

DIGITALLY RECORDED

SWORN STATEMENT

OF

EMPLOYEE 22

OIG CASE #:

2019-010614

DEPARTMENT OF JUSTICE

OFFICE OF THE INSPECTOR GENERAL

AUGUST 12, 2019

FENTON TRANSCRIPTION

28720 Roadside Drive, Suite 250

Agoura Hills, CA 91301

Phone: [REDACTED]

SDNY_00007896

EFTA_00001020

EFTA00135369

APPEARANCES:

OFFICE OF THE INSPECTOR GENERAL

BY: [REDACTED]

BY: [REDACTED]

WITNESS:

OTHER APPEARANCES:

PROTECTED MATERIAL

1 MR. [REDACTED]: Today is Monday, August
 2 12. The following will be a voluntary
 3 interview of BOP [REDACTED] EMPLOYEE 22 in
 4 furtherance of OIG investigation to be
 5 determined, for the purpose of transcription,
 6 will now identify all present in the interview.
 7 I'll ask everyone to say and spell their last
 8 name, as well as identify their working title
 9 and employer.

10 I am Special Agent [REDACTED], [REDACTED]
 11 [REDACTED], Office of the Inspector General.

12 MR. [REDACTED]: Special Agent [REDACTED]
 13 [REDACTED] with the FBI.

14 EMPLOYEE 22 EMPLOYEE 22, Warden,
 15 Federal Bureau of Prisons. EMPLOYEE 22

16 [REDACTED]
 17 [REDACTED]
 18 [REDACTED]

19 MR. [REDACTED]: Thank you. EMPLOYEE 22

20 --

21 EMPLOYEE 22 Um-hum.

22 MR. [REDACTED]: -- you have reviewed and
 23 signed Department of Justice OIG Form 226-2
 24 which is Warnings and Assurances of Employees
 25 Request to Provide Information on a Voluntary

1 Basis. Do you have any questions about this
2 form?

3 [REDACTED] EMPLOYEE 22 No.

4 MR. [REDACTED]: Would you like time to
5 review it with an attorney, or would you like
6 an attorney here?

7 [REDACTED] EMPLOYEE 22 For now, I don't need an
8 attorney.

9 MR. [REDACTED]: Okay. Are you currently
10 under the influence of any substances, or is
11 there any reason to prevent you from fully
12 understanding my questions and answering
13 truthfully today?

14 [REDACTED] EMPLOYEE 22 No.

15 MR. [REDACTED]: I'll now swear you to the
16 statements you're about to make. Please raise
17 your hand and repeat after me.

18 I [REDACTED] EMPLOYEE 22

19 [REDACTED] EMPLOYEE 22 I, [REDACTED] EMPLOYEE 22

20 MR. [REDACTED]: Hereby solemnly swear or
21 affirm.

22 [REDACTED] EMPLOYEE 22 Hereby solemnly swear or
23 affirm.

24 MR. [REDACTED]: That the statements that
25 I'm about to make.

1 EMPLOYEE 22 That the statements I'm
2 about to make.

3 MR. : Shall be the truth and the
4 whole truth.

5 EMPLOYEE 22 Shall be the truth and the
6 whole truth.

7 MR. : Thank you, sir.

8 EMPLOYEE 22 Um-hum.

9 MR. : Warden would you mind
10 telling us a little bit about your career with
11 BOP? When you started, how you became a
12 Warden?

13 EMPLOYEE 22 Uh --

14 MR. : How you moved up the
15 ranks.

16 EMPLOYEE 22 I started out as a
17 Correctional Officer, and I was promoted to a
18 Lieutenant. From there, I went to Special
19 Investigative Agent at our regional office, and
20 then I went from there, I was promoted to
21 Captain, and then I was Associate Warden, and
22 then from there I went to DC as a Chief
23 Internal Affairs, and now in my present
24 position.

25 MR. : Great. How long have you

1 been the Warden?

2 **EMPLOYEE 22** I've been here since May of
3 2018.

4 MR. **██████████**: Okay, great. Just, your
5 role, you've done a lot of internal
6 investigations with the prison and you've
7 worked with the Department of Justice for --

8 **EMPLOYEE 22** Um-hum.

9 MR. **██████████**: -- moving forward, just as
10 a note for the record, you're aware that
11 failure to be honest with us today would be
12 considered a criminal offense; correct?

13 **EMPLOYEE 22** Yes.

14 MR. **██████████**: Okay, great. Let's talk a
15 little bit about some overall policies at the
16 prison to start with.

17 **EMPLOYEE 22** Okay.

18 MR. **██████████**: So, actually let me back
19 up. We're here today to talk about,
20 specifically Jeffrey Epstein.

21 **EMPLOYEE 22** Um-hum.

22 MR. **██████████**: The inmate.

23 **EMPLOYEE 22** Um-hum.

24 MR. **██████████**: Would you mind just
25 telling us a little bit about when, your

1 understanding of when he arrived and that type
2 of, when he arrived, how he was placed, where
3 he was placed, and the reasons behind that?

4 **EMPLOYEE 22** I don't remember the
5 specific date he arrived, but we didn't, what
6 happened was, we weren't told that he was going
7 to be coming to the institution.

8 MR. **██████████**: Okay.

9 **EMPLOYEE 22** When he initially came, he
10 was dropped off on the weekend, and we didn't
11 find out until Monday, myself, that he had been
12 placed at the institution. And from then on,
13 we, you know, went through the whole process of
14 the screening, his medical stuff. Just normal
15 procedures that we follow and (Indiscernible
16 *00:04:04).

17 MR. **██████████**: Okay. Now when you say
18 "he was dropped off over the weekend", when
19 somebody arrives at the facility, what's the
20 normal --

21 **EMPLOYEE 22** I mean typically if
22 somebody's that high profile --

23 MR. **██████████**: Um-hum.

24 **EMPLOYEE 22** -- we should've been
25 notified and said hey, he's coming in. We

1 weren't.

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22: You know, I mean, we saw it
4 on the news, but it didn't say. They just said
5 they had him in custody, but we didn't get any
6 formal, I didn't get any formal notice that he
7 had been brought into the institution.

8 So, he was dropped off, and you know, the
9 Lieutenant on shift processed him in and
10 brought him into the institution. We didn't
11 find out or realize it until Monday.

12 MR. [REDACTED]: So, it was Monday that you
13 first were officially made aware of it?

14 EMPLOYEE 22: That I was made aware. You
15 know, we found out, and I don't remember if it
16 was from looking at the news reports, we put it
17 together that he had been brought into the
18 institution. We went through our Monday
19 morning meeting that we went through. So,
20 that's when --

21 MR. [REDACTED]: When he first arrived, was
22 he placed in general population? Do you know
23 where he was placed?

24 EMPLOYEE 22: I don't recall where he was
25 placed when he came in.

1 MR. [REDACTED]: At some point, he was
2 placed in Special Housing Unit?

3 EMPLOYEE 22 Yes.

4 MR. [REDACTED]: Known as the SHU.

5 EMPLOYEE 22 Right.

6 MR. [REDACTED]: how did he end up there?

7 EMPLOYEE 22 Well, he was a new
8 commitment. He was high profile. So, we
9 placed him in the Special Housing Unit so we
10 can further evaluate, you know, his status. Is
11 he ready for general population? And we do
12 that with all inmates, but --

13 MR. [REDACTED]: Okay.

14 EMPLOYEE 22 -- and then to see, okay,
15 any separation issues. Any threats to him,
16 before we put him out there in general
17 population.

18 MR. [REDACTED]: Was he ever in general
19 population?

20 EMPLOYEE 22 I don't recall. I don't,
21 I'm not sure if it might've been the first day
22 when he came in.

23 MR. [REDACTED]: Okay.

24 EMPLOYEE 22 But I'm not sure, so I mean,
25 I would have to look at the 37 to confirm.

1 MR. [REDACTED]: But as far as you know,
2 that Monday, the first business day after the
3 weekend he was initially dropped off.

4 EMPLOYEE 22: Right.

5 MR. [REDACTED]: From that point forward,
6 was he ever in general population?

7 EMPLOYEE 22: No.

8 MR. [REDACTED]: Okay. What are the
9 policies in terms of, or is there policy that
10 dictates when somebody goes into general
11 population from the SHU after the first
12 arrival?

13 EMPLOYEE 22: Well, what we do is we
14 evaluate the individual to see if they're ready
15 for general population, if they can hang, you
16 know --

17 MR. [REDACTED]: Um-hum.

18 EMPLOYEE 22: -- if they can populate.

19 MR. [REDACTED]: Okay.

20 EMPLOYEE 22: And it's a number of
21 factors. It depends. I mean, if I have a gang
22 member coming in, I'm taking into consideration
23 separation issues on it. If it's, you know,
24 somebody that might've been fraud or bank
25 fraud, then we determine if it's any issues of

1 them going into the general population. So,
2 it's a case-by-case basis on how we determine
3 it.

4 MR. [REDACTED]: Okay. What are the
5 policies in terms of when you're notified if
6 someone enters Special Housing Unit or is
7 discharged from Special Housing Unit?

8 EMPLOYEE 22 Well what it is is, it's
9 routed the individual, it's called a Release
10 Form. So, several people sign it. They review
11 it. I believe psychology, CMC, the Captain,
12 and it goes to the Associate Warden and then
13 they sign what we call is a Kick-Out. Meaning
14 everybody's reviewed it and said, okay, this
15 person is appropriate for general population.

16 MR. [REDACTED]: Okay. For Mr. Epstein,
17 after that, he was never put in general
18 population; correct?

19 EMPLOYEE 22 No.

20 MR. [REDACTED]: Was the determination to
21 keep him in Special Housing? What was the
22 communication that goes on there?

23 EMPLOYEE 22 Well we, now initially when
24 he came in, it's the goal to determine, okay,
25 can they go to general population.

1 MR. [REDACTED]: Okay.

2 EMPLOYEE 22 So, between evaluating him,
3 at the same time, we're looking at saying,
4 okay, can he go to general population.

5 MR. [REDACTED]: Um-hum.

6 EMPLOYEE 22 So, it's a dual role that
7 we're going to --

8 MR. [REDACTED]: Sure.

9 EMPLOYEE 22 But I had gotten word, and I
10 don't recall the date, where from my Regional
11 Director which stated he's not to go to general
12 population until further notice.

13 MR. [REDACTED]: The Regional Director,
14 where is that in the chain of command for BOP?

15 EMPLOYEE 22 We have five regional
16 offices.

17 MR. [REDACTED]: Okay.

18 EMPLOYEE 22 Each region has a Regional
19 Director.

20 MR. [REDACTED]: Okay.

21 EMPLOYEE 22 This is the Northeast
22 Region.

23 MR. [REDACTED]: Okay.

24 EMPLOYEE 22 Where we have 21
25 institutions. So, he supervises and is in

1 charge of the 21 institutions.

2 MR. [REDACTED]: Okay. So, is he --

3 EMPLOYEE 22 (Indiscernible *00:08:37).

4 MR. [REDACTED]: -- your direct supervisor?

5 EMPLOYEE 22 He's my director supervisor.

6 MR. [REDACTED]: Okay. Who is that?

7 EMPLOYEE 22 [REDACTED] (phonetic sp.).

8 MR. [REDACTED]: [REDACTED]?

9 EMPLOYEE 22 Yeah.

10 MR. [REDACTED]: And [REDACTED] told you,

11 do you recall if it was verbally or an email?

12 Phone call?

13 EMPLOYEE 22 We had talked about it, too,

14 but I would have to check if there was an email

15 to go with it. But we did talk and said, hey,

16 we're going to hold off on putting him out in

17 general population.

18 MR. [REDACTED]: Okay. Do you recall when

19 you officially were, you and [REDACTED], spoke

20 about this?

21 EMPLOYEE 22 I don't want to give you the

22 wrong date. But it was within that, you know,

23 maybe a couple weeks after he arrived.

24 MR. [REDACTED]: Okay. So, it was a few

25 weeks after he arrived --

1 EMPLOYEE 22 Right.

2 MR. : Okay. After
3 told you to keep him, or it was agreed upon --

4 EMPLOYEE 22 Um-hum.

5 MR. : -- to keep him in Special
6 Housing Unit.

7 EMPLOYEE 22 Right.

8 MR. : Who did you notify that he
9 was to stay in the Special Housing Unit? How
10 does that communication --

11 EMPLOYEE 22 So, what it does is I get my
12 exec staff together --

13 MR. : Um-hum.

14 EMPLOYEE 22 -- which is my Associate
15 Wardens, the Captain, my exec, and we have our
16 meetings, and I tell them he's not, you know, I
17 lay out the specific instructions. He's not to
18 go out to general population. And --

19 MR. : Were there, sorry.

20 EMPLOYEE 22 Go ahead.

21 MR. : No.

22 EMPLOYEE 22 And that's basically how we
23 start.

24 MR. : Okay.

25 EMPLOYEE 22 Yeah.

1 MR. [REDACTED]: Were there any other
2 specific directions or instructions given to
3 the staff regarding him?

4 EMPLOYEE 22 Well, so at the time of him
5 staying in there, we had to find him initially
6 a roommate.

7 MR. [REDACTED]: Okay.

8 EMPLOYEE 22 So, and it's hard especially
9 in Special Housing Unit when you've got gang
10 members in there that are not appropriate to be
11 housed with. So, we came up with, I came up
12 with Tartaglione, who was in there. White
13 male, probably be able to cope with him. And
14 that's typically how we, you know, that's part
15 of the evaluation process.

16 MR. [REDACTED]: Is it standard for inmates
17 in Special Housing Unit to have cellmates?

18 EMPLOYEE 22 We typically would like for
19 them to have it.

20 MR. [REDACTED]: Sure.

21 EMPLOYEE 22 But certain situations
22 dictate that they can. If an inmate's a total
23 separation from a group, and we get word from
24 US Attorney's office or the arresting agents
25 that, hey, he's to be totally separated, then

1 they would be housed by themselves. They could
2 have an incident in the institution, you know,
3 for example our gang members, somebody has an
4 issue, and for example, the Bloods, then we
5 have to say hey, let's separate him from there.
6 You know?

7 MR. [REDACTED]: Was there any directions
8 specifically that Mr. Epstein was to have a
9 cellmate at all times?

10 EMPLOYEE 22: From psychology when --

11 MR. [REDACTED]: Okay.

12 EMPLOYEE 22: -- said hey, that he's
13 required, he needs to have a cellmate at all
14 times.

15 MR. [REDACTED]: Okay. And that occurred
16 later on? When he first arrived, there was no
17 specific directions regarding that; correct?

18 EMPLOYEE 22: No, it wasn't.

19 MR. [REDACTED]: Okay.

20 EMPLOYEE 22: Wait, let me.

21 MR. [REDACTED]: Sure.

22 EMPLOYEE 22: You mean when he first came
23 in were we talking about him having a cellmate?

24 MR. [REDACTED]: Initially.

25 EMPLOYEE 22: I don't recall any talks

1 about him.

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22 Initially, and trying to
4 figure out when he first came in, how he was
5 housed. I don't recall how he was housed when
6 he first came in, but --

7 MR. [REDACTED]: Okay. The MCC is no
8 stranger to high profile --

9 EMPLOYEE 22 Right.

10 MR. [REDACTED]: -- inmates. Generally
11 speaking, how do you normally, or generally
12 handle these type of high profile inmates? Any
13 other special considerations or concerns. How
14 does this work?

15 EMPLOYEE 22 Again, you come in. We
16 evaluate him to determine, okay, if they can go
17 out to general population or not. We've had,
18 you know, we've had a bunch that come in that
19 were able to go out. We had Siock (phonetic
20 sp.), you know, the phone that, I don't know if
21 you recall, the one that sent the bombs to the
22 ex-presidents.

23 MR. [REDACTED]: (Indiscernible *00:12:41).

24 MR. [REDACTED]: Okay.

25 EMPLOYEE 22 Him. So, when he first came

1 in, you know, he was high profile. So, we
2 brought him in to determine --

3 FEMALE VOICE: Excuse me.

4 EMPLOYEE 22: Yeah.

5 FEMALE VOICE: Can you guys step out here
6 for just a moment?

7 MR. [REDACTED]: We, pausing the interview
8 at 10:55 a.m. (tape paused).

9 We're resuming the interview with EMPLOYEE 22

10 [REDACTED]

11 EMPLOYEE 22: EMPLOYEE 22.

12 MR. [REDACTED]: EMPLOYEE 22.

13 EMPLOYEE 22: Yeah.

14 MR. [REDACTED]: (Indiscernible *00:00:14).

15 The time is now 10:56. Joining the interview
16 room is Assisting United States Attorney from

17 the Southern District of New [REDACTED], [REDACTED]

18 [REDACTED].

19 MS. [REDACTED]: [REDACTED].

20 MR. [REDACTED]: [REDACTED], I apologize.

21 Can you spell your name for transcription
22 purposes?

23 MS. [REDACTED]: Sure. [REDACTED]

24 [REDACTED]. Thanks.

25 MR. [REDACTED]: Thank you. Before we were

1 just going over some of the overall high-
2 profile inmates and the general --

3 [REDACTED] EMPLOYEE 22 Um-hum.

4 MR. [REDACTED]: -- evaluation of them.

5 Going back to, you said earlier that a few
6 weeks had occurred. You and the Regional
7 Director discussed keeping Epstein in the
8 Special Housing Unit.

9 [REDACTED] EMPLOYEE 22 Um-hum.

10 MR. [REDACTED]: How often was the Regional
11 Director being briefed on Epstein?

12 [REDACTED] EMPLOYEE 22 I guess the situation
13 dictated it. If something happened, then we'd
14 notify him, or he needed some questions for
15 him, he would call me. But I don't want to, I
16 don't recall the specific amount of times. But
17 we were in contact.

18 MS. [REDACTED]: Um-hum.

19 [REDACTED] EMPLOYEE 22 Frequent contact.

20 MR. [REDACTED]: Okay. How often were you,
21 are you notified differently of high-profile
22 inmates or how often were you being aware or
23 notified of Epstein's housing situation?

24 [REDACTED] EMPLOYEE 22 Well, I mean, he was in the
25 Special Housing Unit. So, I knew where he was.

1 MR. [REDACTED]: Okay.

2 EMPLOYEE 22 So, it wasn't like I had to
3 be updated as to where he was. I knew where he
4 was.

5 MR. [REDACTED]: Okay.

6 EMPLOYEE 22 I mean, I knew that he went
7 on his attorney visits, spent the whole day
8 there. Would be the first one in, last one
9 out. So, I mean, that's what I knew. And then
10 I kind of (Indiscernible *00:02:06) with the
11 attorneys. I had some outside attorneys
12 complain about, you know, they were taking up
13 the attorney room. So, I knew that was, you
14 know, those issues were coming up with the
15 attorney room.

16 MR. [REDACTED]: Okay. Going back to
17 general policies at the --

18 EMPLOYEE 22 Um-hum.

19 MR. [REDACTED]: -- within the BOP,
20 actually when Epstein arrive --

21 EMPLOYEE 22 Um-hum.

22 MR. [REDACTED]: -- I think we already
23 covered this, but just to, were any special
24 arrangements or considerations given to him?

25 EMPLOYEE 22 As far as --

1 MR. [REDACTED]: Obviously you said earlier
2 he was put in the SHU on Monday.

3 EMPLOYEE 22: Right.

4 MR. [REDACTED]: After, was it, at that
5 point, was there any issues that you're aware
6 of regarding him? Anything that you needed to
7 be aware of other than just who he was?

8 EMPLOYEE 22: No. Just who he was and the
9 basic screening. The intake screening.

10 MR. [REDACTED]: Okay. At the time he
11 first arrived, did you have any, was there any
12 notification of any mental health concerns?

13 EMPLOYEE 22: No, not that I know of.

14 MR. [REDACTED]: Okay. How --

15 EMPLOYEE 22: Are you talking about the
16 weekend he came in, or --

17 MR. [REDACTED]: Yeah.

18 EMPLOYEE 22: (Indiscernible *00:03:19).

19 MR. [REDACTED]: First arrival.

20 EMPLOYEE 22: That weekend, I don't know.
21 But I know afterwards, he was medically
22 assessed and they were, you know, our health
23 service department assessed him and he, I think
24 he might have told him that he had certain
25 medications.

1 MR. [REDACTED]: Okay. When --

2 EMPLOYEE 22 -- that he was taking.

3 MR. [REDACTED]: When inmates come into the
4 MCC, are they all screened for mental health
5 issues or medical issues?

6 EMPLOYEE 22 Well, yes. They come in,
7 you're screened for your medical. The unit
8 team screens you and psychology screens you.
9 But --

10 MR. [REDACTED]: What timeframe does that
11 occur?

12 EMPLOYEE 22 Typically like with him, he
13 came in on the weekend. So, it depends if
14 there was a psychologist. Maybe the next day
15 someone would go screen him, the on-call
16 psychologist. But, you know, or Monday if
17 someone came in. But typically the on-call
18 psychologist is there through the weekend and
19 will screen them.

20 MR. [REDACTED]: Who is notified of the
21 results of those screenings?

22 EMPLOYEE 22 of?

23 MR. [REDACTED]: Of the medical screen and
24 psychological screenings, who gets notified of
25 that?

1 EMPLOYEE 22 As far as what? If they
2 find something in there?

3 MR. : Yes.

4 EMPLOYEE 22 Like what would be an
5 example? I mean --

6 MR. : Any medical concerns that
7 people need to be aware of. Any psychological
8 issues. How does that information get
9 disseminated?

10 EMPLOYEE 22 Because when we talk about
11 medical issues, some of that falls under
12 privacy issues.

13 MR. : Um-hum.

14 EMPLOYEE 22 So, you know, it's not going
15 to be divulged as to --

16 MR. : Okay.

17 EMPLOYEE 22 -- just like that.

18 MR. : Sure.

19 EMPLOYEE 22 But as far as psychological,
20 if it was something that psychologists did an
21 interview and said, hey, there's a mental
22 health issue or something, then she would, you
23 know, she would let her Associate Warden know.
24 She would let me know that, hey, there's some
25 issues.

1 MR. [REDACTED]: Okay. And when he first
2 arrived, were you made aware of any medical or
3 mental issues regarding him?

4 EMPLOYEE 22: Mental health, I don't
5 recall any mental health. But I was told that
6 he was on certain medications or whatever. But
7 it was general. It wasn't --

8 MR. [REDACTED]: Okay.

9 EMPLOYEE 22: -- anything major.

10 MR. [REDACTED]: Okay. And just, and
11 that's a general policy for all inmates that
12 arrive?

13 EMPLOYEE 22: The screening, yeah.

14 MR. [REDACTED]: Just the medical
15 screening. They all get that?

16 EMPLOYEE 22: Right.

17 MR. [REDACTED]: Is there any, as a result
18 of those screenings, is there any, does it have
19 any bearing on where they're placed, whether
20 it's special housing or general population?

21 EMPLOYEE 22: I mean typically if you do,
22 like I said, if you do an intake screening and
23 the individual comes in and they have no
24 issues, no separation issues, and, you know,
25 then they can populate like anyone else. But

1 if there are issues with them going out in
2 general population; i.e., safety issues, then
3 you would be placed in the Special Housing.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22: Until we could further
6 evaluate if you could go to general population.

7 MR. [REDACTED]: If someone during the
8 mental health screening, the mental health, the
9 psychologist deemed them to be suicidal --

10 EMPLOYEE 22: Okay.

11 MR. [REDACTED]: -- what are the suicidal
12 watch policies as it relates to that?

13 EMPLOYEE 22: So, if the psychologist was
14 to say, hey, they're suicidal, then they would
15 be placed on suicide watch.

16 MR. [REDACTED]: Okay.

17 EMPLOYEE 22: Now if the psychologist is
18 not there and someone exhibits suicidal
19 ideations or statements or thoughts, then
20 they're placed on suicide watch.

21 MR. [REDACTED]: Can you explain to me what
22 suicide watch is, where it is in the MCC --

23 EMPLOYEE 22: It's on the second floor of
24 the institution, on the same floor of the
25 hospital.

1 MR. [REDACTED]: Okay.

2 EMPLOYEE 22 And it's a cell, and if you
3 go on suicide watch, you're placed in a smock.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 That covers you and then
6 you're watched for 24 hours.

7 MR. [REDACTED]: Now the smock, is that
8 made of paper, or --

9 EMPLOYEE 22 It's cloth.

10 MR. [REDACTED]: Cloth?

11 EMPLOYEE 22 It's like, you ever see
12 those movies where they have those heavy bomb
13 vests?

14 MR. [REDACTED]: Uh --

15 EMPLOYEE 22 It's something, I mean, I
16 don't want to you know, say, but it's something
17 like that.

18 MR. [REDACTED]: Okay.

19 EMPLOYEE 22 And it just hangs.

20 MR. [REDACTED]: Sure.

21 EMPLOYEE 22 Hangs on them just like
22 that. So --

23 MR. [REDACTED]: And you said they're
24 monitored for 24 hours. How are they, is it --

25 EMPLOYEE 22 There's a companion sitting

1 there. An inmate.

2 MR. [REDACTED]: In the cell?

3 EMPLOYEE 22 No. Outside the cell.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 It's a cell where you sit
6 and observe.

7 MR. [REDACTED]: Okay. Is the companion
8 another inmate or a staff?

9 EMPLOYEE 22 No, it's a trained inmate
10 companion. Now, we have four cells. If those
11 cells get full, then we have to move them up to
12 the Special Housing Unit and then put a staff
13 watch on them.

14 MR. [REDACTED]: Okay. What policies are
15 in place for suicide watch as it relates to
16 staff response, notification, how people get
17 notified, if they're moving from suicide watch
18 to off suicide watch. How does that work?

19 EMPLOYEE 22 That works through
20 psychology.

21 MR. [REDACTED]: Okay.

22 EMPLOYEE 22 Psychology evaluates and
23 they'll say, okay, we've evaluated him and, you
24 know, wherever we're going, typically you
25 always usually go from the Special Housing Unit

1 to suicide. So, they'd say, okay you know
2 what, they're ready to go back up.

3 MR. [REDACTED]: Okay. What role, how does
4 the program, is the psychologist the program
5 coordinator?

6 EMPLOYEE 22 The chief psychologist runs
7 the department.

8 MR. [REDACTED]: Okay.

9 EMPLOYEE 22 And then she has various
10 psychologists that work under her.

11 MR. [REDACTED]: Okay.

12 EMPLOYEE 22 And then evaluate because we
13 have a different mission as far as we have a
14 forensic mission. So, we get a lot of forensic
15 studies in the institution.

16 MR. [REDACTED]: Okay.

17 EMPLOYEE 22 And then we have a regular
18 psychologist also that handles the inmate
19 population but they work together and they
20 handle everything.

21 MR. [REDACTED]: Okay. Who's ultimately
22 responsible for placing somebody on suicide
23 watch or off suicide watch?

24 EMPLOYEE 22 Well placing it, a staff
25 member comes and says hey, this guy is

1 suicidal. You can place him on suicide watch.

2 MR. [REDACTED]: Okay. Anybody in the
3 institution can do that?

4 EMPLOYEE 22: Yeah. If I come upon an
5 inmate that's saying, "Hey, I'm going to kill
6 myself." Okay, we get him on suicide watch.
7 Psychology comes and, you know, evaluates them
8 and then comes up with a plan.

9 MR. [REDACTED]: Within the psychology
10 department --

11 EMPLOYEE 22: Um-hum.

12 MR. [REDACTED]: -- or the medical
13 department there in mental health, who there
14 ultimately makes that decision?

15 EMPLOYEE 22: I believe, and don't quote
16 me on this. I believe the psychologists.

17 MR. [REDACTED]: Okay.

18 EMPLOYEE 22: You know, they're trained
19 professionals. So, they can make a decision
20 and they consult with the Chief in, you know,
21 determining okay what's the plan of action to
22 move forward.

23 MR. [REDACTED]: And are you, when
24 someone's placed in suicide watch, are you
25 notified of that?

1 EMPLOYEE 22 Yeah. They send out a form
2 every day stating like who's on suicide watch,
3 who's on psyche observation. So --

4 MR. : Okay.

5 EMPLOYEE 22 -- we're aware of who it is
6 and then they'll send out a form if there's no
7 one on there.

8 MR. : You said earlier that
9 while on suicide watch, there was an observer.

10 EMPLOYEE 22 Right.

11 MR. : How does an inmate become
12 an observer?

13 EMPLOYEE 22 It's an inmate companion.

14 MR. : A companion, I'm sorry.

15 EMPLOYEE 22 So, it's a trained program.
16 So, they have to go through training. They
17 have to take courses, and then they become
18 eligible to become a companion.

19 MR. : Who authorizes the use of
20 an inmate companion?

21 EMPLOYEE 22 The psychology department
22 runs that. So --

23 MR. : Do you have any input as
24 the Warden in selecting or training or
25 implementing the inmate companion program?

1 EMPLOYEE 22 No.

2 MR. : Does every institution
3 have an inmate companion program?

4 EMPLOYEE 22 Yes.

5 MS. : Who's the Chief
6 Psychologist?

7 EMPLOYEE 22 (phonetic
8 sp.).

9 MR. : And is the one
10 who is ultimately responsible for determining
11 if someone is on suicide watch and removing
12 them; correct?

13 EMPLOYEE 22 Well in conjunction with our
14 staff.

15 MR. : Okay.

16 EMPLOYEE 22 Because you could be, a
17 psychologist is assigned to the individual when
18 they're working a plan with them. And if they
19 come to the determination that hey, you know
20 what, they no longer need to be on suicide
21 watch.

22 MR. : Okay. But as the clinical
23 director, she's ultimately responsible.

24 EMPLOYEE 22 She's not the clinical.
25 She's the Chief Psychologist.

1 MR. [REDACTED]: Okay.

2 EMPLOYEE 22 Clinical Director is a
3 separate position.

4 MR. [REDACTED]: Okay. I apologize for
5 that.

6 EMPLOYEE 22 That's fine.

7 MR. [REDACTED]: Thank you for clarifying.

8 EMPLOYEE 22 Okay.

9 MR. [REDACTED]: Who in the medical staff,
10 just for my clarification, who in the medical
11 staff is ultimately responsible for removing
12 somebody from suicide watch?

13 EMPLOYEE 22 The psychology department
14 determines to remove somebody from --

15 MR. [REDACTED]: So, who in the psychology
16 department?

17 EMPLOYEE 22 Again, it depends on who's
18 evaluating the inmate.

19 MR. [REDACTED]: Okay. So --

20 EMPLOYEE 22 And so we have one, two,
21 three, really we have, (Indiscernible
22 *00:12:26) [REDACTED], uh, four. We have four
23 psychologists on staff.

24 MR. [REDACTED]: You have four
25 psychologists on staff. And any one of those

1 four can remove somebody?

2 EMPLOYEE 22 Can remove somebody.

3 MR. [REDACTED]: Do those four have, who's
4 those four supervisors?

5 EMPLOYEE 22 [REDACTED]. [REDACTED].

6 MR. [REDACTED]: [REDACTED]. [REDACTED]?

7 EMPLOYEE 22 Yeah.

8 MR. [REDACTED]: What authority does she
9 have to overrule them?

10 EMPLOYEE 22 And I'm not a psychologist -

11 -

12 MR. [REDACTED]: Sure.

13 EMPLOYEE 22 -- to know what procedures
14 they use --

15 MR. [REDACTED]: Um-hum.

16 EMPLOYEE 22 -- or what conversation they
17 have to determine if she's going to overrule
18 them. I mean, she's the supervisor, and it's
19 just like with any, you know, profession you
20 have.

21 MR. [REDACTED]: Right.

22 EMPLOYEE 22 If I come up with some
23 reasoning --

24 MR. [REDACTED]: Um-hum.

25 EMPLOYEE 22 In saying hey, I don't agree

1 with your decision, then we debate it and then
2 we ultimately come to a decision.

3 MR. [REDACTED]: Okay.

4 EMPLOYEE 22 As to yay or nay.

5 MR. [REDACTED]: Okay.

6 EMPLOYEE 22 So, it's kind of the same
7 thing.

8 MR. [REDACTED]: While on suicide watch,
9 you said there's a 24-hour companion. What
10 does staff do for the inmates while they're on
11 suicide watch?

12 EMPLOYEE 22 Well we have a camera, well
13 they're trained to, there's a phone there. So,
14 let's say something happened where an inmate's
15 trying to do harm to himself. They pick up the
16 phone and they call for assistance, because it
17 goes directly to control center, and we respond
18 accordingly to it.

19 But we also in our control center, while
20 the individual is on suicide watch, there's a
21 camera there.

22 MR. [REDACTED]: Okay.

23 EMPLOYEE 22 To view --

24 MR. [REDACTED]: What specific training
25 does staff get as it relates to the suicide

1 watch?

2 EMPLOYEE 22 Once a year during our
3 annual training, we have suicide prevention
4 training.

5 MR. : Okay.

6 EMPLOYEE 22 During our annual training.

7 MR. : And that's required for
8 all --

9 EMPLOYEE 22 All employees.

10 MR. : What does that training
11 cover?

12 EMPLOYEE 22 Suicide signs, prevention,
13 coping, just anything pertaining to suicide,
14 sir. Signs to look for.

15 MR. : Um-hum.

16 EMPLOYEE 22 Um --

17 MR. : Is there any specific
18 staff that are more trained, or specifically
19 trained for this area of the prison?

20 EMPLOYEE 22 Our Special Housing Unit
21 staff get quarterly suicide prevention
22 training.

23 MR. : Okay. Is that part of
24 something the MCC does independent, or is that
25 policy dictated? How does that --

1 EMPLOYEE 22 That's our policy dictates
2 that they get quarterly training.

3 MR. : Okay. That's BOP policy;
4 correct?

5 EMPLOYEE 22 Yes.

6 MR. : Okay. When someone, you
7 said that any staff member at the BOP can place
8 somebody on suicide watch?

9 EMPLOYEE 22 Yes.

10 MR. : Is there any paperwork or
11 documentation for that that they have to fill
12 out?

13 EMPLOYEE 22 No. Basically they'll tell
14 that, you know, that hey we need to place him
15 on watch, and we'll place him on watch, and
16 then we'll contact psychology.

17 MR. : Okay.

18 EMPLOYEE 22 To come in and talk to them.

19 MR. : Okay. There's no referral
20 that says, "I placed inmate" --

21 EMPLOYEE 22 No. Psychology will handle
22 it --

23 MR. : Okay.

24 EMPLOYEE 22 -- here and there, in their
25 notes and their documentation that they were

1 placed on it, when they were placed on it.

2 MR. [REDACTED]: So, the psychology
3 department is responsible for documenting when
4 people come in in treatment.

5 EMPLOYEE 22 We, you know, we have what
6 we call a daily log in the --

7 MR. [REDACTED]: Um-hum.

8 EMPLOYEE 22 -- institution. So, the log
9 would annotate somebody was placed on suicide
10 watch also.

11 MR. [REDACTED]: Okay. Is there any
12 specific forms or reports that get filled out
13 when somebody is removed from suicide watch?

14 EMPLOYEE 22 I believe psychology would
15 do those forms and saying in their reports why
16 they were removed and if they're ready to be
17 released.

18 MR. [REDACTED]: Do you get those forms?

19 EMPLOYEE 22 I don't get the special
20 medical ones. I just, with the notification
21 that, you know, with the one that email that
22 goes out --

23 MR. [REDACTED]: Um-hum.

24 EMPLOYEE 22 -- that the individual was
25 released from suicide watch.

1 MR. [REDACTED]: Do you get notified, you
2 just said you get notified in the email that
3 somebody's removed or --

4 EMPLOYEE 22: It's an email that the
5 psychology department puts out stating who's on
6 suicide watch, who's been removed.

7 MR. [REDACTED]: Is that a daily list?
8 Like they send it once a day, or when someone
9 new comes on and off? How does that --

10 EMPLOYEE 22: It's a daily one. And --

11 MR. [REDACTED]: Okay.

12 EMPLOYEE 22: And it states who's on
13 watch, who's, you know, who's got released, and
14 --

15 MR. [REDACTED]: Who does that get
16 disseminated to?

17 EMPLOYEE 22: It's a group. It's a group
18 email that gets sent to all department heads,
19 Captain, Lieutenants, everybody in the need to
20 know.

21 MR. [REDACTED]: This is the supervisors
22 within the institution? The Lieutenants, the
23 Captain.

24 EMPLOYEE 22: (Indiscernible *00:17:07).

25 MR. [REDACTED]: Okay.

1 EMPLOYEE 22 And, don't quote me on that,
2 but I need to look at the chain --

3 MR. : Okay.

4 EMPLOYEE 22 -- to see who's actually on
5 it. But --

6 MR. : But it's not an
7 institution-wide email?

8 EMPLOYEE 22 It is kind of sent out
9 institution wide because you have the different
10 departments on it. So, you can say it's
11 institution wide.

12 MR. : Not every person in the
13 institution gets that email, though?

14 EMPLOYEE 22 No. I don't --

15 MR. : Okay. Just not an MCC all
16 type of --

17 EMPLOYEE 22 No, it's not an all staff.

18 MR. : Okay.

19 EMPLOYEE 22 Yeah.

20 MR. : What is the expectation of
21 the department heads and the supervisors and
22 the Lieutenants and Captains once they get this
23 email? What are they supposed to do with that?

24 EMPLOYEE 22 I mean, it's just a
25 notification that the individual's being

1 removed from suicide watch. So, it depends on
2 where they're going. So, if they're going back
3 to Special Housing Unit, so it's notification
4 that hey, this person's been taken off. We
5 have nobody on watch right now.

6 MR. [REDACTED]: Okay. Are they supposed
7 to disseminate that? What are they supposed to
8 do with that information? Are they supposed to
9 tell anybody where they --

10 EMPLOYEE 22 Well, I mean when that
11 individual is released --

12 MR. [REDACTED]: Um-hum.

13 EMPLOYEE 22 Wherever they're going for,
14 they're going to be notified by psychology that
15 they're coming directly --

16 MR. [REDACTED]: Okay.

17 EMPLOYEE 22 -- to you.

18 MR. [REDACTED]: Okay.

19 EMPLOYEE 22 So, it was just an
20 accountability --

21 MR. [REDACTED]: Okay.

22 EMPLOYEE 22 -- thing just to know that
23 hey, this person is getting off of watch.

24 MR. [REDACTED]: So, psychology will notify
25 whatever unit they're going back to?

1 EMPLOYEE 22 Well, it depends where
2 you're going back to. Typically I always go to
3 Special Housing Unit down.

4 MR. : Okay.

5 EMPLOYEE 22 And typically when you do,
6 let's say an individual has tried to commit
7 suicide. It's an infraction. So, they usually
8 have an incident report that goes beyond that.
9 So, you have to come up to the Special Housing
10 Unit anyway before so that that infraction can
11 be resolved.

12 MR. : Okay.

13 EMPLOYEE 22 So, there are a number of
14 aspects of, you know, how. Did you go straight
15 back or if you don't go back there.

16 MR. : And this email that
17 psychology sends out with the list of who's in
18 and who's out of suicide watch --

19 EMPLOYEE 22 Who's on watch, yeah?

20 MR. : -- is that once a day or
21 twice a day? Is that morning and evening
22 thing?

23 EMPLOYEE 22 It depends.

24 MR. : Okay.

25 EMPLOYEE 22 When you come in in the

1 morning, they could say, you know, this is
2 who's on watch, and then you get another one
3 stating who's been released off of watch.

4 MR. [REDACTED]: Okay. Is there any policy
5 or standard operation procedure on how
6 (Indiscernible *00:19:21) that email gets sent
7 out?

8 EMPLOYEE 22: How what?

9 MR. [REDACTED]: How frequent that email --

10 EMPLOYEE 22: No.

11 MR. [REDACTED]: Okay. But it should be at
12 least once a day?

13 EMPLOYEE 22: That's when they send it
14 out. I don't --

15 MR. [REDACTED]: Okay. When somebody is
16 removed from Special Housing --

17 EMPLOYEE 22: Um-hum.

18 MR. [REDACTED]: -- and placed in suicide
19 watch on the second floor --

20 EMPLOYEE 22: Um-hum.

21 MR. [REDACTED]: -- is anything done to
22 their cell in Special Housing? Is there any
23 precautions or anything that go into that?

24 EMPLOYEE 22: So, typically let's say you
25 do leave, and it depends on how much space we

1 have. We really don't have that much space.

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22 So, usually that cell,
4 depending on if when they were removed from the
5 cell, if they had a cellmate. So, what happens
6 is that individual's property is removed, and
7 we could possibly put somebody else in that
8 cell.

9 MR. [REDACTED]: Okay.

10 EMPLOYEE 22 Um --

11 MR. [REDACTED]: And again, the suicide
12 watch versus psychological, the psyche eval
13 that, you said that happened right away when
14 someone first comes in the prison; correct?

15 EMPLOYEE 22 Well I --

16 MR. [REDACTED]: A psyche eval?

17 EMPLOYEE 22 -- I didn't say what you
18 said before that. You said --

19 MR. [REDACTED]: A psychological eval.

20 EMPLOYEE 22 Okay.

21 MR. [REDACTED]: I want to clarify, earlier
22 you said that people, inmates get that when
23 they first come into the prison; correct?

24 EMPLOYEE 22 Yeah. Psychologically when
25 they initially have to come and actually

1 perform --

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22 -- an initial intake
4 screening.

5 MR. [REDACTED]: Is there a level below
6 suicide watch?

7 EMPLOYEE 22 Well we also have what we
8 call a psyche observation.

9 MR. [REDACTED]: Okay.

10 EMPLOYEE 22 And I think the best way to
11 describe that would be it's a step-down from
12 suicide watch. For example, we might have a
13 mental health inmate that is just mentally, you
14 know, out there. So, we'll put them on psyche
15 observation. They haven't said they're going
16 to hurt themselves, but they have the potential
17 to do it.

18 Somebody might be on narcotics and acting
19 erratic and you don't know what they're on.
20 So, they might end up doing it. But it's a
21 different type of observation because it's not
22 as stringent as suicide watch.

23 MR. [REDACTED]: Okay.

24 MS. [REDACTED]: Can you explain what that
25 means? What are the requirements when an

1 inmate is on psyche eval, or psyche
2 observation?

3 EMPLOYEE 22: If they're on psyche
4 observation, we are not necessarily putting
5 them in a smock. You know? You can still have
6 your regular clothing. We're just observing
7 your behavior and that. So, that's the
8 difference.

9 MS. [REDACTED]: And does the psychologist
10 stop by every day?

11 EMPLOYEE 22: They're treated the same way
12 as somebody that's on suicide watch. They're
13 evaluated, come up with a plan. They're ready
14 to be released. Keep them on, more along those
15 lines.

16 MS. [REDACTED]: Well is someone on psyche
17 evaluation, do they have an inmate companion
18 watching them?

19 EMPLOYEE 22: Psyche obs also has an
20 inmate companion. So, anybody in that area has
21 an inmate watching them.

22 MR. [REDACTED]: As the Warden, do you have
23 any input on the determinate if someone's in
24 psychological observation, in suicide watch or
25 observation status? Do you have any input on

1 that?

2 **EMPLOYEE 22** I don't overrule medical
3 decisions. I'm not a **██████████**.

4 MR. **██████████**: Um-hum.

5 **EMPLOYEE 22** If they come to me and say
6 this is warranted whether it's medical care or
7 not, I don't --

8 MR. **██████████**: Okay.

9 MS. **██████████**: But you're briefed on it?

10 **EMPLOYEE 22** I'm briefed on it. Yes.

11 MS. **██████████**: Is that orally?

12 **EMPLOYEE 22** Orally they'll come and say,
13 well we'll discuss an inmate saying, hey, he
14 has mental issues. I feel that they need to be
15 placed here or there. And I'm going with your
16 evaluation. I'm not going to, and I have good
17 psychologists. So, I trust their judgment.

18 MS. **██████████**: Can an inmate be taken off
19 of suicide watch by **██████████**. **██████████** or her staff
20 without consulting you?

21 **EMPLOYEE 22** They can. The **██████████**
22 decides who's coming off of watch. So, they
23 can make the determination and, you know, they
24 send up to the Associate Warden, the Captain,
25 and it will come to release and if they're

1 going off it. So, it doesn't --

2 MS. [REDACTED]: But do they --

3 EMPLOYEE 22 -- have to necessarily, it's
4 not my approval.

5 MS. [REDACTED]: Do they typically consult
6 you when that happens?

7 EMPLOYEE 22 Depending on, you know, if
8 it's the case, you know? Who it is, you might
9 be, like I said, a high profile individual they
10 would say, "Hey, we're taking him off of watch.
11 We're doing this." So, we'll be following the
12 plan closely, so --

13 MR. [REDACTED]: When it comes to Epstein,
14 Jeffrey Epstein --

15 EMPLOYEE 22 Um-hum.

16 MR. [REDACTED]: -- he was in the mental
17 health program. Can you just tell us your
18 understanding of his involvement with the
19 psychologist at MCC?

20 EMPLOYEE 22 Um, let me back-track.

21 MR. [REDACTED]: Sure.

22 EMPLOYEE 22 It's not a mental health
23 program.

24 MR. [REDACTED]: Okay.

25 EMPLOYEE 22 Um --

1 MR. [REDACTED]: Sorry.

2 EMPLOYEE 22 Being, I guess, reviewed by
3 psychology --

4 MR. [REDACTED]: Sure.

5 EMPLOYEE 22 -- they're following him.
6 He was on their case.

7 MR. [REDACTED]: Okay.

8 EMPLOYEE 22 And you want to know what I
9 knew about it?

10 MR. [REDACTED]: Yes.

11 EMPLOYEE 22 Again, he was under their
12 care. They were evaluating him, and, you know,
13 going through their protocol to determine why
14 he was on watch. If he was on suicide watch,
15 can he come off of suicide watch? Was he
16 suicidal? Things like that.

17 MR. [REDACTED]: At any time, were you
18 aware or notified of him being suicidal or
19 having any suicidal ideations or attempts?

20 EMPLOYEE 22 Well we had an incident
21 where he was in the cell with Tartaglione --

22 MR. [REDACTED]: Okay.

23 EMPLOYEE 22 -- that it might've been a
24 suicide attempt and it might not have been a
25 suicide attempt. So, we followed the protocols

1 and put him on watch. There was also an
2 internal investigation where he was interviewed
3 and his cellmate was interviewed, and he
4 basically denied (Indiscernible *00:25:35).

5 MR. [REDACTED]: When you say "he denied",
6 Tartaglione --

7 [REDACTED] EMPLOYEE 22 He said --

8 MR. [REDACTED]: -- or Epstein?

9 [REDACTED] EMPLOYEE 22 No, Epstein stated that,
10 "Hey, I didn't try to kill myself." And then
11 Tartaglione said that he was sitting in the
12 cell. He thought he was having a heart attack.
13 So, I forget the words psychology used to
14 determine what their conclusion was as far as
15 the actual act.

16 MR. [REDACTED]: Okay.

17 MS. [REDACTED]: Did you review the
18 incident report for the suicide attempt?

19 [REDACTED] EMPLOYEE 22 I reviewed the investigative
20 report that the Lieutenant interviewed both of
21 them, took their statements, and all that
22 because the review process goes from, the
23 Lieutenant initiates it. It goes to the
24 Captain, Associate Warden, and myself. And
25 then I, uh, sign off on it.

1 MS. [REDACTED]: Did you speak with [REDACTED].
2 [REDACTED] after she had consulted with Mr. Epstein
3 when he was placed on suicide watch?

4 EMPLOYEE 22: Um, yes. We have SHU
5 meetings, and we have it once a week, and
6 Epstein was brought up, and she talked about
7 Mr. Epstein.

8 MS. [REDACTED]: After the suicide attempt?

9 EMPLOYEE 22: Yes.

10 MS. [REDACTED]: What day of the week is
11 the SHU thing typically?

12 EMPLOYEE 22: It's Thursdays.

13 MS. [REDACTED]: All right and --

14 EMPLOYEE 22: Right.

15 MS. [REDACTED]: -- what happens at the SHU
16 meetings?

17 EMPLOYEE 22: It's a list where we go
18 around and we talk about every inmate. We have
19 inmates that are in there for infractions,
20 criminal issues, from your office, a high-
21 profile guy might come in. So, we just talk
22 about, okay, what's the status. If we call in
23 a disciplinary citation, that means they've
24 been sanctioned and they're doing time, and
25 then we look at the release date. We have some

1 in there pending investigations. Cellphone
2 introduction. Drug introduction. So, that
3 goes through the investigative process, and
4 then we have, you know, we also have our SAMs
5 (phonetic sp.) inmates that are housed in
6 there.

7 So, we basically discuss and talk about
8 every inmate.

9 MS. [REDACTED]: And who attends these
10 meetings?

11 [REDACTED] EMPLOYEE 22: Myself, all the Associate
12 Wardens, the Unit Managers, psychology, the
13 Captain, the SHU Lieutenant, the Investigative
14 Lieutenant. So, we just have everyone there
15 that's involved in the --

16 MS. [REDACTED]: And what's your
17 understanding of whether the SHU Lieutenant or
18 the Captain brief out the duty Officers in the
19 SHU about the outcome of that SHU meeting every
20 week.

21 [REDACTED] EMPLOYEE 22: I don't understand what you
22 mean.

23 MS. [REDACTED]: So, do you have an
24 understanding of whether, because the duty
25 Officers are not present in the SHU meeting;

1 correct?

2 EMPLOYEE 22 No.

3 MS. : Do you have an
4 understanding of how, for instance, if you tell
5 the Lieutenant, I want this done in the SHU,
6 will the Lieutenant then tell his duty Officers
7 after the meeting?

8 EMPLOYEE 22 Well, the duty officer is
9 supposed to make rounds throughout the
10 institution when they're on duty to observe and
11 report if anything is not right. And then if
12 we have incidents, they make notifications, you
13 know, to the region.

14 MS. : To the region?

15 EMPLOYEE 22 To, like let's say we have a
16 fight.

17 MS. : Um-hum.

18 EMPLOYEE 22 Or maybe like you said, a
19 suicide attempt. So, they have to contact the
20 Regional Duty Officer. That's their
21 notification. They make the Regional Duty
22 Officer, and then it moves up the chain that
23 way, and then I have to make my notifications,
24 which I make my notifications to the Regional
25 Director.

1 MS. [REDACTED]: Okay. And my question is,
2 does any information, do you have an
3 understanding of whether any information that's
4 conveyed in these SHU meetings gets briefed
5 down to the line Officers who are responsible
6 for patrolling the SHU?

7 [REDACTED] EMPLOYEE 22 Right.

8 MS. [REDACTED]: It does?

9 [REDACTED] EMPLOYEE 22 Yeah. The SHU Lieutenant is
10 there, and he's in the meeting, he or she is in
11 the meeting, and they're talking to their staff
12 on what needs to be done or the status, you
13 know. We're going in and we determine if
14 somebody can be released, then that will be
15 conveyed back that hey, an individual can be
16 released.

17 MS. [REDACTED]: So, you were saying that
18 after the July 23rd suicide attempt, there was a
19 Thursday SHU meeting?

20 [REDACTED] EMPLOYEE 22 Right.

21 MS. [REDACTED]: In which [REDACTED]. [REDACTED]
22 discussed at least her initial observations of
23 Mr. Epstein?

24 [REDACTED] EMPLOYEE 22 Well, she would initially
25 discuss it there, but she would also initially,

1 whoever, you know, if the Warden is there,
2 initiate it to the AW. So, that would be
3 something immediate that she would say, hey,
4 he's on watch and this happened.

5 MS. [REDACTED]: And what happened at that
6 first SHU meeting after the suicide attempt?

7 EMPLOYEE 22: The week of July 22nd to the
8 26th, I was on leave.

9 MS. [REDACTED]: Okay.

10 EMPLOYEE 22: So, I was, you know, I was
11 getting called. So, I don't know the
12 specifics, but I was aware of, you know, I got
13 called that hey, there was an attempt and the
14 protocols were followed.

15 MS. [REDACTED]: Okay.

16 EMPLOYEE 22: Notifications were made.

17 MS. [REDACTED]: Okay. So, the following
18 week which I think is the week of the 29th.

19 EMPLOYEE 22: The 29th or the 30th, yeah.

20 MS. [REDACTED]: You were back in the
21 office?

22 EMPLOYEE 22: That Monday. So, if you
23 have a calendar, I can look at it.

24 MS. [REDACTED]: I think it's the 29th --

25 EMPLOYEE 22: So, yeah. So, the 29th is a

1 Monday. I have to check, did I take a extra
2 day or not? I'm not sure, but the 29th, I
3 should've, I would've been back.

4 MS. [REDACTED]: So, that Thursday meeting
5 which looks like would've been August 1st, you
6 were present at?

7 [REDACTED] EMPLOYEE 22 Yes.

8 MS. [REDACTED]: And what was discussed
9 during the SHU meeting?

10 [REDACTED] EMPLOYEE 22 The SHU meeting, we'll
11 discuss every inmate. Every inmate on the
12 list, what's their status? Updates and all
13 that stuff.

14 MS. [REDACTED]: Okay. And specifically
15 with respect to Epstein, what was discussed?

16 [REDACTED] EMPLOYEE 22 I don't recall specifically.
17 I know we would've talked about him. We
18 would've probably talked about, you know, his
19 psychological status and I got to remember on
20 the first, he was probably back in the Special
21 Housing Unit. So, we were probably, you know,
22 talking about his housing conditions, what's he
23 doing, and usually the conversation was during
24 the day he was down at the attorney visits, you
25 know?

1 And then there were certain exams that we
2 had to do that we wanted to get done on him.
3 And then we discussed that.

4 MS. [REDACTED]: Uh, what kind of exams?

5 EMPLOYEE 22: Physicals and then, you
6 know, and I don't know if that was before or
7 after his sleep apnea machine that he was, you
8 know, requesting.

9 MS. [REDACTED]: Um-hum.

10 EMPLOYEE 22: Because typically, you know,
11 you have to go through the fitting and the
12 process, but, you know, we allowed that one to
13 come in. We checked it, security wise, and
14 said it was fine to come in, and we got it.
15 So, I think we might have been discussing that,
16 more along those lines.

17 But we discuss every inmate in there. I
18 don't specifically remember it. I know we
19 would've talked about what the issues were
20 pertaining to him.

21 MS. [REDACTED]: Um, let's go back to --

22 EMPLOYEE 22: Um-hum.

23 MS. [REDACTED]: -- the suicide attempt.

24 EMPLOYEE 22: Okay.

25 MS. [REDACTED]: You said that you were on

1 leave that week, but you were notified by your
2 Associate Warden?

3 [REDACTED] EMPLOYEE 22 Associate Warden, yes.

4 MS. [REDACTED]: Okay. Were you receiving
5 daily updates?

6 [REDACTED] EMPLOYEE 22 Not, I mean, they called me
7 during the day the first time that it happened.
8 Hey, this is what happened. He's on watch.
9 And then the next day, you know, he was still
10 on watch. So, there was really no, I didn't
11 need that much updates because we knew he was
12 on watch.

13 MS. [REDACTED]: Okay.

14 [REDACTED] EMPLOYEE 22 Um --

15 MS. [REDACTED]: And you notified your
16 Regional Director?

17 [REDACTED] EMPLOYEE 22 I notified my Regional
18 Director. And then while I was on leave, my
19 Regional Director was also in contact with my
20 acting AW.

21 MS. [REDACTED]: Did the --

22 [REDACTED] EMPLOYEE 22 Acting Warden, I'm sorry.

23 MS. [REDACTED]: Did the Regional Director
24 convey any directions to your AW during that
25 time?

1 EMPLOYEE 22 I believe just the basics,
2 you know. Keep him updated what's going on
3 because at the time he was under psychology's
4 care.

5 MS. : Um-hum.

6 EMPLOYEE 22 So, once they're in that,
7 there's really not that much input to go on
8 because they're on watch.

9 MS. : And then Epstein was
10 downgraded from suicide watch to psyche
11 observation.

12 EMPLOYEE 22 Psyche observation.

13 MS. : While he was still on the
14 second floor?

15 EMPLOYEE 22 Yes.

16 MS. : Were you notified of that
17 change?

18 EMPLOYEE 22 Yes, that he was on psyche
19 obs.

20 MS. : Okay. And did you discuss
21 that with . at all?

22 EMPLOYEE 22 Yeah. We talked about it.
23 Again, it was, you know, him going back up to
24 the Special Housing Unit. Although he wasn't
25 suicidal, it was just a matter of, okay, who

1 are we going to house him with?

2 MS. [REDACTED]: Um-hum.

3 EMPLOYEE 22 You know, coming to that
4 decision and then that would give her more time
5 to work with him if she needed.

6 MS. [REDACTED]: Okay. Did you have a
7 discussion with [REDACTED]. [REDACTED] about whether she
8 felt he was still suicidal?

9 EMPLOYEE 22 Again, if the psychologist
10 tells me that he's ready and he goes, I don't
11 question medical judgment. I trust her
12 judgement. If she says he's not suicidal and
13 he's ready to go back, then we trust her
14 judgment.

15 MS. [REDACTED]: And she did --

16 EMPLOYEE 22 Because she --

17 MS. [REDACTED]: -- tell you that?

18 EMPLOYEE 22 She said he was ready to go
19 back. He wasn't suicidal and that he was ready
20 to go back.

21 MS. [REDACTED]: Did you review any of her
22 reports or the psychologist's reports --

23 EMPLOYEE 22 I don't --

24 MS. [REDACTED]: -- during the time he was
25 on the second floor?

1 EMPLOYEE 22 No. I don't review any
2 medical files.

3 MS. : And he came back to the
4 SHU on the 30th, is that right?

5 EMPLOYEE 22 Uh, yes.

6 MS. : Okay.

7 EMPLOYEE 22 Um-hum.

8 MS. : And what discussions did
9 you have, let's start with ■. ■, about
10 the conditions of his confinement in the SHU?

11 EMPLOYEE 22 She just said to get him in,
12 you know, we're going to put him, get him a
13 cellmate because typically every inmate that,
14 you know, is on suicide or whatever, we say,
15 okay, we're going to give him a cellmate. So,
16 that was when we went through the process of
17 figuring out, okay, who could we possibly put
18 him in with? Um, the pickings were slim.

19 So, I came up with Tartaglione, and no
20 wait, no. Tartaglione, he had been put down
21 there originally because of Tartaglione.

22 MS. : Um-hum.

23 EMPLOYEE 22 So, what happened was, we
24 had to come up with some more inmates. So, I
25 came up with three. It was, I believe, Reyes,

1 [REDACTED], and who was the other one? We had
2 another sex offender in there that we were
3 going to put him in there, and he said, "If he
4 comes in here, it's going to be a problem."
5 So, we didn't put him in there.

6 So, we ended up putting Reyes in there.

7 MS. [REDACTED]: Um-hum.

8 EMPLOYEE 22 Reyes, an older gentleman.

9 [REDACTED]
10 [REDACTED], so we figured that was a good
11 fit, and then I sent an email of the three to
12 the Director's Chief of Staff I sent an email
13 to.

14 MS. [REDACTED]: And what is his name?

15 EMPLOYEE 22 [REDACTED] (phonetic
16 sp.).

17 MS. [REDACTED]: Okay. And so you emailed
18 him, here are the three --

19 EMPLOYEE 22 Here are the three --

20 MS. [REDACTED]: -- possible --

21 EMPLOYEE 22 -- possible ones.

22 MS. [REDACTED]: Okay.

23 EMPLOYEE 22 Right.

24 MS. [REDACTED]: Did you tell [REDACTED] --

25 EMPLOYEE 22 [REDACTED].

1 MS. [REDACTED]: Did you tell Mr. [REDACTED]
2 that he needed to have a cellmate?

3 EMPLOYEE 22 Yes. That's what the
4 discussion was, for a cellmate. So, I sent
5 that up, spoke with my Regional Director. I
6 believe he received it too, and came to the
7 conclusion Reyes would probably be the best fit
8 for him. So, we put him in the cell with
9 Reyes.

10 MS. [REDACTED]: Is there a policy about
11 whether an inmate needs to have a cellmate
12 after they've been taken off of suicide watch?

13 EMPLOYEE 22 There's no policy, but it's
14 sound correctional judgment. I mean even if an
15 individual is not on suicide watch, and you're
16 in the Special Housing Unit, you typically want
17 somebody in there with them.

18 MS. [REDACTED]: Um-hum.

19 EMPLOYEE 22 Because, I mean, you never
20 know what could happen. So, just for somebody
21 to talk to, you know, pass the time. So, you
22 typically put somebody in there unless again
23 we're in a situation where they're just totally
24 separated from somebody --

25 MS. [REDACTED]: Um-hum.

1 EMPLOYEE 22 -- and we can't put them in
2 there because it becomes a life safety issue.

3 MS. : How long after someone is
4 taken off suicide watch would you typically
5 direct that they have a cellmate?

6 EMPLOYEE 22 It would depend on the
7 situation, because you could be getting
8 released to a unit where you would
9 automatically have a cellmate going through, or
10 you know, direction could put out that, hey,
11 make sure the individual has a cellmate.

12 So, there's no really timeframe on when
13 you would decide that.

14 MR. : Just to clarify, as it
15 relates to, I know you guys just discussed
16 this, but just making sure I'm following you
17 guys correctly. As it relates to the first
18 suicide attempt back on July 23rd, Mr. Epstein.

19 EMPLOYEE 22 Right.

20 MR. : You were on leave.

21 EMPLOYEE 22 Yeah, the 22nd.

22 MR. : You were notified via
23 telephone of this, and you notified the
24 Regional Director. Is that correct?

25 EMPLOYEE 22 Yeah, of the, yeah, I did

1 call him to tell him.

2 MR. [REDACTED]: You called the Regional
3 Director?

4 EMPLOYEE 22 Yes.

5 MR. [REDACTED]: -- while on leave to
6 notify him? Did you notify anybody else of the
7 23rd incident?

8 EMPLOYEE 22 No, I called my boss, and --

9 MR. [REDACTED]: Okay.

10 EMPLOYEE 22 Yeah.

11 MR. [REDACTED]: And that is, via the
12 policy and your responsibilities, as a BOP
13 policy and your responsibility as a Warden, is
14 there anybody else that you were supposed to
15 notify?

16 EMPLOYEE 22 No.

17 MR. [REDACTED]: Okay.

18 EMPLOYEE 22 No.

19 MR. [REDACTED]: And your staff was
20 notified because they were working in the
21 institution; correct?

22 EMPLOYEE 22 Which staff?

23 MR. [REDACTED]: Your Assistant Warden, who
24 --

25 EMPLOYEE 22 Yeah. She was the Acting

1 Warden, so she --

2 MR. [REDACTED]: Acting Warden.

3 EMPLOYEE 22 Yeah.

4 MR. [REDACTED]: Who was that?

5 EMPLOYEE 22 At the time, I believe it
6 was [REDACTED] (phonetic sp.).

7 Yeah, she was Active Warden.

8 MR. [REDACTED]: Okay. Do you happen to
9 know if she notified anybody?

10 EMPLOYEE 22 She would've notified the
11 Region also.

12 MR. [REDACTED]: Okay.

13 EMPLOYEE 22 And she would've notified
14 the region, but she was just calling me --

15 MR. [REDACTED]: Okay.

16 EMPLOYEE 22 -- just to let me know like,
17 hey, this is what's going on.

18 MR. [REDACTED]: Okay. And back when, a
19 few days later when Epstein was removed from
20 suicide watch to psyche observation --

21 EMPLOYEE 22 Um-hum.

22 MR. [REDACTED]: -- were you notified of
23 that change?

24 EMPLOYEE 22 That he was being moved?

25 MR. [REDACTED]: Just downgraded from

1 suicide watch to psychological observation.

2 EMPLOYEE 22 Yes.

3 MR. : Did you notify anybody of
4 that?

5 EMPLOYEE 22 Um, I might've called my
6 boss to let him know that, hey, he's been
7 downgraded off of suicide watch.

8 MR. : Okay.

9 EMPLOYEE 22 Yeah.

10 MR. : You don't recall
11 specifically calling?

12 EMPLOYEE 22 No, I don't.

13 MR. : Okay.

14 EMPLOYEE 22 But I probably would've
15 notified him.

16 MR. : Okay. Did you recall
17 notifying anybody specifically about that
18 downgrade?

19 EMPLOYEE 22 What, as far as him?

20 MR. : Yep.

21 EMPLOYEE 22 No, I don't recall, but it
22 would've probably been my boss telling me --

23 MR. : Okay.

24 EMPLOYEE 22 -- hey, we moved him from
25 suicide watch down to --

1 MS. [REDACTED]: And that's the Regional
2 Director?

3 EMPLOYEE 22 That's the Regional
4 Director.

5 MS. [REDACTED]: And what's his name?

6 EMPLOYEE 22 [REDACTED].

7 MR. [REDACTED]: And then a few days later
8 when he was removed from observation and placed
9 back in Special Housing Unit, you were notified
10 of that? Were you notified of that?

11 EMPLOYEE 22 Oh, yes.

12 MR. [REDACTED]: Did you notify anybody of
13 that?

14 EMPLOYEE 22 When he was removed and
15 placed back in the --

16 MR. [REDACTED]: Yes.

17 EMPLOYEE 22 -- Special Housing? Yeah, I
18 let my supervisor know that that was the plan.

19 MR. [REDACTED]: Okay.

20 EMPLOYEE 22 He was moving him, because
21 remember we had to get him --

22 MR. [REDACTED]: Um-hum.

23 EMPLOYEE 22 -- a roommate.

24 MR. [REDACTED]: Right.

25 EMPLOYEE 22 So, that was the whole

1 process, notifying, hey, he's coming off watch.

2 He's going to the Special Housing Unit.

3 MR. [REDACTED]: Um-hum.

4 EMPLOYEE 22: And he's going to get a
5 roommate.

6 MR. [REDACTED]: Other than your Regional
7 Director, did you notify anybody else?

8 EMPLOYEE 22: That he was coming off --

9 MR. [REDACTED]: Yes.

10 EMPLOYEE 22: -- or talk about it?

11 MR. [REDACTED]: Yep.

12 EMPLOYEE 22: Yeah. My exec staff.

13 MR. [REDACTED]: Okay.

14 EMPLOYEE 22: And said that, you know,
15 what the expectation was that, you know, he's
16 going to have a cellmate.

17 MR. [REDACTED]: So, you told, during that
18 meeting, do you recall when that meeting was?

19 EMPLOYEE 22: I don't recall when the
20 meeting was, but I just told them, hey, he
21 needs to have a cellmate. This is his
22 cellmate. Cellmate at all times. And, you
23 know, put it out to your --

24 MR. [REDACTED]: Okay. Um --

25 MS. [REDACTED]: Put it out to your people?

1 EMPLOYEE 22 To the departments and your
2 areas of responsibility on that's how he was
3 going to be housed.

4 MS. : And who did you
5 specifically tell that to?

6 EMPLOYEE 22 My Associate Wardens were in
7 there, whoever was acting, the Captain because
8 that specifically falls under his area.

9 MS. : Um-hum.

10 EMPLOYEE 22 The Special Housing Unit. I
11 told him specifically he needs to be housed
12 alone. I informed his Lieutenant, you know,
13 and his offices and basically on each shift,
14 just be mindful, you know, of making rounds and
15 just not for him, just for everybody.

16 MS. : And what's the Captain's
17 name?

18 EMPLOYEE 22 [REDACTED].

19 MS. : [REDACTED]. Okay.

20 EMPLOYEE 22 Um-hum.

21 MS. : Did you tell Captain
22 [REDACTED] this before Epstein was moved back to
23 the SHU?

24 EMPLOYEE 22 Yeah. We had a meeting, and
25 I got together and I said, hey, this was going

1 to be the plan that Reyes was going to be moved
2 in with him. He was going to have a cellmate,
3 and that was the protocol we were going to
4 follow.

5 MS. [REDACTED]: Did [REDACTED] confirm that he
6 would tell his Lieutenants, or his --

7 [REDACTED] EMPLOYEE 22 He confirmed. I followed up
8 and asked him, did you put it out to the
9 Lieutenants and staff working, and he told me
10 yes.

11 MS. [REDACTED]: And was that before
12 Epstein, his confirmation, did that come before
13 Epstein was moved back to the SHU, or around
14 the first day he was in the SHU?

15 [REDACTED] EMPLOYEE 22 No before. I had the
16 conversation with him, and then I followed up
17 afterwards and said, "Hey, did you disseminate
18 the information?" And he said, "Everything was
19 disseminated."

20 But it wasn't just a one-day thing. It
21 was a constant, I told him, a constant follow
22 up, you know? Make sure that, you know, these
23 protocols are being followed.

24 MS. [REDACTED]: How many times do you
25 recall telling Captain [REDACTED] that, between

1 when Epstein went back to the SHU --

2 EMPLOYEE 22 Um-hum.

3 MS. : -- and then his suicide?

4 EMPLOYEE 22 I don't recall the number of
5 times, but it was just a conversation
6 constantly reminding that let's be vigilant on
7 just not him, but everybody in the Special
8 Housing Unit.

9 MS. : Could you estimate daily?
10 Once? Twice?

11 EMPLOYEE 22 I wouldn't say daily. I
12 would say, I don't have an actual number. I
13 don't want to say an actual number, but you
14 know, if I did encounter, or I made rounds in
15 the unit, I would, you know, tell staff up
16 there, you know, be vigilant with your
17 protocol.

18 So, I don't know the specific amount of
19 time. I make my rounds once a week at a
20 minimum, but, you know, sometimes it's more.
21 Sometimes it's less.

22 MR. : When it comes to the
23 ability, so you specifically go back to, what
24 you said earlier about Reyes.

25 EMPLOYEE 22 Right.

1 MR. [REDACTED]: You came up with three
2 possible --

3 EMPLOYEE 22 Right.

4 MR. [REDACTED]: -- roommates for him, and
5 with that list, did you brief that up the chain
6 for approval, or where did that go that list?

7 EMPLOYEE 22 I sent it to, I made my boss
8 aware of it.

9 MR. [REDACTED]: Okay.

10 EMPLOYEE 22 And then I sent it to the
11 Chief of Staff in the Director's office. So, I
12 don't know what conversations --

13 MR. [REDACTED]: Sure.

14 EMPLOYEE 22 -- took place above that.

15 Um --

16 MR. [REDACTED]: Okay.

17 EMPLOYEE 22 I just know about --

18 MR. [REDACTED]: You briefed it up the
19 chain. You briefed your suggestions up the
20 chain.

21 EMPLOYEE 22 I went up the chain.

22 MR. [REDACTED]: And there was, were there
23 any objections to that list?

24 EMPLOYEE 22 I gave the three possibles -

25 -

1 MR. [REDACTED]: Um-hum.

2 EMPLOYEE 22 -- but you know, one I had
3 was a 26-year-old drug dealer I know he, and he
4 was still in there, and I was like although he
5 was separated, I just didn't --

6 MR. [REDACTED]: Um-hum.

7 EMPLOYEE 22 -- feel that he could, you
8 know, he might, somebody could convince him to
9 do something. So, he didn't, I didn't feel
10 comfortable with him, and I forget the other
11 one. And I think the other one might've been
12 somebody that was going to be releasing soon.

13 MR. [REDACTED]: Okay.

14 EMPLOYEE 22 So, I took in the factors
15 Reyes' age --

16 MR. [REDACTED]: Um-hum.

17 EMPLOYEE 22 -- and second when he
18 checked himself in and feeling that he was
19 going to be long-term.

20 MR. [REDACTED]: Okay. That, so you made
21 special care and consideration in picking
22 Epstein's roommate, cellmate?

23 EMPLOYEE 22 Based on the --

24 MR. [REDACTED]: Yep.

25 EMPLOYEE 22 -- options I had --

1 MR. [REDACTED]: Yep.

2 EMPLOYEE 22 -- which wasn't too many. I
3 mean, he had to have a cellmate, and the
4 options weren't good.

5 MR. [REDACTED]: Are staff in the Special
6 Housing Unit allowed to assign cellmates
7 arbitrarily or on their own without consulting
8 a Captain, Lieutenant, or yourself
9 (Indiscernible *00:46:26).

10 EMPLOYEE 22 Yeah, the offices on their
11 own can, you know, if they have to move
12 somebody around can move somebody around based
13 on they know who can be housed with who. If
14 somebody's separation, they know who's
15 separated from an individual. So, they can do
16 that.

17 MR. [REDACTED]: Okay.

18 EMPLOYEE 22 I mean, they're capable of
19 doing that.

20 MR. [REDACTED]: Okay. As it relates, talk
21 about Reyes a little bit.

22 EMPLOYEE 22 Right.

23 MR. [REDACTED]: He's no longer in MCC;
24 correct?

25 EMPLOYEE 22 Right.

1 MR. [REDACTED]: When was he released from
2 the facility?

3 EMPLOYEE 22 He was released, I believe,
4 on Friday.

5 MR. [REDACTED]: Okay. Was he transferred
6 out? Was he released from custody? Under what
7 conditions, do you know?

8 EMPLOYEE 22 From what I understand, it
9 was with all belongings. So, I don't --

10 MR. [REDACTED]: Okay.

11 EMPLOYEE 22 -- who took him. You can't,
12 I mean, even if you look on Sentry, you don't
13 know where he was --

14 MR. [REDACTED]: Um-hum.

15 EMPLOYEE 22 -- but when we looked at him
16 originally, it still showed that he was going
17 to court.

18 MR. [REDACTED]: Okay.

19 EMPLOYEE 22 So, that he was going to be
20 long-term. Now it's just showing there's no
21 DST. So, I don't know where Reyes is.

22 MR. [REDACTED]: Okay. But he's not in
23 MCC?

24 EMPLOYEE 22 No, he's not in MCC.

25 MR. [REDACTED]: Okay.

1 EMPLOYEE 22 Uh --

2 MR. : Prior to, you had, you
3 were very active in making sure that Epstein
4 had an appropriate cellmate?

5 EMPLOYEE 22 Right.

6 MR. : What were you, leading up
7 to the last week Friday, what were you aware of
8 Reyes, any court proceedings or any issues or
9 concerns about him leaving the MCC?

10 EMPLOYEE 22 I was off on Friday.

11 MR. : Okay.

12 EMPLOYEE 22 So, I didn't know anything
13 about his court proceedings --

14 MR. : Okay.

15 EMPLOYEE 22 -- or whatever. I just know
16 this from after the fact.

17 MR. : Okay. When it comes to
18 Reyes, the staff in the Special Housing Unit,
19 how do they get notified of court dates, of the
20 probability of someone being released from the
21 facility? How does that process work?

22 EMPLOYEE 22 They get a call from
23 receiving, it's called receiving and discharge.

24 MR. : Okay.

25 EMPLOYEE 22 Where the inmates are

1 processed in and processed out. So, they get
2 notification that hey, such and such is
3 leaving, and send him down.

4 MR. [REDACTED]: Okay. Does the MCC
5 usually, or sometimes, what's the, how often or
6 frequently does the MCC get advanced notice of
7 an inmate leaving?

8 EMPLOYEE 22: It depends. If the
9 inmate's designated --

10 MR. [REDACTED]: Um-hum.

11 EMPLOYEE 22: -- then we know in advance
12 he's designated. But usually the Marshalls
13 will come and say, whoever is picking him up,
14 "Hey, we're taking such and such." We might
15 get a list ahead of time if somebody's going to
16 maybe one of the county facilities or some they
17 just come and say, "Hey, we need this guy."

18 MR. [REDACTED]: Okay. Ultimately Friday,
19 the 9th, Reyes is discharged.

20 EMPLOYEE 22: Um-hum.

21 MR. [REDACTED]: Leaving Epstein, actually
22 let's talk about without a cellmate. Was there
23 a plan in place if that were to happen?

24 EMPLOYEE 22: We'd review it and say,
25 okay, who can he be with? But he wouldn't have

1 been alone.

2 MR. [REDACTED]: Was there anybody in the
3 Special Housing Unit that was already vetted to
4 room with, or cell with Epstein?

5 [REDACTED] EMPLOYEE 22: No. Because again, didn't
6 anticipate Reyes leaving --

7 MR. [REDACTED]: Okay.

8 [REDACTED] EMPLOYEE 22: -- like that. But we
9 would've gotten somebody in there temporarily.

10 MR. [REDACTED]: When did you first become
11 aware of Reyes leaving the MCC?

12 [REDACTED] EMPLOYEE 22: After the death of Mr.
13 Epstein.

14 MR. [REDACTED]: Okay.

15 [REDACTED] EMPLOYEE 22: Um, when I came, you know,
16 that was like my first question was like, where
17 is his cellmate?

18 MR. [REDACTED]: Okay.

19 [REDACTED] EMPLOYEE 22: I was told he was gone.

20 MR. [REDACTED]: When were you first
21 notified of the death of Epstein?

22 [REDACTED] EMPLOYEE 22: I got a call about 6:50 and
23 told me that, hey --

24 MR. [REDACTED]: Okay.

25 [REDACTED] EMPLOYEE 22: -- that he attempted suicide

1 and they were going through life-saving
2 measures.

3 MR. [REDACTED]: And who contacted you?

4 EMPLOYEE 22 My Associate Warden,
5 [REDACTED].

6 MR. [REDACTED]: [REDACTED]?

7 EMPLOYEE 22 Yes.

8 MR. [REDACTED]: Uh --

9 MS. [REDACTED]: Was she at the scene?

10 EMPLOYEE 22 No, she wasn't. The
11 Lieutenant had called the Captain. The Captain
12 called her, and then she called me.

13 MS. [REDACTED]: And is it Lieutenant [REDACTED],
14 is that it?

15 EMPLOYEE 22 Lieutenant [REDACTED] was the
16 Operations Lieutenant.

17 MR. [REDACTED]: Would you mind, in that
18 conversation, would you mind just telling us
19 about that conversation?

20 EMPLOYEE 22 She told me Epstein, they
21 found him in his cell. They had a
22 defibrillator on him and that they were working
23 on him.

24 MR. [REDACTED]: Okay.

25 EMPLOYEE 22 And when she told me that, I

1 was like, okay. Where are they at? Is EMS
2 coming in? She said she didn't have that much
3 information because the Lieutenant was down
4 with Epstein performing life-saving measures.
5 So, that's when I came in.

6 MR. [REDACTED]: When did you start asking
7 questions about Reyes? On the phone or when
8 you arrived at the facility?

9 EMPLOYEE 22: So, when I got there, I was
10 like, where is the cellmate.

11 MR. [REDACTED]: Um-hum.

12 EMPLOYEE 22: I asked the Lieutenant, like
13 where is his cellmate, and Lieutenant said, "I
14 asked the same question when I went down and,
15 you know, started." He asked the officer,
16 "Where's his cellmate?"

17 And, you know, just couldn't, you know, he
18 was disoriented and told me he had said that.
19 So, that's when we started, you know, started
20 the process of where's Reyes?

21 MR. [REDACTED]: Just for timeline
22 purposes, about what time did you arrive?

23 EMPLOYEE 22: I got there about 7:30.

24 MR. [REDACTED]: Okay. Who within the
25 Special Housing Unit would've had the ability

1 or who within the Special Housing Unit would've
2 had the ability or the authority to back-fill
3 Reyes' spot as Epstein's cellmate?

4 **EMPLOYEE 22** Well what would've happened,
5 which was instructed to them, was --

6 **MR. [REDACTED]**: Okay.

7 **EMPLOYEE 22** -- they would've told the
8 Lieutenant or Captain, hey, Reyes, I mean
9 Epstein needs a cellmate. And then we would've
10 started the process of getting him a cellmate.
11 Because when, and this was Epstein's routine.
12 He got up early in the morning at 8, and he
13 didn't come back to his cell until about 7:30
14 at night from his attorney visits.

15 Reyes left in the morning. So, he doesn't
16 come back to his cell until in the evening,
17 which on that particular day, he got back
18 about, from what I understand, around 6:45.

19 **MR. [REDACTED]**: Okay.

20 **EMPLOYEE 22** Yeah.

21 **MR. [REDACTED]**: You said that they were
22 instructed to notify that Epstein needed a
23 cellmate?

24 **EMPLOYEE 22** So, the Captain, as I told
25 you before --

1 MR. [REDACTED]: Um-hum.

2 EMPLOYEE 22 -- when I told them about
3 the expectations.

4 MR. [REDACTED]: Yep.

5 EMPLOYEE 22 All that was Epstein needs a
6 cellmate.

7 MR. [REDACTED]: Yep.

8 [REDACTED] EMPLOYEE 22 And he's to be having a
9 cellmate at all times. If he doesn't, then
10 they need to notify you and then you can push
11 it up.

12 MR. [REDACTED]: So, you told the Captain -
13 -

14 EMPLOYEE 22 I told the Captain
15 specifically that.

16 MR. [REDACTED]: Okay. And the Captain was
17 to tell his, below him.

18 EMPLOYEE 22 He conveyed it to the
19 Lieutenant, to the Officers, and disseminated
20 it out.

21 MR. [REDACTED]: Okay. So, he should've
22 been notified. How should the notification
23 have worked?

24 EMPLOYEE 22 When he --

25 MR. [REDACTED]: -- when Reyes, realized

1 that Reyes was dismissed?

2 [REDACTED] EMPLOYEE 22 The Officers should've
3 called the Lieutenant --

4 MR. [REDACTED]: Which Officers?

5 [REDACTED] EMPLOYEE 22 The ones working the unit?

6 MR. [REDACTED]: The Special Housing Unit?

7 [REDACTED] EMPLOYEE 22 The Special Housing Unit
8 Officers.

9 MR. [REDACTED]: Okay.

10 [REDACTED] EMPLOYEE 22 Because they know that he
11 packed up. They --

12 MR. [REDACTED]: Okay.

13 [REDACTED] EMPLOYEE 22 So, once he gets packed up,
14 they go --

15 MR. [REDACTED]: Okay.

16 [REDACTED] EMPLOYEE 22 They should've known, hey,
17 let me notify and move it up the chain, Epstein
18 doesn't have a cellmate.

19 MR. [REDACTED]: How does Reyes' belongings
20 get packed up? Who does that?

21 [REDACTED] EMPLOYEE 22 When the staff in SHU pack
22 up his stuff.

23 MR. [REDACTED]: Okay. So, the staff in
24 SHU would --

25 [REDACTED] EMPLOYEE 22 They'll come to the door --

1 MR. [REDACTED]: Um-hum.

2 EMPLOYEE 22 -- and if they say WAB, it's
3 with all belongings.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 So, they more than likely
6 just took his stuff --

7 MR. [REDACTED]: Um-hum.

8 EMPLOYEE 22 -- and then whatever he had
9 in his cell, and if he had something in the
10 property room, they might've gone to get it.
11 Or if they didn't, then we would somewhere down
12 the line ship it to wherever his destination
13 is.

14 MR. [REDACTED]: Is the staff that's
15 packing up Reyes' belongings different than the
16 Correctional Officers?

17 EMPLOYEE 22 Reyes' property would've
18 been stored up in our Special Housing Unit.

19 MR. [REDACTED]: Right.

20 EMPLOYEE 22 And then it would've been
21 taken by our Special Housing Unit staff to our
22 receiving and discharge center.

23 MR. [REDACTED]: Is that staff, when you
24 say "staff", is that a different responsibility
25 than being a Correctional Officer?

1 EMPLOYEE 22 Well we're all, we're all
2 correctional workers --

3 MR. ██████████: Okay.

4 EMPLOYEE 22 -- but their department is,
5 you know, the receiving and discharge --

6 MR. ██████████: Um-hum.

7 EMPLOYEE 22 -- of inmates.

8 MR. ██████████: Okay.

9 EMPLOYEE 22 So, that's where you process
10 in --

11 MR. ██████████: Got you.

12 EMPLOYEE 22 -- or process out. So, they
13 would take the stuff down to them. They'd
14 process in and process out.

15 MR. ██████████: Okay. So, these are
16 people that are different, have different
17 responsibilities than, okay.

18 EMPLOYEE 22 Right.

19 MR. ██████████: I got it.

20 EMPLOYEE 22 The Special House --

21 MR. ██████████: Thank you for --

22 MS. ██████████: But the Officers in the
23 SHU would have been responsible for packing up
24 Reyes' belongings?

25 EMPLOYEE 22 Right. They would've taken

1 all of his belongings. Now I don't know if he
2 has some property still in the property room.
3 But whatever was in his cell, they would've
4 gathered and taken down.

5 MR. [REDACTED]: So, the Officers that are
6 in the Special Housing Unit either would have
7 actively participated or observed Reyes'
8 belongings being packed up and leaving?

9 EMPLOYEE 22 Right, and taken. And
10 again, I don't know where Reyes went.

11 MR. [REDACTED]: Sure.

12 EMPLOYEE 22 I don't know if he went to
13 court.

14 MR. [REDACTED]: Um-hum.

15 EMPLOYEE 22 I don't know --

16 MR. [REDACTED]: Right.

17 EMPLOYEE 22 -- but the terminology with
18 all belongings.

19 MR. [REDACTED]: Sure.

20 EMPLOYEE 22 So, he was being --

21 MR. [REDACTED]: Is there any documentation
22 or reports about when Reyes' belongings would
23 have been collected from Special Housing Unit?

24 EMPLOYEE 22 I wouldn't say belongings,
25 but there would be something showing that he

1 was departed the institution.

2 MR. [REDACTED]: Okay. And that would be
3 in the system somewhere?

4 EMPLOYEE 22: Uh, yeah. They would be
5 receipts, but our receiving and discharge would
6 have that.

7 MR. [REDACTED]: Okay.

8 EMPLOYEE 22: And it will also show in
9 Sentry, which we use to track on when he was
10 keyed out.

11 MR. [REDACTED]: Okay. So, just to recap.

12 EMPLOYEE 22: Um-hum.

13 MR. [REDACTED]: The Officers that were
14 working in the Special Housing Unit would've
15 observed Reyes' belongings leaving. They were
16 instructed via the Captain through your orders
17 that if Epstein was to have a cellmate at all
18 times.

19 EMPLOYEE 22: At all times.

20 MR. [REDACTED]: And that if that wasn't,
21 you know, supposed to be briefed up to the
22 Captain and then ultimately to you. Is that
23 correct?

24 EMPLOYEE 22: Right. The Lieutenant, if
25 the SHU Lieutenant was working, the SHU

1 Lieutenant happened to be off that day.

2 MR. [REDACTED]: Um-hum.

3 EMPLOYEE 22 And then it goes up the
4 chain to notify somebody that he doesn't have a
5 cellmate.

6 MR. [REDACTED]: Okay.

7 MS. [REDACTED]: So, the SHU Lieutenant was
8 off that day, you said?

9 EMPLOYEE 22 He was off that day of --

10 MS. [REDACTED]: And which SHU was that?

11 EMPLOYEE 22 Huh? It was the Lieutenant
12 at the time was [REDACTED].

13 MS. [REDACTED]: [REDACTED].

14 EMPLOYEE 22 Uh, Lieutenant [REDACTED].

15 MS. [REDACTED]: So, who was the Acting
16 Supervisor?

17 EMPLOYEE 22 We didn't, well the
18 Operations, if we don't have a SHU Lieutenant
19 on duty, the Operations Lieutenant is the
20 Lieutenant that would come up, make rounds, and
21 (Indiscernible *00:57:40).

22 MS. [REDACTED]: Okay. And who was that on
23 Friday?

24 EMPLOYEE 22 I don't recall. I have to
25 look at the roster.

1 MR. [REDACTED]: Okay. Let's talk a little
2 bit about staffing that day.

3 EMPLOYEE 22 Okay.

4 MR. [REDACTED]: Um --

5 EMPLOYEE 22 Well, can I --

6 MR. [REDACTED]: Yes.

7 EMPLOYEE 22 -- say one thing?

8 MR. [REDACTED]: Of course.

9 EMPLOYEE 22 I sent a memorandum to, did
10 he give it to you? [REDACTED]?

11 MR. [REDACTED]: On?

12 EMPLOYEE 22 Well, I got a memorandum
13 this morning --

14 MS. [REDACTED]: This morning, yes.

15 EMPLOYEE 22 About the offices saying
16 that they knew that he left and when he left he
17 told the evening watch guy that Epstein needed
18 a cellmate.

19 MS. [REDACTED]: Do you know why that's
20 dated today?

21 EMPLOYEE 22 Because when I came in this
22 morning, one of my Lieutenants came in and I
23 asked him, I said, "Hey, have you heard
24 anything about what went on on Friday?" And
25 that's when he told me he had talked to the

1 Officer, and the Officer told him he had
2 notified them as to that, you know, Epstein
3 needed a Bunkie.

4 MS. [REDACTED]: Okay. And who --

5 EMPLOYEE 22 Um --

6 MS. [REDACTED]: -- asked the Officer to
7 put that in writing?

8 EMPLOYEE 22 Uh, Lieutenant [REDACTED]. He
9 had told him to put it in writing.

10 MR. [REDACTED]: Just for, uh,
11 (Indiscernible *00:58:59) if I may just --

12 MS. [REDACTED]: Yeah.

13 MR. [REDACTED]: -- read it so we're on the
14 same page, here.

15 EMPLOYEE 22 Um-hum.

16 MR. [REDACTED]: So, we have a memo dated
17 August 12, 2019 to the Warden from --

18 EMPLOYEE 22 [REDACTED] (phonetic sp.) I --

19 MR. [REDACTED]: [REDACTED]?

20 EMPLOYEE 22 Yeah.

21 MR. [REDACTED]: [REDACTED]

22 EMPLOYEE 22 Um-hum.

23 MR. [REDACTED]: And the subject is, Past
24 Information from Special Housing Units.

25 EMPLOYEE 22 Um-hum.

1 MR. [REDACTED]: And [REDACTED]?

2 EMPLOYEE 22 [REDACTED].

3 MR. [REDACTED]: Was suggested, was told by
4 Lieutenant [REDACTED] to write this memo?

5 EMPLOYEE 22 Yes.

6 MR. [REDACTED]: Okay. And the memo, just
7 --

8 MS. [REDACTED]: I don't think you need to
9 (Indiscernible *00:59:26).

10 MR. [REDACTED]: Okay, yep. Just --

11 MS. [REDACTED]: Yeah.

12 MR. [REDACTED]: -- thanks. Just making
13 sure we're on --

14 MS. [REDACTED]: I appreciate that, yeah.

15 MR. [REDACTED]: Overall staffing at MCC,
16 if we can just go down that road for right now.
17 Where, are you guys at full staff? Where are
18 you in terms of staffing levels?

19 EMPLOYEE 22 We're understaffed.

20 MR. [REDACTED]: Okay.

21 EMPLOYEE 22 So, we're starting the
22 hiring process right now, but we do have to,
23 you know, there's some posts that we can't
24 fill. But --

25 MR. [REDACTED]: Where are you in terms of

1 staffing? Like what percentage are you, would
2 you say?

3 **EMPLOYEE 22** I believe we're in our low
4 80s, high 70s. I'd have to look at the
5 staffing or whatever.

6 **MR. [REDACTED]**: But somewhere around 80%.

7 **EMPLOYEE 22** Right, but it doesn't only,
8 that's not the only issue. The only issue --

9 **MR. [REDACTED]**: Sure.

10 **EMPLOYEE 22** -- is like we, let's say
11 we're staffed to 80%, we've got about 30 people
12 that we can't use. Either they're on Workman's
13 Comp. They're on AWOL status. You name it, we
14 have it. But the problem is, it takes a while
15 to go through that process to remove an
16 employee.

17 So, we can't just hire when you have a
18 bunch of people like that on you. So, that's
19 where we're at.

20 **MR. [REDACTED]**: Okay. So, how do you as a
21 Warden and as an institution compensate for
22 being 20% understaffed?

23 **EMPLOYEE 22** Well, I mean everyone has to
24 chip in. I mean, we're not like the state
25 where you have your Correctional workers and

1 you have the contractor workers. Everyone,
2 despite the fact that you might have a
3 different job title, you know how to perform
4 the functions of a Correctional Officer. You
5 have to qualify with weapons every year. You
6 take training on working the housing units, and
7 the majority of them weren't hired off the
8 street as into their positions. There might be
9 a few. But the majority were Correctional
10 Officers and then promoted into the different
11 positions.

12 So, we have annual refresher training
13 every year where we train and move on like
14 that. But that's just not, it's not their
15 primary discipline, being a Correctional
16 Officer.

17 MR. [REDACTED]: You said all staff are
18 trained as Corrections Officers?

19 EMPLOYEE 22: The terminology is you're
20 Correctional workers.

21 MR. [REDACTED]: Okay.

22 EMPLOYEE 22: So, you know how to perform
23 the functions of a Correctional Officer.

24 MR. [REDACTED]: Okay.

25 EMPLOYEE 22: Carry firearms. You can do

1 escorted trips. You could work the housing
2 unit. The only ones who probably are exempt
3 from that are doctors and attorneys and
4 psychologists, the professionals. But everyone
5 else,

6 MR. [REDACTED]: And where do the
7 Correctional workers receive this training?

8 EMPLOYEE 22 Well initially you go to
9 Glencoe.

10 MR. [REDACTED]: Okay.

11 EMPLOYEE 22 Everyone goes to Glencoe for
12 training.

13 MR. [REDACTED]: Um-hum.

14 EMPLOYEE 22 And then specialized
15 training, we have annual refresher training
16 every year where we re-qualify and go over
17 certain correctional topics.

18 MR. [REDACTED]: Okay. Let me ask you
19 about some specific people.

20 EMPLOYEE 22 Okay.

21 MR. [REDACTED]: If you happen to know if
22 they, what their primary duties are.

23 EMPLOYEE 22 Okay.

24 MR. [REDACTED]: Michael Thomas?

25 EMPLOYEE 22 He's a material handler

1 foreman.

2 MR. [REDACTED]: What is a material
3 handler?

4 EMPLOYEE 22: They work in the warehouse.
5 So, in the warehouse, it has several functions.
6 You either work in the commissary which the
7 inmates shop for food. He can work in the
8 laundry where you do that, or you work in the
9 warehouse where you're processing --

10 MR. [REDACTED]: Um-hum.

11 EMPLOYEE 22: -- in stuff. What's the
12 other one? We also have an outside warehouse
13 where we take deliveries. So, that's our, and
14 it's under our trust fund department.

15 MR. [REDACTED]: Okay. And the night of
16 August 9th, August 10th --

17 EMPLOYEE 22: Right.

18 MR. [REDACTED]: -- do you happen to know
19 if Mr. Thompson was working as a Correctional
20 Officer in that primary responsibility?

21 EMPLOYEE 22: He was one of the Officers
22 in the Special Housing Unit.

23 MR. [REDACTED]: Okay. Do you know how
24 often he works as a Correction, his
25 responsibility as an Officer?

1 EMPLOYEE 22 What they do is since he
2 works in that department, we might, if we need
3 him during the daytime, assign him over to the
4 department. But he does overtime. He was
5 working overtime then. So, we have a lot of
6 overtime. So, individuals in other departments
7 work the overtime.

8 MR. : Is that something they can
9 do voluntarily, or are they told to do that?
10 How does that work?

11 EMPLOYEE 22 We have a volunteer list for
12 the individuals that don't work in the
13 department.

14 MR. : Okay.

15 EMPLOYEE 22 If you're a Correctional
16 Officer, we have what's called a mandation
17 list. So, if we call around and I say, "Hey,
18 we need somebody to work this", and everyone
19 turns it down and says, "No, I don't want to
20 work it", then we go to the mandation list.

21 MR. : Okay.

22 EMPLOYEE 22 Which is you're next up to
23 be mandated to work a post.

24 MR. : Okay. Um --

25 MS. : Was he mandated that

1 night?

2 EMPLOYEE 22 I believe he wasn't. He
3 wouldn't be mandated because he works as a
4 material handler foreman.

5 MS. : Got it.

6 EMPLOYEE 22 So, he signed up for it.

7 MS. : Okay.

8 EMPLOYEE 22 Yeah.

9 MR. : So, just to clarify, the
10 Correctional Officers or only the Officers are
11 on the mandated list?

12 EMPLOYEE 22 Right.

13 MR. : The rest of Correctional
14 workers have the opportunity to volunteer for
15 overtime?

16 EMPLOYEE 22 Right. You volunteer for
17 overtime.

18 MR. : Okay.

19 EMPLOYEE 22 Or during the daytime, I can
20 say, "Look I need to fill these posts. I need
21 you to come from your department to work over
22 in Correctional services."

23 MR. : Okay. Noel (phonetic
24 sp.).

25 EMPLOYEE 22 Uh, is a Correctional

1 Officer.

2 MR. [REDACTED]: She's a Corrections
3 Officer?

4 EMPLOYEE 22 Corrections Officer.

5 MR. [REDACTED]: Okay. Do you happen to
6 know if she was working overtime or her regular
7 shift that day?

8 EMPLOYEE 22 I'm not sure. I think it
9 might've been (Indiscernible *01:04:52). I'm
10 not sure. I think her regular, I'm not sure.

11 MR. [REDACTED]: Okay.

12 EMPLOYEE 22 Her regular shift was
13 evening watch, and then she did it. So --

14 MR. [REDACTED]: Okay.

15 MS. [REDACTED]: Does she typically work in
16 the SHU?

17 EMPLOYEE 22 Uh, yes. She's been
18 (Indiscernible *01:05:01).

19 MS. [REDACTED]: Okay.

20 EMPLOYEE 22 And I don't know if that was
21 her assigned quarterly post, but I do believe
22 it is.

23 MR. [REDACTED]: Captain [REDACTED]?

24 EMPLOYEE 22 He's the Captain.

25 MR. [REDACTED]: [REDACTED]?

1 EMPLOYEE 22 ██████████? He's an
2 Officer.

3 MR. ██████████: He's an Officer?

4 EMPLOYEE 22 Yeah.

5 MR. ██████████: ██████████?

6 EMPLOYEE 22 He's an Officer.

7 MR. ██████████: Michael Davis?

8 EMPLOYEE 22 He's an Officer.

9 MR. ██████████: ██████████ (phonetic
10 sp.)?

11 EMPLOYEE 22 She is the psychologist.

12 MR. ██████████: Okay. So, the only one,
13 the only one, Michael Thomas, is the only one
14 who's primary responsibility is not an Officer?

15 EMPLOYEE 22 And ██████████.

16 MR. ██████████: ██████████, yep. Okay, great.

17 MS. ██████████: Are you notified when a
18 Corrections Officer is mandated to work
19 overtime? Who makes that decision?

20 EMPLOYEE 22 The Lieutenant on shift
21 handles that.

22 MR. ██████████: What are the rules, or any
23 policies in terms of overtime? Is there a
24 limit? Is there, how does the overtime work?
25 Is there a cap in terms of hours a week?

1 EMPLOYEE 22 It's voluntary.

2 MR. : Okay.

3 EMPLOYEE 22 And then it's, like you
4 said, the prison business is 24 hours.

5 MR. : Um-hum.

6 EMPLOYEE 22 We don't have the luxury to
7 turn around and say we can't fill a post. Now
8 I might have a post that might require, you
9 know, X amount of people, but I have to staff
10 it at a minimum where we're safe coming and
11 going.

12 MR. : Um-hum.

13 EMPLOYEE 22 So, there's really no set
14 amount. I mean, depending, you know, I've been
15 here, when I first got here where our staffing
16 was really bad where people were doing four a
17 week.

18 MR. : When you say --

19 EMPLOYEE 22 You know?

20 MR. : -- "four a week", what is
21 --

22 EMPLOYEE 22 Four overtimes a week.

23 MR. : Now is, when you say, what
24 is an overtime? Is that like another 8-hour
25 shift?

1 EMPLOYEE 22 Another 8-hour shift.

2 MR. : Okay. So, you --

3 EMPLOYEE 22 So, it depends on, you know,
4 the number of people we have, those
5 volunteering. So, right now we're in the
6 hiring process where we are getting, you know,
7 bodies to fill in these positions.

8 MR. : So, an overtime shift is
9 eight additional hours?

10 EMPLOYEE 22 Eight additional hours.

11 MR. : Okay. Is there any --

12 MS. : Go ahead.

13 MR. : -- is there any limit on
14 how many 16-hour days a week an employee can
15 work?

16 EMPLOYEE 22 You just can't exceed the
17 amount of 16 hours in a day.

18 MR. : Could you explain that for
19 me?

20 EMPLOYEE 22 Okay. You work eight hours.

21 MR. : Right.

22 EMPLOYEE 22 You can only work 16 hours
23 that day.

24 MR. : Okay.

25 EMPLOYEE 22 You can't work 24 hours.

1 You can't, you're not like a fireman where, you
2 know, you're on duty 24 hours in.

3 MR. [REDACTED]: Okay.

4 EMPLOYEE 22 SO, there's a limit on the
5 daily.

6 MR. [REDACTED]: Okay.

7 EMPLOYEE 22 That you can do.

8 MR. [REDACTED]: But there's no limit on
9 how many days in a row you can work those 16
10 hours?

11 EMPLOYEE 22 No. If somebody wants to,
12 they could.

13 MR. [REDACTED]: Do you have any unofficial
14 or any guidance on that front?

15 EMPLOYEE 22 No, not really, because I
16 mean you have some people that sign up for
17 overtime.

18 MR. [REDACTED]: Got you.

19 EMPLOYEE 22 You know? They say --

20 MR. [REDACTED]: Um-hum.

21 EMPLOYEE 22 -- hey, they might, I don't
22 know people's financial situations.

23 MR. [REDACTED]: Right.

24 EMPLOYEE 22 But they might say, hey, you
25 know, I need to get some extra money --

1 MR. [REDACTED]: Yeah.

2 EMPLOYEE 22 -- for X, Y and Z. So, I
3 don't know the specifics --

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 -- on why somebody would.

6 MR. [REDACTED]: You know I had a previous
7 job where my supervisor wouldn't let us work 21
8 days in a row. We had to take that 22nd day
9 off.

10 EMPLOYEE 22 Right.

11 MR. [REDACTED]: Do you guys have anything
12 unofficial like that that --

13 EMPLOYEE 22 Well they have their two
14 days off.

15 MR. [REDACTED]: Okay.

16 EMPLOYEE 22 So, you get two days off.
17 So --

18 MR. [REDACTED]: Is that --

19 EMPLOYEE 22 -- and that --

20 MR. [REDACTED]: Is it required that they
21 take those two days?

22 EMPLOYEE 22 Yeah. You take your two
23 days. What you choose to do with those two
24 days is your business. But we don't, like if
25 someone, it has to be an emergency. Let's say

1 it's your Friday. You won't get mandated on a
2 Friday because Federal Law states you have to
3 have X amount of hours off during the week.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 In conjunction to days off.
6 So, (Indiscernible *01:08:57).

7 MR. [REDACTED]: So, the most 16-hour days
8 an employee can work is five, so they have two
9 days off?

10 EMPLOYEE 22 Well not necessarily,
11 because you could say hey I want to work on my
12 days off.

13 MR. [REDACTED]: Okay. So, you can come in
14 on your days off then?

15 EMPLOYEE 22 On your days off. That's
16 voluntary.

17 MR. [REDACTED]: Okay.

18 EMPLOYEE 22 I can't just turn around --

19 MR. [REDACTED]: Sure.

20 EMPLOYEE 22 -- and say you have to stay
21 but if you want --

22 MR. [REDACTED]: Okay.

23 EMPLOYEE 22 Um --

24 MR. [REDACTED]: Okay. Anything on the
25 overtime?

1 MS. [REDACTED]: No.

2 MR. [REDACTED]: Okay. Talk a little bit
3 about the cameras in the facility.

4 EMPLOYEE 22 Okay.

5 MR. [REDACTED]: What is your understanding
6 on the general reliability of them?

7 EMPLOYEE 22 They're not good. We were
8 just funded to get new cameras installed but,
9 you know, when you're installing the cameras,
10 there's a lot you have to do. The building is
11 built in 1975. It's not like a new building,
12 and we've got to go through cinderblock.

13 There's a lot of things that, you know, are in
14 that block. Asbestos. So, we have to do the
15 wiring. SO, the system is outdated. Um --

16 MR. [REDACTED]: When you say they're not,
17 are they not reliable? Is it poor quality in
18 recording? What's the --

19 EMPLOYEE 22 It's the recording, but what
20 do they call that, the DVRs?

21 MR. [REDACTED]: Okay.

22 EMPLOYEE 22 The ones that hold the
23 recordings, they're breaking down. So,
24 sometimes we have where they're not recording.
25 We have to get it fixed, you know, more along

1 those lines.

2 MR. [REDACTED]: How were you aware, how
3 are you as the Warden made aware of cameras not
4 working appropriately or any issues with the
5 recording devices?

6 EMPLOYEE 22: The department head would
7 bring it up to me, or the Associate Warden
8 would tell me, you know, we were informed that
9 the cameras aren't working.

10 MR. [REDACTED]: What is the normal
11 procedure when the cameras go down?

12 EMPLOYEE 22: So, if the cameras go down,
13 then the contact has to look and determine
14 what's the problem with the cameras.

15 MR. [REDACTED]: Okay. How long would you
16 say that the cameras have been unreliable?

17 EMPLOYEE 22: What do you mean by
18 "unreliable?"

19 MR. [REDACTED]: I'm sorry, how long would
20 you say the cameras have been not working?

21 EMPLOYEE 22: They work, but periodically
22 they go down.

23 MR. [REDACTED]: Okay.

24 EMPLOYEE 22: That's what I meant by it,
25 but they do record. You can, you know, it's

1 the quality. Like you go to some places and
2 some agencies where you have that bird vision
3 type camera. That's not what we have.

4 MR. [REDACTED]: Okay.

5 EMPLOYEE 22 I mean, it's, you can see
6 things, we can do some identifying, but they're
7 not, you know, and they're only in certain
8 locations.

9 MS. [REDACTED]: And again, the chain of
10 notification is the staff, the Corrections
11 Officers or Corrections worker notifies the
12 Shift Lieutenant?

13 EMPLOYEE 22 As far as with the cameras?

14 MS. [REDACTED]: Yes. If they're --

15 EMPLOYEE 22 It depends on --

16 MS. [REDACTED]: -- not operating.

17 EMPLOYEE 22 -- who's using the cameras
18 and reviewing the cameras.

19 MS. [REDACTED]: Okay.

20 EMPLOYEE 22 You know, usually our
21 investigative department's doing it, and they
22 do the check, and if they come in and check and
23 check the cameras and say, stuff's not
24 recording, then they notify the Comp Shop or
25 the facilities manager and say, hey, we have a

1 problem. The cameras are not recording.

2 MS. [REDACTED]: So, does SIS have a room
3 where they can see the cameras in the facility?

4 EMPLOYEE 22: We have a, the camera room
5 is in our communications room behind that area.

6 MS. [REDACTED]: Okay. So, if a camera, if
7 the camera in the SHU was not working --

8 EMPLOYEE 22: Um-hum.

9 MS. [REDACTED]: -- someone in that camera
10 room would be able to see that there's no feed
11 from that particular camera?

12 EMPLOYEE 22: It's not the feed, it's the
13 recording. You can have, you always have the
14 live feed that you can see what's going on.
15 It's the recording of it.

16 MS. [REDACTED]: Um-hum.

17 EMPLOYEE 22: And the recordings
18 typically, and don't quote me on it, are on a
19 two-week or less timeline. So, what it is is,
20 if it gets to that two-week period, the memory
21 gets full, then it starts re-recording over
22 again. So, that's how most camera systems
23 work.

24 MS. [REDACTED]: But if for instance a
25 camera in the SHU was down --

1 EMPLOYEE 22 Right.

2 MS. : -- someone in that camera
3 room would see that the camera was down.

4 EMPLOYEE 22 Or the SIS would check and
5 say, determine hey the recordings are not down
6 or yeah, you're right, or even the screen.

7 MS. : Um-hum.

8 EMPLOYEE 22 If we didn't have a visual
9 screen to say, hey, there's problems with the
10 camera.

11 MS. : And did that happen with
12 the SHU camera? Was anyone notified that it
13 wasn't working?

14 EMPLOYEE 22 Well, and this is what I was
15 told after the fact, the SIS Lieutenant I
16 believe conveyed that to the Communication
17 Officer that there was a problem with the
18 cameras.

19 MS. : Is that Lieutenant
20 (phonetic sp.)?

21 EMPLOYEE 22 Lieutenant .

22 MS. : And it's a she?

23 EMPLOYEE 22 Yes, she.

24 MS. : When did she know about
25 it?

1 EMPLOYEE 22 I believe she told me she
2 told him on Thursday that she made a
3 notification for it.

4 MS. : Okay.

5 EMPLOYEE 22 Um --

6 MS. : And that would be an oral
7 notification?

8 EMPLOYEE 22 I'm not sure.

9 MS. : Okay.

10 EMPLOYEE 22 But she did say she notified
11 him. So --

12 MS. : Okay.

13 MR. : Are you made aware of
14 those notifications as well that the cameras
15 are down and not working?

16 EMPLOYEE 22 It would depend.

17 MR. : Okay.

18 EMPLOYEE 22 You know, on how bad it was.
19 If it was something that you can run out and
20 fix immediately, you know, it would say, hey,
21 you know, we can fix it. But if it was
22 something that was going to be for a while, I
23 would have to be notified.

24 MR. : And were you notified of
25 this?

1 EMPLOYEE 22 I was told on Saturday.

2 yeah.

3 MR. : Okay. You were told after

4 --

5 EMPLOYEE 22 After --

6 MR. : -- the fact.

7 EMPLOYEE 22 -- the fact I was told.

8 MR. : Okay.

9 EMPLOYEE 22 That the cameras weren't
10 working.

11 MR. : I'm sorry, just who
12 notified you of this?

13 EMPLOYEE 22 Lieutenant told me.

14 MR. : Lieutenant, okay. Talking
15 about, let's talk about phone calls in the SHU.

16 EMPLOYEE 22 Um-hum.

17 MR. : What are the regulations
18 or policies about giving inmates unreported
19 phone calls?

20 EMPLOYEE 22 During the intake screening,
21 you can come in and in certain SHU situations,
22 an inmate will get an unmonitored call if they
23 don't have their telephone account set up.

24 MR. : okay.

25 EMPLOYEE 22 So, they're afforded that

1 opportunity.

2 MR. [REDACTED]: How does the inmate get a
3 telephone account set up?

4 EMPLOYEE 22 Typically he has to go out
5 of SHU into a housing unit and go through the
6 voice recognition process in order to get set
7 up for it. You can't do it in the Special
8 Housing Unit.

9 MR. [REDACTED]: And we said earlier that
10 Mr. Epstein was never left, was always in
11 Special Housing Unit.

12 EMPLOYEE 22 Was always in the Special
13 Housing Unit.

14 MR. [REDACTED]: Did he have an opportunity
15 to get a telephone account set up?

16 EMPLOYEE 22 The problem with Mr. Epstein
17 was he was in the attorney room all day.

18 MR. [REDACTED]: Okay.

19 EMPLOYEE 22 From beginning to end, and
20 that's something that you do during the daytime
21 because our communications people are there.
22 So, we did, and then again, he had to be in an
23 assigned unit to get that. It's just to have
24 it set up.

25 MR. [REDACTED]: Okay. Was Mr. Epstein

1 allowed phone calls?

2 EMPLOYEE 22 Was he what?

3 MR. : Was Mr. Epstein allowed
4 phone calls?

5 EMPLOYEE 22 Yeah. His initial one, he
6 didn't get his initial one, so we had to give
7 him a call, his initial call when he came in.

8 MR. : Okay.

9 EMPLOYEE 22 Then while you're in the
10 Special Housing Unit, you're entitled to one
11 call every 30 days.

12 MR. : Okay.

13 EMPLOYEE 22 So, he was entitled to a 30-
14 day phone call.

15 MR. : And are those normally
16 monitored, recorded? How do those?

17 EMPLOYEE 22 Typically in his case, that
18 he didn't have his monitor set up, the unit
19 manager stood there and listened to the call.

20 MR. : Okay. Um --

21 MS. : And would that be the
22 Lieutenant?

23 MR. : No. It was the Unit
24 Manager.

25 MS. : And who would that be?

1 MR. [REDACTED]: That was [REDACTED]
2 [REDACTED].

3 MS. [REDACTED]: Okay.

4 EMPLOYEE 22: So --

5 MR. [REDACTED]: So, [REDACTED] should
6 have been listening to that phone call?

7 EMPLOYEE 22: Right, and from what I
8 understand, he was listening.

9 MR. [REDACTED]: Okay. Are those phone
10 calls recorded anywhere to ensure just to --

11 EMPLOYEE 22: No, they're not recorded,
12 but we can trace the phone line to get the
13 phone number.

14 MR. [REDACTED]: Okay.

15 EMPLOYEE 22: To determine where the call
16 was made.

17 MR. [REDACTED]: Okay. And in tracing of
18 that to get the phone number, is the length of
19 the call --

20 EMPLOYEE 22: Yes.

21 MR. [REDACTED]: -- noted as well?

22 EMPLOYEE 22: Yes.

23 MR. [REDACTED]: Okay. But in terms of
24 putting that into a system or a monitoring,
25 there's not a database for that?

1 EMPLOYEE 22 We didn't, because again, he
2 wasn't set up.

3 MR. : Okay. Are you aware of
4 how many phone calls Mr. Epstein's made while
5 in the Special Housing Unit?

6 EMPLOYEE 22 I'm not sure. I'm not aware
7 how many made. But I don't, I know he made
8 that one --

9 MR. : Um-hum.

10 EMPLOYEE 22 -- that day and I'm aware of
11 the initial one, but I don't believe he made
12 that many, because I do believe I saw a
13 correspondence that his attorney made to our
14 attorney about him getting a phone call.

15 MR. : Okay.

16 EMPLOYEE 22 That he hadn't gotten a
17 phone call. So, there's some correspondence on
18 that.

19 MR. : Okay. You got any else on
20 the --

21 MS. : No.

22 MR. : Okay.

23 MR. : Let's go over real quick
24 (Indiscernible *01:18:13).

25 MR. : We covered this a little

1 earlier. I just wanted to go over it again.
2 When were you first notified of Mr. Epstein's
3 suicide, or medical, or situation?

4 [REDACTED] EMPLOYEE 22 About 6:45 --

5 MR. [REDACTED]: Okay.

6 [REDACTED] EMPLOYEE 22 -- 6:50.

7 MR. [REDACTED]: Who did you notify?

8 [REDACTED] EMPLOYEE 22 I immediately called my boss

9 --

10 MR. [REDACTED]: Okay.

11 [REDACTED] EMPLOYEE 22 -- to let him know and then
12 tell him that I was on my way to the
13 institution.

14 MR. [REDACTED]: Did you notify anybody
15 else?

16 [REDACTED] EMPLOYEE 22 Who, me?

17 MR. [REDACTED]: Yes.

18 [REDACTED] EMPLOYEE 22 No. I just, I let him know,
19 get dressed, get to the institution.

20 MR. [REDACTED]: Okay. When you arrived at
21 the institution, did you speak to any staff
22 there?

23 [REDACTED] EMPLOYEE 22 When I got there, I saw
24 obviously the Lieutenant. Um --

25 MR. [REDACTED]: Which --

1 MS. [REDACTED]: Lieutenant [REDACTED]?

2 [REDACTED] EMPLOYEE 22 Uh, Lieutenant [REDACTED] when he
3 came in and my first, you know, any time you
4 have a suicide attempt, you want to make sure
5 your staff are all right and how they're doing.
6 So, I went to, you know, to check on him to
7 kind of get a debrief on what was going on. He
8 kind of debriefed me on the situation. Um --

9 MR. [REDACTED]: What did Lieutenant [REDACTED]
10 tell you?

11 [REDACTED] EMPLOYEE 22 So, I asked him, so I
12 basically told him what happened, and he said,
13 he talked to Officer Noel and she said we
14 didn't do the 3 o'clock count or the 5 o'clock
15 count.

16 And then he said he talked to Noel,
17 Officer Noel, and she said, no he talked to
18 Officer Thomas and that Officer Thomas said, "I
19 messed up. We messed up." Something about it's
20 not her fault. But he said he was just talking
21 way off the line.

22 Let me back-track a little. I did make
23 one more call, because I couldn't get in
24 contact with Lieutenant [REDACTED]. I called up to
25 the Special Housing Unit.

1 MR. [REDACTED]: Okay.

2 EMPLOYEE 22 And I believe Ms. Noel
3 picked up the phone, and I asked her, you know,
4 what was going. And she told me what was going
5 on. But she really couldn't talk. So, then I
6 came, when I got to the institution, I saw her
7 and I said, "Hey, are you all right? Is
8 everything fine." And she was like okay.

9 So, I had somebody from our crisis support
10 team that was there talk to her to make sure
11 that she was all right, and then I went to try
12 to find Thomas. She said Thomas had left.

13 So, I said, okay, "Left where? Where did
14 he go?"

15 They said, you know, "He went home. He
16 was distraught."

17 So, then I get another call saying Thomas
18 was outside, and that he told me, "I'm not
19 answering any questions from you. I want my
20 union", I said Thomas, "I'm not concerned about
21 what happened. I'm concerned about your well-
22 being. Make sure you're all right. You've
23 been through a traumatic experience", and he
24 just kept talking.

25 So, there was a staff member out there. I

1 said, try to find him if he's outside. So,
2 they went outside and they said, you know, he
3 was gone.

4 I didn't see Ms. Noel, but I told them to
5 get a memorandum from her on what happened.
6 They told me said she wasn't feeling well and
7 she had to talk to her Union rep.

8 So, and I said, "You know what, let them
9 go. We'll get back with them or somebody will
10 get back with them." And they left. And we
11 just started the process of collecting and
12 preserving.

13 MS. [REDACTED]: Have Noel or Thomas been
14 in to work since then?

15 EMPLOYEE 22 No. Noel, I sent some
16 support staff on Sunday to go talk to them.
17 Today, the mother of Thomas' child, she works
18 at the institution but they're not together,
19 said, "Hey, he was with her all weekend but she
20 can't get in contact with him." I sent her and
21 a Lieutenant to go over to his house to find
22 out if he's okay. He called me a little irate
23 saying, "You know, you're sending people to my
24 house. You know, I was sleeping."

25 I said, "I'm checking on your well-being",

1 you know. And then I didn't know, and I asked
2 him, I said, "Did you call in for work today?"

3 And he said, "Yes, I did." And he said,
4 "He was sleeping and he was tired."

5 And I said, "Well I'm just checking on
6 your well-being and just seeing how you are",
7 and I left it at that.

8 MS. [REDACTED]: That was this morning?

9 [REDACTED] EMPLOYEE 22 That was this morning.

10 MS. [REDACTED]: So, he basically called in
11 sick today?

12 [REDACTED] EMPLOYEE 22 He called in sick today.
13 She's on days off Monday and Tuesday.

14 MS. [REDACTED]: Okay.

15 [REDACTED] EMPLOYEE 22 I'm going to assign both of
16 them with no inmate contact, so they're going
17 to be away from inmates and assigned on the
18 outside (Indiscernible *01:23:09).

19 MS. [REDACTED]: And then Lieutenant [REDACTED].

20 [REDACTED] EMPLOYEE 22 And then that's basically
21 what Lieutenant [REDACTED] told me, and I told him,
22 "Write a memorandum on what was said", and he
23 wrote the memorandum and he submitted it.

24 MS. [REDACTED]: Has he been in to work
25 since Saturday?

1 EMPLOYEE 22 Yes, he did. Actually he
2 stayed there late on Saturday. He basically
3 worked a double, and then he came back and
4 worked during the day on it. So, he hasn't
5 taken any time off.

6 MS. : Is he there now?

7 EMPLOYEE 22 He's there. He's there
8 today, so he's working here.

9 MS. : And --

10 EMPLOYEE 22 Oh, and I do have an
11 addition. And I did ask him, you know, when he
12 got there what happened, and he says, he
13 doesn't know what the condition was because
14 when Thomas called for the emergency medical,
15 he opened the door and took him down himself
16 and started life-saving measures.

17 MS. : So, Epstein was hanging
18 from the door?

19 EMPLOYEE 22 We don't know what he was
20 doing because Thomas was the first one there,
21 and when responding staff came, he was already
22 there doing compressions and life-saving
23 measures. So, I definitively can't say where,
24 was he hanging? What position he was or not
25 because nobody knows when they responded, so.

1 MR. [REDACTED]: What is the policy
2 regarding if an Officer or staff member sees an
3 inmate in that situation?

4 EMPLOYEE 22 Okay. And I won't want to
5 quote this is a policy thing, but you call for
6 assistance and you wait for assistance to come
7 because you don't know if that's a ploy. So,
8 if you go in there as one person, and you know,
9 when somebody's hanging, that's dead. That is
10 dead weight.

11 So, you go in there, you don't know if
12 it's a ploy. So, you go in there and get
13 overpowered, guess what? Now that individual
14 has the cell door keys for every key on that
15 range, and that could be a recipe for disaster.

16 So, it might sound inhumane that, you
17 know, we have to wait because the individual on
18 the grill can't come down range either because
19 if they get overpowered, guess what, we've lost
20 a whole unit. And that's the most secure unit
21 in the institution.

22 So, she has to stay outside with the keys
23 on the grill because there are two different
24 keys. They don't mix. And we wait for
25 responding staff to come in and perform, you

1 know, the life-saving measures without
2 endangering your safety.

3 So, he went in and, you know, so again,
4 there's no idea of what the cell looked like,
5 what his position was, or anything.

6 MS. [REDACTED]: Captain [REDACTED] and Captain
7 [REDACTED], are they at work now?

8 EMPLOYEE 22 Captain [REDACTED]?

9 MS. [REDACTED]: I think.

10 EMPLOYEE 22 His secretary is [REDACTED].

11 MS. [REDACTED]: Okay.

12 EMPLOYEE 22 Yeah.

13 MS. [REDACTED]: That may be a mistake.

14 EMPLOYEE 22 Yeah.

15 MS. [REDACTED]: So, Captain [REDACTED] was the
16 Captain on Friday; right?

17 EMPLOYEE 22 Yes.

18 MS. [REDACTED]: Okay.

19 EMPLOYEE 22 And I need to, and I'm not
20 sure if he was at work either. I think he
21 might've been off. But [REDACTED] is his
22 secretary.

23 MS. [REDACTED]: [REDACTED], okay. And
24 Lieutenant is it [REDACTED]?

25 EMPLOYEE 22 [REDACTED] was the

1 midnight Lieutenant.

2 MS. [REDACTED]: Okay. And he, she?

3 EMPLOYEE 22 She worked, apparently she
4 worked at night and [REDACTED] relieved her early.

5 MS. [REDACTED]: Okay.

6 EMPLOYEE 22 At 5:33, but then I heard
7 she came back and then left again. So, I don't
8 know, I believe she went up to the unit.

9 MS. [REDACTED]: Has she been at work since
10 then?

11 EMPLOYEE 22 I believe she's on days off.

12 MS. [REDACTED]: Okay.

13 [REDACTED] EMPLOYEE 22 So, she'll be back tonight.

14 MS. [REDACTED]: Okay. Do you want to step
15 out for a minute?

16 MR. [REDACTED]: Actually before --

17 MS. [REDACTED]: Unless you have anything
18 (Indiscernible *01:27:13).

19 MR. [REDACTED]: Just a few --

20 EMPLOYEE 22 Okay.

21 MR. [REDACTED]: -- if I can jump back a
22 little bit.

23 EMPLOYEE 22 Okay.

24 MR. [REDACTED]: Specifically go back to,
25 did you have any one-on-one interactions with

1 Epstein?

2 EMPLOYEE 22 Let's see, I had one, I saw
3 him by the attorney visit, small conversation.
4 Another one I saw him when I was making rounds
5 on the unit when he had first gotten into the
6 cell with Reyes. He was going into the shower.
7 I asked him, "How was everything going." He
8 said, "I'm good. I'm fine."

9 And then Reyes, I said, "How's he doing?"
10 Reyes was like, "I want to go back to a unit."

11 So, you know, was just that type of
12 conversation while making rounds.

13 MR. : Okay. Thank you.

14 EMPLOYEE 22 Okay.

15 MR. : And did you want just step
16 outside?

17 EMPLOYEE 22 Huh?

18 MR. : Do you mind if we just take a
19 step out?

20 EMPLOYEE 22 No, I have no problem.

21 MR. : It is 12:23. We're
22 pausing the interview.

23 We're resuming the interview at this time.
24 It is 12:29 in the afternoon.

25 MS. : Okay. So, the first

1 question is, I just want to make sure we have
2 the name right.

3 [REDACTED] EMPLOYEE 22 Okay.

4 MS. [REDACTED]: The Lieutenant or the
5 Captain that you told that Epstein should have
6 a cellmate?

7 [REDACTED] EMPLOYEE 22 Well, it was Captain
8 [REDACTED].

9 MS. [REDACTED]: [REDACTED], okay.

10 [REDACTED] EMPLOYEE 22 Yeah.

11 MS. [REDACTED]: Okay. And I know you're
12 probably already doing this, but we just wanted
13 to make sure you're preserving all of the
14 emails that you referenced, any text messages
15 that you've sent about this, any communications
16 that you've had at all.

17 [REDACTED] EMPLOYEE 22 Well when I had gave the
18 direction, it was given verbally in a meeting.

19 MS. [REDACTED]: Um-hum.

20 [REDACTED] EMPLOYEE 22 I didn't send emails out. I
21 had a direct conversation.

22 MS. [REDACTED]: Okay.

23 [REDACTED] EMPLOYEE 22 So, it was everyone in the
24 room. So --

25 MS. [REDACTED]: Okay. But for instance,

1 the email that you sent listing here are the
2 three possibilities for --

3 EMPLOYEE 22 Oh, yes.

4 MS. : -- who's --

5 EMPLOYEE 22 All of that --

6 MS. : -- the best. All of that.

7 EMPLOYEE 22 Yeah. If you want that --

8 MS. : -- you're preserving.

9 EMPLOYEE 22 -- that's there. It's
10 preserved.

11 MS. : Okay.

12 MR. : I'm sure this will
13 inevitably happen, and it's a report for this.
14 Has that already been drafted? Is that a
15 process?

16 EMPLOYEE 22 For?

17 MR. : Will there be an incident
18 report regarding the discovery of Jeffrey
19 Epstein's body?

20 EMPLOYEE 22 It's called a report of
21 incident, a 583. So, we did that today.

22 MR. : Okay.

23 EMPLOYEE 22 You know --

24 MR. : Um-hum.

25 EMPLOYEE 22 -- just a brief statement on

1 what happened, the times --

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22 -- and moving forward with
4 that.

5 MR. [REDACTED]: Do you know who drafted
6 that?

7 EMPLOYEE 22 The SIS Lieutenant does it.

8 MR. [REDACTED]: Okay.

9 EMPLOYEE 22 And then I review it because
10 it's ultimately sent from me. It's a report of
11 incident --

12 MR. [REDACTED]: Um-hum.

13 EMPLOYEE 22 -- to our central office.
14 So, I look at it, the synopsis.

15 MR. [REDACTED]: Okay.

16 EMPLOYEE 22 Just for terminology to make
17 sure it's accurate. And it's just a brief
18 statement saying that, you know, he made
19 rounds.

20 MR. [REDACTED]: Um-hum.

21 EMPLOYEE 22 He was unresponsive. Life-
22 saving measures were initiated. Taken to the
23 outside hospital and then he was pronounced
24 deceased at that time. And then we just move
25 on from there.

1 MR. [REDACTED]: Just a couple of more --

2 EMPLOYEE 22 Um-hum.

3 MR. [REDACTED]: -- housekeeping stuff just
4 to say, have you had any contact with the press
5 regarding this?

6 EMPLOYEE 22 No, I have not.

7 MR. [REDACTED]: Has any press contacted
8 you directly?

9 EMPLOYEE 22 No, they have not.

10 MR. [REDACTED]: Have you directed any
11 staff to destroy anything?

12 EMPLOYEE 22 No, I have not.

13 MR. [REDACTED]: What directions have you
14 given the staff in terms of preserving things?

15 EMPLOYEE 22 So, initially when we came,
16 when I got in, I told the Captain, get all the
17 log books up there, the rounds, anything
18 pertaining to get it and anything we can think
19 of that might be needed. And it's given to the
20 SIS. It's in the SIS office with the SIS
21 Lieutenant.

22 So, told them to preserve it, and whoever
23 needed it, I know the IG has come by. They've
24 taken some stuff. But basically preserve
25 everything that might be needed to be

1 preserved. And then if any requests come, you
2 know, we'll go and get it and preserve it.

3 MR. [REDACTED]: Are you --

4 MS. [REDACTED]: Can I just ask one quick
5 question about the log books?

6 EMPLOYEE 22: Yeah.

7 MR. [REDACTED]: Actually while she's
8 looking at it --

9 MS. [REDACTED]: Yeah.

10 MR. [REDACTED]: -- do you mind?

11 MS. [REDACTED]: This is --

12 MR. [REDACTED]: Are you aware of any
13 objects missing from his cell? Are you aware
14 of anything peculiar occurring since his
15 suicide? Since his body was discovered?

16 EMPLOYEE 22: You mean missing from his
17 cell?

18 MR. [REDACTED]: Yes.

19 EMPLOYEE 22: I didn't observe the cell,
20 so I don't know what's in --

21 MR. [REDACTED]: Were you ever notified of
22 any, after his body was discovered, have you
23 been notified of any peculiarities or anything
24 that stuck out in your mind as odd?

25 EMPLOYEE 22: As far as what would've been

1 in his cell, or?

2 MR. [REDACTED]: Anything in general as it
3 relates to him?

4 EMPLOYEE 22: Not that I can think of. I
5 mean, it's just documents that we're still
6 trying to gather --

7 MR. [REDACTED]: Sure.

8 EMPLOYEE 22: -- and locate, but --

9 MR. [REDACTED]: It's nothing odd because I
10 don't know what happened in that cell.

11 EMPLOYEE 22: Um-hum.

12 MR. [REDACTED]: So, I don't know what
13 would be --

14 EMPLOYEE 22: Okay.

15 MR. [REDACTED]: -- considered odd. Were
16 you aware of him having any contraband in his
17 cell?

18 EMPLOYEE 22: Contraband?

19 MR. [REDACTED]: Anything --

20 EMPLOYEE 22: Well --

21 MR. [REDACTED]: -- he wasn't supposed to
22 have? Any unapproved things in his cell?

23 EMPLOYEE 22: No.

24 MR. [REDACTED]: Okay.

25 EMPLOYEE 22: I mean, he would've received

1 an incident report.

2 MR. [REDACTED]: Okay.

3 EMPLOYEE 22 And the only incident report
4 he had was, I guess it was the cloth that was
5 found on the initial one, but then our
6 Disciplinary Hearing Officer concluded that we
7 couldn't sustain any charges on him because it
8 was inconclusive --

9 MR. [REDACTED]: Okay.

10 EMPLOYEE 22 -- with it, but that's --

11 MR. [REDACTED]: Okay. And were you aware
12 of him having any enemies or anything, or being
13 a specific target by anybody?

14 EMPLOYEE 22 Where?

15 MR. [REDACTED]: In the institution?

16 EMPLOYEE 22 No. I mean no one's came to
17 me specifically saying, you know, "He's my
18 enemy", or all that, so I don't, you know.

19 MR. [REDACTED]: Was he not to be, not to
20 be celled with anybody because of any problems
21 that he would have, or --

22 EMPLOYEE 22 I mean.

23 MR. [REDACTED]: Let me rephrase that a
24 little. Were you aware of any other inmates
25 who had targeted him specifically?

1 EMPLOYEE 22 No.

2 MR. : Okay.

3 EMPLOYEE 22 Um-hum.

4 MS. : The log books --

5 EMPLOYEE 22 Um-hum.

6 MS. : -- just for the record,

7 I'm showing a log book Tier G dated 08/10/2019.

8 EMPLOYEE 22 Right.

9 MS. : So, this is filled out by

10 a Corrections Officer --

11 EMPLOYEE 22 Right.

12 MS. : -- who's doing the checks

13 --

14 EMPLOYEE 22 Right.

15 MS. : -- every 30 minutes.

16 EMPLOYEE 22 Um-hum.

17 MS. : Correct?

18 EMPLOYEE 22 Yes.

19 MS. : And they're supposed to

20 write the time they start and end and then

21 initial it?

22 EMPLOYEE 22 Who did it.

23 MS. : And then the Operations

24 Lieutenant signs it at the end of the shift.

25 EMPLOYEE 22 The shift that they reviewed

1 it.

2 MS. [REDACTED]: Okay. Okay.

3 EMPLOYEE 22 This is not complete for the
4 simple fact that, you know, with the emergency
5 coming, I had them take it and preserve it.
6 So, it was part of the preservation. So,
7 that's probably why it doesn't go all the way
8 up to 8 o'clock.

9 MS. [REDACTED]: Got it.

10 EMPLOYEE 22 Because as soon as I came
11 in, I told the Lieutenant grab the 30-minute
12 checks.

13 MS. [REDACTED]: And is this a signature or
14 a circle for a signature?

15 EMPLOYEE 22 That's a signature.

16 MS. [REDACTED]: Okay.

17 EMPLOYEE 22 Whoever was in, and I
18 believe, and I'm not sure, but if it was the
19 morning watch Lieutenant, it would be
20 Lieutenant [REDACTED].

21 MS. [REDACTED]: [REDACTED]?

22 EMPLOYEE 22 Yeah.

23 MS. [REDACTED]: I think that's all the
24 questions that we have.

25 MR. [REDACTED]: Great. That's it. The

1 time is now 12:35. Warden, we really
2 appreciate your time.

3 [REDACTED] EMPLOYEE 22 Okay.

4 MR. [REDACTED]: And the interview is
5 completed, oh actually before we do that. Is
6 there anything that you would like to tell us?
7 Any statements that you would like to make?
8 Anything you think we should know about the
9 incident in general? Just wanted to give you
10 an opportunity if there's anything that you
11 think we should know that we haven't discussed.

12 [REDACTED] EMPLOYEE 22 I can't think of anything
13 else. But I mean, as it comes along, I'll pass
14 it on to the IG. Anything I get or any
15 information.

16 MR. [REDACTED]: Thank you.

17 [REDACTED] EMPLOYEE 22 Okay.

18

19

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21

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CERTIFICATE

I hereby certify that the foregoing pages represent an accurate transcript of the electronic sound recording of the proceedings before the Department of Justice, Office of the Inspector General in the matter of:

Interview of [REDACTED] EMPLOYEE 22

[REDACTED]

[REDACTED], Transcriber

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