Thanks, Charlie.” A few days later, Mr. Murphy replied, “George, since this matter appears to involve a dispute between your union and management and is in ongoing negotiations, Senator Grassley has a policy of not interfering in such circumstances.”

To demonstrate the callous disregard for an executive order, I have attached to the end of this chapter, the union’s “Intent to Enforce [Executive Order 12968]” (see pages 246 & 247), followed by the agency’s reply (see pages 248 & 249). These two documents expose yet another quandary. If OPM has oversight authority over EAP, how is it possible that OPM (a Title 5 entity) can oversee an active-duty [Military One Source](#) program, known as the Offutt Airman & Readiness Center (NKA [Airman and Family Readiness Center](#)), a Title 10 entity?

A clue to solving this mystery is found at the Military One Source website, which defines DOD Civilian Eligibility. Bargaining unit members do not meet this eligibility requirement.⁷¹

⁷⁰ Air Force to review religious climate at Academy; *USA Today*, 3/13/2011.

Furthermore, according to Maj. Jenny Sheffield of the 55th Medical Group, “Counseling services are only provided in this clinic [Offutt AFB] for people who are enrolled in DEERS.⁷² When that is not the case, it is recommended that the individual pursue services offered through their Federal Health Insurance.”

An Order by the Secretary of the Air Force

On 16 May 2014, one month after I retired, I wrote a one-page letter to Patrick E. McFarland, the Inspector General for the U.S. Office of Personnel Management. The letter reads in part:

A military commander engaged *me* (a federal employee) in mental warfare after I had made a protected disclosure to Congress in 2008. A man of lesser character than me may have gone “postal”, killed others, or committed suicide. I survived to retire.

Now that the blackmail has ended, I have published a book titled, “Cowardice in Leadership – A Lesson in Harassment, Intimidation, and Reprisals”. Chapter 11 describes the demeanor through which management suggested I kill myself and others. Chapter 18 is dedicated to my discovery that a significant number of cleared Department of Defense (DOD) employees have been denied access to the [Employee Assistance Program \(EAP\)](#) despite a mandate within Executive Order 12968, *Access to Classified Information*. This national security breach has gone unchecked for over three decades contributing to suicides, work place violence, and possibly, espionage.

⁷¹ DOD civilians; Military One Source; http://www.militaryonesource.mil/counseling?content_id=268640; Members of the DOD Civilian Expeditionary Workforce when deployed (as defined by DOD Directive 1404.10) are eligible for most MOS services during the 90 days prior to deployment and 180 days post deployment.

DOD Civilians staffing military support programs as identified by DOD, to include Chaplains, Family Support Services Staff, medical personnel and Department of Defense Education Activity staff have access to some of the Military One Source services, though not the H&R Block service.

DOD Civilians, National Guard and Reserve Employees, Government Contractors, State civilians, contractors, and organizations are limited to those MOS services that directly support their provision of services to eligible participants such as information and referral, translation and ordering of fulfillment materials. The above categories of individuals are not eligible for MOS services for themselves unless they are eligible in another category such as being an active duty, guard or reserve family member or deployed Civilian Expeditionary Workforce member or family member.

⁷² Defense Enrollment Eligibility Reporting System; A worldwide, computerized database of uniformed services members (sponsors), their family members, and others who are eligible for military benefits, including TRICARE.

EAP was designed to discourage cleared DOD employees from turning to espionage, and to provide a confidential avenue to resolve personal problems that may affect an employee's ability to maintain a security clearance.⁷³ Some Air Force installations have covertly substituted EAP with two substandard programs called "Air Force One Source" and the "Air Force Resiliency Program", neither of which is comparable to Federally mandated EAP managed by [Federal Occupational Health](#). Furthermore, access to the substandard Title 10 Air Force programs is limited to a very small group of Title 5 Federal employees, and is applicable only when assigned to a [DOD Civilian Expeditionary Workforce](#).

I allege that the Air Combat Command and the United States Strategic Command have fraudulently diverted EAP funding for over 30 years, leaving cleared DOD employees (Title 5) without meaningful intervention. I allege that the United States Office of Personnel Management (OPM) has failed to oversee the implementation of EAP at Air Combat Command Bases. I also allege that the 55th Wing, Offutt AFB, NE., violated the terms of an April 2011 settlement (DE-1221-11-0132-W-1) when it issued a "Be on the Lookout" against *me* in August 2012, for my involvement in AFGE Local 1486 contract negotiations regarding EAP.

On 22 May 2014, I was notified that my letter had been referred to the Department of Defense Hotline. It was assigned case number 20140522-025494. I was also given additional instructions — which I followed.

One month later, 3 June 2014, I was provided with a status update which read, "Do to the nature of the allegations, your case was referred to the Secretary of the Air Force, Office of the Inspector General (DAIG) for investigation". A suffix was added to the case number (20140522-025494-Case 01). Then, the case went silent for over three years.

On 22 September 2017, the DOD Hotline informed me that it closed my complaint. The next week, 3 October 2017, AFGE Local 1486 received notice that Offutt AFB Management was going to implement the Employee Assistance Program.

Apparently, the Secretary of the Air Force ordered all Air Force Agencies to provide EAP services as defined by Federal Occupational Health. The Agency provided the exact same

⁷³ [Cleared DOD Employees at Risk—Report 2: A study of Barriers to Seeking Help](#), Defense Personnel Security Research Center (PERSEREC), 2002.

information to the Union that I had given to the Agency years earlier during union contract negotiations.

On 17 October 2017, I submitted a FOIA request to the Office of the Secretary of the Air Force seeking a releasable copy of “All investigative materials, findings, conclusions, recommendations and the Executive Summary pertaining to an investigation performed by the Office of the Secretary of the Air Force, Office of the Inspector General (DAIG) case number 20140522-025494 Case 01.”

Unfortunately, the Pentagon was implementing a new FOIA system which was “down” for several months. On 19 April 2018, my FOIA case was assigned case number 2018-01993-F. Then the case went silent for nine months.

On 8 January 2019, I received the following notice: *“We are continuing to process your request. Therefore, we are still requiring additional time to properly process your request. Please be assured that we are processing your request as quickly as possible, and we would like to thank you for your patience.”* An additional control number had been added. The FOIA case number now reads, “2018-01993-F (HAF2018-0064-F)”.

The end of this chapter remained open for several years, pending the release of information from the Office of the Secretary of the Air Force.

Meanwhile, the Air Force Resiliency Program was replaced by “[Department of the Air Force Integrated Resilience](#)”. The book, “*Cowardice in Leadership*” served its purpose and has been removed from publication. It was replaced by this manuscript, “[The 55th Wing and a Prayer — A Whistleblower’s Story](#)”.

FRNO 2017-15981

On 24 July 2019, the Office of the Under Secretary of the Air Force released a four-page document titled “Hotline Completion Report – FRNO 2017-15981/DOD ACTION 20140522-025494.” (See pages 250-253)

Analysis #1 confirms that cleared DOD employees assigned to Offutt AFB — including USSTRATCOM — did not have access to a meaningful form of EAP until the beginning of the Fiscal Year 2018.

Analysis #3, although very accurate, failed to consider an Order by the Nebraska Court of Appeals dated 24 October 2011, which vacated the Harassment Protection Order sought against me by Maj. Dana C. McCown. This omission created a false record of the entire FRNO authored by an unidentified individual under exemptions (b)(6), (b)(7)(C). Meanwhile, my FOIA request identified as “2018-01993-F (HAF2018-0064-F)” drifted off into ‘La-la land’.



To: Terry Patterson
Chief Civilian Personnel

23 July 2012

Subject: **Notification of Intent to Enforce**

This is to serve notice that AFGE Local 1486 intends to enforce Executive Order 12968, *Access to Classified Information*, (1995).

Given the nature of the work performed by Bargaining Unit Members, and their susceptibility to issues bringing rise to an employee's ability to maintain a Security Clearance, AFGE Local 1486 intends to enforce the provision of law known as Executive Order 12968, specifically section 1.5. Please provide your intent to comply by the end of business on 24 August 2012.

Executive order 12968

Sec. 1.5. Employee Education and Assistance.

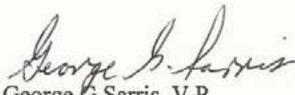
The head of each agency that grants access to classified information shall establish a program for employees with access to classified information to:

- (a) educate employees about individual responsibilities under this order; and
- (b) inform employees about guidance and assistance available concerning issues that may affect their eligibility for access to classified information, including sources of assistance for employees who have questions or concerns about financial matters, mental health, or substance abuse.

The Office of Personnel Management (OPM) is charged with overseeing the Employee Assistance Program. AFGE 1486 respectfully suggests to the Agency that it contact OPM for

guidance, and immediately provide a onetime mass brief by the accredited EAP provider to Federal employees of Offutt AFB.

Questions may also be directed to: Carlos R. Castillo, ACSW, LCSW, BCD
LCDR, U.S. Public Health Service
Operations Manager
Federal Occupational Health
Employee Assistance/Worklife Program
301-594-7288 carlos.castillo@foh.hhs.gov


George G Sarris, V.P.
AFGE Local 1486
Offutt AFB, NE

Attachments: 1) Executive Order 12968
2) OPM-EAP Agency Responsibilities



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, 55TH WING (ACC)
OFFUTT AIR FORCE BASE, NEBRASKA

23 August 2012

MEMORANDUM FOR GEORGE SARRIS
AFGE LOCAL 1486
P.O. BOX 13265
OFFUTT AFB NE 68113

FROM: 55 FSS/FSMC


SUBJECT: Offutt AFB Compliance with Executive Order 12968

1. In response to your 23 July 2012, subject Notification of Intent to Enforce. The agency offers the following explanation of agency compliance with Executive Order (EO) 12968, *Access to Classified Information*, August 2, 1995.
2. The Wing Installation Security Program Manager (Chief, 55 WG/IP) currently ensures this EO is complied with by conducting detailed training with newly appointed unit security managers. Training is conducted with these individuals within 90 days of their initial appointment and during quarterly meetings to ensure continuous education regarding these and other security instructions addressing the protection of national security information. This EO is implemented through AFI 31-501, *Personnel Security Program Management*, 27 January 2005. Security Education and Training is implemented through AFI 31-401, *Information Security Program Management*, 1 November 2005.
3. A unit security manager is appointed and charged by the unit commander (head of agency) to maintain that unit's security program. Part of that charge is to conduct security education and training to all assigned. Each security manager is initially instructed by IP experts who share their extensive knowledge of all Information/Personnel and Industrial security programs and provide training aids to assist in training each assigned unit member affording them the opportunity to learn and understanding security procedures and standards that must be adhered to within the Air Force as well as the Department of Defense.
4. Specifically regarding EO12968, each unit security manager is provided information to conduct initial and annual training with assigned personnel on access to classified information. This training comes in two forms, Cleared (for those with access to classified information) and Uncleared (for those without access to classified information). These two types of training are formal lesson plans and are provided as a guide. Unit security managers may add to these lesson plans any unit unique requirements. Part of these lesson plans address actions that may be necessary to follow if classified access eligibility is questioned. Ultimately if that occurs, WG/IP doesn't want the security

The Sun Never Sets on the Fightin' Fifty-Fifth

managers or the individuals to fail, so the unit security manager, individual involved and 55 WG/IP conduct a joint meeting to discuss detailed actions to answer any questions raised during an adjudication process. This ensures each individual completely understands what actions are necessary of them to solve the current issues.

5. Sources for assistance are discussed and readdressed either through the unit during initial in-processing training; Commander's Calls or during a review meeting of any classified access eligibility issues (suitability issues) with 55 WG/IP.
6. The above training plans are in place to address employee education access to classified information. In addition, civilian employees with concerns regarding financial matters, mental health or substance abuse are eligible to utilize resources available through the Offutt AFB Airman and Family Readiness Center. I have attached a pamphlet published by the Offutt Airman and Family Readiness Center that outlines the various resources available to active duty military and their dependents, Guard and Reserve members and their dependents, retired military and their dependents and DoD Civilians. Your proposal to provide a onetime mass brief to federal employees of Offutt AFB will not be acted on at this time. If you have any questions contact me at 232-8127.


SUSAN R. DEDICK
Labor Relations Officer

Attachment:
Offutt Airman and Family Readiness Center-Pamphlet



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR COMBAT COMMAND
JOINT BASE LANGLEY-EUSTIS VA



8 Sep 17

MEMORANDUM FOR RECORD

FROM: HQ ACC/IGQ
205 Thornell Ave, Bldg 621
Joint Base Langley-Eustis VA 23665-2799

SUBJECT: Hotline Completion Report – FRNO 2017-15981/DOD ACTION 20140522-025494

1. Name of Official Conducting the Inquiry:

(b)(6), (b)(7)(C)

2. Defense Hotline Control Number: 20140522-025494
ACTS File Reference Number: 2017-15981

3. Summary:

The complainant's letter to the Office of Personnel Management (OPM) Inspector General, dated 16 May 2014 identified the following three issues pertaining to Air Combat Command:

Issue #1: The complainant alleges a significant number of Department of Defense (DOD) with security clearances were denied access to the Employee Assistance Program (EAP) despite a mandate within Executive Order 12968.

Issue #2: The complainant alleges Air Combat Command has fraudulently diverted EAP funds for over 30 years.

Issue #3: The complainant alleges that the 55th Wing, Offutt AFB NE, violated the terms of an April 2011 settlement (DE-1221-11-0132-W-1) when it issued a "be on the lookout" for him in August 2012 for his involvement in AFGE 1486 contract negotiations regarding EAP.

HQ ACC/IGQ performed an inquiry into the three issues to verify their veracity and to determine any wrongdoing on the part of Air Combat Command or its personnel. As the inquiry officer, I reviewed guidance the complainant cited as being violated, specifically Executive Order 12968. Additionally, I reviewed the guidance pertaining to EAPs provided on OPM's Work-Life Employee Assistance Programs website (<https://www.opm.gov/policy-data-oversight/worklife/employee-assistance-programs/>). I interviewed HQ ACC/A1K, Personnel Division, to determine the Air Force and command's approach to EAPs and interviewed HQ

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ACC/FM, Comptroller, to determine whether the command received funding specifically dedicated to EAPs.

4. Findings:

Issue #1: The complainant alleges a significant number of Department of Defense (DOD) with security clearances were denied access to the Employee Assistance Program (EAP) despite a mandate within Executive Order 12968.

Analysis: Executive Order 12968, Access to Classified Information, 7 August 1995, does not mandate access to "the" EAP. However, it states in Section 1.5 (b) that the head of each agency that grants access to classified information will establish a program for employees with access to classified information "to inform employees about guidance and assistance available concerning issues that may affect their eligibility for access to classified information, including sources of assistance for employees who have questions or concerns about financial matters, mental health, or substance abuse." It does not name a specific program, such as the EAP managed by Federal Occupational Health (FOH). Most of the guidance concerning EAPs is found in Public Law and Executive Order 12564 which require Federal agencies to establish a drug-free workplace program that includes EAP services. In line with the Air Force's stance, Air Combat Command's approach has been to view "EAP" as a collection of services available on installations and in the community to provide civilian employees assistance in such areas as financial management, substance abuse, and health awareness. This collection of services was the command's compliance with the OPM guidance to provide EAP services to the civilian workforce. Air Combat Command civilians needing or requesting services were referred to the Civilian Personnel Office or the Airman and Family Readiness Centers, where they would receive information regarding what services were available on the installation and in the community; some accessed through their Federal Employee Health Benefit Plans.

As the complainant pointed out in his 16 May 2014 letter to the OPM Inspector General, the services provided have been limited and did not fall within a single, comprehensive program. Consequently, there is presently an initiative within the Air Force to bundle the FOH EAP with "Worklife4You" services to provide Air Force civilian personnel with a wealth of professional, personal and family services to better balance work and life challenges. The initiative came about following the September 2015 Chief of Staff of the Air Force (CSAF)-directed Suicide Prevention Summit that identified inconsistent availability of resources for Air Force civilians. This realization resulted in the development of "Line of Effort #4: Enhance Civilian Support Services," led by Air Force Materiel Command (AFMC). In November 2016, the Vice Chief of Staff of the Air Force (VCSAF) approved the funding of FOH's EAP services Air Force-wide. The Concept of Operation for this initiative is presently in coordination with the Major Commands. The Air Force proposes to centrally fund FOH's EAP and "Worklife 4You" for the service's civilians beginning in Fiscal Year 2018 and Air Combat Command will also begin offering the Civilian Health Promotion Services program, a broadened health and wellness, in Fiscal Year 2020.

Issue #1 Finding: Not Substantiated

Issue #2: The complainant alleges Air Combat Command has fraudulently diverted EAP funds for over 30 years.

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Analysis: There is no evidence that Air Combat Command received funds specifically allocated for EAP. HQ ACC/FM researched funding documents from Air Staff for the last five Fiscal Years and Air Combat Command has not received a funding document from Air Staff with EAP funds identified. Absent specific designation, Air Combat Command would have no way to identify EAP funds or any funding limitations associated with those funds. Commands with a large civilian workforce, such as AFMC, have elected to fund FOH's EAP for their employees in the past. However, Air Combat Command elected not to, given funding of FOH's EAP was not mandated and the command's assertion that civilian employee support services were available.

Issue #2 Finding: Not Substantiated

Issue #3: The complainant alleges that the 55th Wing, Offutt AFB NE, violated the terms of an April 2011 settlement (DE-1221-11-0132-W-1) when it issued a "be on the lookout" for him in August 2012 for his involvement in AFGE 1486 contract negotiations regarding EAP.

Analysis: On 8 August 2012, the complainant was the subject of a "Be On the Look Out (BOLO)" notice issued by 55th Security Forces Squadron. The impetus of the notice was a Securing Americans Value and Efficiency (SAVE) Award submission the complainant made on or about 24 July 2012, ID 19999 Titled Ft Hood Comparison. The complainant made a number of statements within his submission that caused concern that he might be a danger to others. The submission was forwarded through official channels from the Office of the Secretary of Defense to, ultimately, the commander of the 55th Security Forces Squadron. The 55th Security Forces Squadron determined that he did not present a threat of harm to others, but rather presented a potential threat to good order and discipline. In 2010, the complainant was served a protection order and base reprimand for protesting outside his former commander's residence and in 2012 actively harassed the 55th Wing command element with emails and other forms of correspondence. He was not barred from the base, however he was ordered to not enter his former place of employment, the Bennie Davis Maintenance Facility from 2 September 2010 to 2 September 2011. The BOLO detailed that if he was found within the proximity of the 55th Wing headquarters building or command element housing, he was to be detained.

The complainant's 19 April 2011 settlement agreement stipulated that he would be permitted to remain employed until his retirement date of 12 March 2014, but he would be detailed to the 55th Force Support Squadron and work at the Offutt AFB Field House. The Field House and 55th Wing headquarters building and command element are geographically separated and the BOLO did not prevent the complainant from accessing his workplace. Furthermore, the settlement agreement specifically states the following in paragraph 1(b):

This promise to not initiate removal against the Appellant only pertains to grounds of removal based on the revocation of his security clearance. It does not prohibit the Agency from removing or otherwise disciplining the Appellant for any other reason, should a valid basis arise.

While the BOLO does not constitute disciplinary action, if disciplinary action had been initiated, it would not have been a violation of the 19 April 2011 settlement agreement.

Issue #3 Finding: Not substantiated

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5. Criminal or Regulatory Violations Substantiated: None

6. Disposition: The Air Force proposes to implement FOH's EAP across the service as early as Fiscal Year 2018. This decision did not result from this complaint, but rather from the September 2015 Chief of Staff of the Air Force (CSAF)-directed Suicide Prevention Summit that identified inconsistent availability of resources for Air Force civilians and the resulting development of "Line of Effort #4: Enhance Civilian Support Services," led by Air Force Materiel Command (AFMC). The CONOPS is in coordination.

7. Security Classification of Information: UNCLASS

8. Location of Field Working Papers and Files: ACTS FRNO 2017-15981

9. Conclusions and Corrective Action: I concluded that the complainant's allegations were without merit and no corrective action is warranted. However, as detailed above, the Air Force recognized the importance of civilian employee wellness and is actively engaged in implementing the program the complainant details in his complaint across the service.

10. Statement of Impartiality: I am the Chief of Investigations and Oversight, Office of the Inspector General, Air Combat Command. I was not assigned to Air Combat Command at the time the complaint was made in 2014. I certify that I do not have any personal impairment to independence regarding this case.

(b)(6),(b)(7)(C)

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55TH SECURITY FORCES
CRIMINAL INVESTIGATIONS



BOLO

DATE ISSUED: 08 Aug 2012 (POC S-2I/Zimmer)

WHAT: Stalking/Harassment

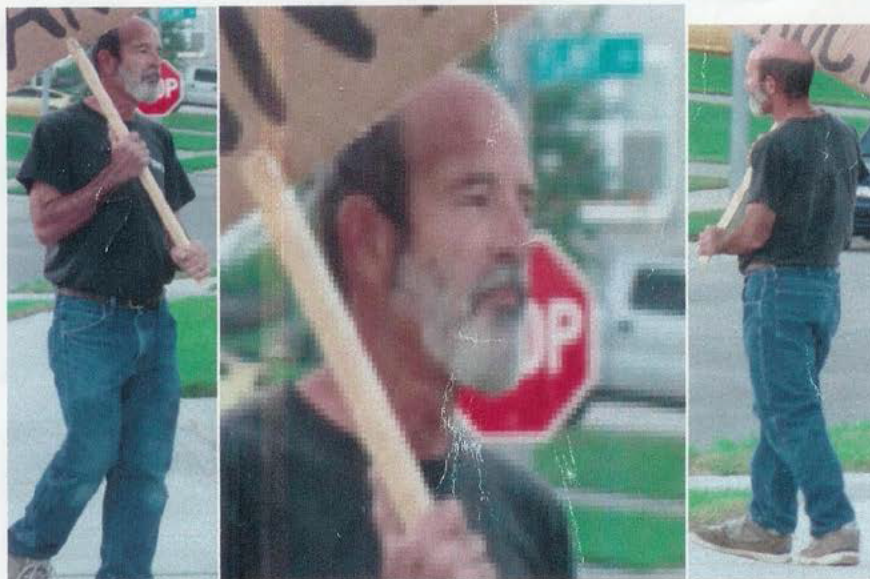
SUSPECT: **SARRIS, George G.**, Civ. White/Male, Ht: 5'6", Wt: 132 lbs. (slender), Eyes: Brown, Hair: Brown (balding), Grey mustache/beard, HA:

BACKGROUND:

- In 2010, SARRIS was involved in a complaint against his former MXS commander which led to his re-assignment from MXS to FSS, pending termination of employment.
- In Aug 2010, SARRIS protested outside his former commander's off-base residence (pictured) and was served a protection order and base reprimand for his action.
- Recently, SARRIS has been actively harassing the WG command element with e-mails and other forms of correspondence.
- It is not believed SARRIS is a physical threat; however his recent activity makes him a potential threat to the good order and discipline of the WG command element, co-workers and family.

CURRENT INFORMATION:

- SARRIS is a DoD employee, currently working within the Offutt Field House, assigned to FSS.
- SARRIS is still an active DoD employee w/ I.D., but should have no professional or personal business within the area of the WG building or the WG command element housing area.



POLICE ACTION

If found within the area of the WG building or the WG command element housing area, DETAIN, transport to Bldg. 160 and immediately contact Det. Zimmer/S-2I (402-968-2623).



Photograph by Todd Feedback (*Kansas City Star*)

About the Author

George Sarris enlisted in the United States Air Force in the spring of 1977 as a tactical fighter aircraft mechanic. In 1985, he was awarded a Bachelor of Science degree from Embry-Riddle Aeronautical University with a major in Professional Aeronautics. Following completion of the required curriculum, the FAA granted Mr. Sarris an airframe and powerplant license.

In 1986, Mr. Sarris gained employment as a dual-status technician for the Air National Guard. Over the next sixteen years, he maintained the pneudraulic systems of the RF4-C and the KC-135 aircraft. He volunteered for no-notice deployments, taking part in the Kosovo Campaign as well as Operation Enduring Freedom.

Mr. Sarris transferred to the Federal Civil Service in 2002, where he became the senior mechanic maintaining variants of the RC-135 aircraft at Offutt AFB, Nebraska. During this same period, he transferred to a traditional status of the Air National Guard and provided training to mechanics converting to the KC-135 airframe. Mr. Sarris retired from the Air National Guard in 2005 after serving for twenty-eight years. He continued to work as a civilian mechanic for the Air Force on the RC-135 aircraft maintenance program until he blew the whistle on the 55th Wing for utilizing aircraft that were not airworthy.

In 2012, Mr. Sarris became the vice president of AFGE Local 1486, representing the Wage Grade employees of Offutt AFB, including the civilian mechanics of the aircraft maintenance squadron. Mr. Sarris retired from the Federal Civil Service in 2014.

Synopsis

I revealed to Congress in 2008 that the United States Air Force was operating a fleet of reconnaissance aircraft (RC-135s) that were not airworthy. To divert attention away from the maintenance issues that I had reported, the agency retaliated with an immediate attack on my character. The diversion included a trip through the Pentagon, Congress, and the Nebraska State Court system. Eventually, government investigations substantiated the non-airworthy conditions that I had reported, but not before the United States had secured a 1.3 billion-dollar foreign military sale to the United Kingdom for the same type of aircraft.

The agency suspended my security clearance and refused to provide me with the derogatory information it had compiled against me. After 17 months, I conducted a one-man, lawful and peaceful protest at the off-base residence of Lt. Col. Dana C. McCown, the Aircraft Maintenance Squadron Commander of the 55th Wing. My protest broke the stalemate when McCown petitioned the Sarpy County District Court for a harassment protection order against me. Through civil court actions, I was able to prove that McCown and her partner (Ms. Dawn A. Tanner) lied to local law enforcement officials and federal investigators, which paved my way to a global settlement in April 2011. ([Click here for May 2011 press release](#))

My security clearance was adjudicated in April 2012. Although a federal administrative law judge recommended the reinstatement of my security clearance, the Personnel Security Appeals Board (PSAB) chose to disregard his recommendation.

Through these events, I stumbled upon a breach of national security involving two major commands spanning several decades. When I reported this security breach to senior defense officials, a “be on the lookout” (BOLO) was issued against me by the 55th Wing security forces. The BOLO violated the terms of the settlement and challenged my authority to act as a union officer of AFGE Local 1486.

Congress and the U.S. Justice Department clearly demonstrated an unwillingness to protect me from prohibited personnel practices (5 U.S.C. § 2302).

Now that I have retired, I provide this information to demonstrate the manner in which government agencies employ the use of harassment, intimidation, and reprisals to control the federal workforce when managers fear that they have been caught doing something unethical or illegal.