

March 7, 2019

Bob:

We are responding to your email and copying the Township Committee

Administrator Davidson; Mayor Kazimir; Township Committee Members

We find it astonishing that you would suggest mandatory training of this type to the volunteer organizations named in this email. Before we would consider forwarding such a request to our volunteers, we would like to know how you and the Township Committee are going to address the issue of personnel matters, closed session discussions, and sensitive information being communicated directly to Al Carroll by your Deputy Mayor.

The fact that only emergency services volunteers are again singled out and not the root cause of the problem is amazing. So there is no misunderstanding of the content of information being shared by your Deputy Mayor, we included Al Carroll's two most recent face book posts below and also as an attachment to this email. Please also be advised that we are in possession of over 100 pages of derogatory, negative and offensive posts by Mr. Carroll since his removal from the fire department in 2015. Not once did any member of any volunteer organization request interference from the township committee pertaining to any of these posts, yet the township committee choose to appease one disgruntled individual because he was removed from the fire department for cause; and claiming harassment after – again- over 100 negative comments about members and their families were posted on the internet. We are willing to share these posts with you at any time.

If this ongoing problem within the township committee was handled effectively from the onset, (see OEM's October 2, 2018 letter below which you and the township committee were copied), this would have been avoided.

If it is the Township Committee's desire to eliminate all volunteer service within the township, then continue on the path you are taking and there is no doubt you will be successful in your endeavor.

We would hope you deal with these issues at the source - issues that are a direct result of the underlying disrespect being shown to the volunteers and inappropriately communicated to the public. Until such time, please make no mistake the mandatory training request will not be communicated to any of the emergency services volunteers within our command.

If in the future a legitimate concern should arise, please allow us as responsible department heads to investigate and take the appropriate steps if necessary as we have done in the past.

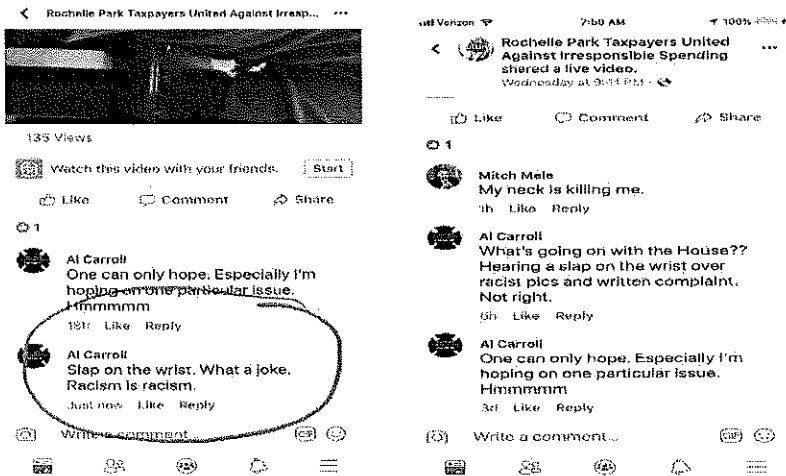
If you would like to forward a copy of the Township's harassment and social media policies, we will review within our respective departments.

We are willing to discuss this with you and any member of the Township Committee that would like to pursue this further.

Respectfully,

Pete Donatello, Emergency Management Coordinator, Jason Brown, Fire Chief, Ben Varghese EMS Capt.

The content of the OEM October 2, 2018 letter and email to Mayor Hauser (below) and copied to the Township Committee are included for your information. We also included a copy of the recent OEM emails of November 17, 2018 and February 14, 2019 along with the two posts.



October 2, 2018

Township Administrator, Robert Davidson:

It is incumbent upon me as Emergency Management Coordinator to keep the Office of Emergency Management removed from politics and the differences that arise from the current political climate within the Township. It is also incumbent upon me to acknowledge and support the decision by Mayor Houser to honor the Fire Departments request pertaining to Committeewoman Boniface.

We are in receipt of a memo from the Fire Chief outlining a continuing problem with Committeewoman Boniface and her state of mind toward the members of the Fire Department. Unfortunately, it is common knowledge of other similar incidents with Township Department Heads including the incident in January that resulted in her removal as Fire Department Liaison.

Working in an Emergency Operations Center is a highly interactive, stressful and at times complex process. This process is critical to the planning, response, recovery and mitigation of the pending incident or event and as such involves participation from the Township Committee, all department heads, support personnel and essential employees within the Township and at times personnel from outside agencies. This conduct, should it occur, will result in a disruption that will not and cannot be tolerated in an Emergency Operations Center.

Therefore, on behalf of the Office of Emergency Management, we are prepared to take whatever action necessary to ensure a safe and efficient environment for our staff, first responders and ultimately our township residents.

Accordingly, I am notifying you effective immediately that this office will support and defend the decisions prohibiting Committeewomen Boniface from involvement or interaction with any Emergency Management Operations during activations, briefings or at any time OEM is functioning in an official capacity.

We are thankful that you and the members of the Township Committee are taking the steps necessary to control and correct this behavior before it endangers our operations and puts first responders and the public at risk.

We are willing to discuss the effects this has on Emergency Management with you or any member of the township committee who wishes to pursue this further.

On behalf of the Office of Emergency Management Team,

Peter Donatello, NJCEM

Emergency Management Coordinator

Cc: William Hauser

Liz Kroll

Joe Rotolo

November 17, 2018

Good Morning Joe,

Has there been any resolve to the issue of Boniface and her ban from OEM activities? Also, has the "Go Fuck Yourself" comment to the Fire Chief been discussed with her. Thanks /Pete

February 14, 2019- Included in an email addressing OEM promotional spending.

Good morning Joe,

It's been about a month since we spoke about the unfortunate incidents with Committeewoman Boniface and her conduct toward the Rochelle Park Fire Department and emergency services in general.

The Office of Emergency Management is committed to protecting the integrity of our operations and providing a safe and hostile free environment for all who participate in our emergency operations center before, during and after an activation, state of emergency or any time we meet.

Please advise at your earliest convenience the steps the Township is taking to control and correct this behavior before it endangers our operations and puts first responders and the public at risk.

I will be calling an OEM meeting in the near future and we are very much interested in preventing a conflict. However, we are prepared to take whatever steps necessary to ensure a safe and hostile free environment for all who participate.

Thank you /Pete