

Sweeney
CSV 198-09

Preliminary Notice of Disciplinary Action
Department of Personnel – State of New Jersey
Employee: Lawrence M. Sweeney SSN:
November 19, 2007

CHARGES AND SPECIFICATIONS

On October 27, 2007 Lt. Lawrence Sweeney did verbally berate Public Safety Telecommunicator Laurel MacKenzie over the volume of the television while a priority job was taking place on the street. This caused a disruption in the communications room and interfered with the ability of PST MacKenzie to efficiently perform her duties as the primary dispatcher.

Such actions were in violation of the provisions of the New Jersey Administrative Code, N.J.A.C. 4A:2-2.3 (a) as follows:

- (6) Conduct unbecoming a police employee;
- (7) Neglect of Duty
- (11) Other sufficient cause.

Such actions were also in violation of Division Rules and Regulations as follows:

Police Manual IV: A-7 Conduct Toward Other Division Employees
Employees shall treat other Division employees with respect. They shall be courteous and civil at all times in their relationships with one another. When on duty and in the presence of the public, officers shall be referred to by rank.

Your conduct has also violated the statutory standard of behavior required by N.J.S.A. 40A:14-128, and also as detailed in *In re Tuch*, 159 N.J. Super. 219 (App. Div. 1978) and *City of Asbury Park V. Dept. of Civil Service*, 17 N.J. 419 (1955)