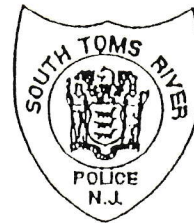




SOUTH TOMS RIVER
POLICEMEN'S BENEVOLENT ASSOCIATION

LOCAL 368
P.O. BOX 265, BEACHWOOD, NJ 08722
(732) 349-0313 • FAX: (732) 349-6864



Mayor Handshy, Members of Council, Borough Administrator Joseph Kostecki,

Please accept this letter from the rank and file members of the South Toms River Policemen's Benevolent Association Local #368 as formal correspondence regarding a **VOTE OF NO CONFIDENCE**, voted on and unanimously approved by all PBA members and our non-sworn civilian employee of the police department, in regards to the lack of leadership we have in Chief Andrew Izatt. For the reasons listed herein, we have lost all trust, faith, and confidence in Chief Andrew Izatt's ability to lead the department moving forward.

Chief Izatt has created a Hostile work environment within the Borough of South Toms River Police Department, subjecting the Borough to possible civil suits;

Chief Izatt has created an environment of fear and intimidation resulting in imbalance and driving a wedge between the rank and file officers of this department;

Chief Izatt has exhibited a pattern of inequitable treatment;

Chief Izatt has exhibited unprofessionalism by means of harassing officers, whether subtle or overt;

Chief Izatt has exhibited unprofessionalism by making derogatory remarks about employees, past, and present, whether substantiated or not, sometimes in the presence of other municipal employees and municipal court Judge;

Chief Izatt has brought South Toms River Police Department morale to an all-time low;

Chief Izatt has exhibited a history of hostility and/or retaliation against current and former employees of this department;

Chief Izatt has spoken unfavorably about current and former employees in venues outside of this department;

Chief Izatt has spoken with outside agencies in regards to handling the discipline of employees;

Chief Izatt has stated that if officers do not agree with what he has to say or how he runs the department, "There's the door!";

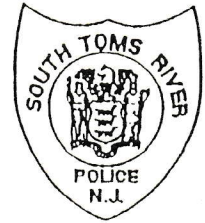
Chief Izatt's leadership has led to the lack of officer retention throughout the years;

Chief Izatt is disconnected when it comes to the care or concern of the day to day operation of the police department;



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Chief Izatt has not completed or attempted to complete mandatory training as prescribed by the New Jersey Office of the Attorney General;

Chief Izatt does not deem it necessary for him to have access to the department's current records management system Spillman, nor did he have access to our previous system, Metro Alert, dating back to 2013 allowing him to follow daily calls for service, ect. The South Toms River Police Department did not have any policies or procedures in place under the command of Chief Izatt until approximately 2015;

Chief Izatt lacks sufficient knowledge of current departmental procedures;

Chief Izatt does not follow current South Toms River Police Department policies or procedures;

Chief Izatt has exhibited a lack of communication with the Mayor and Council Members of the borough of South Toms River over the years;

Chief Izatt has refused to accept medically best practices in regards to officer's health, well-being and safety;

Chief Izatt has proven to be incapable of managing officer's accrued time off unless threatened with a grievance;

Chief Izatt has conveyed that should officer's want to further their education via training or in-service courses, that they should take the training time earned in the form of compensatory time, not overtime or the assignment shall be stripped from the officer or they would not be permitted to take courses in the future.;

Chief Izatt admitted that he lied to his personal doctor in order to gain clearance to come back to work even after not being fully healed, putting himself as well as others in danger should he have been tasked with acting in an official capacity as a police officer;

Chief Izatt has been observed outside the Borough of South Toms River, sometimes several towns away, in a borough owned vehicle, while in uniform conducting personal business;

In closing, poor leadership can take a good staff and destroy it thereby creating employee retention issues, causing the best employees to leave the Department and those that remain to lose all motivation. We believe that the South Toms River Police Department, the Borough of South Toms River, and the citizens of South Toms River are being grossly underserved by Chief Andrew Izatt, and our relationship is now irreparable and, we therefore, respectfully ask that you support our **VOTE OF NO CONFIDENCE** in Chief Andrew Izatt.

Respectfully submitted,

Members of P.B.A. #368