



## STATE OF NEW JERSEY

In the Matter of Dane Bath, Morris  
County

FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION

CSC Docket Nos. 2025-1529 and  
2025-1916

OAL Docket Nos. CSV 05613-25 and  
CSV 06234-25

ISSUED: FEBRUARY 23, 2026

The appeal of Dane Bath, a former Public Safety Telecommunicator Trainee with Morris County, of his eight working day suspension, effective November 25, 2024, on charges, and release at the end of the working test period, effective December 9, 2024, was heard by Administrative Law Patrice E. Hobbs (ALJ), who rendered her initial decision on January 5, 2026. Exceptions were filed by the appellant, and a reply was filed on behalf of the appointing authority.

Having considered the record and the attached ALJ's initial decision, including a thorough review of the exceptions and reply, and having made an independent evaluation of the record, the Civil Service Commission (Commission), at its meeting of February 4, 2026, accepted and adopted the Findings of Fact and Conclusions as contained in the ALJ's initial decision and her recommendation to uphold the eight working day suspension and release at the end of the working test period.

As indicated above, the Commission has thoroughly reviewed the exceptions filed by the appellant in this matter and finds them unpersuasive. With respect to the eight working day suspension, the ALJ determined that it was warranted as the credible evidence, which included witness testimony and a video, demonstrated that the appellant was asleep on the job on two occasions. The ALJ also found that the appellant was tardy 10 times in 30 days and inappropriately texted a female trainee after hours. The Commission notes that while sleeping on the job as a Public Safety Telecommunicator Trainee warrants major discipline, of which eight days is somewhat lenient, the specifications of the suspension as set forth in the Final Notice of Discipline did not include charges relating to tardiness or text messages. These findings, however, support the appellant's release at the end of the working test period. *See In the Matter of Steven Woodburn, Jr.* (MSB, decided March 5, 1996)

(Appellant's repeated tardiness during his working test period disrupted the normal course of work).

In addition, the ALJ noted that while the appellant's Daily Observation Reports were average, the credible evidence demonstrated that he was counseled regarding specific violations, his compliance with the dress code, his behavior expectations, and the cell phone policy and that he was not applying his training on calls and appeared lounging while at his desk. Moreover, the appellant did not pass all 16 quizzes given to trainees as required. Further, disciplinary action during a working test period has been found to be sufficient justification to release an employee. See *In the Matter of Walter F. Kowalczyk* (MSB, decided September 6, 2006) (Disciplinary action during a working test period could form a sufficient justification to release an employee at the end of the working test period).

The appellant's exceptions with respect to procedural deficiencies during the hearing at the Office of Administrative Law are not persuasive. It is noted that while the ALJ described the appellant as being "terminated during his working test period," the separation may be considered a release as the appellant had the benefit of completing and being assessed for almost the entire time of the working test period. The appellant was notified on the 87<sup>th</sup> day that he was being released on the 90<sup>th</sup> day of his three-month working test period. Thus, the burden of proof is on the appellant with respect to his release. See *N.J.A.C. 4A:2-1.4(c)*. To be successful in such a challenge, the appellant would need to show by a preponderance of the evidence that the appointing authority effectuated the working test period in bad faith. See *N.J.A.C. 4A:2-4.3(b)*. In this matter, as found by the ALJ, the appellant has clearly not satisfied that burden.

Therefore, upon its *de novo* review, the Commission finds nothing in the record or the exceptions demonstrating that the ALJ's assessment of the charges, finding that the appointing authority sustained its burden of proof with respect to the suspension and the appellant did not sustain his burden of proof with respect to his release at the end of the working test period, was arbitrary, capricious, or unreasonable. Accordingly, the Commission dismisses the appellant's appeal.

## ORDER

The Commission finds that the action of the appointing authority in suspending and releasing the appellant at the end of the working test period was justified. The Commission therefore dismisses the appeal of Dane Bath.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 4<sup>TH</sup> DAY OF FEBRUARY, 2026

*Allison Chris Myers*

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Allison Chris Myers  
Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Dulce A. Sulit-Villamor  
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**

**IN THE MATTER OF DANE BATH,  
MORRIS COUNTY, DEPARTMENT OF LAW  
AND PUBLIC SAFETY.**

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OAL DKT. NO. CSV 05613-25  
AGENCY DKT. NO. 2025-1916

**IN THE MATTER OF DANE BATH,  
MORRIS COUNTY, DEPARTMENT OF LAW  
AND PUBLIC SAFETY.**

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OAL DKT. NO. CSV 06234-25  
AGENCY DKT NO. 2025-1529

**Dane Bath**, appellant, pro se

**Stephen E. Trimboli, Esq.**, for respondent Morris County, Department of Law  
and Public Safety (The Chilla Business Counsel, LLC)

Record Closed: December 2, 2025

Decided: January 5, 2026

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

**STATEMENT OF THE CASE**

On November 2, 2024, Dane Bath, a public safety telecommunications trainee (PSTT) for the Morris County Department of Law and Public Safety (respondent), was found asleep at work on two occasions and was suspended for eight days. In addition, Bath failed to successfully complete the working test period and was terminated. Did respondent wrongfully suspend and terminate Bath? No. Employees can be disciplined

for being asleep at work under N.J.A.C. 4A:2-2.3(a), and any employee who appeals their release from employment during the working test period has the burden of proof to establish that the employer's action was done in bad faith. N.J.A.C. 4A:2-4.3(b).

## **PROCEDURAL HISTORY**

### **Suspension for Being Asleep on the Job**

On January 6, 2025, respondent served Bath with a Preliminary Notice of Disciplinary Action 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)(3) (Inability to Perform Duties), N.J.A.C. 4A:2-2.3(a)(7) (Neglect of Duty), and N.J.A.C. 4A:2-2.3(a)(12) (Other Sufficient Cause). On November 2, 2024, Bath was found asleep at his desk by his supervisor, Frank Cherichella. Later that same day, Bath was again found asleep at his desk by Training Officer Kyle Hoffman.

On February 18, 2025, there was a departmental hearing. On March 4, 2025, Bath was served with a Final Notice of Disciplinary Action sustaining the charges for Incompetency, Inefficiency or Failure to Perform Duties, Insubordination, Inability to Perform Duties, Neglect of Duty and Other Sufficient Cause. Bath was suspended for eight days.

On March 7, 2025, Bath submitted an appeal letter to the Civil Service Commission, and on March 26, 2025, the New Jersey Civil Service Commission transmitted this case to the Office of Administrative Law (OAL) for a hearing as a contested case under N.J.S.A. 52:14B-1 to -15 and N.J.S.A. 52:14F-1 to -13.

### **Failure to Complete the Working Test Period**

On December 5, 2024, respondent issued a termination letter to Bath releasing him from his employment for unsatisfactory performance at the end of the working test

period under N.J.A.C. 4A:2-4.1. On December 23, 2024, Bath submitted an appeal letter to the Civil Service Commission.

On April 1, 2025, the New Jersey Civil Service Commission transmitted this case to the Office of Administrative Law (OAL) for a hearing 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 April 24, 2025, I held a status conference, and respondent indicated that a second case was pending for Bath.

On May 6, 2025, respondent submitted a Motion to Consolidate, and on May 8, 2025, I entered an order consolidating both cases. On September 29, 2025, I held a hearing. On December 1, 2025, respondent submitted a post-hearing brief. Bath was requested to submit his post-hearing submission by the close of business on December 2, 2025, and no briefs were filed. On December 2, 2025, I closed the record.

### **FINDINGS OF FACT**

Based upon the testimony the parties provided and my assessment of its credibility, together with the documents the parties submitted and my assessment of their sufficiency, I **FIND** the following **FACTS**:

Bath lived and worked in New York as a dispatcher for twenty-three years. Bath was a certified emergency medical technician (EMT) in New York State. After 2020, New York State required the COVID vaccine for continued employment, and Bath was not vaccinated. Bath suffers from migraines and has herniated discs in his neck and back. He takes migraine medication but could not remember its name. The medication does not cause him to be sleepy. Bath stated that he was not sleeping on the job. Bath stated he had a migraine that day and had his eyes closed because of the glare in the building.

On September 9, 2024, respondent hired Bath as a PSTT. As a telecommunicator trainee, Bath is responsible for taking 911 calls that come into the center.

Bath, who had been employed for only thirty days, was tardy to work ten times. He was tardy to work on September 16, 18, 19, 23, 24, 26, 27, and October 1, 3, and 6, 2024. (R-5.) Renee Bisson, the director of 911 Operations, and Cathy Burd, the deputy

director of Law and Public Safety for Morris County, met with Bath to issue him a warning for his tardiness. Bath acknowledged and concurred that he was late to work on those ten days. Bisson and Morris also spoke with Bath about inappropriate behavior. Bath had been texting another trainee after hours, making inappropriate comments about his marriage and his wife. (R-7.)

Kyle Hoffman is the training officer for Morris County. He is responsible for training new operators, including Bath. He can supervise up to five trainees at any one time. Trainees attend classes for the first thirty days of employment. They are trained on all the protocols for handling 911 emergency calls. Morris County fields the 911 calls for thirty-nine municipalities. They are the first point of contact when someone in one of their municipalities dials 911 in an emergency. They must always remain alert, and sleeping on duty is strictly prohibited. Sleeping is the first item in the list of activities that employees are forbidden to engage in while on duty. (R-3.)

Hoffman was responsible for completing Daily Observation Reports for each of his trainees. Bath's Daily Observation Reports were average; he scored between four and five out of seven possible points. Hoffman counseled Bath four times for specific violations: October 5, October 6, November 3, and November 6, 2024. On October 5, 2024, Bath completed his final full day of training. (R-13.) Bath was counseled on his appearance and compliance with the dress code, as well as behavior expectations while on the call floor.

On October 6, 2024, Bath was placed on the floor to field 911 calls. (R-12.) Bath fielded three calls. His performance was rated as average; he scored between four and five out of seven possible points. He was again counseled on his appearance and compliance with the dress code. He was also counseled about his tardiness.

On November 3, 2024, Bath fielded eighteen 911 calls. (R-11.) His performance was rated as average; he scored between four and five out of seven possible points. It was noted that Bath was not applying the training to his practical experience on the call floor. Bath was also counseled on the cell phone policy.

On November 6, 2024, Bath fielded seventeen 911 calls. (R-10.) His performance was rated as average; he scored between four and five out of seven possible points. It was noted that Bath was again counseled on the cell phone policy and that he appeared to be lounging while at his desk.

Hoffman was also responsible for administering the quizzes required for permanent employment. A trainee must score 80% or higher. Bath scored above 80% on all but three of the sixteen quizzes. The quizzes can be taken as many times as necessary to obtain a passing score. As of December 5, 2024, Bath had not passed all sixteen quizzes.

On November 2, 2024, Bath was assigned to work from 9 am to 9 pm. Hoffman observed Bath sleeping on two separate occasions. On the first occasion, Bath had his head facing up, at an angle. He notified Frank Cherichella, who is the supervisor at the Morris County Communications Department (Communications Department). Approximately ninety minutes later, he observed Bath asleep with his head in his hands. Hoffman told Bath to go for a walk. Bath did not say that he had a migraine, nor did he complain about the glare from the windows.

Cherichella supervises the 911 floor operations. He is Hoffman's supervisor. He has worked in the Communications Department for over thirteen years. The Communications Department has policies and procedures (R-3) that apply to all employees. It outlines the expectations and obligations of the employees in the department. The Rules and Regulations specifically state that sleeping on duty is prohibited. (R-3 at 18). On November 2, 2024, he was notified by Hoffman that Bath was sleeping at his station. Chirichella walked around the workstation, approached Bath from the front of the workstation and observed Bath for more than thirty seconds. (R-17; R-18.) Bath did not move. Bath had his head tilted upwards, and his eyes were closed. He spoke to Bath and woke him. He offered Bath coffee or a break, and Bath refused. Bath did not mention migraines or glare from the windows. The windows at the station have blinds that can be closed to reduce the glare. Bath did not ask for the blinds to be closed.

Cherichella and Hoffman reported the incidents of sleeping to Maria Cirelli, who was the 911 operations coordinator and their supervisor. Cirelli reported the sleeping incidents to Bisson. (R-4.) Respondents prepared and served Bath a Preliminary Notice of Disciplinary Action (R-1), and after a hearing, Bath was served with the Final Notice of Disciplinary Action. (R-2.)

On December 8, 2024, Bath filed a claim for unemployment compensation. Bisson received a confirmation letter dated January 13, 2025, from the Department of Labor and Workforce Development notifying her that Bath's claim for unemployment was denied because his discharge was related to his inability to perform his job duties and he was disqualified from receiving benefits. (R-6.)

### **CONCLUSIONS OF LAW**

#### **Suspension**

Bath's employment with a public agency is governed by the Civil Service Act (The Act), N.J.S.A. 11A:1-1 et seq., and its implementing regulations, N.J.A.C. 4A:1-1.1 et seq. The Act details all the employees' rights and duties during employment. The Act was created as an inducement to attract qualified individuals to public service and is liberally construed toward the attainment of merit appointments and broad tenure protections.

Any suspension greater than five working days is considered a major disciplinary action, and the appointing authority bears the burden of proof. N.J.A.C. 4A:2-1.4(a). 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 State Prison, 81 N.J. 571, 579 (1980).

In general, incompetency, inefficiency, or failure to perform duties exists where the employee's conduct demonstrates an unwillingness or inability to meet, obtain, or produce effects or results necessary for adequate performance. Clark v. New Jersey Dep't of Agric., 1 N.J.A.R. 315 (1980). The fundamental concept is that an employee should be able to perform the duties of the position for which he or she was hired. Briggs

v. Dep't of Civil Serv., 64 N.J. Super. 351, 356 (App. Div. 1960) (employee must be qualified to perform the duties of the job as outlined by the appointing authority).

Insubordination encompasses an employee's failure or refusal to follow a directive, order or instruction of a supervisor. Eaddy v. Dep't of Transp., 208 N.J. Super. 156, 158-59 (App. Div. 1986); City of Newark v. Massey, 93 N.J. Super. 317, 322 (App. Div. 1967). This definition incorporates acts of non-compliance and non-cooperation, as well as affirmative acts of disobedience. Thus, insubordination can occur even where no specific order or direction has been given to the allegedly insubordinate person. Insubordination is always a serious matter, especially in a paramilitary context. "Refusal to obey orders and disrespect cannot be tolerated. Such conduct adversely affects the morale and efficiency of the department." Rivell v. Civil Serv. Comm'n, 115 N.J. Super. 64, 72 (App. Div. 1971).

"Inability to perform duties" as codified at N.J.A.C. 4A:2-2.3(a)(1). In general, incompetence, inefficiency, or failure to perform duties exists where the employee's conduct demonstrates an unwillingness or inability to meet, obtain, or produce effects or results necessary for adequate performance. Briggs v. Dep't of Civ. Serv., 64 N.J. Super. 351, 356 (App. Div. 1960) (employee must be qualified to perform the duties of the job as outlined by the appointing authority). An employee must be able to perform his duties physically, intellectually, and psychologically. A charge under N.J.A.C. 4A:2-2.3(a)(1) challenges his ability to perform the duties associated with the position.

Neglect of duty can arise from an omission or failure to perform a duty as well as negligence. Generally, the term "neglect" connotes a deviation from normal standards of conduct. In re Kerlin, 151 N.J. Super. 179, 186 (App. Div. 1977). "Duty" signifies conformance to "the legal standard of reasonable conduct in the light of the apparent risk." Wytupeck v. Camden, 25 N.J. 450, 461 (1957). Neglect of duty can arise from omission to perform a required duty as well as from misconduct or misdoing. Cf. State v. Dunphy, 19 N.J. 531, 534 (1955). Although the term "neglect of duty" is not defined in the New Jersey Administrative Code, the charge has been interpreted to mean that an employee has neglected to perform and act as required by his or her job title or was

negligent in its discharge. Avanti v. Dep't of Mil. and Veterans Affs., 97 N.J.A.R.2d (CSV) 564; Ruggiero v. Jackson Twp. Dep't of Law and Safety, 92 N.J.A.R.2d (CSV) 214.

“Other sufficient cause” stems from a charge of lying, conduct subversive of good order and discipline of the department and a failure to comply with Morris County Rules: Rule 2:1 (Code of Ethics); 2:2.1 (Mission Statement and Core Values); 3:1.3 (Obedience to Law and Rules); 3:4.3 (Reports); 3:7.11 (All Other Conduct); 3:13.5 (Truthfulness). Used as a catch-all provision in the Code, discipline does not have to be warranted because of a violation of any or all the rules of the department. It can be based upon the “standard of good behavior.” Hartmann, 258 N.J. Super. at 39–40.

Morris County Communications Center is the first point of contact for a citizen experiencing an emergency in one of the thirty-nine municipalities that they serve. The telecommunicator must field the call and follow the appropriate protocols. It is imperative that the PSTT remain alert while at work. Bath was found to be asleep on duty on two separate occasions by two people. He was also observed on the internal video recording asleep at his workstation. He was offered coffee and a break, which he refused. He claims to have been suffering from a migraine, but he did not make this complaint to any of his supervisors. Bath stated that he has medication that he takes for migraines and that this medication does not make him unfit for duty. Bath did not recall the name of the prescription, nor did he produce any documentation with the name of the medication. Bath was also late to work ten times after being on the job for only thirty days. Bath was also issued a warning for making inappropriate comments to a female colleague. Based on the foregoing discussion of facts, I **CONCLUDE** that respondent has shown by a preponderance of the credible evidence that Bath failed to perform his duties, was unable to perform his duties, neglected to perform his duties and behaved in a manner that was unacceptable while on the job.

### 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).

Bath was actively on the floor fielding calls from October 6, 2024. Less than thirty days later, on two separate occasions, he was found to be asleep on duty. The call center is the first point of contact for a citizen in an emergency and therefore provides a vital service to the citizens. Being alert and attentive to the emergency calls for the county is an essential part of being a PSTT, and sleeping while at work is the number one item that is forbidden. In addition, Bath was also late to work ten times only thirty days into the job. Finally, Bath sent inappropriate text messages to a female colleague. I **CONCLUDE** that Bath's sleeping on the job, tardiness to work and inappropriate text messages to a colleague were sufficient to warrant a suspension for eight days.

#### Working Test Period

When an individual is hired for a civil service position, the individual enters a working test period, which is designed to be a part of the examination process "to permit an appointing authority to determine whether an employee satisfactorily performs the duties of a title." N.J.S.A. 11A:4-15. During the working test period, the employee must perform the duties of the title for which the employee was hired. This enables the employer to evaluate the employee's fitness through observed job performance under actual working conditions. Cipriano v. Dep't of Civ. Serv., 151 N.J. Super. 86, 89 (1977). For local service employment, such as for the DPW here, the length of the working test

period is three months or ninety days. N.J.S.A. 11A:4-15(a). Bath was notified on his eighty-seventh day that he was being terminated effective December 9, 2025, which was his ninetieth day. Accordingly, I **CONCLUDE** that Bath was terminated during the working test period.

The employer is required to provide a progress report on the employee “at such times during the working test period . . . and a final progress report at the end of the entire working test period.” N.J.S.A. 11A:4-15(b). The appointing authority must prepare a progress report at the end of two months and a final report at the conclusion of the working test period. N.J.A.C. 4A:4-5.3(a).

At the end of the working test period, an employer may release an employee from his position for unsatisfactory performance during the working test period. N.J.S.A. 11A:4-15(c). The employee who appeals their release from employment during the working test period has the burden of proof to establish that the employer’s action was done in bad faith. N.J.A.C. 4A:2-4.3(b). If bad faith is found, the employee shall be entitled to a new working test period. N.J.A.C. 4A:2-4.3(c). Therefore, the employer must have exercised good faith when it determined that the employee was not competent to satisfactorily perform the duties of the position. Briggs v. Dep’t of Civ. Serv., 64 N.J. Super. 351, 356 (App. Div. 1960), citing Devine v. Plainfield, 31 N.J. Super. 300 (App. Div. 1954) and Lingrell v. Civ. Serv. Comm’n, 131 N.J.L. 461, 462 (Sup. Ct. 1944).

Good faith has been generally defined as “honesty of purpose and integrity of conduct” regarding a given subject. Smith v. Whitman, 39 N.J. 397, 405 (1963). Thus, “bad faith” can be defined as something that has been done dishonestly, and an individual has acted with a state of mind of having ill will. Lustrelon, Inc. v. Prutscher, 178 N.J. Super. 128, 144 (App. Div. 1981). The test of bad faith is therefore a subjective standard and must be determined by the facts in each case. Ibid.

Bath was late to work ten times during his first thirty days of employment. He was counseled by Hoffman on the need to be punctual. On two separate occasions, Bath was found asleep on the job. On two separate occasions, he was counseled on the cell phone policy. Bath was provided with daily observation reports every day during his working test

period. He was an average employee. He was also required to pass all sixteen quizzes that are implemented during the working test period. Bath did not have passing grades in three of the sixteen quizzes. I **CONCLUDE** that the respondent has shown by a preponderance of the credible evidence that Bath has failed to satisfactorily perform his job as a telecommunications operator. Based on the facts above, I further **CONCLUDE** that Bath has failed to show by a preponderance of the credible evidence that respondent acted in bad faith when they terminated him during the working test period.

### **ORDER**

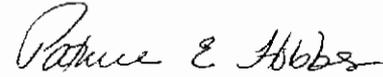
Based upon the foregoing, it is **ORDERED** that Bath be **TERMINATED** from his position as public safety telecommunications trainee.

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.

January 5, 2026  
DATE



\_\_\_\_\_  
**PATRICE E. HOBBS, ALJ**

Date Received at Agency:

January 5, 2026

Date Mailed to Parties:  
cc

January 5, 2026

**APPENDIX**

**Witnesses**

**For Appellant:**

Dane Bath, appellant

**For respondent:**

Frank Cherichella, Supervisor  
Kyle Hoffman, Training Officer  
Renee Bisson, Director of 911

**EXHIBITS**

**For appellant:**

None

**For respondent:**

- R-1 Preliminary Notice of Disciplinary Action, dated January 6, 2025
- R-2 Final Notice of Disciplinary Action, dated March 4, 2025
- R-3 Morris County Communications Division Policy and Procedures
- R-4 Email to Dane Bath from Maria Cirelli, dated November 11, 2024
- R-5 Warning, dated October 18, 2025, for being tardy to work ten times
- R-6 Notice of Determination from the New Jersey Department of Labor and Workforce Development, re: unemployment, dated January 13, 2025
- R-7 Memo from Cathy Burd, dated October 18, 2024, re: warning to Bath
- R-8 Survey Results for Bath
- R-9 Email from Bisson to Burd and Binkoski, dated January 30, 2025, re: Bath  
Daily Observation Reports
- R-10 Daily Observation Reports for Bath, dated November 6, 2024
- R-11 Daily Observation Reports for Bath, dated November 3, 2024

- R-12 Daily Observation Reports for Bath, dated October 6, 2024
- R-13 Daily Observation Report for Bath, dated October 5, 2024
- R-14 Training Performance Testing Results for Bath
- R-15 Quiz Taking Results for Bath
- R-16 Termination letter dated December 5, 2024
- R-17 Comm Center Video November 2, 2024, EEC Floor 3
- R-18 Comm Center Video November 2, 2024, EEC Floor 2