

UNION COUNTY PROSECUTOR'S OFFICE

MEMORANDUM

DATE : NOVEMBER 18, 2010
TO : STEPHEN E. MCGUIRE, COUNTY INVESTIGATOR
FROM : CHIEF ROBERT T. BUCCINO *RB*
RE : MINOR DISCIPLINARY ACTION

DATE AND TIME OF INCIDENT:

NOVEMBER 2, 2010 @ 5:27 PM

DESCRIPTION OF INCIDENT:

On November 2, 2010 an e mail was sent by you as the President of Policeman's Benevolent Association Local # 250 President that was ultimately distributed to the general membership of your organization, PBA Local # 250. The e mail was a "Message from the PBA President" and the subject was entitled, ARBITRATOR HARTIGAN SAYS "FILL'ER UP" PBA SCORES HUGH VICTORY IN GAS ARBITRATION and closed with the words "Fraternally, Steve McGuire." In the contents of this e mail message you had made comments directed at Union County Prosecutor Theodore J. Romankow, Chief Robert T. Buccino and Deputy Chief Gregory C. Clay, specifically as follows;

1. A comment which appeared to be directed at Prosecutor Romankow, "It appears that the Prosecutor and this administration seem to get really upset when we're right."
2. A comment which appeared to be directed at Chief Buccino or a superior officer, "So much for a bunch of people making \$140,000 plus dollars a year sitting in front of a computer and Google-ing everyone's home address and then coming up with random amounts of gasoline to issue. I only make \$93,000 dollars a year, you should've just come to me 2 years ago, I could've told ya that the system wasn't gonna work and that it would bite ya later on. Better advice, and cheaper."
3. Comments directed at Deputy Chief Clay, "Really, I'd love to see how many times on-call Detectives in this office have been pulled away from their families in the middle of the night next to how many times he has been out after hours burning gasoline while working a job" and "Remember this; A boss says 'Go'. A leader says 'Let's go.' Leadership by example brother Clay" and Stop worrying about whether or not what you say is gonna aggravate the Prosecutor or put a smile on his face" and Never, NEVER ask your people to do something you would not do yourself and Respect is earned, not issued at a promotion ceremony."

CHARGES:

In violation of the UCPO Manual of Administrative Policies and Procedures, General Rules and Regulation of the following;

(Count # 1)

As defined under Chapter 3, General Rules and Regulations, 3:1 Professional Conduct, 3:1-2, commit an act of disloyalty to the Union County Prosecutor's Office by ridiculing and demeaning Prosecutor Romankow, Chief Buccino and Deputy Chief Clay, and or supervisors, whether in or out of their presence in disrespectful and or disloyal e mail that was contrary to the good order and discipline of the Union County Prosecutor's Office on November 2, 2010.

Count # 2)

As defined under Chapter 1, The Manual, 1:4 Definition of Terms, 1:4-10, commit an act of Insubordination by ridiculing and demeaning Prosecutor Romankow, Chief Buccino and Deputy Chief Clay, and or supervisors, whether in or out of their presence in disrespectful, mutinous and insolent language directed towards Prosecutor Romankow, Chief Buccino and Deputy Chief Clay in a written correspondence by way of an interoffice e mail that was ultimately sent to the general membership of PBA Local # 250 on November 2, 2010.

POTENTIAL PENALTY: Suspension- (5) days without pay

WITNESS:

Edward R. Koenig
Sgt. Edward R. Koenig

SUPERVISOR:

David J. Hancock
Investigations Supervisor A/P David J. Hancock

EMPLOYEES NOT REPRESENTED BY A BARGAINING UNIT
IF YOU DESIRE A DEPARTMENTAL HEARING ON THE ABOVE CHARGES,
NOTIFY N/A WITHIN FIVE (5) DAYS OF
RECEIPT OF THIS FORM.

EMPLOYEES REPRESENTED BY A BARGAINING UNIT
GIVE THIS MEMORANDUM TO YOUR BARGAINING REPRESENTATIVE AND/OR
REFER TO THE GRIEVANCE PROCEDURE SET FORTH IN YOUR COLLECTIVE
NEGOTIATIONS AGREEMENT.