



*The Superior Officer's Association
Harrison PBA Local #22A
318 Harrison Avenue
Harrison NJ 07029*

January 22, 2018

Councilman James P. Doran, Ed.D.
Town of Harrison
Chairman – Police Committee
318 Harrison Avenue
Harrison, NJ 07029

Dear Councilman Doran:

The Membership of PBA Local 22A, was shocked and confused by your aggressive and antagonistic reply to our letter of January 2, 2018, regarding the union's recommendation for the next Chief of Police. We expected our recommendation to be taken constructively, as they always have in the past. Every single time a Civil Service Promotional List was promulgated, the PBA has recommended the candidate/s be promoted, in the ranking of their scores, without exception.

Since four candidates for the position of the Chief of Police were eligible, the Mayor and Council wisely decided to put the decision in the hands of the Subject Matter Experts of the Civil Service Commission to determine the ranking of the individuals based on objective, standardized, oral testing. The Civil Service Commission also takes into consideration the seniority of the candidates; seniority is weighted at 30% and test performance is weighted at 70% for Senior-Level Police promotional exams. Seniority is combined with the test score to produce the final score for each candidate.

Even though Lt. Strumolo has less seniority than the other candidates tested, the Civil Service Commission ranked him as the number one candidate based on his strong test performance. Given the fact that Lt. Strumolo has the least seniority of the eligible candidates, his knowledge and ability for the position of Chief of Police can be presumed to be much greater than the margin between his score and those of the other candidates suggests. Lt. Strumolo scored much higher on the exam compared to other candidates than his already substantial score indicates.

The Civil Service Scores are as follows;

Lt. David Strumolo	87420
Lt. Dennis McAlinden	82750
Lt. Edward Markowski	81470
Lt. Dean McGee	77810

As you are aware it is our duty to represent our membership, and in recommending the number one candidate ranked by the Civil Service Commission for the Chief of Police, we thought we shared a common goal with the Mayor and Council to identify the best leader for the Harrison Police Department.

As you mentioned in your letter, the Appointing Authority has absolute discretion in regards to appointing any of the top three interested eligible candidates. The Town of Harrison has never used the "Rule of Three" in the past, deferring to the Civil Service Commission Experts to rank the candidates on the basis of their ability and preparation for the job any time there was an active list. Given the present rankings, the Mayor and Council would be hard pressed to explain to the residents and to the Police Officers who serve them, their logic behind not choosing the candidate who scored first and instead choosing the one who came in next to last.

Also, we were very surprised that an individual with your advanced education would suggest disregarding any future communications with the PBA regarding the selection of the Chief of Police. We would think you'd like to gather as much information as possible before making such an important decision, unless your choice was already predetermined based on factors other than merit and concern for the best interest of the Town of Harrison.

Sincerely,

Paul Yarznbowicz, Vice-President
Harrison P.B.A. Local #22A

cc: Mayor James A. Fife
Members of the Town Council