

CITY OF MILLVILLE

COMMISSIONERS

MICHAEL SANTIAGO, MAYOR
Director of Public Works
W. JAMES PARENT, VICE MAYOR
Director of Revenue & Finance
ASHLEIGH UDALOVAS
Director of Public Affairs
JOSEPH PEPITONE
Director of Public Safety
BRUCE L. COOPER
Director of Parks & Public Property



"A MAIN STREET NEW JERSEY COMMUNITY"

12 SOUTH HIGH STREET
P.O. BOX 609
MILLVILLE, NEW JERSEY 08332

TELEPHONE: (856)825-7000
FAX: (856)825-3686
www.millvillenj.gov

OFFICERS

REGINA BURKE
Administrator
JEANNE HITCHNER
City Clerk
MARCELLA SHEPARD
Chief Financial Officer
TRACEY GREGOIRE
Tax Collector
BRIAN P. ROSENBERGER
Tax Assessor

Date: 11/9/2020

To: Theo Karan

See below in response to your OPRA request received by the City Clerk's Office on 11/2/20. (See Disclaimer on Pg 2)

☐ Please be advised there are no records responsive to your request

☒ See attached, no Redactions were made.

☐ See attached, redactions were made pursuant to (see statute(s) below with "x" mark(s)):

☐ Denied, the provisions of the Open Public Records Act do not allow the disclosure of records pursuant to (see statute(s) below with "x" mark(s)):

Billing information:

☐ Amount Due: _____ must be received prior to release of record

Payment information:

☐ Returned Check: Check No. _____ in the amount of _____

☐ Payment Received: Check No. _____ in the amount of _____

Exceptions to Public Access to Government Records:

- ☐ Inter-agency or intra-agency advisory, consultative or deliberative communications, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Legislative records, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Medical Examiner records, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Criminal investigatory records, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Victim records, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Trade secrets and proprietary commercial or financial information obtained from any source, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Any record within Attorney/Client Privilege N.J.S.A. 47:1A-1.1 et seq.
- ☐ Administrative or technical information regarding computer hardware, software and networks, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Emergency or Security information and surveillance techniques, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Security measures and surveillance techniques, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Information that is disclosed would give an advantage to competitors or bidders, N.J.S.A. 47:1A-1.1
- ☐ Information on any sexual harassment complaint, any grievance filed or collective negotiations, N.J.S.A. 47:1A-1.1
- ☐ Communications between City and Insurance Company, N.J.S.A. 47:1A-1.1 et seq
- ☐ Information which is to be kept confidential pursuant to court order, N.J.S.A. 47:1A-1.1 et seq
- ☐ Certificate of honorable discharge issued by the United States government, N.J.S.A. 47:1A-1.1 et seq
- ☐ Personal Identifying Information, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Social Security Numbers, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Certain records of higher education, N.J.S.A. 47:1A-1.1, et seq.
- ☐ Biotechnology trade secrets, N.J.S.A. 47:1A-1.2, et seq.

- ___ Limitations to convicts -personal information pertaining to the person's victim or the victim's family, N.J.S.A. 47:1A-2.2, et seq.
- ___ Ongoing Investigations, N.J.S.A. 47:1A-3.a.
- ___ Public defender records that relate to the handling of any case, N.J.S.A. 47:1A-5.k.
- ___ Upholds exemptions contained in other State or federal statutes and regulations, Executive Orders of the Governor, Rules of Court, Constitution of this State, or judicial case law N.J.S.A. 47:1A-9.
- ___ Personnel and pension records, N.J.S.A. 47:1A-10, et seq.
- ___ Privacy Interest - "a public agency has a responsibility and an obligation to safeguard from public access a citizen's personal information with which it has been entrusted when disclosure thereof would violate the citizen's reasonable expectation of privacy." N.J.S.A. 47:1A-1.1, et seq.

NOTE: Court documents can be requested through the NJ Judiciary website at www.judiciary.state.nj.us

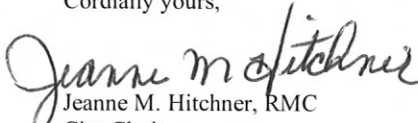
If you feel the City has neglected to provide what you have requested, or any part thereof, or if you believe there is some legal authority that supports your position, please notify us and we will be happy to reconsider our response or denial of access as the case may be.

Mandatory Disclaimer:

If your request for access to a government record has been denied or unfilled within seven (7) business days required by law, you have the right to challenge the decision by the City of Millville to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Council (GRC) by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at P.O. box 819, Trenton, NJ 08625, by e-mail at grc@dca.state.nj.us, or at their website at www.state.nj.us/grc. The GRC can also answer other questions about the law. All questions regarding complaints filed in Superior Court should be directed to the Court Clerk in your County

If you have any questions please contact my office.

Cordially yours,


Jeanne M. Hitchner, RMC
City Clerk

Respond: 11/10/20

Due: 11/12/20

Hitchner, Jeanne

From: Theo Karan <opra+request-18261-32d21896@requests.opramachine.com>
Sent: Friday, October 30, 2020 9:38 PM
To: Hitchner, Jeanne
Subject: OPRA request - Verbal Judo records

RECEIVED

NOV 02 2020 JmH

CITY CLERK'S OFFICE

Dear Millville City,

This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message.

Records requested:

Any and all emails by Millville Police Department employees sent between January 1, 2012 and December 31, 2017 pertaining to the attendance of Verbal Judo classes/courses by M.P.D. officers.

Yours faithfully,
T.K.

Please use deliver records electronically via email to the below UNIQUE address for all replies to this request:

opra+request-18261-32d21896@requests.opramachine.com

Is jeanne.hitchner@millvillenj.gov the wrong address for OPRA requests to Millville City? If so, please contact us using this form:

https://opramachine.com/change_request/new?body=millville_city

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/verbal_judo_records

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

To: Lt. Hydes

Mercado, Wendy

From: Starcher, Brian <Brian.Starcher@pd.millvillenj.gov>
Sent: Monday, March 28, 2016 3:11 PM
To: Wilson, Doug
Cc: Farabella, Jody
Subject: Needed Training

Wilson,

Please locate and send the following officers to Verbal Judo class.

Officer Dixon
Officer Jeffrey Profitt #171

Should you have any questions feel free to contact me.

Respectfully,

**D/Sgt. Brian Starcher
Millville Police Department
Professional Standards Unit
18 S. High Street
Millville, NJ 08332
856-825-7000 ext. 7337**

IMPORTANT WARNING: This message is intended for the use of the person or entity to which it is addressed and may contain information that is privileged and confidential, the disclosure of which is governed by applicable law. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this information is **STRICTLY PROHIBITED**. If you have received this message in error, please notify the sender immediately and arrange for the return or destruction of these documents.



Go Green! Please do not print this e-mail unless it is completely necessary.

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: ws156@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you William Stadnick!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo
Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: wstadnick
Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: ws156@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you William Stadnick!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo

Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: wstadnick

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: jp171@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you Jeffrey Profitt!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo

Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: jprofitt

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: jp171@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you Jeffrey Profitt!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo

Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: jprofitt

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: jd172@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you Joseph Dixon!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo

Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: jdixon

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 06, 2016 8:12 AM
To: jd172@pd.millvillenj.gov
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you Joseph Dixon!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo

Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: jdixon

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: Stadnick III, William <William.StadnickIII@pd.millvillenj.gov>
Sent: Wednesday, April 06, 2016 8:14 AM
To: Wilson, Doug
Subject: Fwd: Enrollment Confirmation

Can you shed some light on this

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: NoReply@ucnj.org
Date: 4/6/2016 8:11 AM (GMT-05:00)
To: "Stadnick III, William" <William.StadnickIII@pd.millvillenj.gov>
Subject: Enrollment Confirmation



REGISTRATION CONFIRMATION

Thank you William Stadnick!

This is your course confirmation. You have successfully registered for the following course(s):

Course Information

Course: Verbal Judo
Date/Time: 4/27/2016 9:00 AM - 1:00 PM

Enrolled

If you have any questions, please feel free to contact:

Karen E. Positan
908-889-9028; 908-889-6112

Account Information:

Username: wstadnick

Password: Not shown for security purposes ([Click here to Reset your password.](#))

Thank you!

John H. Stamler Police Academy

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: Wilson, Doug <Doug.Wilson@pd.millvillenj.gov>
Sent: Wednesday, April 06, 2016 9:19 AM
To: Stadnick III, William; Proffit, Jeffrey; Dixon, Joseph
Cc: Colon, Michael; Cranmer, Harry; Reynolds, Rich; Zadroga, Cindi; Twigg, Charles; Baker, Amy
Subject: Verbal Judo

Officers Stadnick, Profitt and Dixon,

You have been scheduled to attend Verbal Judo on April 27, 2016 9:00am to 1:00pm at the Union County Police Academy 1776 Raritan Road, Scotch Plains, NJ, 07076 (on the Union County Vo-Tech Campus). Check with your supervisor and the schedule book for any modified work schedule. Please make sure the training is placed in the schedule book.

Dress Code

Conservative casual business attire

Regular department uniform

Sport jacket, trousers

All shirts must have collars

Civilian ties and/or suits are optional

<https://www.google.com/maps/dir/18+S+High+St,+Millville,+NJ+08332/1776+Raritan+Rd,+Scotch+Plains,+NJ+07076/@40.6123736,-74.3523325,14z/data=!4m13!4m12!1m5!1m1!1s0x89c7343f65728ef9:0x37358dac1d9e869f!2m2!1d-75.0383984!2d39.3945316!1m5!1m1!1s0x89c3b129d6b11cad:0x9d0a6ee284b4b91b!2m2!1d-74.3583808!2d40.6168737>

*Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332*

Mercado, Wendy

From: Wilson, Doug <Doug.Wilson@pd.millvillenj.gov>
Sent: Wednesday, April 06, 2016 9:20 AM
To: Starcher, Brian
Subject: FW: Verbal Judo

FYI

*Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332*

From: Wilson, Doug
Sent: Wednesday, April 6, 2016 9:19 AM
To: Stadnick III, William <William.StadnickIII@pd.millvillenj.gov>; Proffit, Jeffrey <Jeffrey.Proffit@pd.millvillenj.gov>; Dixon, Joseph <Joseph.Dixon@pd.millvillenj.gov>
Cc: Colon, Michael <Michael.Colon@pd.millvillenj.gov>; Cranmer, Harry <Harry.Cranmer@pd.millvillenj.gov>; Reynolds, Rich <Rich.Reynolds@pd.millvillenj.gov>; Zadroga, Cindi <Cindi.Zadroga@pd.millvillenj.gov>; Twigg, Charles <Charles.Twigg@pd.millvillenj.gov>; Baker, Amy <Amy.Baker@pd.millvillenj.gov>
Subject: Verbal Judo

Officers Stadnick, Proffit and Dixon,

You have been scheduled to attend Verbal Judo on April 27, 2016 9:00am to 1:00pm at the Union County Police Academy 1776 Raritan Road, Scotch Plains, NJ, 07076 (on the Union County Vo-Tech Campus). Check with your supervisor and the schedule book for any modified work schedule. Please make sure the training is placed in the schedule book.

Dress Code

Conservative casual business attire

Regular department uniform

Sport jacket, trousers

All shirts must have collars

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Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

From: Wilson, Doug <Doug.Wilson@pd.millvillenj.gov>
Sent: Wednesday, April 06, 2016 1:56 PM
To: kpositan@ucnj.org
Subject: W-9 needed.

Good Afternoon Karen,

I registered three officers for the upcoming verbal judo class. Can you send me a copy of your W-9 so I can have the academy added to the city of Millville as a vendor for payment.

Thank you,

*Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332*

Mercado, Wendy

From: Colon, Michael <Michael.Colon@pd.millvillenj.gov>
Sent: Wednesday, April 13, 2016 11:39 AM
To: Proffit Jr, Jeffery
Cc: Twigg, Charles; Zadroga, Cindi; Matos, Shawn; Reynolds, Rich; Baker, Amy
Subject: Dispatch duties - Profitt

You are being transferred to dispatch duties effective immediately. You will remain in 12 hour shift, however you will be transferring to the night shift rotation ahead of schedule. You will start dispatch duties on Friday April 15th at **7:00 pm to 7 am**. You will be working with Sgt. Reynolds squad until Charlie squad rotate to night shift on Monday April 25th

I noticed that you have a school schedule for Tuesday April 26th. You will work Sunday April 24, 7p to 7a, Monday will be your Regular Day Off (RDO) and attend verbal Judo class on Tuesday April 26 7am to 7pm. You'll return to your normal schedule after the traing. Remember Tuesday in 12 hr day.

If you have any questions, see your Sgtr Reynold or Sgt. Twigg.

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Wednesday, April 20, 2016 4:00 AM
To: jd172@pd.millvillenj.gov
Subject: Reminder for Verbal Judo



REGISTRATION REMINDER

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Wednesday, April 20, 2016 4:00 AM
To: jp171@pd.millvillenj.gov
Subject: Reminder for Verbal Judo



REGISTRATION REMINDER

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Wednesday, April 20, 2016 4:00 AM
To: ws156@pd.millvillenj.gov
Subject: Reminder for Verbal Judo

**REGISTRATION REMINDER**

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: Baker, Amy <Amy.Baker@pd.millvillenj.gov>
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: Profitt Verbal Judo

Lt. Colon,

You have Jeff Profitt attending the Verbal Judo class on April 26. It looks like from your email that you adjusted his schedule for this week. However, the original email from Doug Wilson shows that Stadnick, Dixon and Profitt are scheduled on April 27. Could you please look at this for me? I just want to make sure we are all on the same page. I am forwarding the email from Wilson to you.

*Amy Baker
Millville Police Department Records
856-825-7010 Ext. 7371*

Mercado, Wendy

From: Baker, Amy <Amy.Baker@pd.millvillenj.gov>
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: FW: Verbal Judo

From: Wilson, Doug
Sent: Wednesday, April 6, 2016 9:19 AM
To: Stadnick III, William; Proffit, Jeffrey; Dixon, Joseph
Cc: Colon, Michael; Cranmer, Harry; Reynolds, Rich; Zadroga, Cindi; Twigg, Charles; Baker, Amy
Subject: Verbal Judo

Officers Stadnick, Profitt and Dixon,

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Regular department uniform

Sport jacket, trousers

All shirts must have collars

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*Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332*

Mercado, Wendy

From: Colon, Michael <Michael.Colon@pd.millvillenj.gov>
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

From: Baker, Amy
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: Profitt Verbal Judo

Lt. Colon,

You have Jeff Profitt attending the Verbal Judo class on April 26. It looks like from your email that you adjusted his schedule for this week. However, the original email from Doug Wilson shows that Stadnick, Dixon and Profitt are scheduled on April 27. Could you please look at this for me? I just want to make sure we are all on the same page. I am forwarding the email from Wilson to you.

*Amy Baker
Millville Police Department Records
856-825-7010 Ext. 7371*

Mercado, Wendy

From: Baker, Amy <Amy.Baker@pd.millvillenj.gov>
Sent: Friday, April 22, 2016 9:54 AM
To: Colon, Michael
Subject: RE: Profitt Verbal Judo

Lt. Colon,

Could you please just check to see if his Verbal Judo is Tuesday April 26 or in fact on Wednesday April 27 per Wilson's email. The schedule still shows his class on the 26th.

From: Colon, Michael
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

From: Baker, Amy
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: Profitt Verbal Judo

Lt. Colon,

You have Jeff Profitt attending the Verbal Judo class on April 26. It looks like from your email that you adjusted his schedule for this week. However, the original email from Doug Wilson shows that Stadnick, Dixon and Profitt are scheduled on April 27. Could you please look at this for me? I just want to make sure we are all on the same page. I am forwarding the email from Wilson to you.

*Amy Baker
Millville Police Department Records
856-825-7010 Ext. 7371*

Mercado, Wendy

From: Colon, Michael <Michael.Colon@pd.millvillenj.gov>
Sent: Friday, April 22, 2016 6:42 PM
To: Baker, Amy
Cc: Proffitt, Jeffrey
Subject: RE: Profitt Verbal Judo

Its Wednesday Amy, my mistake (Dixon, Stadnick, Profitt)
I flipped Profitt RDO so he can go to school on Wednesday
Off Tuesday
7a-7p Wednesday
I changed the schedule

Jeff you now have the weekend off again. It my mistake. I switched your RDO to go the school on Wednesday.

From: Baker, Amy
Sent: Friday, April 22, 2016 9:54 AM
To: Colon, Michael
Subject: RE: Profitt Verbal Judo

Lt. Colon,

Could you please just check to see if his Verbal Judo is Tuesday April 26 or in fact on Wednesday April 27 per Wilson's email. The schedule still shows his class on the 26th.

From: Colon, Michael
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

From: Baker, Amy
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: Profitt Verbal Judo

Lt. Colon,

You have Jeff Profitt attending the Verbal Judo class on April 26. It looks like from your email that you adjusted his schedule for this week. However, the original email from Doug Wilson shows that Stadnick, Dixon and Profitt are scheduled on April 27. Could you please look at this for me? I just want to make sure we are all on the same page. I am forwarding the email from Wilson to you.

Amy Baker

Millville Police Department Records

856-825-7010 Ext. 7371

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Monday, April 25, 2016 4:00 AM
To: jd172@pd.millvillenj.gov
Subject: Reminder for Verbal Judo



REGISTRATION REMINDER

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Monday, April 25, 2016 4:00 AM
To: jp171@pd.millvillenj.gov
Subject: Reminder for Verbal Judo



REGISTRATION REMINDER

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: NoReply@ucnj.org <NoReply@ucnj.org>
Sent: Monday, April 25, 2016 4:00 AM
To: ws156@pd.millvillenj.gov
Subject: Reminder for Verbal Judo



REGISTRATION REMINDER

This is to remind you that you are enrolled in the following upcoming course.

Verbal Judo

4/27/2016 (9:00:00 AM - 1:00:00 PM)

John H. Stamler Police Academy

Location Address: 1776 Raritan Road, Scotch Plains, NJ 07076

Thank you!

****Please DO NOT REPLY to the email address sending this email - it is NOT monitored.*

Mercado, Wendy

From: Trout, Sherry <Sherry.Trout@pd.millvillenj.gov>
Sent: Wednesday, April 27, 2016 11:04 AM
To: Farabella, Jody
Subject: FIRST APPROVAL 16-0776 (VERBAL JUDO COURSE)

Sherry H. Trout

Administrative Secretary/Office Services Manager
Millville Police Department
18 S. High Street
Millville, NJ 08332
(856) 825-7010 ext. 7363
(856) 293-8059 Fax

Secretary to Mayor/Director Santiago
12 S. High Street
Millville, NJ 08332
Mayor (856) 825-7000 ext. 7397
Director of Public Safety (856) 825-7000 ext. 7398

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 27, 2016 1:09 PM
To: ws156@pd.millvillenj.gov
Subject: Course Evaluation

Please take a few moments to give us some feedback regarding the program you just completed. Your opinions are important to us and guide our improvement efforts.

Student: Stadnick, William (120372)

Course Name: VERBJ 100b Verbal Judo starting on 4/27/2016 and ending on 4/27/2016

Before logging onto the system, please see your Training Officer to obtain information about your account.

[Stamler Course Evaluation One-Day Survey](#)

Mercado, Wendy

From: NoReply@ucnj.org
Sent: Wednesday, April 27, 2016 1:09 PM
To: jd172@pd.millvillenj.gov
Subject: Course Evaluation

Please take a few moments to give us some feedback regarding the program you just completed. Your opinions are important to us and guide our improvement efforts.

Student: Dixon, Joseph (120367)

Course Name: VERBJ 100b Verbal Judo starting on 4/27/2016 and ending on 4/27/2016

Before logging onto the system, please see your Training Officer to obtain information about your account.

Stamler Course Evaluation One-Day Survey

Mercado, Wendy

From: Wilson, Doug <Doug.Wilson@pd.millvillenj.gov>
Sent: Thursday, April 28, 2016 10:10 AM
To: Zadroga, Ed
Cc: Mulford, Larry
Subject: Ofc. Profitt did not attend Verbal Judo training

Sgt. E. Zadroga,

I was advised that Officer Jeffrey Profitt #171 did not attend the Verbal Judo class he was scheduled to go to. I spoke to Sgt. C. Zadroga and was told the following: Ofc Profitt arrived to work the night before the training (4/26/16). He was asked why he was at work by Sgt. Twigg. (From what I understand, Ofc. Profitt was scheduled to be off and work 4 hours after the class was over.) Sgt. Twigg told him that he is scheduled to attend the Verbal Judo class and Ofc. Profitt told him that he was not attending the class. Sgt. Twigg then went to Lt. Colon and advised him of the matter. Lt. Colon told Ofc. Profitt that he is working the 4 hours that night (4/26/16) and then going to the class in the morning (4/27/16). Sgt. C. Zadroga further relayed Ofc. Profitt called out sick for the training. It should be noted that I received an email from D/Sgt. Starcher to set up the Verbal Judo training for Ofc. Profitt. This leads me to believe that this was a mandatory training for an IA.

Respectfully,

Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

From: Wilson, Doug <Doug.Wilson@pd.millvillenj.gov>
Sent: Thursday, April 28, 2016 10:10 AM
To: Zadroga, Ed
Cc: Mulford, Larry
Subject: Ofc. Profitt did not attend Verbal Judo training

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Respectfully,

*Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332*

Mercado, Wendy

From: Mulford, Larry <Larry.Mulford@pd.millvillenj.gov>
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: FW: Ofc. Profitt did not attend Verbal Judo training

Gentlemen,

I am forwarding this information as this may need to be looked into further on why Profitt failed to attend this scheduled class.

Thank You,

Lt. Lawrence J. Mulford
Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

From: Wilson, Doug
Sent: Thursday, April 28, 2016 10:10 AM
To: Zadroga, Ed
Cc: Mulford, Larry
Subject: Ofc. Profitt did not attend Verbal Judo training

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Respectfully,

Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

From: Mulford, Larry <Larry.Mulford@pd.millvillenj.gov>
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: FW: Ofc. Profitt did not attend Verbal Judo training

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Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

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Respectfully,

Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

From: Colon, Michael <Michael.Colon@pd.millvillenj.gov>
Sent: Saturday, April 30, 2016 3:57 PM
To: Mulford, Larry; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: RE: Ofc. Profitt did not attend Verbal Judo training

That's correct. For some reason he thought he was not going to his verbal Judo class because of his Adman assignment. I told him unless he got information above my level, is was still going to the verbal Judo class. Sgt Twigg suggested that since he was here, he could do his 4 hrs tonight. I agreed. Profitt work 7-11p and was released.

There was no misunderstanding after our meeting. He knew he had to report for class the next day.

From: Mulford, Larry
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
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Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

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Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

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Cc: Baer, Daniel; Starcher, Brian
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From: Mulford, Larry
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: FW: Ofc. Profitt did not attend Verbal Judo training

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Thank You,

Lt. Lawrence J. Mulford
Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

From: Wilson, Doug
Sent: Thursday, April 28, 2016 10:10 AM
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Cc: Mulford, Larry
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Respectfully,

Ptln. Douglas Wilson #135
Millville Police Department
Training Unit
856-825-7010 ext. 7332

Mercado, Wendy

From: Farabella, Jody <Jody.Farabella@pd.millvillenj.gov>
Sent: Monday, May 02, 2016 9:14 AM
To: Starcher, Brian; Colon, Michael; Twigg, Charles; Baer, Daniel
Cc: Richard Necelis
Subject: Confidential

Det/Sgt. Brian Statrcher

To follow up with this mornings meeting regarding Officer Profitt. Another incident took place over the weekend as you are aware. Lt. Colon and Sgt. Twigg will be writing me letters for the possible insubordination.

From my understanding Officer Profitt refuses to make corrections on his report. These corrections were made by the first line supervisor. This report in question are form the incident with Alphonso Williams.

On another incident, I ordered Lt. Colon and Sgt. Twigg to write down the details to what transpired on why Officer Jeff Profitt failed to attend Verbal Judo school.

I am allowing you to work on this IA and assist the CCPO with its investigation.

Chief Jody Farabella

Mercado, Wendy

From: Farabella, Jody <Jody.Farabella@pd.millvillenj.gov>
Sent: Tuesday, May 03, 2016 7:41 AM
To: Richard Necelis
Subject: Fw: Confidential

From: Farabella, Jody
Sent: Monday, May 2, 2016 9:13 AM
To: Starcher, Brian; Colon, Michael; Twigg, Charles; Baer, Daniel
Cc: Richard Necelis
Subject: Confidential

Det/Sgt. Brian Statrcher

To follow up with this mornings meeting regarding Officer Profitt. Another incident took place over the weekend as you are aware. Lt. Colon and Sgt. Twigg will be writing me letters for the possible insubordination.

From my understanding Officer Profitt refuses to make corrections on his report. These corrections were made by the first line supervisor. This report in question are form the incident with Alphonso Williams.

On another incident, I ordered Lt. Colon and Sgt. Twigg to write down the details to what transpired on why Officer Jeff Profitt failed to attend Verbal Judo school.

I am allowing you to work on this IA and assist the CCPO with its investigation.

Chief Jody Farabella

Mercado, Wendy

From: Colon, Michael <Michael.Colon@pd.millvillenj.gov>
Sent: Thursday, May 05, 2016 12:57 AM
To: Farabella, Jody
Cc: Starcher, Brian
Subject: Officer Profitt: Failure to correct report / Verbal Judo Class
Attachments: 16~10043Profitt.pdf; VerbalJudoClass.pdf

The attached files are letters I was order to write by Chief Farabella. The original signed copy was placed under Chief Farabella door last night.

Any questions see me.
Thanks

MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

Date Tuesday May 4, 2016

From Lt. Michael Colon
Uniform Patrol Supervisor

Ref: Officer Profit
Case #16-10043

After our May 2nd Monday morning meeting, you asked me to write you a letter on the chain of events leading up to the meeting. Below are you will find the dates and approximate time of those events.

Thursday April 28, 2016 1:01 am

In reviewing 2nd level reports, I noticed that Officer Jeff Profit April 11th arrest of Alphonso Williams was still not reviewed by Lt. Cranmer. Sgt. Twigg had already rejected this report for grammar. The supervisory in charge on the date of serious incident usually reviews/approves all the uniform police reports.

Since Captain Baer was on vacation, I questioned Chief Farabella if Lt. Cranmer was going to review the report. I suggested in my e-mail that a supervisory in charge on the date of the incident should be the one assigned to review the reports.

(E-mail dated: Thursday April 28th 2016 at 1:01 AM, To: Chief Farabella & Captain Baer) Attachment #1

Thursday April 28, 2016 4:00 pm

Upon my return to work, we met in your office to discuss my e-mail. You explained that Lt. Cranmer will not review Officer Profit's investigation report. You ordered me to complete the 2nd review and current patrol supervisor to do the initial review. This duty would have fallen upon Sgt. Shawn Matos. You sent me e-mail response to confirm our conversation.

(E-mail dated: Thursday April 28th 2016 at 12:58 PM from Chief Farabella) Attachment #1

Thursday April 28th 9:32 pm

As ordered, I reviewed Officer Profit's submitted investigation report that night. During my review, I discovered a few errors, omissions and lack of articulable content within his report. Since Officer Profit was not working this night, I had a question on how you wanted to proceed. I do not typically approve reports with outstanding supervisory issues and since these comments would be deleted upon my approval, I want to clear before going forward.

I sent you an e-mail detailing the rejected supervisor comments in Officer Profit's investigation report. You received this comments in the form of an attached file. I specifically asked if you wanted to give Officer Profit an opportunity to make corrections and clarify his report. Officer Profit's squad was expected to return to work on Friday April 29th at 7:00pm and continued through the weekend.

(E-mail dated; Thursday April 28th 2016 at 9:32 PM to Chief Farabella) Attachment #1

April 29th

I received your e-mail response giving Officer Profit authority to make correction only to supervisory comments of his investigation report.

April 29th 10:00 pm

I met with Officer Profit in the patrol supervisor office to discuss his submitted investigation report. I pulled up his investigation report on my desk top computer. We went over each of the five bullets I placed in the supervisor notes.

- **Use of Force:** Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.
- Flagged down by an intoxicated male: You didn't note any observation of intoxication from which you draw this conclusion.
- I then had to assist Williams into my patrol vehicle: Not sure what this means. Did you use force to get him into patrol car or did you guide him into car.
- I took Williams to the ground. How? Leg sweep / arm bar. Your arrestee sustained injury, but you didn't describe his injury or note how this injury may have occurred.
- Arrest Report: The arrest time is before the offense time. This can't be right? Time of Offense: 4:30pm / Time of Arrest: 3:45

To make corrections, I emphasized that the underline portions of the supervisor notes were taken directly from his investigation report. At the meeting, I asked him if he had any questions.

Officer Profitt voice concern about modifying his report to address the supervisory notes. He specifically asked if it was okay to make these corrections or additions. I told him that I had already received authority from Chief Farabella to allow him to make these modification. I also explained that the supervisory notes were not suggestions but orders for the successful approval process of his report. To reaffirm this statement, I sent Officer Profitt an e-mail I received from Chief Farabella.

Saturday April 30th 12:33 am

I took the e-mail I received from Chief Farabella authorizing Officer Profitt to make the necessary correction to address the supervisory notes in his investigation report. In providing the written documentation, I wanted to remove any doubt that this was an order. Before leaving that night, I confirmed with Officer Profitt that he had received my e-mail and if he had any additional questions. He had no additional questions.

(E-mail dated: Friday April 29th 2016 at 9:06 AM from Chief Farabella) Attachment #2

Saturday April 30th

In response to a supervisor shortage my work shift was changed to 7:00 am to 3:00 pm

Sunday May 1, 1:00 am

I knew Officer Profitt had worked 12 hour shift on Saturday and he was working another 12 hour shift on Sunday. I sent a text message to Sgt. Twigg to check on the status of Officer Profitt's report. Sgt. Twigg sent me a return text message that the investigation report I rejected had not been submitted by Officer Profitt.

Sgt. Twigg advised me by text that Officer Profitt wanted to speak with his attorney about his bad report. I wrote a response text to Sgt. Twigg that I had already spoken with Profitt on Friday and he had no questions. I explained that Officer Profitt will not have an opportunity to talk with his attorney before submitting his report. I will be reviewing his report in the morning.

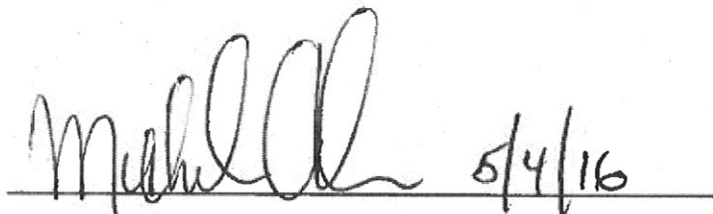
I then called Sgt. Twigg where we discuss our prior text messages. I told Sgt. Twigg to make sure Officer Profitt understand that his report will be submitted before the end of his shift. Officer Profitt failure to complete this report with the necessary corrections and additions within the next six hours would generate an IA complaint.

Monday May 2 9:00 am

I met with Captain Baer and explained the orders given to me by Chief Farabella during his vacation. I explained Officer Profitt refusal to make corrections to the supervisory notes in his investigation report. When

we reviewed the report, I confirmed that Officer Profitt did not make any correction to his report. I asked Captain Baer to lock out the report and requested to meet with Chief Farabella.

I spoke with Chief Farabella about Officer Profitt's investigation report he ordered me to review and Officer Profitt refusal to make corrections. I requested that an internal investigation to be initiated for insubordination. Chief Farabella ordered me write this memo to document my attempt to review and approve Officer Profitt report.

A handwritten signature in black ink, appearing to read "Michael Colon", is written over a horizontal line. To the right of the signature, the date "5/4/16" is handwritten.

Lt. Michael Colon

Attachment 1 E-mail correspondent 3 of 3

Attachment 2 E-mail correspondent 1 of 1

103

Attachment 1

Colon, Michael

From: Colon, Michael
Sent: Thursday, April 28, 2016 9:32 PM
To: Farabella, Jody
Subject: RE: 16-10043 / Alphonso Williams 4/11/16
Attachments: Profitt 16-10043.docx

As per meeting, I reviewed Officer Profitt investigation report for this incident. The report is currently in rejected status.

I understand you ordered me to review / approve this report tonight. However I do not approve reports with outstanding supervisory notes. Officer Profitt is not expected back to work until Friday evening at 7:00 pm. I have attached screen shot of the supervisory notes, so that you understanding some of questions I have about his report.

Do you want give Officer Profitt an opportunity to make corrections and answer the supervisory questions? Or

Do you want the report approved with the outstanding supervisory notes. Since these notes are erased upon 2nd level approval I have attached a screen shot with this email.

From: Farabella, Jody
Sent: Thursday, April 28, 2016 12:58 PM
To: Colon, Michael
Cc: Baer, Daniel
Subject: Re: 16-10043 / Alphonso Williams 4/11/16

Case 16-10043

Lt. Colon

Lt. Cranmer is not going to approve this report. When you return to work today, I want you to have Sgt. Matos do first approval. You are to do second approval. It is my understanding this report was already turned in by Officer Profitt so it should be only checked for grammar.

This shall be completed today. I will then have this admin closed out.

Respectfully
Chief Jody Farabella

From: Colon, Michael
Sent: Thursday, April 28, 2016 1:01 AM
To: Baer, Daniel; Farabella, Jody
Subject: 16-10043 / Alphonso Williams 4/11/16

Is Lt. Cranmer going to review and approve this report?

243 Attachment 1

Sgt Twigg rejected it for grammar, but I believe the supervisor working the shift should examine the report for its content and approve the report.

3 of 3

Attachment
1

Use of Force: Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.

flagged down by an intoxicated male: You didn't note any observation of intoxication from which you draw this conclusion.

I then had to assist Williams into my patrol vehicle: Not sure what this means. Did you use force to get him into patrol car or did you guide him into car.

I took Williams to the ground. How? Leg sweep / arm bar. Your arrestee sustained injury, but you didn't describe his injury or note how this injury may have occurred.

Arrest Report: The arrest time is before the offense time. This can't be right? Time of Offense: 4:30pm / Time of Arrest: 3:45

FileMaker Pro - [LawSoft RMS (LawSoft CAD-RMS (Milville Police Department))]

File Edit View Insert Format Records Window Administrative Tools Help

LawSoft
CAD-RMS

Operations / Investigation Report

Incident Details Contacts Property Narrative UCR / Incident Notes

Case Number
16-10043

2 Pages

Enter UCR Clear UCR Supervisor Notes

proof read fix errors. CT68
M.Colon 52
Use of Force: Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.
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Search Show All Quit

130 Browse

8:08 PM
4/25/2016

Attachment 2

Colon, Michael

From: Colon, Michael
Sent: Saturday, April 30, 2016 12:33 AM
To: Proffit, Jeffrey
Subject: Addressing supervisor notes

I was ordered to review your report and approve it. During the review process, I placed notes in the supervisor comment selection of your report that should be address prior to my approval.

I understand you had concern about doing anything to your report, but I wanted to let you know that I have spoken with the Chief about this issue. His email response is below.

From: Farabella, Jody
Sent: Friday, April 29, 2016 9:43 AM
To: Colon, Michael
Subject: Fw: 16-10043 / Alphonso Williams 4/11/16

Lt. Colon

So were clear

Officer Profitt is only to make changes to the supervisors comments. This does not mean alter the original report.

Chief Jody Farabella

From: Farabella, Jody
Sent: Friday, April 29, 2016 9:06 AM
To: Colon, Michael
Cc: Starcher, Brian
Subject: Re: 16-10043 / Alphonso Williams 4/11/16

No Lt. Colon

If the report needs corrections from when it was first submitted. The Officer needs to clarify or correct what the fist line supervisor is requesting. This report should be treated no different than any other report that needs first approval. Supervisor notes need to be addressed. Please have Officer Profitt address what was rejected when he returns.

Chief Jody Farabella

MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

From: Lt. Michael Colon
Uniform Patrol Supervisor

Date May 4, 2016

Ref: Officer Profitt
Verbal Judo Class

During our May 2nd meeting, you asked me to write a letter on why Officer Profitt failed to show up for his Verbal Judo Class. I explained that it was my understanding that Officer Profitt called off sick on the day of his class.

However, you had information that Officer Profitt showed up for work on Tuesday because he did not want to go to the verbal Judo class. Below is my interaction with Officer Profitt on this date.

Tuesday April 26, 2016 at 7:20 pm

On the above date and time, I was the acting patrol supervisor and I received a message from Sgt. Charles Twigg. Sgt. Twigg was the incoming patrol supervisor who started at 7:00 pm and he asked me to come to the station for issue.

When I arrived at the station, and walked into the patrol report room. I noticed Officer Profitt sitting in a chair, and realized he was not supposed to be working. I had prior knowledge that Officer Profitt's work day had been adjusted to attend a verbal judo training. I asked officer Profitt, what he was doing in the station?

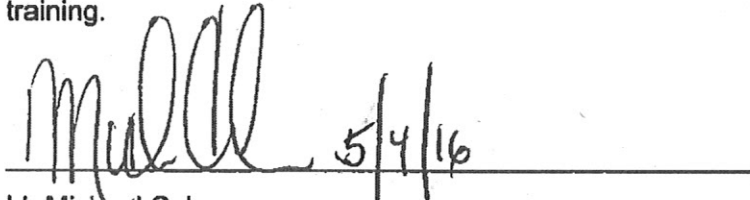
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I told him that I sent him at least two e-mail messages adjusting his work schedule to accommodate the Verbal Judo School. I asked if he received any order from Captain Baer or Chief Farabella telling him he was not going to the school tomorrow. Officer Profitt said no.

I explained that he does not decided which school he will not go to, but the administration of the police department. If the police administration had decided not to send him to school while he on administrative duty, he would have been advised by his supervisor or a higher authority. Since I adjusted his work schedule within the last week to attend this school, he should have realized he was going to school.

Sgt. Twigg stated that Officer Profitt's training is only 8 hours long and he will owe 4 hours of patrol time. Since he was already here, could he remain and complete his 4 hours now. I told Sgt. Twigg, he could complete his 4 hours tonight, but I emphasized that Officer Profitt will go home at 11:00 pm.

During the shift, I realized Officer Profitt did go home at the appropriate time to attend his school in the morning. It was a couple days later that someone advised me that Officer Profitt had called off sick for his training.

A handwritten signature, likely of Lt. Michael Colon, is written over a horizontal line. To the right of the signature, the date "5/4/16" is handwritten.

Lt. Michael Colon

Attachment 1 E-mails to Officer Profitt adjusting work schedule April 20, 2016

Attachment 2 E-mails to Officer Profitt adjusting work schedule April 22, 2016

Attachment 3 E-mails to Lt. Mulford April 30, 2016

Colon, Michael

Attachment 1

From: Colon, Michael
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

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To: Colon, Michael
Subject: Profitt Verbal Judo

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Amy Baker
Millville Police Department Records
856-825-7010 Ext: 7371

Colon, Michael

Attached 2

From: Colon, Michael
Sent: Friday, April 22, 2016 6:42 PM
To: Baker, Amy
Cc: Proffit, Jeffrey
Subject: RE: Profitt Verbal Judo

Its Wednesday Amy, my mistake (Dixon, Stadnick, Profitt)
I flipped Profitt RDO so he can go to school on Wednesday
Off Tuesday
7a-7p Wednesday
I changed the schedule

Jeff you now have the weekend off again. It my mistake. I switched your RDO to go the school on Wednesday.

From: Baker, Amy
Sent: Friday, April 22, 2016 9:54 AM
To: Colon, Michael
Subject: RE: Profitt Verbal Judo

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Colon, Michael

From: Colon, Michael
Sent: Saturday, April 30, 2016 3:57 PM
To: Mulford, Larry; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: RE: Ofc. Profitt did not attend Verbal Judo training

That's correct. For some reason he thought he was not going to his verbal Judo class because of his Adman assignment. I told him unless he got information above my level, is was still going to the verbal Judo class. Sgt Twigg suggested that since he was here, he could do his 4 hrs tonight. I agreed. Profitt work 7-11p and was released.

There was no misunderstanding after our meeting. He knew he had to report for class the next day.

From: Mulford, Larry
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: FW: Ofc. Profitt did not attend Verbal Judo training

Gentlemen,

I am forwarding this information as this may need to be looked into further on why Profitt failed to attend this scheduled class.

Thank You,

Lt. Lawrence J. Mulford
Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

From: Wilson, Doug
Sent: Thursday, April 28, 2016 10:10 AM
To: Zadroga, Ed
Cc: Mulford, Larry
Subject: Ofc. Profitt did not attend Verbal Judo training

Sgt. E. Zadroga,

I was advised that Officer Jeffrey Profitt #171 did not attend the Verbal Judo class he was scheduled to go to. I spoke to Sgt. C. Zadroga and was told the following: Ofc Profitt arrived to work the night before the training (4/26/16). He was asked why he was at work by Sgt. Twigg. (From what I understand, Ofc. Profitt was scheduled to be off and work 4 hours after the class was over.) Sgt. Twigg told him that he is scheduled to attend the Verbal Judo class and Ofc. Profitt told him that he was not attending the class. Sgt. Twigg then went to Lt. Colon and advised him of the matter. Lt. Colon told Ofc. Profitt that he is working the 4 hours that night (4/26/16) and then going to the class in the morning (4/27/16). Sgt. C. Zadroga further relayed Ofc. Profitt called out sick for the training. It should be noted that I received an email from D/Sgt. Starcher to set up the Verbal Judo training for Ofc. Profitt. This leads me to believe that this was a mandatory training for an IA.

Mercado, Wendy

From: Farabella, Jody <Jody.Farabella@pd.millvillenj.gov>
Sent: Thursday, May 05, 2016 8:59 AM
To: Starcher, Brian
Subject: Fw: Officer Profitt: Failure to correct report / Verbal Judo Class
Attachments: 16~10043Profitt.pdf; VerbalJudoClass.pdf

Brian

I sending over hard copy's to you.

Chief Jody Farabella

From: Colon, Michael
Sent: Thursday, May 5, 2016 12:56 AM
To: Farabella, Jody
Cc: Starcher, Brian
Subject: Officer Profitt: Failure to correct report / Verbal Judo Class

The attached files are letters I was order to write by Chief Farabella. The original signed copy was placed under Chief Farabella door last night.

Any questions see me.
Thanks

MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

Date Tuesday May 4, 2016

From Lt. Michael Colon
Uniform Patrol Supervisor

Ref: Officer Profit
Case #16-10043

After our May 2nd Monday morning meeting, you asked me to write you a letter on the chain of events leading up to the meeting. Below are you will find the dates and approximate time of those events.

Thursday April 28, 2016 1:01 am

In reviewing 2nd level reports, I noticed that Officer Jeff Profit April 11th arrest of Alphonso Williams was still not reviewed by Lt. Cranmer. Sgt. Twigg had already rejected this report for grammar. The supervisory in charge on the date of serious incident usually reviews/approves all the uniform police reports.

Since Captain Baer was on vacation, I questioned Chief Farabella if Lt. Cranmer was going to review the report. I suggested in my e-mail that a supervisory in charge on the date of the incident should be the one assigned to review the reports.

(E-mail dated: Thursday April 28th 2016 at 1:01 AM, To: Chief Farabella & Captain Baer) Attachment #1

Thursday April 28, 2016 4:00 pm

Upon my return to work, we met in your office to discuss my e-mail. You explained that Lt. Cranmer will not review Officer Profit's investigation report. You ordered me to complete the 2nd review and current patrol supervisor to do the initial review. This duty would have fallen upon Sgt. Shawn Matos. You sent me e-mail response to confirm our conversation.

(E-mail dated: Thursday April 28th 2016 at 12:58 PM from Chief Farabella) Attachment #1

Thursday April 28th 9:32 pm

As ordered, I reviewed Officer Profit's submitted investigation report that night. During my review, I discovered a few errors, omissions and lack of articulable content within his report. Since Officer Profit was not working this night, I had a question on how you wanted to proceed. I do not typically approve reports with outstanding supervisory issues and since these comments would be deleted upon my approval, I want to clear before going forward.

I sent you an e-mail detailing the rejected supervisor comments in Officer Profit's investigation report. You received this comments in the form of an attached file. I specifically asked if you wanted to give Officer Profit an opportunity to make corrections and clarify his report. Officer Profit's squad was expected to return to work on Friday April 29th at 7:00pm and continued through the weekend.

(E-mail dated; Thursday April 28th 2016 at 9:32 PM to Chief Farabella) Attachment #1

April 29th

I received your e-mail response giving Officer Profit authority to make correction only to supervisory comments of his investigation report.

April 29th 10:00 pm

I met with Officer Profit in the patrol supervisor office to discuss his submitted investigation report. I pulled up his investigation report on my desk top computer. We went over each of the five bullets I placed in the supervisor notes.

- **Use of Force:** Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.
- Flagged down by an intoxicated male: You didn't note any observation of intoxication from which you drawl this conclusion.
- I then had to assist Williams into my patrol vehicle: Not sure what this means. Did you use force to get him into patrol car or did you guide him into car.
- I took Williams to the ground. How? Leg sweep / arm bar. Your arrestee sustained injury, but you didn't describe his injury or note how this injury may have occurred.
- Arrest Report: The arrest time is before the offense time. This can't be right? Time of Offense: 4:30pm / Time of Arrest: 3:45

To make corrections, I emphasized that the underline portions of the supervisor notes were taken directly from his investigation report. At the meeting, I asked him if he had any questions.

Officer Profitt voice concern about modifying his report to address the supervisory notes. He specifically asked if it was okay to make these corrections or additions. I told him that I had already received authority from Chief Farabella to allow him to make these modification. I also explained that the supervisory notes were not suggestions but orders for the successful approval process of his report. To reaffirm this statement, I sent Officer Profitt an e-mail I received from Chief Farabella.

Saturday April 30th 12:33 am

I took the e-mail I received from Chief Farabella authorizing Officer Profitt to make the necessary correction to address the supervisory notes in his investigation report. In providing the written documentation, I wanted to remove any doubt that this was an order. Before leaving that night, I confirmed with Officer Profitt that he had received my e-mail and if he had any additional questions. He had no additional questions.

(E-mail dated: Friday April 29th 2016 at 9:06 AM from Chief Farabella) Attachment #2

Saturday April 30th

In response to a supervisor shortage my work shift was changed to 7:00 am to 3:00 pm

Sunday May 1, 1:00 am

I knew Officer Profitt had worked 12 hour shift on Saturday and he was working another 12 hour shift on Sunday. I sent a text message to Sgt. Twigg to check on the status of Officer Profitt's report. Sgt. Twigg sent me a return text message that the investigation report I rejected had not been submitted by Officer Profitt.

Sgt. Twigg advised me by text that Officer Profitt wanted to speak with his attorney about his bad report. I wrote a response text to Sgt. Twigg that I had already spoken with Profitt on Friday and he had no questions. I explained that Officer Profitt will not have an opportunity to talk with his attorney before submitting his report. I will be reviewing his report in the morning.

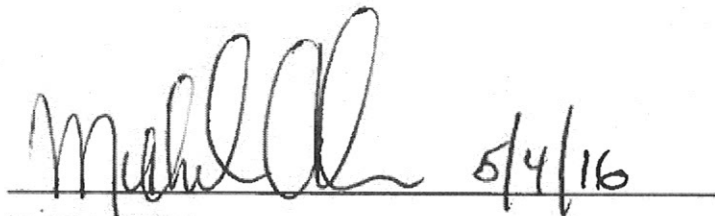
I then called Sgt. Twigg where we discuss our prior text messages. I told Sgt. Twigg to make sure Officer Profitt understand that his report will be submitted before the end of his shift. Officer Profitt failure to complete this report with the necessary corrections and additions within the next six hours would generate an IA complaint.

Monday May 2 9:00 am

I met with Captain Baer and explained the orders given to me by Chief Farabella during his vacation. I explained Officer Profitt refusal to make corrections to the supervisory notes in his investigation report. When

we reviewed the report, I confirmed that Officer Profitt did not make any correction to his report. I asked Captain Baer to lock out the report and requested to meet with Chief Farabella.

I spoke with Chief Farabella about Officer Profitt's investigation report he ordered me to review and Officer Profitt refusal to make corrections. I requested that an internal investigation to be initiated for insubordination. Chief Farabella ordered me write this memo to document my attempt to review and approve Officer Profitt report.

A handwritten signature, appearing to read "Michael Colon", is written in black ink over a horizontal line. To the right of the signature, the date "5/4/16" is handwritten.

Lt. Michael Colon

Attachment 1 E-mail correspondent 3 of 3

Attachment 2 E-mail correspondent 1 of 1

103

Attachment 1

Colon, Michael

From: Colon, Michael
Sent: Thursday, April 28, 2016 9:32 PM
To: Farabella, Jody
Subject: RE: 16-10043 / Alphonso Williams 4/11/16
Attachments: Profitt 16-10043.docx

As per meeting, I reviewed Officer Profitt investigation report for this incident. The report is currently in rejected status.

I understand you ordered me to review / approve this report tonight. However I do not approve reports with outstanding supervisory notes. Officer Profitt is not expected back to work until Friday evening at 7:00 pm. I have attached screen shot of the supervisory notes, so that you understanding some of questions I have about his report.

Do you want give Officer Profitt an opportunity to make corrections and answer the supervisory questions? Or

Do you want the report approved with the outstanding supervisory notes. Since these notes are erased upon 2nd level approval I have attached a screen shot with this email.

From: Farabella, Jody
Sent: Thursday, April 28, 2016 12:58 PM
To: Colon, Michael
Cc: Baer, Daniel
Subject: Re: 16-10043 / Alphonso Williams 4/11/16

Case 16-10043

Lt. Colon

Lt. Cranmer is not going to approve this report. When you return to work today, I want you to have Sgt. Matos do first approval. You are to do second approval. It is my understanding this report was already turned in by Officer Profitt so it should be only checked for grammar.

This shall be completed today. I will then have this admin closed out.

Respectfully
Chief Jody Farabella

From: Colon, Michael
Sent: Thursday, April 28, 2016 1:01 AM
To: Baer, Daniel; Farabella, Jody
Subject: 16-10043 / Alphonso Williams 4/11/16

Is Lt. Cranmer going to review and approve this report?

245 Attachment 1

Sgt Twigg rejected it for grammar, but I believe the supervisor working the shift should examine the report for its content and approve the report.

3 of 3

Attachment
1

Use of Force: Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.

flagged down by an intoxicated male: You didn't note any observation of intoxication from which you draw this conclusion.

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FileMaker Pro - [LawSoft RMS (LawSoft CAD-RMS (Milville Police Department))]

File Edit View Insert Format Records Window Administrative Tools Help

LawSoft
CAD-RMS
Operations / Investigation Report

Incident Details Contacts Property Narrative UCR / Arrest / Notes

Case Number
16-10043

2 Pages

Enter UCR Clear UCR Supervisor Notes

proof read fix errors. CT68
M.Colon 52
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Search Show All Quit

16-10043

Colon, Michael

From: Colon, Michael
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To: Proffit, Jeffrey
Subject: Addressing supervisor notes

I was ordered to review your report and approve it. During the review process, I placed notes in the supervisor comment selection of your report that should be address prior to my approval.

I understand you had concern about doing anything to your report, but I wanted to let you know that I have spoken with the Chief about this issue. His email response is below.

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To: Colon, Michael
Subject: Fw: 16-10043 / Alphonso Williams 4/11/16

Lt. Colon

So were clear

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MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

From: Lt. Michael Colon
Uniform Patrol Supervisor

Date May 4, 2016

Ref: Officer Profit
Verbal Judo Class

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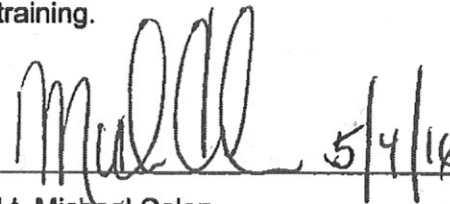
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To: Starcher, Brian
Subject: Fw: Officer Profitt: Failure to correct report / Verbal Judo Class
Attachments: 16~10043Profitt.pdf; VerbalJudoClass.pdf

Brian

I sending over hard copy's to you.

Chief Jody Farabella

From: Colon, Michael
Sent: Thursday, May 5, 2016 12:56 AM
To: Farabella, Jody
Cc: Starcher, Brian
Subject: Officer Profitt: Failure to correct report / Verbal Judo Class

The attached files are letters I was order to write by Chief Farabella. The original signed copy was placed under Chief Farabella door last night.

Any questions see me.

Thanks

MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

Date Tuesday May 4, 2016

From Lt. Michael Colon
Uniform Patrol Supervisor

Ref: Officer Profit
Case #16-10043

After our May 2nd Monday morning meeting, you asked me to write you a letter on the chain of events leading up to the meeting. Below are you will find the dates and approximate time of those events.

Thursday April 28, 2016 1:01 am

In reviewing 2nd level reports, I noticed that Officer Jeff Profit April 11th arrest of Alphonso Williams was still not reviewed by Lt. Cranmer. Sgt. Twigg had already rejected this report for grammar. The supervisory in charge on the date of serious incident usually reviews/approves all the uniform police reports.

Since Captain Baer was on vacation, I questioned Chief Farabella if Lt. Cranmer was going to review the report. I suggested in my e-mail that a supervisory in charge on the date of the incident should be the one assigned to review the reports.

(E-mail dated: Thursday April 28th 2016 at 1:01 AM, To: Chief Farabella & Captain Baer) Attachment #1

Thursday April 28, 2016 4:00 pm

Upon my return to work, we met in your office to discuss my e-mail. You explained that Lt. Cranmer will not review Officer Profit's investigation report. You ordered me to complete the 2nd review and current patrol supervisor to do the initial review. This duty would have fallen upon Sgt. Shawn Matos. You sent me e-mail response to confirm our conversation.

(E-mail dated: Thursday April 28th 2016 at 12:58 PM from Chief Farabella) Attachment #1

Thursday April 28th 9:32 pm

As ordered, I reviewed Officer Profit's submitted investigation report that night. During my review, I discovered a few errors, omissions and lack of articulable content within his report. Since Officer Profit was not working this night, I had a question on how you wanted to proceed. I do not typically approve reports with outstanding supervisory issues and since these comments would be deleted upon my approval, I want to clear before going forward.

I sent you an e-mail detailing the rejected supervisor comments in Officer Profit's investigation report. You received this comments in the form of an attached file. I specifically asked if you wanted to give Officer Profit an opportunity to make corrections and clarify his report. Officer Profit's squad was expected to return to work on Friday April 29th at 7:00pm and continued through the weekend.

(E-mail dated; Thursday April 28th 2016 at 9:32 PM to Chief Farabella) Attachment #1

April 29th

I received your e-mail response giving Officer Profit authority to make correction only to supervisory comments of his investigation report.

April 29th 10:00 pm

I met with Officer Profit in the patrol supervisor office to discuss his submitted investigation report. I pulled up his investigation report on my desk top computer. We went over each of the five bullets I placed in the supervisor notes.

- **Use of Force:** Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.
- Flagged down by an intoxicated male: You didn't note any observation of intoxication from which you drawl this conclusion.
- I then had to assist Williams into my patrol vehicle: Not sure what this means. Did you use force to get him into patrol car or did you guide him into car.
- I took Williams to the ground. How? Leg sweep / arm bar. Your arrestee sustained injury, but you didn't describe his injury or note how this injury may have occurred.
- Arrest Report: The arrest time is before the offense time. This can't be right? Time of Offense: 4:30pm / Time of Arrest: 3:45

To make corrections, I emphasized that the underline portions of the supervisor notes were taken directly from his investigation report. At the meeting, I asked him if he had any questions.

Officer Profitt voice concern about modifying his report to address the supervisory notes. He specifically asked if it was okay to make these corrections or additions. I told him that I had already received authority from Chief Farabella to allow him to make these modification. I also explained that the supervisory notes were not suggestions but orders for the successful approval process of his report. To reaffirm this statement, I sent Officer Profitt an e-mail I received from Chief Farabella.

Saturday April 30th 12:33 am

I took the e-mail I received from Chief Farabella authorizing Officer Profitt to make the necessary correction to address the supervisory notes in his investigation report. In providing the written documentation, I wanted to remove any doubt that this was an order. Before leaving that night, I confirmed with Officer Profitt that he had received my e-mail and if he had any additional questions. He had no additional questions.

(E-mail dated: Friday April 29th 2016 at 9:06 AM from Chief Farabella) Attachment #2

Saturday April 30th

In response to a supervisor shortage my work shift was changed to 7:00 am to 3:00 pm

Sunday May 1, 1:00 am

I knew Officer Profitt had worked 12 hour shift on Saturday and he was working another 12 hour shift on Sunday. I sent a text message to Sgt. Twigg to check on the status of Officer Profitt's report. Sgt. Twigg sent me a return text message that the investigation report I rejected had not been submitted by Officer Profitt.

Sgt. Twigg advised me by text that Officer Profitt wanted to speak with his attorney about his bad report. I wrote a response text to Sgt. Twigg that I had already spoken with Profitt on Friday and he had no questions. I explained that Officer Profitt will not have an opportunity to talk with his attorney before submitting his report. I will be reviewing his report in the morning.

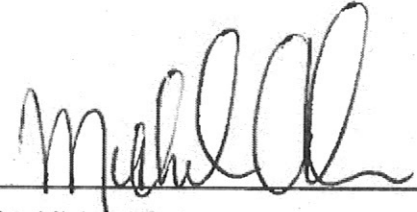
I then called Sgt. Twigg where we discuss our prior text messages. I told Sgt. Twigg to make sure Officer Profitt understand that his report will be submitted before the end of his shift. Officer Profitt failure to complete this report with the necessary corrections and additions within the next six hours would generate an IA complaint.

Monday May 2 9:00 am

I met with Captain Baer and explained the orders given to me by Chief Farabella during his vacation. I explained Officer Profitt refusal to make corrections to the supervisory notes in his investigation report. When

we reviewed the report, I confirmed that Officer Profitt did not make any correction to his report. I asked Captain Baer to lock out the report and requested to meet with Chief Farabella.

I spoke with Chief Farabella about Officer Profitt's investigation report he ordered me to review and Officer Profitt refusal to make corrections. I requested that an internal investigation to be initiated for insubordination. Chief Farabella ordered me write this memo to document my attempt to review and approve Officer Profitt report.

 5/4/16

Lt. Michael Colon

Attachment 1 E-mail correspondent 3 of 3

Attachment 2 E-mail correspondent 1 of 1

143

Attachment 1

Colon, Michael

From: Colon, Michael
Sent: Thursday, April 28, 2016 9:32 PM
To: Farabella, Jody
Subject: RE: 16-10043 / Alphonso Williams 4/11/16
Attachments: Profitt 16-10043.docx

As per meeting, I reviewed Officer Profitt investigation report for this incident. The report is currently in rejected status.

I understand you ordered me to review / approve this report tonight. However I do not approve reports with outstanding supervisory notes. Officer Profitt is not expected back to work until Friday evening at 7:00 pm I have attached screen shot of the supervisory notes, so that you understanding some of questions I have about his report.

Do you want give Officer Profitt an opportunity to make corrections and answer the supervisory questions? Or

Do you want the report approved with the outstanding supervisory notes. Since these notes are erased upon 2nd level approval I have attached a screen shot with this email.

From: Farabella, Jody
Sent: Thursday, April 28, 2016 12:58 PM
To: Colon, Michael
Cc: Baer, Daniel
Subject: Re: 16-10043 / Alphonso Williams 4/11/16

Case 16-10043

Lt. Colon

Lt. Cranmer is not going to approve this report. When you return to work today, I want you to have Sgt. Matos do first approval. You are to do second approval. It is my understanding this report was already turned in by Officer Profitt so it should be only checked for grammar.

This shall be completed today. I will then have this admin closed out.

Respectfully
Chief Jody Farabella

From: Colon, Michael
Sent: Thursday, April 28, 2016 1:01 AM
To: Baer, Daniel; Farabella, Jody
Subject: 16-10043 / Alphonso Williams 4/11/16

Is Lt. Cranmer going to review and approve this report?

243 Attachment 1

Sgt Twigg rejected it for grammar, but I believe the supervisor working the shift should examine the report for its content and approve the report.

3 of 3

Attachment
1

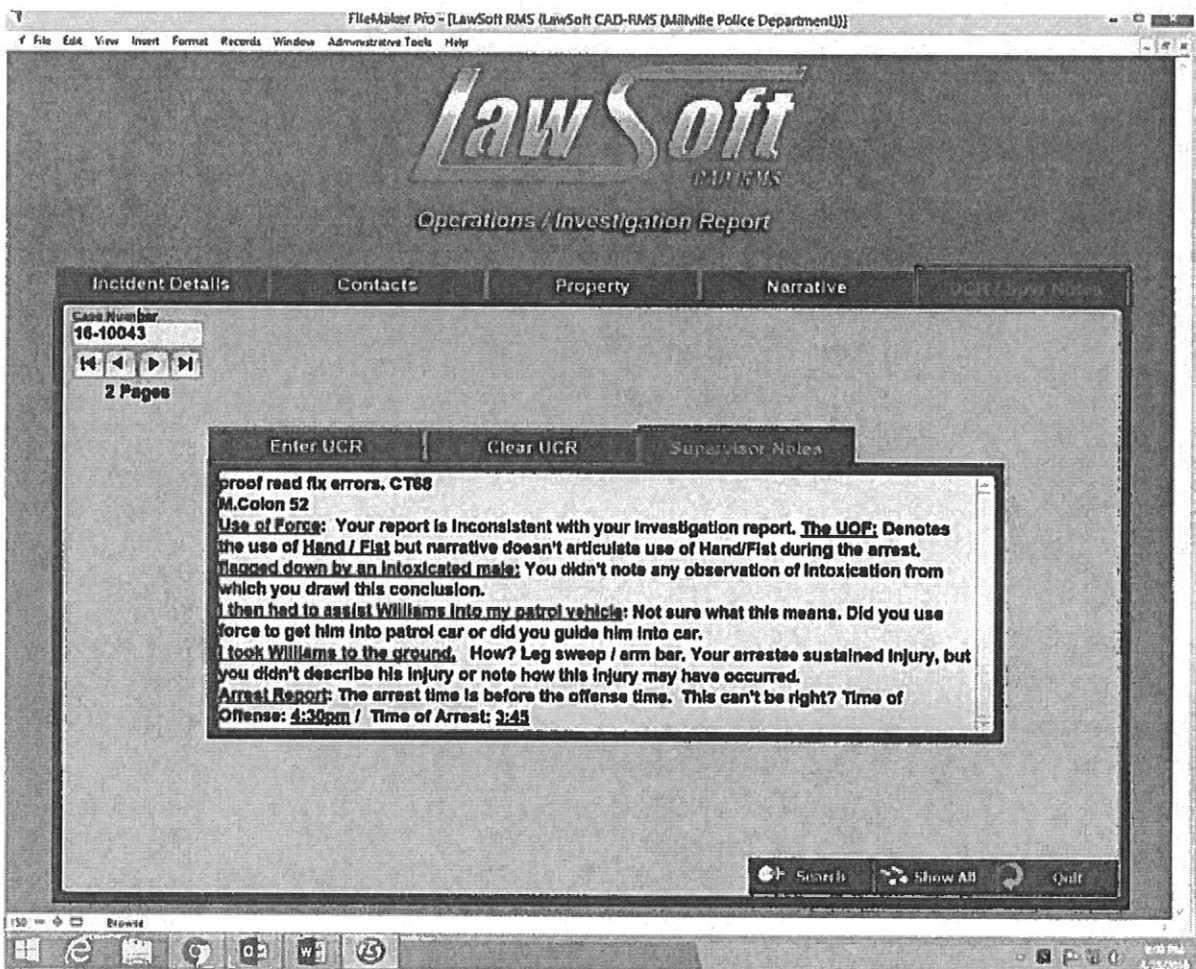
Use of Force: Your report is inconsistent with your investigation report. The UOF: Denotes the use of Hand / Fist but narrative doesn't articulate use of Hand/Fist during the arrest.

flagged down by an intoxicated male: You didn't note any observation of intoxication from which you draw this conclusion.

I then had to assist Williams into my patrol vehicle: Not sure what this means. Did you use force to get him into patrol car or did you guide him into car.

I took Williams to the ground. How? Leg sweep / arm bar. Your arrestee sustained injury, but you didn't describe his injury or note how this injury may have occurred.

Arrest Report: The arrest time is before the offense time. This can't be right?
Time of Offense: 4:30pm / Time of Arrest: 3:45



Colon, Michael

Attachment 2

From: Colon, Michael
Sent: Saturday, April 30, 2016 12:33 AM
To: Proffit, Jeffrey
Subject: Addressing supervisor notes

I was ordered to review your report and approve it. During the review process, I placed notes in the supervisor comment selection of your report that should be address prior to my approval.

I understand you had concern about doing anything to your report, but I wanted to let you know that I have spoken with the Chief about this issue. His email response is below.

From: Farabella, Jody
Sent: Friday, April 29, 2016 9:43 AM
To: Colon, Michael
Subject: Fw: 16-10043 / Alphonso Williams 4/11/16

Lt. Colon

So were clear

Officer Proffit is only to make changes to the supervisors comments. This does not mean alter the original report.

Chief Jody Farabella

From: Farabella, Jody
Sent: Friday, April 29, 2016 9:06 AM
To: Colon, Michael
Cc: Starcher, Brian
Subject: Re: 16-10043 / Alphonso Williams 4/11/16

No Lt. Colon

If the report needs corrections from when it was first submitted. The Officer needs to clarify or correct what the fist line supervisor is requesting. This report should be treated no different than any other report that needs first approval. Supervisor notes need to be addressed. Please have Officer Proffit address what was rejected when he returns.

Chief Jody Farabella

MILLVILLE POLICE DEPARTMENT

18 South High Street – PO Box 609, Millville, New Jersey 08332
(856) 825-7010 – Fax: (856) 825-0455



To: Chief Farabella

From: Lt. Michael Colon
Uniform Patrol Supervisor

Date May 4, 2016

Ref: Officer Profit
Verbal Judo Class

During our May 2nd meeting, you asked me to write a letter on why Officer Profit failed to show up for his Verbal Judo Class. I explained that it was my understanding that Officer Profit called off sick on the day of his class.

However, you had information that Officer Profit showed up for work on Tuesday because he did not want to go to the verbal Judo class. Below is my interaction with Officer Profit on this date.

Tuesday April 26, 2016 at 7:20 pm

On the above date and time, I was the acting patrol supervisor and I received a message from Sgt. Charles Twigg. Sgt. Twigg was the incoming patrol supervisor who started at 7:00 pm and he asked me to come to the station for issue.

When I arrived at the station, and walked into the patrol report room. I noticed Officer Profit sitting in a chair, and realized he was not supposed to be working. I had prior knowledge that Officer Profit's work day had been adjusted to attend a verbal judo training. I asked officer Profit, what he was doing in the station?

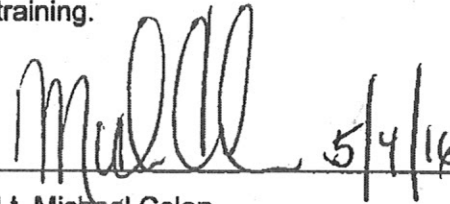
Officer Profit explained that since he was on Administrative duty, he was not going to Verbal Judo School. I asked him if he received some type of order from a higher authority, indicating he was not going to school. He said no.

I told him that I sent him at least two e-mail messages adjusting his work schedule to accommodate the Verbal Judo School. I asked if he received any order from Captain Baer or Chief Farabella telling him he was not going to the school tomorrow. Officer Profitt said no.

I explained that he does not decided which school he will not go to, but the administration of the police department. If the police administration had decided not to send him to school while he on administrative duty, he would have been advised by his supervisor or a higher authority. Since I adjusted his work schedule within the last week to attend this school, he should have realized he was going to school.

Sgt. Twigg stated that Officer Profitt's training is only 8 hours long and he will owe 4 hours of patrol time. Since he was already here, could he remain and complete his 4 hours now. I told Sgt. Twigg, he could complete his 4 hours tonight, but I emphasized that Officer Profitt will go home at 11:00 pm.

During the shift, I realized Officer Profitt did go home at the appropriate time to attend his school in the morning. It was a couple days later that someone advised me that Officer Profitt had called off sick for his training.

 5/4/16

Lt. Michael Colon

Attachment 1 E-mails to Officer Profitt adjusting work schedule April 20, 2016

Attachment 2 E-mails to Officer Profitt adjusting work schedule April 22, 2016

Attachment 3 E-mails to Lt. Mulford April 30, 2016

Colon, Michael

Attachment 1

From: Colon, Michael
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

From: Baker, Amy
Sent: Wednesday, April 20, 2016 11:07 AM
To: Colon, Michael
Subject: Profitt Verbal Judo

Lt. Colon,

You have Jeff Profitt attending the Verbal Judo class on April 26. It looks like from your email that you adjusted his schedule for this week. However, the original email from Doug Wilson shows that Stadnick, Dixon and Profitt are scheduled on April 27. Could you please look at this for me? I just want to make sure we are all on the same page. I am forwarding the email from Wilson to you.

Amy Baker
Millville Police Department Records
856-825-7010 Ext. 7371

Colon, Michael

Attached 2

From: Colon, Michael
Sent: Friday, April 22, 2016 6:42 PM
To: Baker, Amy
Cc: Proffit, Jeffrey
Subject: RE: Profitt Verbal Judo

Its Wednesday Amy, my mistake (Dixon, Stadnick, Profitt)
I flipped Profitt RDO so he can go to school on Wednesday
Off Tuesday
7a-7p Wednesday
I changed the schedule

Jeff you now have the weekend off again. It my mistake. I switched your RDO to go the school on Wednesday.

From: Baker, Amy
Sent: Friday, April 22, 2016 9:54 AM
To: Colon, Michael
Subject: RE: Profitt Verbal Judo

Lt. Colon,

Could you please just check to see if his Verbal Judo is Tuesday April 26 or in fact on Wednesday April 27 per Wilson's email. The schedule still shows his class on the 26th.

From: Colon, Michael
Sent: Wednesday, April 20, 2016 7:35 PM
To: Baker, Amy
Subject: RE: Profitt Verbal Judo

I adjust his schedule for next week too. He was schedule to be off on Sunday April 24, but he is now working 7p-7a. I moved RDO to Monday. Tuesday he working 7a-7p, but he'll be at the Verbal Judo training class.

After the training class, he will return to 7p -7a as the Charlie squad dispatcher.

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Subject: Profitt Verbal Judo

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Amy Baker

Colon, Michael

Attachment 3

From: Colon, Michael
Sent: Saturday, April 30, 2016 3:57 PM
To: Mulford, Larry; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: RE: Ofc. Profitt did not attend Verbal Judo training

That's correct. For some reason he thought he was not going to his verbal Judo class because of his Adman assignment. I told him unless he got information above my level, is was still going to the verbal Judo class. Sgt Twigg suggested that since he was here, he could do his 4 hrs tonight. I agreed. Profitt work 7-11p and was released.

There was no misunderstanding after our meeting. He knew he had to report for class the next day.

From: Mulford, Larry
Sent: Thursday, April 28, 2016 10:43 AM
To: Colon, Michael; Cranmer, Harry
Cc: Baer, Daniel; Starcher, Brian
Subject: FW: Ofc. Profitt did not attend Verbal Judo training

Gentlemen,

I am forwarding this information as this may need to be looked into further on why Profitt failed to attend this scheduled class.

Thank You,

Lt. Lawrence J. Mulford
Service Division Commander
Millville Police Department
(856)825-7010 Ext. 7318

From: Wilson, Doug
Sent: Thursday, April 28, 2016 10:10 AM
To: Zadroga, Ed
Cc: Mulford, Larry
Subject: Ofc. Profitt did not attend Verbal Judo training

Sgt. E. Zadroga,

I was advised that Officer Jeffrey Profitt #171 did not attend the Verbal Judo class he was scheduled to go to. I spoke to Sgt. C. Zadroga and was told the following: Ofc Profitt arrived to work the night before the training (4/26/16). He was asked why he was at work by Sgt. Twigg. (From what I understand, Ofc. Profitt was scheduled to be off and work 4 hours after the class was over.) Sgt. Twigg told him that he is scheduled to attend the Verbal Judo class and Ofc. Profitt told him that he was not attending the class. Sgt. Twigg then went to Lt. Colon and advised him of the matter. Lt. Colon told Ofc. Profitt that he is working the 4 hours that night (4/26/16) and then going to the class in the morning (4/27/16). Sgt. C. Zadroga further relayed Ofc. Profitt called out sick for the training. It should be noted that I received an email from D/Sgt. Starcher to set up the Verbal Judo training for Ofc. Profitt. This leads me to believe that this was a mandatory training for an IA.

Mercado, Wendy

From: Loteck, Anthony <Anthony.Loteck@pd.millvillenj.gov>
Sent: Wednesday, June 15, 2016 2:57 PM
To: Nicole CURIO
Cc: Farabella, Jody
Subject: Profitt 31A
Attachments: Profitt 31A.pdf

Please review for approval.

Thanks

Det. Wm. Anthony Loteck

Det. Wm. Anthony Loteck
Millville Police Department
Professional Standards Unit
825-7010 Ext. 7367

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Preliminary Notice of Disciplinary Action (31-A)

Civil Service Commission – State of New Jersey

Instructions for employer: 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 received a regular appointment; (e) removal; or (f) resignation not in good standing. A copy of this notice must be sent to the Civil Service Commission. Subsequent to the hearing by the appointing authority, the employee and the Civil Service Commission must be served with the Final Notice of Disciplinary Action.

FROM	Employing Agency Name Millville Police Department	Address/Phone Number 18 S. High Street, Millville, NJ 08332 (856)825-7000	Date June 20, 2016
	Attorney representing your agency should this matter be appealed Nicole Curio Esq. Gruccio, Pepper, De Santo & Ruth		Address/Phone number/Email address 817 E. Landis Avenue, Vineland NJ 08361 (856)691-0100
TO	Employee Name Jeffrey Profit	Permanent Civil Service Title Police Officer	Employee Identification Number Prof0005
	Address/Phone Number 424 Caroline Lane, Millville NJ 08332 (856)265-1589		Pension Number 112313

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

Charges:

MPD Rules & Regulations;
 4.1.6 Insubordination
 4.1.6(a) Failure to obey a lawful order
 5.1.6 Abuse of sick time

Incident(s) giving rise to the charge(s) and the date(s) on which it/they occurred:

On 4/26/2016 Ofc. Jeffrey Profit reported to work on scheduled "day off" that was assigned to him, to make him available to attend a mandatory class of Verbal Judo on 4/27/2016. Ofc. Profit was then ordered to attend the training class by both his duty Sergeant and Lieutenant and sent home after 4 hours of work time, to accommodate for the scheduled class the next day.
 Officer Profit then called out utilizing a "Sick Day", on 4/27/2016 to avoid attending the mandatory assigned class.

☐ If checked, charges are continued on attached page.

☐ If checked, incidents are continued on attached page.

☐ You are hereby suspended effective _____

(Check box to indicate if employee is suspended pending final disposition of the matter)

If you desire a departmental hearing before the appointing authority on the above charge(s), notify it within 5 *days of receipt of this form. If you request a hearing it will be held on July 12, 2016 at (time) 10:00am at (place of hearing) Millville Municipal Building, 4th Floor

**Must be a minimum of five days*

The following disciplinary action may be taken against you:

- ☒ Suspension for 120 working days, beginning TBD and ending TBD
- ☐ Indefinite suspension pending criminal charges effective (date) _____
- ☐ Removal, effective (date) _____
- ☐ Demotion to position of _____ effective (date) _____
- ☐ Resignation not in good standing, effective (date) _____ ☐ Other Disciplinary Action
- ☐ Fine amount which is equal to number (number of working days)

Appointing authority or authorized agent's signature and title.

Signature _____ Title _____

This form must be personally served on the employee or sent by certified or registered mail.

- ☐ Certified or Registered Mail ☐ Receipt Number _____
- ☐ Signature of Server _____ ☐ Date of personal service _____

Mercado, Wendy

From: Loteck, Anthony <Anthony.Loteck@pd.millvillenj.gov>
Sent: Wednesday, June 15, 2016 3:31 PM
To: Nicole CURIO
Subject: RE: Profitt 31A
Attachments: Profitt 31A.pdf

Nicole,

Revised 31A

Tony

From: Nicole CURIO [mailto:ncurio@grucciopepper.com]
Sent: Wednesday, June 15, 2016 3:10 PM
To: Loteck, Anthony <Anthony.Loteck@pd.millvillenj.gov>
Cc: Farabella, Jody <Jody.Farabella@pd.millvillenj.gov>
Subject: RE: Profitt 31A

Tony,

I would add in a sentence before the last one that states that he made it clear to his superiors that he was not going to attend the class. That helps support our contention that he was not really sick.

-Nicole



GRUCCIO, PEPPER, DE SANTO & RUTH, P.C.

817 East Landis Avenue
Vineland, NJ 08362-1501
Nicole J. Curio, Esq.

(856) 691-0100 T
(856) 691-3302 F
ncurio@grucciopepper.com

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From: Loteck, Anthony [mailto:Anthony.Loteck@pd.millvillenj.gov]
Sent: Wednesday, June 15, 2016 2:57 PM
To: Nicole CURIO
Cc: Farabella, Jody
Subject: Profitt 31A

Please review for approval.

Thanks

Det. Wm. Anthony Loteck

Det. Wm. Anthony Loteck
Millville Police Department
Professional Standards Unit
825-7010 Ext. 7367

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_____ Information from ESET Endpoint Antivirus, version of virus signature database 13616 (20160608)

The message was checked by ESET Endpoint Antivirus.

<http://www.eset.com>

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	Attorney representing your agency should this matter be appealed Nicole Curio Esq. Gruccio, Pepper, De Santo & Ruth		Address/Phone number/Email address 817 E. Landis Avenue, Vineland NJ 08361 (856)691-0100
TO	Employee Name Jeffrey Profit	Permanent Civil Service Title Police Officer	Employee Identification Number Prof0005
	Address/ Phone Number 424 Caroline Lane, Millville NJ 08332 (856)265-1589		Pension Number 112313

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On 4/26/2016 Ofc. Jeffrey Profit reported to work on scheduled "day off" that was assigned to him, to make him available to attend a mandatory class of Verbal Judo on 4/27/2016. Ofc. Profit was then ordered to attend the training class by both his duty Sergeant and Lieutenant and sent home after 4 hours of work time, to accommodate for the scheduled class the next day. Ofc. Profit informed Sgt. Twigg that he did not want to attend the class, and was not going to attend the class.
 Officer Profit then called out utilizing a "Sick Day", on 4/27/2016 to avoid attending the mandatory assigned class.

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- ☐ Resignation not in good standing, effective (date) _____ ☐ Other Disciplinary Action
- ☐ Fine amount which is equal to number (number of working days)

Appointing authority or authorized agent's signature and title.

Signature _____ Title _____

This form must be personally served on the employee or sent by certified or registered mail.

- ☐ Certified or Registered Mail ☐ Receipt Number _____
- ☐ Signature of Server _____ ☐ Date of personal service _____

Mercado, Wendy

From: Nicole CURIO <ncurio@grucciopepper.com>
Sent: Wednesday, June 15, 2016 4:07 PM
To: Loteck, Anthony
Subject: RE: Profitt 31A
Attachments: Profitt 31A.pdf

Tony –

Looks good. I just added the 4A charges to cover everything.

Revised is attached.

-Nicole



GRUCCIO, PEPPER, DE SANTO & RUTH, P.A.

817 East Landis Avenue
Vineland, NJ 08362-1501
Nicole J. Curio, Esq.

(856) 691-0100 Tlx.
(856) 691-3302 Fx.
ncurio@grucciopepper.com

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From: Loteck, Anthony [mailto:Anthony.Loteck@pd.millvillenj.gov]
Sent: Wednesday, June 15, 2016 3:31 PM
To: Nicole CURIO
Subject: RE: Profitt 31A

Nicole,

Revised 31A

Tony

From: Nicole CURIO [mailto:ncurio@grucciopepper.com]
Sent: Wednesday, June 15, 2016 3:10 PM
To: Loteck, Anthony <Anthony.Loteck@pd.millvillenj.gov>
Cc: Farabella, Jody <Jody.Farabella@pd.millvillenj.gov>
Subject: RE: Profitt 31A

Tony,

I would add in a sentence before the last one that states that he made it clear to his superiors that he was not going to attend the class. That helps support our contention that he was not really sick.

-Nicole



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From: Loteck, Anthony [mailto:Anthony.Loteck@pd.millvillenj.gov]
Sent: Wednesday, June 15, 2016 2:57 PM
To: Nicole CURIO
Cc: Farabella, Jody
Subject: Profitt 31A

Please review for approval.

Thanks

Det. Wm. Anthony Loteck

Det. Wm. Anthony Loteck
Millville Police Department
Professional Standards Unit
825-7010 Ext. 7367

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Information from ESET Endpoint Antivirus, version of virus signature database 13616 (20160608)

The message was checked by ESET Endpoint Antivirus.

<http://www.eset.com>

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<http://www.eset.com>

Preliminary Notice of Disciplinary Action (31-A)
Civil Service Commission – State of New Jersey

Instructions for employer: 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 received a regular appointment; (e) removal; or (f) resignation not in good standing. A copy of this notice must be sent to the Civil Service Commission. Subsequent to the hearing by the appointing authority, the employee and the Civil Service Commission must be served with the Final Notice of Disciplinary Action.

FROM	Employing Agency Name Millville Police Department	Address/ Phone Number 18 S. High Street, Millville, NJ 08332 (856)825-7000	Date June 20, 2016
	Attorney representing your agency should this matter be appealed Nicole J. Curio Esq. Gruccio, Pepper, De Santo & Ruth		Address/Phone number/Email address 817 E. Landis Avenue, Vineland NJ 08361 (856)691-0100
	Employee Name Jeffrey Proffitt	Permanent Civil Service Title Police Officer	Employee Identification Number Prof0005
	Address/ Phone Number 424 Caroline Lane, Millville NJ 08332 (856)265-1589		Pension Number 112313

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

Charges:

N.J.A.C. 4A:2-2.3(a)(1) - Incompetency, inefficiency or failure to perform duty
 N.J.A.C. 4A:2-2.3(a)(2) - Insubordination
 N.J.A.C. 4A:2-2.3(a)(7) - Neglect of Duty

MPD Rules & Regulations;

4.1.6 Insubordination
 4.1.6(a) Failure to obey a lawful order
 5.1.6 Abuse of sick time

Incident(s) giving rise to the charge(s) and the date(s) on which it/they occurred:

On 4/26/2016 Ofc. Jeffrey Proffitt reported to work on scheduled "day off" that was assigned to him, to make him available to attend a mandatory class of Verbal Judo on 4/27/2016. Ofc. Proffitt was then ordered to attend the training class by both his duty Sergeant and Lieutenant and sent home after 4 hours of work time, to accommodate for the scheduled class the next day. Ofc. Proffitt informed Sgt. Twigg that he did not want to attend the class, and was not going to attend the class.
 Officer Proffitt then called out utilizing a "Sick Day", on 4/27/2016 to avoid attending the mandatory assigned class.

☐ If checked, charges are continued on attached page.

☐ If checked, incidents are continued on attached page.

☐ You are hereby suspended effective _____

(Check box to indicate if employee is suspended pending final disposition of the matter)

If you desire a departmental hearing before the appointing authority on the above charge(s), notify it within

5 *days of receipt of this form. If you request a hearing it will be held on July 12, 2016
 at (time) 10:00am at (place of hearing) Millville Municipal Building, 4th Floor

*Must be a minimum of five days

The following disciplinary action may be taken against you:

- ☒ Suspension for 120 working days, beginning TBD and ending TBD
- ☐ Indefinite suspension pending criminal charges effective (date) _____
- ☐ Removal, effective (date) _____
- ☐ Demotion to position of _____ effective (date) _____
- ☐ Resignation not in good standing, effective (date) _____ ☐ Other Disciplinary Action
- ☐ Fine amount which is equal to number (number of working days)

Appointing authority or authorized agent's signature and title.

Signature _____ Title _____

This form must be personally served on the employee or sent by certified or registered mail.

- ☐ Certified or Registered Mail ☐ Receipt Number _____
- ☐ Signature of Server _____ ☐ Date of personal service _____

Mercado, Wendy

From: NoReply=ucnj.org@gosignmeup.net on behalf of John H. Stamler Police Academy
<NoReply@ucnj.org>
Sent: Tuesday, February 07, 2017 1:32 PM
To: jd172@pd.millvillenj.gov
Subject: Verbal Judo Certificate
Attachments: Certificateb1e0ecb2-683a-42e0-97e0-fa8dd0247c12.pdf

Joseph Dixon, Thank you for completing the course evaluation for Verbal Judo. Your Completion Certificate is attached.

This Certificate of Completion is presented to
Ptlm

Joseph Dixon

of the

Millville Police Department



As proof that the candidate named above has successfully completed the

Verbal Judo

*conducted at the John H. Stamler Police Academy
to which we attest by fixing our signatures hereto*

4/27/2016

James Schneider (ret.)

INSTRUCTOR

James A. Mason

ACTING PROSECUTOR OF UNION COUNTY

Eric S. Mason

ACADEMY DIRECTOR

Mercado, Wendy

From: Loteck, Anthony <Anthony.Loteck@pd.millvillenj.gov>
Sent: Thursday, August 17, 2017 2:02 PM
To: Wilson, Doug
Cc: Farabella, Jody
Subject: Training class needed

Doug,

Please locate and enroll Officer Adam Hipsley in a class for communication skills or verbal judo ASAP.

Please notify this office by email the class enrolled in and the dates for the same.

Thank-you

Det. Wm. Anthony Loteck

Det. Wm. Anthony Loteck
Millville Police Department
Detective in Charge
Professional Standards Unit
825-7010 Ext. 7339

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