

Preliminary Notice of Disciplinary Action (31-A)

DEPT. OF PERSONNEL - STATE OF NEW JERSEY

INSTRUCTIONS: This notice must be served on a permanent employee or an employee serving a working test period in the career service against whom one of the following types of disciplinary action is contemplated: (a) suspension or fine for more than five working days at any one time; (b) suspension or fine for five working days or less where the aggregate number of days suspended or fined in any one calendar year is 15 working days or more; (c) the last suspension or fine where an employee receives more than three suspensions or fines of five working days or less in a calendar year; (d) disciplinary demotion from a title in which the employee has permanent status or to which the employee has received a regular appointment; (e) removal; (f) resignation not in good standing. A copy of this preliminary notice must be sent to the Department of Personnel. Subsequent to the day of hearing by the appointing authority, the employee and the Department of Personnel must be served with Form DPB-31 B, Final Notice of Disciplinary Action.

FROM:	JURISDICTION (Local Service)	DEPARTMENT		
	Township of Irvington	Irvington Police Department		
TO:	DIVISION, INSTITUTION OR AGENCY	STATE PAYROLL NUMBER	ADDRESS	DATE
	Internal Affairs		561 Nye Avenue Irvington, N.J. 07111	October 21, 2008
TO:	NAME OF EMPLOYEE	TITLE	SOCIAL SECURITY NUMBER	
	Water Young	Lieutenant		
	STREET	CITY AND STATE		

1. You are hereby notified that the following charge(s) has been made against you:
(If necessary, use additional sheets and attach.)

CHARGE(S):

1.PDM. Truthfulness

SPECIFICATION(S):

On September 11, 2008 and on October 18, 2008 you were untruthful when you stated and documented that you did not tell Sergeant Collura and Captain Oliviera that you were going to write Sergeant Collura up for insubordination.

If checked, charges are continued on attached page

If checked, specifications are continued on attached page

You are hereby suspended effective _____
(Check box and indicate if employee is suspended pending final disposition of the matter)

2. IF YOU DESIRE A HEARING BEFORE THE APPOINTING AUTHORITY ON THE ABOVE CHARGE(S), NOTIFY THIS OFFICE WITHIN

Five (5) DAYS OF RECEIPT OF THIS FORM. IF YOU REQUEST A HEARING IT WILL BE HELD

ON 10/21/08 XX 2008 at (time) 1030 am at (place of hearing) Irvington Town Hall Council Chambers

*Must be minimum of five days

3. The following disciplinary action may be taken against you:

Suspension for _____ days, beginning _____ and ending _____

Indefinite suspension pending criminal charges effective (date) _____

Removal, effective (date) _____

Demotion to position of _____ effective (date) _____

Resignation not in good standing, effective (date) _____

Fine \$ _____ which is equal to _____ days pay Other disciplinary action: (explain on attached page)

SIGNATURE Michael J Chase
(Appointing Authority or authorized agent)

TITLE Chief of Police

NOTICE: Your health insurance coverage may be affected by this action; check with your Personnel Office.

Method of Service (Check One)	<input checked="" type="checkbox"/> PERSONAL SERVICE	EMPLOYEE SIGNATURE OR NAME OF SERVER <u>Walter Young Jr</u>	DATE SERVED <u>10/21/2008</u>
	<input type="checkbox"/> CERTIFIED OR REGISTERED MAIL	Give date of receipt; by employee or agent as shown on return receipt postal card and the receipt number:	

DISTRIBUTION: White (Original for Employee), Green (Union Representative), Pink (Management), Goldenrod (Department of Personnel)
DPB-31 A / Revised 9-20-02

Preliminary Notice of Disciplinary Action: (31-A)

DEPT. OF PERSONNEL - STATE OF NEW JERSEY

INSTRUCTIONS: This notice must be served on a permanent employee or an employee serving a working test period in the career service against whom one of the following types of disciplinary action is contemplated: (a) suspension or fine for more than five working days at any one time; (b) suspension or fine for five working days or less where the aggregate number of days suspended or fined in any one calendar year is 15 working days or more; (c) the last suspension or fine where an employee receives more than three suspensions or fines of five working days or less in a calendar year; (d) disciplinary demotion from a title in which the employee has permanent status or to which the employee has received a regular appointment; (e) removal; (f) resignation not in good standing. A copy of this preliminary notice must be sent to the Department of Personnel. Subsequent to the day of hearing by the appointing authority, the employee and the Department of Personnel must be served with Form DPF-31 B, Final Notice of Disciplinary Action.

FROM:	JURISDICTION (Local Service) Township of Irvington	DEPARTMENT Irvington Police Department		
	DIVISION, INSTITUTION OR AGENCY Internal Affairs	STATE PAYROLL NUMBER	ADDRESS 561 Nye Avenue Irvington, N.J. 07111	DATE October 21, 2008
TO:	NAME OF EMPLOYEE Walter Young	TITLE Lieutenant	SOCIAL SECURITY NUMBER	
	STREET		CITY AND STATE	

1. You are hereby notified that the following charge(s) has been made against you:
(If necessary, use additional sheets and attach.)

CHARGE(S):

4A:2-2.3(a) 1. Incompetency, inefficiency
IPDM3.10.9 Truthfulness
4A:2-2.3 (a) Insubordination

SPECIFICATION(S):

On September 11, 2008 and on September 18, 2008 you displayed incompetency as it relates to your duties as a lieutenant, specifically by stating and documenting that you wanted to handle the matter involving Sergeant Collins these submissions as a grievance, instead of handling the submissions as stated in IPDM 3.1.12

On October 16, 2008 you were untruthful when you documented that you did not tell Captain Olivieri and Sergeant Collins that you were going to handle submissions as a grievance.

On September 18, 2008 you were insubordinate when you failed to submit a report to Captain Olivieri explaining what occurred between you and Sergeant Collins on September 15, 2008.

If checked, charges are continued on attached page

If checked, specifications are continued on attached page

You are hereby suspended effective _____
(Check box and indicate if employee is suspended pending final disposition of the matter)

2. IF YOU DESIRE A HEARING BEFORE THE APPOINTING AUTHORITY ON THE ABOVE CHARGE(S), NOTIFY THIS OFFICE WITHIN _____
Five (5) DAYS OF RECEIPT OF THIS FORM. IF YOU REQUEST A HEARING IT WILL BE HELD

ON **11/05** **2008** at (time) **1030 am** at (place of hearing) **Irvington Town Hall Council Chambers**

* Must be minimum of five days

3. The following disciplinary action may be taken against you:

Suspension for _____ days, beginning _____ and ending _____

Indefinite suspension pending criminal charges effective (date) _____

Removal, effective (date) _____

Demotion to position of _____ effective (date) _____

Resignation not in good standing, effective (date) _____

Fine \$ _____ which is equal to _____ days pay Other disciplinary action: (explain on attached page)

SIGNATURE Michael J Chase TITLE Chief of Police
(Appointing Authority or authorized agent)

NOTICE: Your health insurance coverage may be affected by this action; check with your Personnel Office.

Method of Service (Check One)	<input checked="" type="checkbox"/> PERSONAL SERVICE	EMPLOYEE SIGNATURE OR NAME OF SERVER <u>D/L Koon</u>	DATE SERVED <u>10/21/2008</u>
	<input type="checkbox"/> CERTIFIED OR REGISTERED MAIL	Give date of receipt by employee or agent as shown on return receipt postal card and the receipt number:	

DISTRIBUTION: White (Original for Employee), Canary (Union Representative), Pink (Management), Green (Department of Personnel)
DPF-31 A / Revised 9-20-02

Final Notice of Disciplinary Action (1-B)

DEPARTMENT OF PERSONNEL - STATE OF NEW JERSEY

INSTRUCTIONS: This notice must be served on a permanent employee or an employee serving a working test period in the career service after a hearing if one of the following types of disciplinary action is taken: (a) suspension or fine for more than five working days at any one time; (b) suspension or fine for five working days or less where the aggregate number of days suspended or fined in any one calendar year is 15 days or more; (c) the last suspension or fine where an employee receives more than three suspensions or fines of five working days or less in a calendar year; (d) disciplinary demotion from a title in which the employee has permanent status or received a regular appointment; (e) removal; or (f) resignation not in good standing. If the employee does not request or does not appear at the hearing, this notice must be served as the final action. A copy of this notice must be sent to the Department of Personnel and served on the employee by personal service or certified or registered mail.

FROM:	JURISDICTION (Local Only) Township of Irvington	DEPARTMENT Irvington Police Department	DATE January 5, 2009
	DIVISION, INSTITUTION OR AGENCY Internal Affairs	STATE PAYROLL NUMBER	ADDRESS 1 Civic Square Irvington, N.J. 07111
TO:	NAME OF EMPLOYEE Walter Young, Jr.	TITLE Police Lieutenant	SOCIAL SECURITY NUMBER
	STREET	CITY AND STATE	

1. On October 21, 2008 you were served with a Preliminary Notice of Disciplinary Action (DPF-31A) and notified of the pending disciplinary action.
- You requested a hearing which was held on 09-11-08, 11-26-08 and 12-17-08
- You did not request a hearing.
- You requested a hearing and did not appear at the designated time and place.

The following charge(s) was dismissed:

IPDM: 3.10.9 Truthfulness (count 1)
IPDM: 3.10.9 Truthfulness (count 2)

The following charge(s) was sustained:

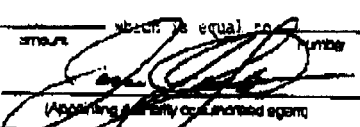
N.J.A.C. 4A:2-2.3 (a) 1. Incompetency, inefficiency
N.J.A.C. 4A:2-2.3 (u) Insubordination

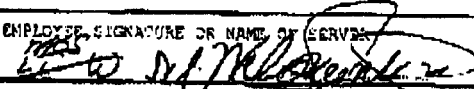
If checked, charges are continued on attached page

If checked, charges are continued on attached page

2. The following disciplinary action has been taken against you:

- Suspension for 10 days, beginning January 8, 2009 and ending January 25, 2009
- Indefinite suspension pending criminal charges effective (date) _____
- Removal, effective (date) _____
- Demotion to position of _____ effective (date) _____
- Resignation not in good standing, effective (date) _____
- Fine \$ _____ where the equal number days pay Other disciplinary action: (explain on attached page)

SIGNATURE  TITLE Director of Police
(Appointing authority or authorized agent)

3-Method of Service (Check One)	<input checked="" type="checkbox"/> PERSONAL SERVICE	EMPLOYEE SIGNATURE OR NAME OF SERVANT 	DATE SERVED <u>1/6/09</u>
	<input type="checkbox"/> CERTIFIED OR REGISTERED MAIL	Give date of receipt by employee or agent as shown on return receipt postal card and the receipt number:	

4. APPEAL PROCEDURE TO THE EMPLOYEE: You have a right to appeal disciplinary actions: (a) suspension or fines of more than five days at one time; (b) suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; (c) disciplinary demotion; (d) removal or (e) resignation not in good standing. Your letter of appeal must be filed with the Merit System Board within 20 days of receipt of this form. Appeals must be sent to: Merit System Board, 3 Station Plaza, 44 S. Clinton Avenue, PO Box 312, Trenton, N.J. 08625-0312. Appeals must be sent directly to the Merit System Board. Do not give your appeal to your Personnel Office for forwarding to the Merit System Board.

NOTICE: Your health insurance coverage may be affected by this action; check with your Personnel Office.

DISTRIBUION: White (Original for Employee), Green (Employee's Attorney), Canary (Union Representative), Pink (Management), Goldrod (Department of Personnel)