

## DECISION OF THE CIVIL SERVICE COMMISSION

CSC Docket No. 2021-487  
OAL Docket No. CSV 00267-21

The appeals<sup>1</sup> of Maurice Bullock, Fire Captain, Newark, Department of Public Safety, 10 and 90 working day suspensions, on charges, were heard by Administrative Law Judge Patrice E. Hobbs (ALJ), who rendered her initial decision on March 7, 2025. Exceptions were filed on behalf of the appellant and a reply was filed on behalf of the appointing authority.

Having considered the record and the attached ALJ's initial decision, and having made an independent evaluation of the record, the Civil Service Commission (Commission), at its meeting on April 9, 2025, accepted and adopted the ALJ's Findings of Fact and Conclusions and her recommendations to reverse the 10 working day suspension and uphold the 90 working day suspension.

### 10 Working Day Suspension

<sup>2</sup> Inexplicably, the appellant, in his exceptions, renews his argument that these charges should be dismissed based on alleged procedural violations at the departmental level. As properly indicated by

Upon its *de novo* review, the Commission finds nothing in the record to demonstrate that the ALJ's findings and determinations in that regard were arbitrary, capricious, unreasonable or otherwise not based on the credible evidence in the record. Accordingly, the Commission affirms the reversal of the 10 working day suspension.

Since the suspension has been reversed, the appellant is entitled to 10 days of back pay, benefits and seniority pursuant to *N.J.A.C.* 4A:2-2.10(d)3. Further, pursuant to *N.J.A.C.* 2-2.12, the appellant's attorney is entitled to reasonable counsel fees for this matter. However, as this matter involved the appeal of two suspensions, where only one has been reversed, the Commission finds that the appellant is only entitled to 50% of the total amount of counsel fees expended for both matters.

### 90 Working Day Suspension

In the initial decision, the ALJ upheld the charges underlying the 90 working day suspension, finding that the appellant's entry into the Company Journal were improper. The Commission finds nothing in the appellant's exceptions that persuasively challenges those findings. As such, the Commission affirms the upholding of the underlying charges in that regard. In his exceptions, the appellant also argues that the 90 working day suspension imposed was excessive. Regarding the penalty, the ALJ found:

Here, the journal entries written by Bullock were not permissible or appropriate. The entry is two pages long, is personal to Bullock, and contains statements about other firemen in the department, statements of drug and alcohol use, and statements of racism. The Company Journal was established more than fifteen years before this incident, and Bullock's entry is the only one of its kind. His entries give the names of superior officers and could be interpreted to be critical of them. The entry goes above and beyond the scope of the purpose of the Company Journal. Given such insubordination and improper use of the Company Journal by a captain, I **CONCLUDE** that Bullock's actions warrant a suspension for ninety days.

The Commission agrees with the ALJ's assessment. In this regard, similar to its assessment of the charges, the Commission's review of the penalty is *de novo*. In addition to its consideration of the seriousness of the underlying incident in determining the proper penalty, the Commission also utilizes, when appropriate, the concept of progressive discipline. *West New York v. Bock*, 38 *N.J.* 500 (1962). In determining the propriety of the penalty, several factors must be considered,

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the ALJ, that argument is rendered moot by the decision reversing the charges on the merits. The Commission further notes that, regardless, any alleged procedural violations are generally deemed cured by the granting of a *de novo* hearing at the Office of Administrative Law. See *Ensslin v. Township of North Bergen*, 275 *N.J. Super.* 352, 361 (App. Div. 1994), *cert. denied*, 142 *N.J.* 446 (1995); *In re Darcy*, 114 *N.J. Super.* 454 (App. Div. 1971).

including the nature of the appellant's offense, the concept of progressive discipline, and the employee's prior record. *George v. North Princeton Developmental Center*, 96 N.J.A.R. 2d (CSV) 463. However, it is well established that where the underlying conduct is of an egregious nature, the imposition of a penalty up to and including removal is appropriate, regardless of an individual's disciplinary history. *See Henry v. Rahway State Prison*, 81 N.J. 571 (1980). It is settled that the theory of progressive discipline is not a "fixed and immutable rule to be followed without question." Rather, it is recognized that some disciplinary infractions are so serious that removal is appropriate notwithstanding a largely unblemished prior record. *See Carter v. Bordentown*, 191 N.J. 474 (2007).

In this matter, it is clear that a significant disciplinary penalty is warranted. The appellant, a superior officer, misused the Company Journal in an inappropriate manner. Such actions for a supervisory-level employee cannot be tolerated. As such, the 90 working day suspension, a weighty penalty, should serve to impress upon the appellant the gravity of his actions as well as serve as a clear warning that any further inappropriate conduct may lead to more severe disciplinary action, up to removal from employment.

## ORDER

### 10 Working Day Suspension

The Civil Service Commission finds that the appointing authority's action in suspending the appellant was not justified. Therefore, the Commission reverses that action and upholds the appeal of Maurice Bullock. The Commission further orders that the appellant receive 10 days of back pay, benefits and seniority. The amount of back pay awarded is to be reduced as provided for in N.J.A.C. 4A:2-2.10(d)3. The Commission further awards reasonable counsel fees as provided for in N.J.A.C. 4A:2-2.12. However, as indicated above, this award is to be 50% of the total amount of counsel fees expended for both appealed matters.

Proof of income earned and an affidavit of services in support of reasonable counsel fees shall be submitted by or on behalf of the appellant to the appointing authority within 30 days of issuance of this decision. The Commission directs that the parties shall make a good faith effort to resolve any dispute as to the amount of counsel fees.

This decision resolves the merits of the dispute between the parties concerning the 10 working day suspension imposed by the appointing authority. However, per the Appellate Division's decision, *Dolores Phillips v. Department of Corrections*, Docket No. A-5581-01T2F (App. Div. February 26, 2003), the Commission's decision will not become final until any outstanding issues concerning counsel fees are finally resolved.

The parties must inform the Commission, in writing, if there is any dispute as to counsel fees within 60 days of issuance of this decision. In the absence of such notice, the Commission will assume that all outstanding issues have been amicably resolved by the parties and this decision shall become a final administrative determination pursuant to R. 2:2-3(a)(2). After such time, any further review of this matter should be pursued in the Superior Court of New Jersey, Appellate Division.

#### 90 Working Day Suspension

The Civil Service Commission finds that the action of the appointing authority in suspending the appellant for 90 working days was justified. The Civil Service Commission therefore upholds that action and dismisses the appeal of Murice Bullock.

This is the final administrative determination regarding the 90 working day suspension. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 9<sup>TH</sup> DAY OF APRIL, 2025

*Allison Chris Myers*

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Allison Chris Myers  
Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Nicholas F. Angiulo  
Director  
Division of Appeals and Regulatory Affairs  
Civil Service Commission  
P.O. Box 312  
Trenton, New Jersey 08625-0312

Attachment



**State of New Jersey**  
OFFICE OF ADMINISTRATIVE LAW

**INITIAL DECISION**

OAL DKT. NO. CSV-00267-21

CSC DKT. NO. 2021-487

**IN THE MATTER OF MAURICE BULLOCK,  
CITY OF NEWARK, DEPARTMENT OF  
PUBLIC SAFETY.**

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**Tisha N. Adams, Esq.**, for appellant Maurice Bullock (Law Offices of Tisha Adams, LLC, attorneys)

**John J. Zidziunas, Esq.**, for respondent City of Newark, Department of Public Safety (John J. Zidziunas & Associates, attorneys)

Record Closed: October 22, 2024

Decided: March 7, 2025

**BEFORE PATRICE E. HOBBS, ALJ:**

**STATEMENT OF THE CASE**

On October 15, 2020, appellant, Captain Maurice Bullock, was suspended for ninety days by respondent, City of Newark Department of Public Safety (Newark), for insubordination at the scene of a fire and recording improper, inappropriate and inflammatory remarks criticizing superiors in the Company Journal. Must the charges be

dismissed? No. Employees can be disciplined for insubordination under N.J.A.C. 4A:2-2.3(a).

### **PROCEDURAL HISTORY**

#### **Insubordination at the Scene of a Fire**

On January 17, 2020, Newark served Bullock with a Preliminary Notice of Discipline Action to Bullock charging him with a violation of N.J.A.C. 4A:2-2.3(a)(1) (Incompetency, Inefficiency or Failure to Perform Duties), N.J.A.C. 4A:2-2.3(a)(2) (Insubordination), N.J.A.C. 4A:2-2.3(a)(7) (Neglect of Duty), N.J.A.C. 4A:2-2.3(a)(12) (Other Sufficient Cause), Newark Fire Department General Order A-3 (Duties and Responsibilities of Rank and Titles of the Department), and Newark Fire Department Rules and Regulations Articles 3 (Orders from Superiors), 4 (Respect to Superiors), 6 (Neglect of Duty), 23 (Conduct of Members), and 58 (Commission or Omission of Acts).

Bullock was not actively supervising his crew members and was seen standing idle across the street, out of view of your working crew members. Deputy Chief Donald Cocchi questioned Bullock, and he was insubordinate and disrespectful in his response. Cocchi ordered Bullock to return to the fire. Shortly after being ordered to return to supervising, Bullock was again seen standing across the street with his crew. Several hours later, Cocchi ordered Ladder 7 to return to the firehouse. Shortly after, Battalion Chief Orlando Arce ordered Bullock to remain at the fire. Bullock was insubordinate and disrespectful to Arce. Cocchi intervened and ordered Bullock to return to the fire.

On September 18, 2020, there was a departmental hearing. On October 15, 2020, Newark served Bullock with a Final Notice of Disciplinary Action sustaining charges for Insubordination, Other Sufficient Cause and violations of Newark Fire Department Rules and Regulations, Respect to Superiors, and Conduct of Members. Bullock was suspended for ten days.

Improper Journal Entry in the Ladder 7 Company Journal

On March 3, 2020, Newark served Bullock with a Preliminary Notice of Discipline Action to Bullock charging him with N.J.A.C. 4A:2-2.3(a)(1) (Incompetency, Inefficiency or Failure to Perform Duties), N.J.A.C. 4A:2-2.3(a)(2) (Insubordination), N.J.A.C. 4A:2-2.3(a)(7) (Neglect of Duty), N.J.A.C. 4A:2-2.3(a)(12) (Other Sufficient Cause), Newark Fire Department General Orders A-3 (Duties and Responsibilities of Rank and Titles of the Department) and H-3 (Procedures to be Employed in the Use of Company Journals and Company Record Books), and Newark Fire Department Rules and Regulations Articles 4 (Respect to Superiors), 6 (Neglect of Duty), 12 (False Statements), 23 (Conduct of Members), and 58 (Commission or Omission of Acts).

On February 19, 2020, Bullock made a journal entry in the Company Journal, which included details about Bullock's personal union meeting. The entry included details criticizing his superiors, Captain Tarantino, Deputy Chief Bartelloni and Captain Lucas, and contained improper, inappropriate and inflammatory remarks.

On September 18, 2020, there was a departmental hearing. On October 15, 2020, Newark served Bullock with a Final Notice of Disciplinary Action sustaining charges for insubordination, neglect of duty, other sufficient cause, and violations of Newark Fire Department General Order H-3, Procedures to be Employed in the Use of Company Journals and Company Record Books, and Newark Fire Department Rules and Regulations Respect to Superiors, Conduct of Members, and Commission or Omission of Acts. Bullock was suspended for ninety days.

On October 23, 2020, Bullock appealed both final notices with the Civil Service Commission. On December 16, 2020, the Civil Service Commission transmitted the case to the Office of Administrative Law (OAL) as a contested case under N.J.S.A. 52:14B-1 to -15 and N.J.S.A. 52:14F-1 to -13. On January 15, 2021, the matter was assigned to The Honorable John P. Scollo, ALJ.

On August 13 through August 15, 2024, Judge Scollo held the hearing. On September 30, 2024, and October 14, 2024, the parties submitted post-hearing briefs. On October 22, 2024, Judge Scollo closed the record.

On November 30, 2024, Judge Scollo retired before completing his initial decision. On January 28, 2025, the case was reassigned to me to render an initial decision based upon the written record.

### **FINDINGS OF FACT**

Based upon the written record before me, I **FIND** the following **FACTS**:

Bullock has been employed as a firefighter by Newark since 2007. On June 24, 2023, Bullock was promoted to captain of Ladder 7. On December 10, 2019, Bullock responded to a full fire assignment at 136 Littleton Avenue in Newark. Bullock was Captain of Ladder 7. Cocchi and Arce were also there. The fire was located at an abandoned, dilapidated, older structure and was considered a serious and dangerous fire.

In a structure fire, the battalion chief is the first to report to the scene and assume command. The deputy chief is the second to report to the scene. When the deputy chief arrives on the scene, he is the incident commander and is the highest-ranking officer at the scene. He gives all the orders to the captains. The battalion chief then assumes the role of monitoring all the companies and their captains that report to the scene. The captains of the companies report to and are subordinate to the deputy chief. After each assignment is completed at an active fire, captains must request additional assignments from the incident commander.

On December 10, 2019, when Cocchi arrived on the scene, Bullock and Ladder 7 were already there. Cocchi saw Bullock standing idle across the street, out of view of the other members of Ladder 7. Cocchi saw members of Ladder 7 pulling boards and trying to get the fire under control. Cocchi ordered Bullock to rejoin the team and assist in extinguishing the fire. Bullock complied and assisted the members of Ladder 7.



Approximately forty-five minutes later, Cocchi again saw Bullock across the street with the firefighters from Ladder 7. None of the members of Ladder 7 were actively working the fire scene. Cocchi approached Bullock and demanded an explanation. Bullock had been communicating with and was awaiting further direction from Battalion Chief Tom Sablom.

After the fire was deemed to be under control, Cocchi sent Bullock back to the fire station. However, shortly after Cocchi sent Bullock back to the station, Arce notified Cocchi that he needed a ladder truck to assist with a recent flare-up. At that time, Bullock was outside of the fire truck assisting the driver of the fire truck in backing away from the area. Arce demanded Bullock and his team return to the fire. Bullock had orders from Cocchi to leave, and as a result, Bullock confronted Arce, demanding, "Who should he take orders from?" Cocchi intervened and ordered Bullock to get his men to return to the location of the fire and assist with the fire. Bullock and his men returned to the fire as ordered.

On November 26, 2002, Newark established the Company Journal. This Company Journal was the official record of all activities concerning Newark personnel, quarters, and equipment. Specific procedures for recording entries in the Company Journal were established, and these procedures made clear that personal comments, remarks, and criticisms were not allowed. In addition, the procedures established specific code letters for all journal entries. All members of the department have access to the Company Journal.

On February 19, 2020, immediately following an internal meeting, Bullock made a two-page journal entry in the Company Journal. The entry did not have any of the code letters required of all journal entries. The entry contained details of the internal meeting, including personal comments made during the meeting concerning racism and drug and alcohol use at the firehouse. The entry contained names of superior officers within the department and criticisms of these superior officers. The entry was outside the scope and purpose of the Company Journal. There are no other entries in the Company Journal like the one made by Bullock.

Newark Fire Department General Orders specify how charges, suspensions and trials are determined within the department. The director decides who is disciplined, the reasons for the discipline, and the penalty for the violations. The assistant director assumes all the responsibilities of the director whenever the director is not available.

### **CONCLUSIONS OF LAW**

The Civil Service Act and regulations promulgated under the act govern the rights and duties of a civil service employee. N.J.S.A. 11A:1-1 to 11A:12-6; N.J.A.C. 4A:2-1.1 to 4A:2-6.2. A civil service employee who commits a wrongful act related to his or her duties or who gives other just cause may be subject to major discipline. N.J.S.A. 11A:2-6; N.J.A.C. 4A:2-.2.3.

The issues to be determined at this de novo hearing are whether the employee is guilty of the charges brought against him and, if so, the appropriate penalty, if any, that should be imposed. See Henry v. Rahway St. Prison, 81 N.J. 571 (1980); see also W. New York v. Bock, 38 N.J. 500 (1962). In this case, the employer bears the burden of proving the charges against Bullock by a preponderance of the credible evidence. See In re Matter of Revocation of the License of Polk, 90 N.J. 550 (1982); Atkinson v. Parsekian, 37 N.J. 143 (1962). The burden of proof is by a preponderance of the evidence, Atkinson v. Parsekian, 37 N.J. 143, 149 (1962), and the hearing is de novo, Henry v. Rahway St. Prison, 81 N.J. 571, 579 (1980).

#### **Alleged Misconduct at the Scene of a Fire**

Neither the Civil Service Act nor the implementing regulations define insubordination. Case law, however, has defined it as a failure to obey a lawful order. In re Williams, 443 N.J. Super. 532, 547 (App. Div. 2016), citing Rivell v. Civ. Serv. Comm'n, 115 N.J. Super. 64, 71 (App. Div. 1971).

Bullock reported to the fire on December 10, 2019, with his team from Ladder 7. When Cocchi observed Bullock standing, what appeared to be idly, across the street, Cocchi ordered Bullock back to his team, and Bullock complied. Later, Cocchi observed

Bullock and his team across the street, not actively working the fire. When asked why he wasn't working the fire, Bullock answered that he had been communicating with Sablom. Once the fire was under control, Cocchi ordered Bullock to return to the firehouse. A short time after that, Arce notified Cocchi that he needed a ladder truck. Bullock and Ladder 7, however, were leaving the fire as previously ordered by Cocchi. Nevertheless, Arce ordered Bullock back to the fire. Bullock raised his voice and spoke inappropriately in response by questioning the order of a superior, but Bullock had received conflicting orders. More importantly, the Incident Commander had control of the fire incident. This is undisputed. Once Bullock received clarification from Cocchi, Bullock and his team complied with their orders and returned to the fire. Given this discussion of the facts, I **CONCLUDE** that Bullock did not fail to obey a lawful order by his superiors because Bullock returned to the fire as he was commanded to do by the Incident Commander.

Bullock argues that these charges should be dismissed because they were brought more than thirty days after the incident in violation of Newark Fire Department General Order G-1. Newark argues that the charges were brought on the thirty-seventh day after the incident, which Newark further argues was within a reasonable time because it had not been able to conclude its investigation within the time frame. Since I concluded that Newark failed to prove this charge by a preponderance of the evidence, I **CONCLUDE** that this argument is moot and that this charge is dismissed.

#### Alleged Improper Journal Entry in the Ladder 7 Company Journal

It is undisputed that the Company Journal is the official record of the Newark Fire Department and is intended to document personnel and equipment issues; that Bullock wrote two pages of text in the Company Journal; that the text written in the Company Journal concerned an internal meeting that occurred between Bullock and Newark; and that these statements were personal to Bullock. Bullock, however, argues that his entry was not derogatory or critical of the department—and that they were permissible because they concerned personnel issues. This argument is unpersuasive. Entries in the Company Journal are specifically limited to the fire department personnel, quarters, and equipment. To underscore this limitation, entries must contain a code specified in the procedures that established the journal, and Bullock's entry did not have any code—

because no code exists for them. Regardless, the statements Bullock entered were inappropriate, improper, and beyond the scope of what is normally recorded in the Company Journal. Therefore, I **CONCLUDE** that Newark has proven by a preponderance of the evidence that Bullock was insubordinate for making these entries in violation of N.J.A.C. 4A:2-2.3(a)(2) (Insubordination) and N.J.A.C. 4A:2-2.3(a)(12) (Other Sufficient Cause) for violation of Newark Fire Department General Orders A-3 (Duties and Responsibilities of Rank and Titles of the Department) and H-3 (Procedures to be Employed in the Use of Company Journals and Company Record Books), and Newark Fire Department Rules and Regulations Articles 4 (Respect to Superiors), 23 (Conduct of Members), and 58 (Commission or Omission of Acts) for his journal entry in the Company Journal.

### Penalty

The Civil Service Commission (CSC) may increase or decrease the penalty, N.J.S.A. 11A:2-19, and the concept of progressive discipline guides that determination. In re Carter, 191 N.J. 474, 483–86 (2007). Thus, an employee's prior disciplinary record is inherently relevant to determining an appropriate penalty for a subsequent offense. Ibid. The past record includes a recent history of promotions or commendations as well as any other disciplinary actions or instances of misconduct. West New York v. Bock, 38 N.J. 500, 524 (1962). Consideration should also be given to the timing of the most recently adjudicated disciplinary history. Ibid. A past record, or lack thereof, cannot be used to prove or disprove a present charge. However, it can be used for guidance to determine the appropriate penalty. Ibid.

Progressive discipline may only be bypassed when the misconduct is severe, when it renders the employee unsuitable for continuation in the position, or when the application of progressive discipline would be contrary to the public interest. In re Herrmann, 192 N.J. 19, 33 (2007).

Here, the journal entries written by Bullock were not permissible or appropriate. The entry is two pages long, is personal to Bullock, and contains statements about other firemen in the department, statements of drug and alcohol use, and statements of racism.

The Company Journal was established more than fifteen years before this incident, and Bullock's entry is the only one of its kind. His entries give the names of superior officers and could be interpreted to be critical of them. The entry goes above and beyond the scope of the purpose of the Company Journal. Given such insubordination and improper use of the Company Journal by a captain. I **CONCLUDE** that Bullock's actions warrant a suspension for ninety days.

Finally, Bullock argues that all charges should be dismissed because they were improperly brought by Assistant Public Safety Director Raul Malave instead of the Fire Chief. Newark Fire Department General Orders specifically state that charges, suspensions and trials are decided by the director. When the director is unavailable, the assistant director assumes all the director's responsibilities. Therefore, Malave assumed all responsibilities of the director in his absence, as was the case here, and is authorized to bring the charges against Bullock.

### **ORDER**

Given my findings of facts and conclusions of law, I **ORDER** that the charges pertaining to misconduct at the scene of a fire contained in the Final Notice of Disciplinary Action dated October 15, 2020, are **DISMISSED**; that Bullock be issued back pay, seniority, and pension benefits from the effective date of his ten-day suspension for those charges; but that Bullock be **SUSPENDED** for ninety working days for improper remarks in the Company Journal contained in the Final Notice of Disciplinary Action dated October 15, 2020.

I hereby **FILE** my initial decision with the **CIVIL SERVICE COMMISSION** for consideration.

This recommended decision may be adopted, modified, or rejected by the **CIVIL SERVICE COMMISSION**, which by law is authorized to make a final decision in this matter. If the Civil Service Commission does not adopt, modify or reject this decision within forty-five days, and unless such time limit is otherwise extended, this recommended decision shall become a final decision in accordance with N.J.S.A. 52:14B-10.

Within thirteen days from the date on which this recommended decision was mailed to the parties, any party may file written exceptions with the **DIRECTOR, DIVISION OF APPEALS AND REGULATORY AFFAIRS, UNIT H, CIVIL SERVICE COMMISSION, 44 South Clinton Avenue, PO Box 312, Trenton, New Jersey 08625-0312**, marked "Attention: Exceptions." A copy of any exceptions must be sent to the judge and to the other parties.

March 7, 2025

DATE



PATRICE E. HOBBS, ALJ

Date Received at Agency:

March 7, 2025

Date Mailed to Parties:

March 7, 2025

**APPENDIX**

**Witnesses**

**For Appellant:**

Deputy Chief Paul Bartelloni  
Captain Robert Simpkins  
Captain Maurice Bullock, Appellant

**For Respondent:**

Deputy Chief Donald Cocchi  
Director Raoul Malave

**Exhibits**

**For Appellant:**

P-A1	Preliminary Notice of Disciplinary Action (PNDA), January 17, 2020, re: Captain Bullock – December 10, 2019, Littleton Avenue Fire Incident
P-A2	Preliminary Notice of Disciplinary Action (PNDA), March 3, 2020, re: Captain Bullock – Journal Entry Incident
P-A3	Final Notice of Disciplinary Action (FNDA): 10-Day Suspension for Littleton Avenue Fire Incident – October 15, 2020
P-A4	Final Notice of Disciplinary Action (FNDA): 90-Day Suspension for Journal Incident – October 15, 2020
P-A14	LIA 3-10: Littleton Avenue Supplemental Investigation Report Submitted by Captain Jeray Walker – February 20, 2020
P-A15	Audio Statement of Firefighter Jamal Hawkins (Digital)
P-A16	Written Statement of Firefighter Jamal Hawkins, re: Recollection of Little Avenue Fire – February 19, 2020
P-A17	Audio Statement of Firefighter Deven Torres (Digital)

- P-A18 Written Statement of Firefighter Devon Torres, re: Recollection of Little Avenue Fire – February 19, 2020
- P-A19 Audio Statement of Firefighter Robert Simpkins (Digital)
- P-A20 Written Statement of Firefighter Robert Simpkins, re: Recollection of Little Avenue Fire – February 19, 2020
- P-A21 Written Statement of Battalion Chief Jose P. Osorio, re: Meeting with Captain Bullock – December 17, 2019
- P-A22 Written Statement of Bullock, re: Littleton Avenue Fire – December 17, 2019
- P-A23 Written Statement of Captain Bullock, re: Answers to Deputy Chief Cocchi's Questions – December 21, 2019
- P-A24 Memorandum from Fire Chief John Centanni, re: Chief Officers Duties and Responsibilities – May 6, 2016
- P-A25 Notice No. 2017-138: Fire Chief Rufus Jackson, re: General Order Covering Officers Responsibilities and Acknowledgment of Receipt – October 17, 2017
- P-A26 Captain Bullock Request for Departmental Hearing for PNDA – January 18, 2020
- P-A28 Captain Bullock's Entry in Firehouse Company Journal – February 19, 2020
- P-A29 City of Newark Division of Personnel Department of Administration Operating Policies and Procedures re: Disciplinary Actions—Employees with Permanent Status – May 1, 1989
- P-A37 Newark Fire Department General Order G-1: Charges, Suspensions, and Trials
- P-A38 Newark Fire Department General Order H-3: Procedures to be Employed in the Use of Company Journals and Company Record Books
- P-A39 City of Newark Fire Department Rules & Regulations
- P-A40 N.J.A.C. 4A:2-2.3 – General causes



For Respondent:

- R-A (1) Newark Fire Department General Order A-3: Duties and Responsibilities of Ranks and Titles of the Department, and (2) General Order B-12: Truck Company Operations.
- R-B City of Newark Fire Department Rules & Regulations
- R-C Newark Fire Department General Order H-3: Procedures to be Employed in the Use of Company Journals and Company Record Books
- R-D Newark Fire Department General Order G-1: Charges, Suspensions, and Trials
- R-E Memorandum from Fire Chief John Centanni, re: Chief Officers Duties and Responsibilities – May 6, 2016
- R-F Notice No. 2017-138: Fire Chief Rufus Jackson, re: General Order Covering Officers Responsibilities – October 17, 2017
- R-G Acknowledgment of Receipt of Notice No. 2017-138
- R-H Written Statement of Orlando Arce, re: Insubordination – December 10, 2019
- R-I Email from Donald Cocchi, re: Request for Explanations Regarding Littleton Ave. Fire – December 17, 2019
- R-J Written Statement of Deputy Chief Donald Cocchi, re: Conduct Unbecoming/Failure to Obey Orders – December 17, 2019
- R-K Written Statement of Firefighter Matthew Mondino, re: Captain Bullock – December 17, 2019
- R-L Written Statement of Battalion Chief Orlando Arce, re: Insubordination – December 17, 2019
- R-M Written Statement of Bullock, re: Littleton Avenue Fire – December 17, 2019
- R-N Written Statement of Battalion Chief Jose P. Osorio, re: Meeting with Captain Bullock – December 17, 2019
- R-O Written Statement of Captain Bullock, re: Answers to Deputy Chief Cocchi's Questions – December 21, 2019

R-P	Preliminary Notice of Disciplinary Action (PNDA), January 17, 2020, re: Captain Bullock – December 10, 2019, Littleton Avenue Fire Incident
R-Q	Captain Bullock's Personal Summary Report – January 17, 2020
R-R	Captain Bullock Request for Departmental Hearing for PNDA – January 18, 2020
R-S	Notice from Director Anthony Ambrose to Captain Anthony Tarantino of Pre-Conference Hearing on February 19, 2020 – January 21, 2020
R-T	Notice from Director Anthony Ambrose to Captain Bullock of Disciplinary Hearing on February 26, 2020 – January 21, 2020
R-U	Captain Bullock's Entry in Firehouse Company Journal – February 19, 2020
R-V	Written Statement of Firefighter Jamal Hawkins, re: Recollection of Little Avenue Fire – February 19, 2020
R-W	Written Statement of Firefighter Devon Torres, re: Recollection of Little Avenue Fire – February 19, 2020
R-X	Written Statement of Firefighter Robert Simpkins, re: Recollection of Little Avenue Fire – February 19, 2020
R-Y	LIA 3-10: Littleton Avenue Supplemental Investigation Report Submitted by Captain Jeray Walker – February 20, 2020
R-Z	Audio Statements of Hawkins, Torres, and Simpkins (1 Disc)
R-AA	Radio Dispatch from 136 Littleton Avenue on December 10, 2019 (1 Disc)
R-AB	Notice from Director Anthony Ambrose to Captain Bullock of Disciplinary Hearing on March 18, 2020 – February 21, 2020
R-AC	Preliminary Notice of Disciplinary Action (PNDA), March 3, 2020, re: Captain Bullock – Journal Entry Incident
R-AD	Captain Bullock's Request for a Hearing on March 3, 2020, PDNA – March 7, 2020

R-AE	Union Request for Adjournment of Departmental Hearing – March 18, 2020
R-AF	Notice from Director Anthony Ambrose to Captain Bullock of Disciplinary Hearing on August 21, 2020 – August 5, 2020
R-AG	Union Request for Adjournment of Departmental Hearing – August 21, 2020
R-AH	Disciplinary Hearing Findings by Hearing Officer Joseph J. Santiago – October 1, 2020
R-AI	Final Notice of Disciplinary Action (FNDA): 10-Day Suspension for Littleton Avenue Fire Incident – October 15, 2020
R-AJ	Final Notice of Disciplinary Action (FNDA): 90-Day Suspension for Journal Incident – October 15, 2020