**STATE OF NEW JERSEY**

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| In the Matter of Robert Wargocki, Carteret, Police Department | : | **DECISION OF THE CIVIL SERVICE COMMISSION** |
| CSC DKT. NOS. 2024-632 and 2024-633<br>OAL DKT. NOS. CSV 09625-23 and CSV 09632-23<br>(Consolidated) | : | |

**ISSUED: September 30, 2026**

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The appeals of Robert Wargocki, Police Captain, Carteret, Police Department, of two 15 working day suspensions, on charges, were heard by Administrative Law Judge Sarah G. Crowley, who rendered her initial decision on August 17, 2026. Exceptions were filed on behalf of the appointing authority and a reply was filed on behalf of the appellant.

Having considered the record and the 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 September 23, 2026, accepted and adopted the Findings of Fact and Conclusions as contained in the attached ALJ's initial decision and her recommendation to reverse the two 15 working day suspensions.

In this matter, the ALJ's findings and conclusions are predominantly based on her assessment of the credibility of the witness testimony in the record. In this regard, the appointing authority's exceptions can, in essence, be boiled down to its disagreement with those determinations. As indicated above, the Commission has thoroughly reviewed the exceptions filed by the appointing authority and finds them unpersuasive. In this matter, the ALJ made explicit credibility determinations. Specifically, the ALJ stated:

> Having had an opportunity to carefully observe the demeanor of the witnesses, it is my view that the testimony of Officer Kelly and former Chief McFadden was not credible, and their testimony was inconsistent with the facts and the documentation in this matter. I found the deputy chief's testimony regarding the appellant's request for another officer's time off, not credible. It is clear from the significant

> number of emails from the appellant to the deputy chief that he was very careful to follow all orders and to clarify what was requested of him. Deputy Kelly testified that he had the form in his hand which the appellant had brought to him, and he usually wrote, approved or denied. The respondent provided no explanation for why they did not have this form and could not explain what happened to it. With respect to the testimony of the deputy and chief regarding the street light outage reports, the documents speak for themselves about a change in long standing policy, or lack thereof. There was no documentation other than two tersely worded emails, no follow-up for months and no investigation into why the lieutenants, who are the one[s] who failed to complete the task, were not disciplined. There was also no memorialization of this policy. By their own admission, the appellant had directed his staff to complete this task and very careful clarification of what was being asked of him.
>
> I found the testimony of Captain Wargocki sincere and credible and consistent with his emails and his efforts to follow all orders and requests of him. With respect to the streetlight outage reports, the new policy was not clear and never memorialized. Moreover, neither the chief nor the deputy chief followed up on the policy for three months. Finally, the appellant had ordered his staff to complete the task, and they did not complete it consistently with this new policy which had never been memorialized. There was no inquiry as to why they had not followed the captain's orders and no discipline imposed on those that failed to follow order[s]. I found Captain Wargocki's testimony that the deputy chief had approved the request for time off credible and the deputy chief's testimony that he denied it not credible.

The Commission acknowledges that the ALJ, who has the benefit of hearing and seeing the witnesses, is generally in a better position to determine the credibility and veracity of the witnesses. *See Matter of J.W.D.,* 149 *N.J.* 108 (1997). "[T]rial courts' credibility findings . . . are often influenced by matters such as observations of the character and demeanor of the witnesses and common human experience that are not transmitted by the record." *See also, In re Taylor,* 158 *N.J.* 644 (1999) (quoting *State v. Locurto,* 157 *N.J.* 463, 474 (1999)). Additionally, such credibility findings need not be explicitly enunciated if the record as a whole makes the findings clear. *Id.* at 659 (citing *Locurto, supra).* The Commission appropriately gives due deference to such determinations. However, in its *de novo* review of the record, the Commission has the authority to reverse or modify an ALJ's decision if it is not supported by sufficient credible evidence or was otherwise arbitrary. *See N.J.S.A.* 52:14B-10(c); *Cavalieri u. Public Employees Retirement System,* 368 *N.J. Super.* 527 (App. Div. 2004). In this matter, the exceptions filed are not persuasive in demonstrating that the ALJ's credibility determinations, or her findings and conclusions based on those determinations, were arbitrary, capricious or unreasonable. As such, the Commission has no reason to question those determinations, or the findings and conclusions made

therefrom.

Since the suspensions have been reversed, the appellant is entitled to 30 working days of back pay, benefits, and seniority pursuant to *N.J.A.C.* 4A:2-2.10. Moreover, the appellant is entitled to reasonable counsel fees pursuant to *N.J.A.C.* 4A:2-2.12.

This decision resolves the merits of the dispute between the parties concerning the disciplinary charges and the penalty 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. Feb. 26, 2003), the Commission's decision will not become final until any outstanding issues concerning counsel fees are finally resolved.

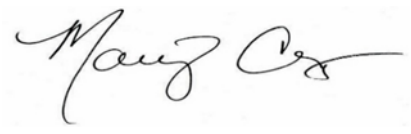
## ORDER

The Civil Service Commission finds that the action of the appointing authority in suspending the appellant was not justified and grants the appeals of Robert Wargocki. The Commission further orders that the appellant be granted 30 working 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 also orders reasonable counsel fees pursuant to *N.J.A.C.* 4A:2-2.12(a). Proof of income earned, and an affidavit 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.

Pursuant to *N.J.A.C.* 4A:2-2.12(b), the parties shall make a good faith effort to resolve any dispute as to the amount of counsel fees.

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 shall be pursued in the Superior Court of New Jersey, Appellate Division.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 23RD DAY OF SEPTEMBER, 2026



Mary Cruz
Acting Chairperson
Civil Service Commission

Inquiries
and
Correspondence

Shannon L. Dalton
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. NOS. CSV 09625-23
and CSV 09632-23
AGENCY DKT. NOS. 2024-632
and 2024-633
(Consolidated)

**IN THE MATTER OF ROBERT WARGOCKI, BOROUGH OF CARTERET POLICE DEPARTMENT.**

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**Leonard C. Schiro**, Esq., for appellant, Robert Wargocki (Mets Schiro McGovern Manetta & Milewski, LLP, attorneys)

**Robert J. Merryman**, Esq., for respondent, Borough of Carteret Police Department (Apruzzese, McDermott, Mastro & Murphy, P.C., attorneys)

Record Closed: July 17, 2026 Decided: August 17, 2026

BEFORE **SARAH G. CROWLEY**, ALJ:

## STATEMENT OF CASE AND PROCEDURAL HISTORY

The appellant, Robert Wargocki (Wargocki or appellant), is employed as a police captain with the Borough of Carteret Police Department (Department). This case involves two sets of charges, each seeking a fifteen-day working suspension. The cases

were consolidated with the consent of the parties in the interest of judicial economy due to the similarity of witnesses. The first charge is for the failure to prepare streetlight outage reports for three months in the fall of 2022. The second charge alleges that the appellant approved a request for time off without the approval of the deputy chief. The appellant filed an appeal, and the matters were transmitted to the Office of Administrative Law. N.J.S.A. 52:14B-1 to -15; and N.J.S.A.52:14F-1 to -13. The matter was heard before the undersigned on November 19, 2025, the record closed after written submissions were received by the parties on July 17, 2026.[1]

## TESTIMONY AND FINDINGS OF FACT

**For the respondent:**

**Dennis McFadden** is the retired chief of police in Carteret. He was chief at the time the charges were brought. McFadden identified several emails related to the street light outage reports. The first email identified is an email dated May 19, 2022, to the appellant with a copy to John Kelly, the deputy chief. The email states: "Have your evening officers conduct a streetlight outage report for the entire town to include all parts and the waterfront pier." This email does not mention anything about the frequency of inspections or the reports. The appellant responded that same day advising the chief that "the Lieutenants were told to conduct the streetlight outage reports and rotate monthly. I will see what has been reported and advise them to include the parks and waterfront." The chief responded as follows: "I instructed you to have the light reports started tonight. I didn't ask you what you instructed your Lieutenants to do nor ask you to see what has been reported." There is a series of email going back and forth that day and the next day between the chief and the appellant, as the appellant seeks to clarify exactly what is being requested.

The chief testified about the process for streetlight outage reports prior to the May 19, 2022, email. He indicated that there was no specific protocol, no SOP and no department policy with respect to inspecting and reporting outages. Likewise, there was no documentation of any change in this policy which was never memorialized. He

[1] The delay in briefing and closing the record in this matter was the result of a problem with the recording by the Office of Administrative Law which was ultimately resolved and a transcript obtained by the parties.

discussed the form that is filled out when there is an outage, and it is kept in a file and submitted to PSE&G to get the repair completed. The chief testified that there was no other memorialization of the old policy or this new policy other than the emails that he sent to the appellant on May 19, 2022, and May 20, 2022. He testified that neither he nor the deputy chief followed up on any reports in May, June, July or August, prior to his request to the appellant on September 8, 2022. He acknowledged that the appellant was not responsible for conducting the inspections or completing the reports, but that under chain in command policies, the appellant was ultimately responsible. He was aware that appellant had ordered the lieutenants to complete the task, but he made no inquiry as to why they had not completed the job. Moreover, none of the individuals who failed to complete the assigned task or the appellants supervisor were disciplined. To date, no such policy regarding the streetlight outage reports has been memorialized.

McFadden discussed the issue which arose with Officer Dominiguez and his request for a day off on March 6, 2022. The chief discussed the policy and that approval for a third man off less than seventy-two hours before the day off is required. He testified that when Deputy Chief Kelly came to him with the request which was less than seventy-two hours in advance, and he denied it. There was a death in the family with one of the officers and they were short staffed the next day, so they had to pay someone overtime to work. He asked Deputy Chief Kelly what happened and Kelly advised that he told the appellant to deny the request. There is a form that is filled out with such a request which would contain a notation of approved or denied. The respondent could not produce the form for this request.

**Deputy Chief John Kelly** works for the Carteret Police Department. He was a patrolman, sergeant, lieutenant and is currently the deputy chief. He provided testimony regarding both charges brought against the appellant. He was copied on the emails that went to the appellant regarding the new protocol for the streetlight outage reports on May 19, 2022, and May 20, 2022. He testified that he was in the chief's office when there was a discussion with the appellant which he described as "heated" over this new protocol for streetlight outage reports. He never followed up with the appellant regarding the reports after the May 20, 2022, email. He did not check to see if the reports were being completed in June, July and August. He testified that it was an order from the chief and it should

have been completed and if the lieutenants did not do their job, it was ultimately the appellant's responsibility. They did not investigate why they were not completed and none of the officers who actually failed to follow the appellant's order were disciplined. He also confirmed that he is the immediate supervisor of the appellant and he received no discipline for his subordinates failure to complete the bi-monthly reports or failing to follow up on the request for these reports for several months.

Deputy Chief Kelly discussed the second set of charges related to a time off request by an officer on March 6, 2022. He testified that there were already two officers off, so the third request for time off was less than seventy-two hours before the scheduled shift and needed to be approved by the Chief. He testified about the process, and the request form that needs to be filled out and approved or denied. He testified that appellant brought him the green slip with respect to Officer Dominquez request for time off. He testified that he had the sheet in his hand and went to ask the chief. He testified that the Chief said no and "normally we write denied on the sheet." However, he did not know what happened to the form, but he testified that he communicated to the appellant that the request was denied. There was no documentation which indicated that the request was denied. He could not explain why he did not have the green form that he testified that the appellant had brought him. He testified that Officer Heines had a death in the family and called out the next day, which left them short staffed. When the chief found out that they had to pay someone overtime, he was angry and called him into his office and asked him what happened. He advised the chief that he denied the request, and that appellant disobeyed his order to deny the request.

**For the appellant:**

**Captain Wargocki** has been employed by the Carteret Police Department for twenty-two years. He was a patrolman and sergeant before becoming a Captain in 2015. He discussed the streetlight outage reports and identified numerous emails that he had with the chief and deputy chief regarding the reports. He had several emails outlining the background of the policy as well as the new policy, which was instituted via the May 22, 2022, email from the chief. Captain Wargocki identified over twenty emails by and between the chief and the deputy chief regarding the streetlight reports prior to May of

2021. Captain Wargocki testified that he was very careful to follow all orders and to create a paper trail due to the tension between him and the chief and deputy chief which stemmed from an excessive force investigation that he conducted involving the deputy chief. There were numerous emails regarding the reporting, which demonstrate they were done sporadically or after a specific request. There are several emails between the chief and appellant attaching reports, including emails from the mayor with concerns about streetlight outages.

The appellant identified several emails in which he provided the schedules and the name of the individuals responsible for completing certain inspections and reports. There are several emails in May of 2021, and reports being submitted via email. The appellant identified correspondence and emails from October 2021, December 2021, February 2022 and March 2022, which related to street light outage reports. The appellant discussed the emails in May 2022, instituting a new policy regarding the frequency of the reports. The appellant discussed the first email from the chief on May 19, 2022, which requests a list of outages and a request that the inspections include the parks and waterfront pier. There was nothing in the initial email about a change in the frequency of the inspections. Following this initial exchange, the appellant sent a notice to all supervisors regarding the street outage reports and followed up with the chief advising that he has done this. The following day, the chief, for the first time, mentions "bi-monthly" reports. The appellant identified the email and his response seeking clarification since this was the first mention of "bi-monthly" reports. The chief responds, "Bi-monthly – twice a month to be clear, just like received a paycheck twice a month. Every two months would be six times annually. I didn't ask for an explanation on how you had the lieutenants do it, I stated that I wanted the reports done this way from now on."

The appellant testified that he followed up with the chief advising that the lieutenants had been advised to complete the bi-monthly inspections and reports, and he provided copies of the email which directed his staff to complete these inspections and reports. The reports were available for anyone to view in the station, so the chief could have checked at any time to see if they had been completed. He assumed the lieutenants and special law enforcement officers were following his orders with respect to the inspections and reports. There was no follow up from the chief or deputy chief regarding

street outage reports in May, June, July and August, or any memorialization of this new policy. In September, the chief requested all the reports and disciplined him because the lieutenants had not completed all the reports consistent with the appellants direction. There was no investigation and no one else was disciplined for failing to complete the inspections or reports.

The appellant testified that on March 6, 2022, Officer Dominguez requested a day off on March 7, 2022, and because it was the third officer off that day and it was a request on short notice, he had to go to the deputy chief and ask permission. He took the request form and went to the deputy chief, who approved the request. He testified that he would never disregard his decision, especially considering everything going on. He explained that he had completed an excessive force investigation of Deputy Chief Kelly, and things had been very tense since that time. He is very careful to follow all orders and document everything, as evidenced by the numerous emails that he identified in his testimony. They have brought several charges against him since this investigation that he completed, and he would never have approved that request without the approval from Deputy Chief Kelly.

## FINDINGS OF FACT

The resolution of the claims made by the appellant requires that I make a credibility determination regarding the critical facts. The choice of accepting or rejecting the witnesses' testimony or credibility rests with the finder of fact. Freud v. Davis, 64 N.J. Super. 242, 246 (App. Div. 1960). In addition, for testimony to be believed, it must not only come from the mouth of a credible witness, but it also must be credible. It must elicit evidence that is from such common experiences and observation that it can be approved as proper under the circumstances. See Spagnuolo v. Bonnet, 16 N.J. 546 (1954); Gallo v. Gallo, 66 N.J. Super. 1 (App. Div. 1961). A credibility determination requires an overall assessment of the witnesses' story considering its rationality, internal consistency and the way it "hangs together" with the other evidence. Carbo v. United States, 314 F.2d 718,749 (1963). A fact finder is free to weigh the evidence and to reject the testimony of a witness, even though not directly contradicted, when it is contrary to circumstances given in evidence or contains inherent improbabilities or contradictions which alone, or in connection with other circumstances in evidence, excite suspicion as to its truth. In re

Perrone, 5 N.J. 514. 521-22 (1950). See D'Amato by McPherson v. D'Amato, 305 N.J. Super. 109, 115 (App. Div. 1997).

Having had an opportunity to carefully observe the demeanor of the witnesses, it is my view that the testimony of Officer Kelly and former Chief McFadden was not credible, and their testimony was inconsistent with the facts and the documentation in this matter. I found the deputy chief's testimony regarding the appellant's request for another officer's time off, not credible. It is clear from the significant number of emails from the appellant to the deputy chief that he was very careful to follow all orders and to clarify what was requested of him. Deputy Kelly testified that he had the form in his hand which the appellant had brought to him, and he usually wrote, approved or denied. The respondent provided no explanation for why they did not have this form and could not explain what happened to it. With respect to the testimony of the deputy and chief regarding the street light outage reports, the documents speak for themselves about a change in long standing policy, or lack thereof. There was no documentation other than two tersely worded emails, no follow-up for months and no investigation into why the lieutenants, who are the one who failed to complete the task, were not disciplined. There was also no memorialization of this policy. By their own admission, the appellant had directed his staff to complete this task and very careful clarification of what was being asked of him.

I found the testimony of Captain Wargocki sincere and credible and consistent with his emails and his efforts to follow all orders and requests of him. With respect to the streetlight outage reports, the new policy was not clear and never memorialized. Moreover, neither the chief nor the deputy chief followed up on the policy for three months. Finally, the appellant had ordered his staff to complete the task, and they did not complete it consistently with this new policy which had never been memorialized. There was no inquiry as to why they had not followed the captain's orders and no discipline imposed on those that failed to follow order. I found Captain Wargocki's testimony that the deputy chief had approved the request for time off credible and the deputy chief's testimony that he denied it not credible.

Accordingly, I **FIND** the following as FACT:

1. On or about May 19, 2022, the chief sent an email to the appellant regarding a new street outage report policy.

2. The chief never memorialized or followed up on this policy which was a significant departure from prior policies.

3. The appellant followed up for clarification on this new policy and ordered his lieutenants to complete the reports consistent with the chief's directive in the email.

4. The appellant promptly communicated that he had ordered his lieutenants to complete these reports consistent with the email with the chief.

5. Neither the chief nor the deputy chief followed up on this change in policy in May, June, July or August.

6. The new policy was never memorialized.

7. The appellant works the day shift and was not responsible for completing this task.

8. On September 8, 2022, the chief demanded that appellant provide all such outage reports, and when it was clear that the lieutenants had failed to complete this task consistently with the appellant's order, the appellant was disciplined.

9. Neither the lieutenants who failed to follow the appellant's order nor the deputy chief, who was appellant's immediate supervisor, were disciplined in this matter. There was no investigation conducted into who failed to complete the street outage reports.

10. On March 6, 2022, a third officer requested time off and consistent with the policy, the appellant sought the approval from the deputy chief who provided such approval.

## LEGAL ANALYSIS AND CONCLUSIONS OF LAW

The Civil Service Act, N.J.S.A. 11A:1-1 to -12.6, governs a public employee's rights and duties. The Act is an important inducement to attract qualified personnel to public service and is liberally construed toward attainment of merit appointments and broad tenure protection. Essex Council No. 1, N.J. Civil Serv. Ass'n v. Gibson, 114 N.J. Super. 576 (Law Div. 1971), rev'd on other grounds, 118 N.J. Super. 583 (App. Div. 1972); Mastrobattista v. Essex Co. Park Comm'n, 46 N.J. 138, 147 (1965). The Act states that State policy is to provide appropriate appointment, supervisory and other personnel authority to public officials so they may execute properly their constitutional and statutory responsibilities. N.J.S.A. 11A:1-2(b). To carry out this policy, the Act authorizes the discipline and termination of public employees.

N.J.A.C. 4A:2-2.3(a) provides that a public employee may be subject to major discipline for various offenses. The burden of proof is always on the appointing authority in disciplinary matters to show that the action taken was justified. N.J.S.A. 11A:2-21; N.J.A.C. 4A:2-1.4(a). The employee's guilt of the charge(s) must be established by a preponderance of the competent, relevant and credible evidence. Atkinson v. Parsekian, 37 N.J. 143 (1962); In re Polk License Revocation, 90 N.J. 550 (1982). Precisely what is needed to satisfy the standard must be decided on a case-by-case basis. The evidence must be such as to lead a reasonably cautious mind to the given conclusion. Bornstein v. Metropolitan Bottling Co., 26 N.J. 263, 275 (1958). Preponderance may also be described as the greater weight of the credible evidence in the case, not necessarily dependent on the number of witnesses, but having the greater convincing power. State v. Lewis, 67 N.J. 47, 49 (1975). Credibility, or, more specifically, credible testimony, in turn, must not only proceed from the mouth of a credible witness, but it must be credible in itself, as well. Spagnuolo v. Bonnet, 16 N.J. 546, 554–55 (1954). Both guilt and penalty are redetermined on appeal from a determination by the appointing authority. Henry v. Rahway State Prison, 81 N.J. 571 (1980); West New York v. Bock, 38 N.J. 500 (1962).

The appellant has been charged with failure to have streetlight outage reports completed twice a month and failure to follow an order with respect to approval of a time off for an officer, in violation of:

1. Incompetency, inefficiency or failure to perform duties in violation of N.J.A.C. 4A:2-2.3(1)(1);

2. Insubordination in violation of N.J.A.C. 4A:2-2-2.3(a)(2);

3. Conduct unbecoming a public employee in violation of N.J.A.C. 4A:2-2.3(a)(6);

4. Other sufficient cause in violation of N.J.A.C. 4A:2-2.3(a)(11);

5. Violation of the Rules and Regulation 3:1.11.

In this matter, the respondent seeks to discipline the appellant for the failure to file bi-monthly streetlight outage reports in June, July and August 2022, and for violating a direct order to deny a time off request. This new policy regarding the streetlight outages reports was sent to the appellant in a very tersely worded email from the chief and there was no follow-up. Moreover, there was never any written memorialization of this new policy, which was a significant departure from the prior policy on reporting streetlight outages. Finally, it is clear that appellant followed the order, and it was the lieutenants who failed to follow the appellant's clear and direct orders regarding bi-monthly outage reports. The respondent has not demonstrated by a preponderance of credible evidence that the appellant failed to follow orders, or that he should be held responsible for subordinates' failure to follow his order. With respect to the order to deny the request for time off from Officer Dominguez, I found the appellant's testimony sincere and credible that he was given approval to grant the request from Deputy Chief Kelly.

## CONCLUSION AND ORDER

Accordingly, I **CONCLUDE** that the respondent failed to prove any of the charges by a preponderance of the evidence, and they are all therefore **DISMISSED**.

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.



August 17, 2026
DATE

**SARAH G. CROWLEY**, ALJ

Date Received at Agency: _____

Date Mailed to Parties: _____

SGC/lam/onl

# APPENDIX

## Witnesses

For appellant

Robert Wargocki

For respondent

Dennis McFadden

John Kelly

## Exhibits

For appellant

A-4 September 27, 2022, PNDA (LPP.1078 St. Light Outage)

A-5 March 22, 2023, PNDA (LPP.2052 Approved Day Off)

A-6 September 1, 2023, FNDA and Decision (for both)

A-7 Emails (7a through 7kk)

For respondent

R-1 Carteret Police Department Rules and Regulations (Effective 1/1/22)

R-2 Robert Wargocki Rules Receipt Printout Excerpt

R-3 PNDA (Street Light Outage Reports) dated September 27, 2022

R-4 FNDA (Street Light Outage Reports) dated September 1, 2023

R-5 Email Exchange between Chief McFadden and Cpt. Wargocki, dated May 20, 2023

R-6 Email from Chief McFadden to DC Kelly re Street Outage Reports, dated September 8, 2022

R-7 Email from DC Kelly to Cpt. Wargocki re Streetlight Outage Reports, dated September 8, 2022

R-8 Email from Cpt. Wargocki with attached Streetlight Outage Reports, dated September 8, 2022

R-9 Email from DC Kelly re other Streetlight Outage Reports, dated September 8, 2022

R-10 Email from Cpt. Wargocki to DC Kelly re Outage Reports, dated September 8, 2022

R-11 PNDA (Approval of Time Off) dated March 22, 2023

R-12 FNDA (Approval of Time Off) dated September 1, 2023

R-13 Standard Operating Procedure Special Time Off and Switches (Effective September 14, 2020)

R-14 List of Shifts, Officers and Attendance Status March 7, 2023

R-15 FNDA, (MVR Systems) dated March 2, 2023 – 3 Day Suspension

R-16 FNDA (Failure to Perform Duties) dated January 8, 2019 – 3 Day Suspension

R-17 FNDA (Negligent/Careless Driving) dated May 30, 2014 – 2 Day Suspension