

Mistichelli, Ryan [CSC]

From: Alexis Moore <xxxxxxxxxxxx@xxxxx.xxx>
Sent: Thursday, July 3, 2025 10:57 AM
To: Michael Carelli
Cc: Michael Serra; Jennifer Polidori; Ekamon Venin; Maria Kent; Robert Cruz; R Hinton; Patrick Quinn; Geraci, James [CSC]; Appleby, Keith [CSC]
Subject: [EXTERNAL] Re: NJCSC Queries (Pompton Lakes Police Chief Waiver of Competitive Examination & Appeal Status of Officer Hector Alcantara)

Good morning Mr. Carelli,

I look forward to hearing from you.

Did the council know about the waiver request in April, marked “high importance” in your email, clearly intending to vote yes on Captain Rodriguez regardless of what the public might voice after learning of the lawsuits?

Or did the council not know that the borough wanted to edge out competition for Captain Rodriguez to become chief?

Alexis Moore

On Jul 2, 2025, at 14:12, Michael Carelli <administrator@pomptonlakes-nj.gov> wrote:

Dear Ms. Moore,

I am in receipt of your correspondence, and will provide a formal response shortly. Thank you for reaching out to me.

Best Regards,

Mike

Michael Carelli – RMC, CMR, QPA
Borough Administrator
Borough of Pompton Lakes
25 Lenox Avenue
Pompton Lakes, N.J. 07442
(973) 835-0143, ext. 239
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From: Alexis Moore <alexixxxxxx@xxxxx.xxx>
Sent: Wednesday, July 2, 2025 1:57 PM

To: Michael Carelli <adminisxxxxxx@xxxxxxxxxxxxxxxxxxx>

Cc: Michael Serra <mserra@pomptonlakes-nj.gov>; Jennifer Polidori <jpolidori@pomptonlakes-nj.gov>; Ekamon Venin <evenin@pomptonlakes-nj.gov>; Maria Kent <mkent@pomptonlakes-nj.gov>; Robert Cruz <rcruz@pomptonlakes-nj.gov>; R Hinton <rhinton@pomptonlakes-nj.gov>; Patrick Quinn <pquinn@pomptonlakes-nj.gov>; James.Geraci@csc.nj.gov; Keith.Appleby@csc.nj.gov

Subject: NJCSC Queries (Pompton Lakes Police Chief Waiver of Competitive Examination & Appeal Status of Officer Hector Alcantara)

[NOTICE: This message originated outside of Pompton Lakes Borough -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.]

Good afternoon Mr. Carelli,

I sent an email on Friday, June 27 asking if the borough had contacted the Civil Service Commission to request a formal examination (chief's test) in the next nearest testing window. I did not hear back on that query, but I think I have my answer. I saw in a public online OPRA document release provided by the borough yesterday that on Friday, April 25, 2025, you contacted Mr. James Geraci at the NJCSC for an announcement of the chief's position, but for a waiver of competitive examination, instead of a formal examination, to promote the new chief. So, it looks as though the borough does not intend to allow other officers to test and compete for the position. Why would qualified police be prevented from competing for the job, especially given that the current (but about to retire) chief and the pending-waiver-of-competitive-examination replacement officer (on whom the council voted June 25, 2025) are both named in two serious lawsuits leveled by current and former members of the Pompton Lakes Police Department?

My first new question is: has the NJCSC responded to the borough and indicated they are processing the waiver application? While I saw plenty of email traffic regarding police hiring and testing in the two files currently available online for public access, I did not see further traffic about this chief's waiver submitted all the way back in April. (I also noticed that this April 25, 2025 request for chief's waiver of competitive examination is following the March 26th receipt of Detective William Pepe's lawsuit, anticipation of Captain Ryan Cichon's lawsuit, and the April 9th sudden change of Captain Cichon's suspension status to without pay.) I am curious to know if the borough received a reply from the NJCSC regarding this waiver of competitive examination. According to published timelines, the NJCSC would issue the announcement for August 1, 2025.

My second new question is: what is the status of Officer Hector Alcantara's appeal? It seems that the former borough administrator made a technical mistake during the hiring process which was a mistake on the borough's part, and though this procedural error was not caused at all by Officer Alcantara, he is now forced to hold his breath during this arduous appeal process, one which seemingly began in May 2024. Did the borough email or send physical mail to the Trenton address provided by Mr. Keith Appleby on May 15, 2024, to aid Officer Alcantara and help secure his employment?

I would also like to take a moment to thank the Pompton Lakes Police Department; I have encountered many officers in recent weeks, and each one has been kind, courteous, professional, and I would like them to know how much I appreciate their hard work and dedication to the community. I hope they know how much the citizens appreciate and stand behind them and want a respectful work environment. I would thank them publicly on social media, but as I am currently suspended from Facebook after posting factually about these issues and then being reported for doing so, this email will have to suffice. The suits are immediately below in case anyone hasn't gotten the chance to read them:

Download "William Pepe Complaint and Jury Demand.pdf"

https://send.kokomo.cloud/download/d48d96f7cc2cddb4/#RxoOxj6D9aeuh0_6gFGsQw

Download "Ryan Cichon Tort Claim.pdf"

<https://send.kokomo.cloud/download/b1f353f19a16394e/#s95gDnaTXdyb11FbgKpurA>

The Facebook suspension timing has been disappointing, given that I am a board member of a Special Forces nonprofit and was in the middle of working on several military support programs, as well as fundraising and advocating for a special needs summer camp in honor of my late special needs daughter, but I have worked around the challenge as best I can— as the Cardinal motto goes, “Pride, Hustle, Never Say Die!”

I look forward to hearing about the waiver of competitive examination status for the chief’s position and if the borough intends to stand behind its police force by offering officers a chance to compete in a formal examination to actively participate in their own career progression. I also look forward to the update and hopefully positive resolution to Officer Alcantara’s case.

Alexis Moore

Michael Carelli

From: Michael Carelli <administrator@
Sent: Friday, April 25, 2025 9:36 PM
To: Geraci, James [CSC]
Cc: Michael Carelli
Subject: Police Chief Announcement - Bc

James,

I would like to request an announcement for the position know what I need to do for this and what the next steps are. I have to promote a new Chief via waiver.

Thanks,

Mike

Michael Carelli – RMC, CMR, QPA
Borough Administrator
Borough of Pompton Lakes
25 Essex Avenue