

**INDEX OF REDACTIONS – OPRA REQUEST #8413**

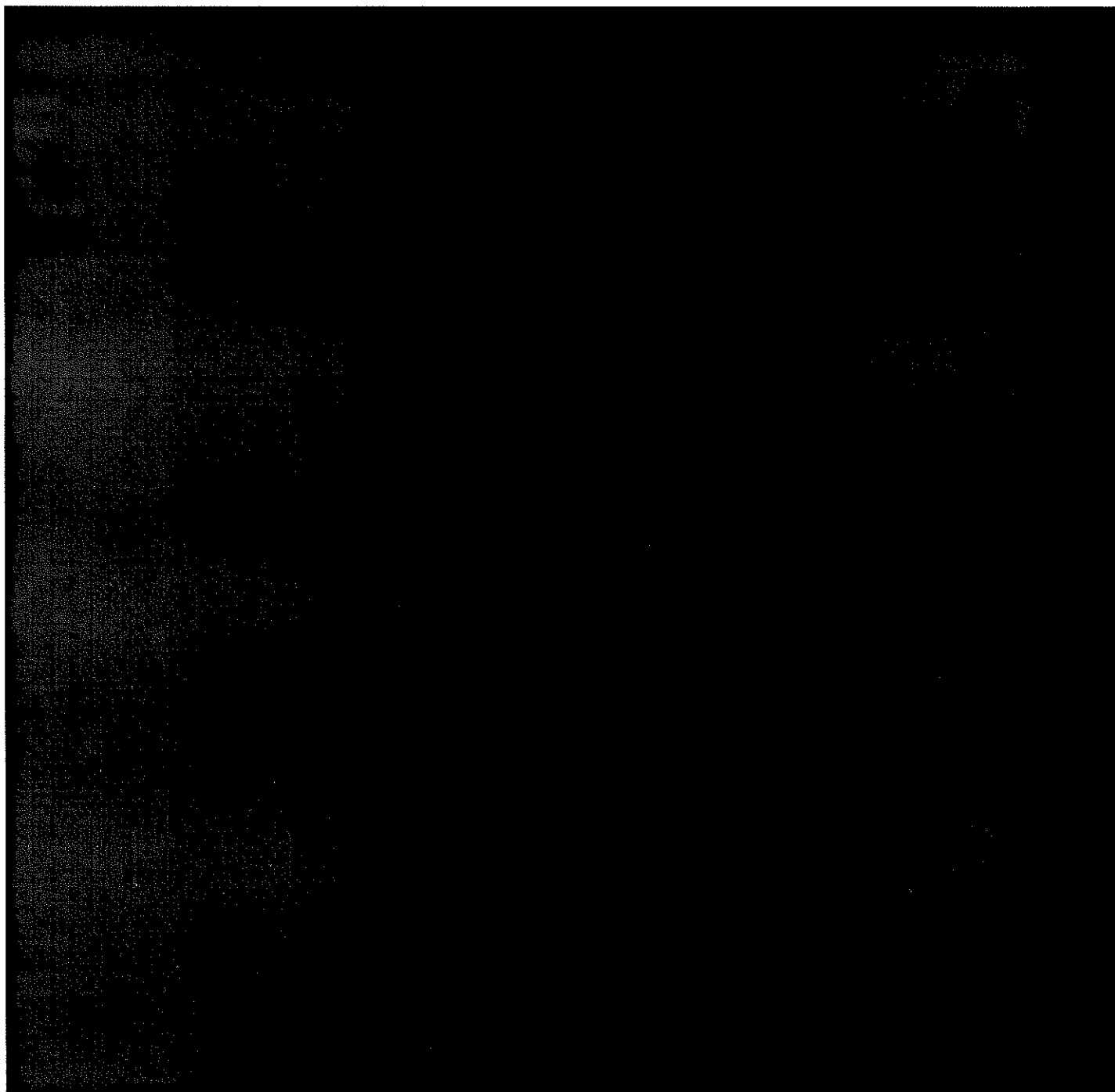
<b><u>Pg. #</u></b>	<b><u>Description</u></b>	<b><u>Exemption</u></b>
1, 2	12/6/18 Email from G. Frino with attachment (draft document)	Attorney Client Privilege; Advisory Consultative and Deliberative Material, N.J.S.A. 47:1A-1.1
3	12/21/18 Email from D. Scarinci	Attorney Client Privilege
5-7, 9-10, 11-12	12/20/18 Email from Cryan (repeats three times)	Advisory Consultative and Deliberative Material, N.J.S.A. 47:1A-1.1; Ongoing investigation, N.J.S.A. 47:1A-3a
8	12/17/18 Email from D. Scarinci	Attorney Client Privilege
15, 16	12/12/18 Email from Cryan; 12/12/18 Email to Cryan	Attorney Client Privilege; Personnel/Grievances, N.J.S.A. 47:1A-10
17, 18	12/12/18 Emails from Cryan	Personnel/Grievances, N.J.S.A. 47:1A-10; Advisory Consultative and Deliberative Material, N.J.S.A. 47:1A-1.1
21-42	Employee Grievances	Personnel/Grievances, N.J.S.A. 47:1A-10
44-45	Employee Grievances	Personnel/Grievances, N.J.S.A. 47:1A-10; Reasonable expectation of privacy, N.J.S.A. 47:1A-1.1
47	12/23/18 Email from Tutela	Advisory Consultative and Deliberative Material, N.J.S.A. 47:1A-1.1; Personnel, N.J.S.A. 47:1A-10

\*Please note that some emails were repeated over and over due to showing up in the email thread multiple times. Those duplicates have been removed in lieu of redacting each page over and over again. However, if you wish to have them inserted back in and redacted exactly as they are elsewhere in the production, we will do so. Just let us know.

## Jamie Cryan

---

**From:** George G. Frino <Gfrino@decotiislaw.com>  
**Sent:** Thursday, December 6, 2018 9:58 AM  
**To:** Jamie Cryan  
**Cc:** Kelly Schweitzer; Michael A. Jimenez  
**Subject:** [REDACTED]

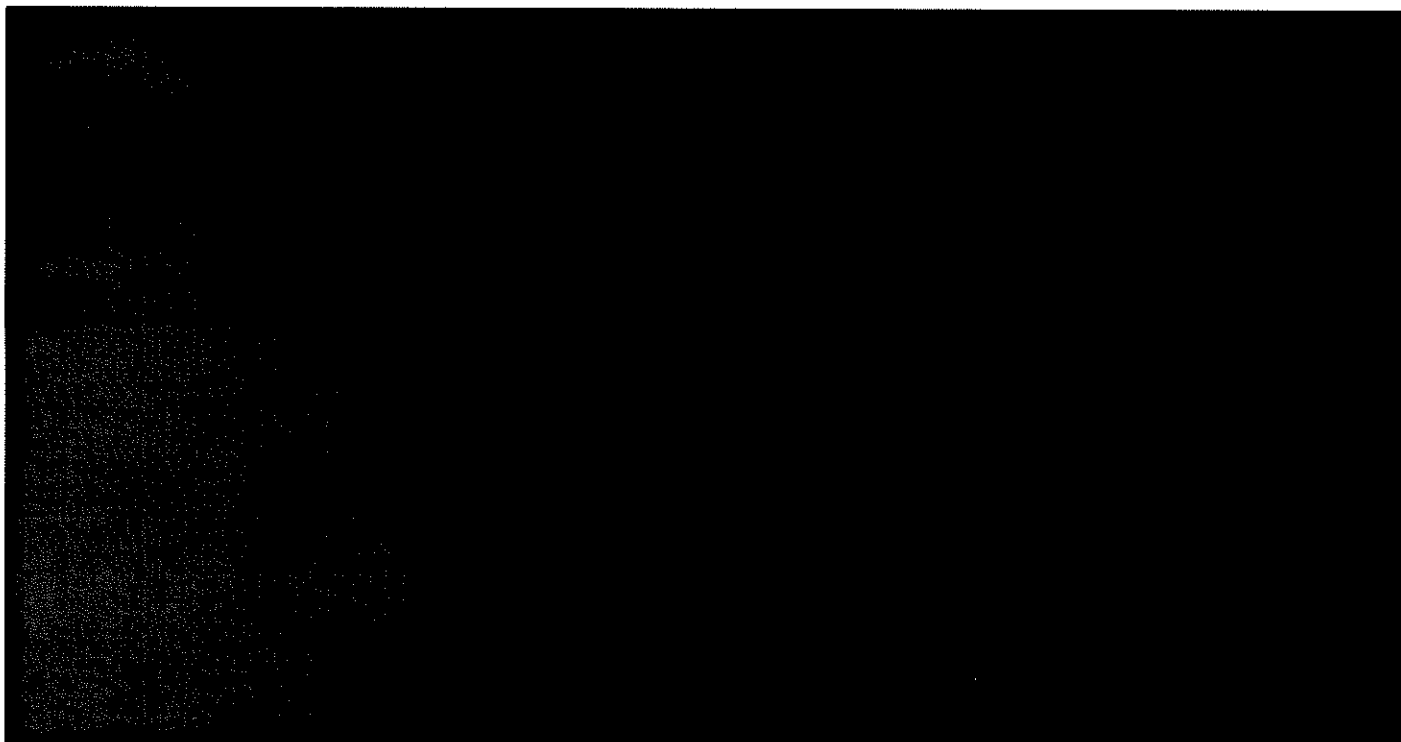




## ROSEMARIE SUAREZ II

---

**From:** Donald Scarinci <DScarinci@sh-law.com>  
**Sent:** Friday, December 21, 2018 5:36 AM  
**To:** Kelly Schweitzer; Felix Roque, MD  
**Cc:** CARMELA RICCIE; Margarita Guzman; Delamater Mike; Michael A. Jimenez  
**Subject:** RE: Pending applications of hired personnel



Donald Scarinci  
Town Attorney, Town of West New York (until December 31, 2018)

-----Original Message-----

**From:** Kelly Schweitzer <kschweitzer@westnewyorknj.org>  
**Sent:** Thursday, December 20, 2018 4:33 PM  
**To:** Felix Roque, MD <froque@westnewyorknj.org>  
**Cc:** CARMELA RICCIE <criccie@westnewyorknj.org>; Margarita Guzman <mguzman@westnewyorknj.org>; Donald Scarinci <DScarinci@sh-law.com>; Donald Scarinci <DScarinci@sh-law.com>; Delamater Mike <Mike.delamater@nj.gov>; Michael A. Jimenez <mjimenez@sh-law.com>  
**Subject:** Re: Pending applications of hired personnel

Hi Mayor,

I am in receipt of your e-mail. I will look into this situation in the a.m. Have a good evening.

Kelly

Sent from my iPhone

> On Dec 20, 2018, at 4:03 PM, Felix Roque, MD <froque@westnewyorknj.org> wrote:

>

> Dear Kelly,

>

> I hired Mr. Henry Marrero and Janes Darley. James was hired November 28 and Henry December 3, 2018.

> I need to know their status right away as far as the paperwork. If we have any further delays, I will then assume is that this Government action is been held up due to political reasons and then I will have to act accordingly.

> You can inform our town Attorney that I am already consulting with two attorneys on this matter and pending an appointment with DCA.

> I hope we can all have "cool heads" and avoid any unnecessary litigations.

> The only parties that will benefit will be the attorneys. I will be Opraing the respective Town attorney bills. (hope I spelled this correctly) to see how much this is costing the tax payers. I demand an answer at the closing of bussiness today.

>

> Happy Holidays.!!!

>

> Mayor Roque

>

>

> Sent from my iPhone

## ROSEMARIE SUAREZ II

---

**From:** Jamie Cryan  
**Sent:** Thursday, December 20, 2018 4:36 PM  
**To:** Kelly Schweitzer  
**Cc:** Michael A. Jimenez  
**Subject:** Fwd: New Hires

Hi Kelly. Please see below. This is my most recent email to Mayor on this subject. I do not believe anything has changed. As far as I know, and Carmela confirmed this earlier when inquiring about the status of Mr. Marrero, Mr. Darley turned the position down which prompted Mayor to attempt to hire Mr. Marrero.

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)  
Sent from my iPhone

Begin forwarded message:

**From:** Jamie Cryan <[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)>  
**Date:** December 17, 2018 at 10:39:31 AM EST  
**To:** "Felix Roque, MD" <[froque@westnewyorknj.org](mailto:froque@westnewyorknj.org)>, Margarita Guzman <[mguzman@westnewyorknj.org](mailto:mguzman@westnewyorknj.org)>  
**Cc:** "jtutela@spirecpa.com" <[jtutela@spirecpa.com](mailto:jtutela@spirecpa.com)>, "mike.delamater@nj.gov" <[mike.delamater@nj.gov](mailto:mike.delamater@nj.gov)>, "Michael A. Jimenez" <[mjimenez@sh-law.com](mailto:mjimenez@sh-law.com)>, Donald Scarinci <[DScarinci@sh-law.com](mailto:DScarinci@sh-law.com)>, CARMELA RICCIE <[criccie@westnewyorknj.org](mailto:criccie@westnewyorknj.org)>, "Andres Acebo" <[AAcebo@decotiislaw.com](mailto:AAcebo@decotiislaw.com)> <[AAcebo@decotiislaw.com](mailto:AAcebo@decotiislaw.com)>, Decotiis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>  
**Subject:** RE: New Hires

Hi Mayor, I have been instructed by Commissioner Guzman to reply to your email on her behalf. To date, Commissioner Guzman has received one personnel request (long) form, and that was for candidate Henry Marrero for consideration for Confidential Secretary in Parks. Up to the present time, Commissioner Guzman has not received a long form for Mr. Darley. Mayor, I have not received a long form for Mr. Darley either. It is my understanding that there is no long form for Mr. Darley because he initially turned down the position, and that is why you offered it to Mr. Marrero.

Commissioner Guzman instructed me to work on an analysis of the past Park Director's Office budget and compare it to the current Parks Directors Office budget taking into account the employee transfers. Commissioner also instructed me to work with Town CFO to analyze what effect two requested hires will have on the budget. Here it is:

Director's Office - Parks	Budgeted	Changes	Revised Budget
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Guzman, Margarita	14,500	(14,500)	-
Del Río, Yesenia	72,348	(72,348)	-
CBE Student Full Year	11,180		11,180
Lombardi, Zelda	35,656		35,656
Misc. CBE's	3,916		3,916
Roque, Felix		15,000	15,000
Duran, Clara		40,722	40,722
Gonzalez, Damarys		45,803	45,803
Perez, Sarai		30,000	30,000

**Current Total**

**\$137,600**

**Subtotal before Requested  
Hires**

**\$182,277**

Requested Hire --

Confidential Secretary

Second requested hire --

Clerk 1

**Total Budget for Parks**

**\$137,600**

**Total Current Parks Budget  
Upsurge Before Requested  
Hires**

**\$44,677**

**Total Parks Budget Upsurge  
Including Requested Hires**

Parks and Public Property needed to replace two employees, and that was accomplished by transferring two Clerks to fill those positions - Damarys Gonzalez and Clara Duran. Commissioner Rodriguez granted permission for this to happen, as was necessary since they were assigned to his department, and the employees voluntarily agreed to the transfer. Additionally, you pulled a current employee from the Municipal Court to assist with Parks and Public Property duties, further extending your budget beyond what was in place before the Commission change at the last meeting. According to the analysis, you have already overextended the Parks budget by \$44,677, and the two additional requested hires would surpass the existing Parks budget [REDACTED]

There have been delays in this process Mayor, but those delays have been beyond Commissioner Guzman's control. Last week, you ordered Commissioner Guzman's office moved without sufficient notice. This was an incredible inconvenience to her staff who were in the process of planning major events for the residents. They were not provided with moving boxes to pack files, their new offices did not provide desks for some, and they were without computers because IT was not notified to transfer computers and networking capabilities in their new spaces. They were without proper working equipment for a period of time, and Commissioner Guzman also needed focus on helping her employees deal with a very difficult upheaval that was thrust on them.

Thank you

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

From: Felix Roque, MD  
Sent: Thursday, December 13, 2018 3:56 PM  
To: Margarita Guzman <[mguzman@westnewyorknj.org](mailto:mguzman@westnewyorknj.org)>; Jamie Cryan <[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)>  
Cc: [jtutela@spirecpa.com](mailto:jtutela@spirecpa.com); [mike.delamater@nj.gov](mailto:mike.delamater@nj.gov); Michael A. Jimenez <[mjimenez@sh-law.com](mailto:mjimenez@sh-law.com)>;  
[dscarinci@sh-law.com](mailto:dscarinci@sh-law.com); CARMELA RICCIE <[criccie@westnewyorknj.org](mailto:criccie@westnewyorknj.org)>; Acebo Andres  
<[aacebo@decotiislaw.com](mailto:aacebo@decotiislaw.com)>; Decotilis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>  
Subject: New Hires

Margarita,

On November 28 and December 3, 2018 I hired Henry Marrero and James Darley. After numerous written and oral requests I still don't know the whereabouts of the long form submitted. You and the Business Administrator are impeding the proper function of government. There are multiple complaints about the parks and the public buildings that need to be addressed. Your lack of response is placing the Town in jeopardy by impeding my ability to have my department function properly. Please respond to this e-mail within the next 24 hours. If the forms are not entered in the system and hiring process completed by close of business tomorrow, I will have no choice but to make a formal complaint against you and Mr. Cryan with the NJ Department of Community Affairs. I highly recommend you speak to Mr. Scarinci for legal advise ol and guide yourself accordingly.

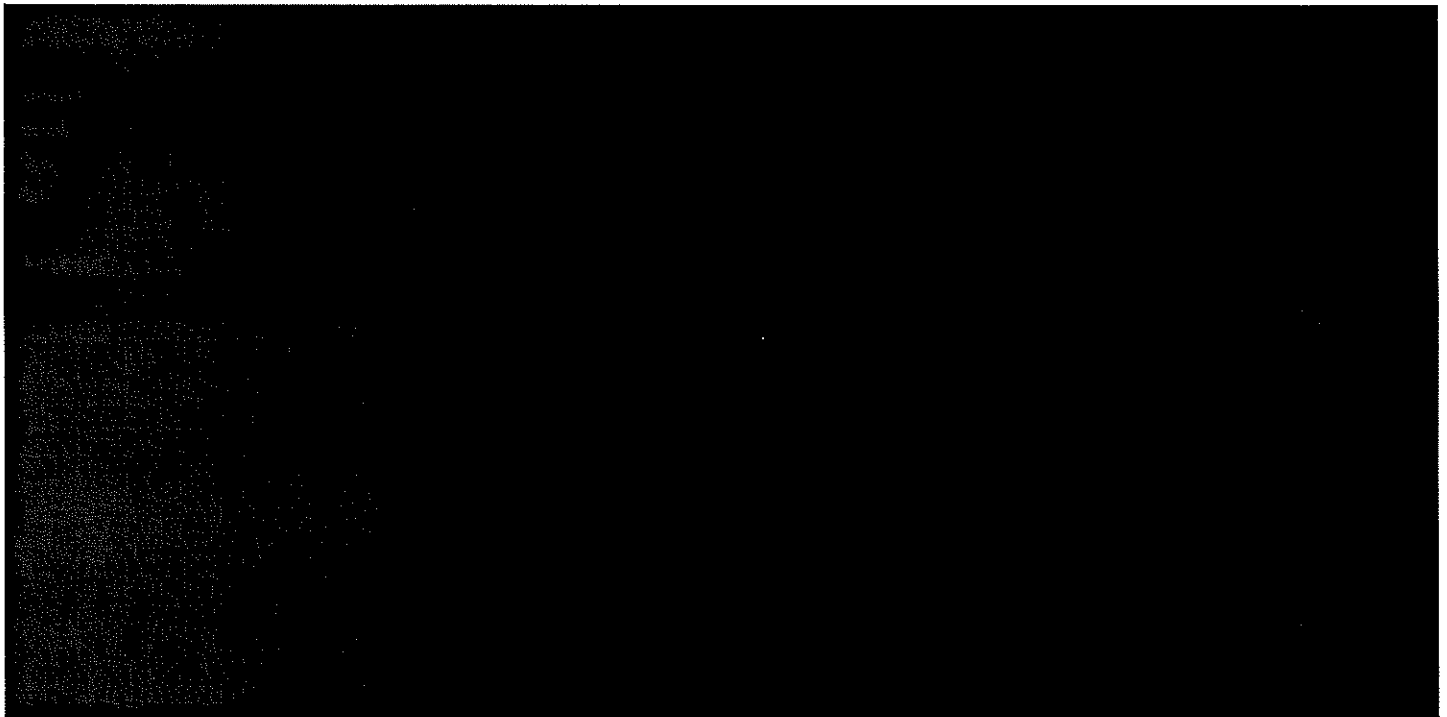
Mayor Roque



## ROSEMARIE SUAREZ II

---

**From:** Donald Scarinci <DScarinci@sh-law.com>  
**Sent:** Monday, December 17, 2018 12:23 PM  
**To:** Jamie Cryan; Felix Roque, MD; Margarita Guzman  
**Cc:** jtutela@spirecpa.com; mike.delamater@nj.gov; Michael A. Jimenez; CARMELA RICCIE;  
Andres Acebo (AAcebo@decotiislaw.com); Decotiis Alfred  
**Subject:** RE: New Hires



Donald Scarinci  
Town Attorney, Town of West New York

**DONALD SCARINCI** | Managing Partner  
DScarinci@sh-law.com | Bio | vCard | LinkedIn | Twitter  
Direct Phone: 201.896.7105

**SCARINCI | HOLLENBECK**  
1100 Valley Brook Ave. | P.O. Box 790 | Lyndhurst, NJ 07071 | map  
P: 201.896.4100 | F: 201.896.8660  
New York | New Jersey | California | Washington, D.C.

**From:** Jamie Cryan <jcryan@westnewyorknj.org>  
**Sent:** Monday, December 17, 2018 10:40 AM  
**To:** Felix Roque, MD <froque@westnewyorknj.org>; Margarita Guzman <mguzman@westnewyorknj.org>  
**Cc:** jtutela@spirecpa.com; mike.delamater@nj.gov; Michael A. Jimenez <mjimenez@sh-law.com>; Donald Scarinci <DScarinci@sh-law.com>; CARMELA RICCIE <criccie@westnewyorknj.org>; Andres Acebo (AAcebo@decotiislaw.com) <AAcebo@decotiislaw.com>; Decotiis Alfred <adecotiis@decotiislaw.com>  
**Subject:** RE: New Hires

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Commissioner Guzman instructed me to work on an analysis of the past Park Director's Office budget and compare it to the current Parks Directors Office budget taking into account the employee transfers. Commissioner also instructed me to work with Town CFO to analyze what effect two requested hires will have on the budget. Here it is:

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Misc. CBE's	3,916		3,916
Roque, Felix		15,000	15,000
Duran, Clara		40,722	40,722
Gonzalez, Damarys		45,803	45,803
Perez, Sarai		30,000	30,000
<b>Current Total</b>	<b>\$137,600</b>		
<b>Subtotal before Requested Hires</b>			<b>\$182,277</b>
Requested Hire – Confidential Secretary			
Second requested hire – Clerk 1			
<b>Total Budget for Parks</b>	<b>\$137,600</b>		
<b>Total Current Parks Budget Upsurge Before Requested Hires</b>			<b>\$44,677</b>
<b>Total Parks Budget Upsurge Including Requested Hires</b>			

Parks and Public Property needed to replace two employees, and that was accomplished by transferring two Clerks to fill those positions - Damarys Gonzalez and Clara Duran. Commissioner Rodriguez granted permission for this to happen, as was necessary since they were assigned to his department, and the employees voluntarily agreed to the transfer. Additionally, you pulled a current employee from the Municipal Court to assist with Parks and Public Property duties, further extending your budget beyond what was in place before the Commission change at the last meeting. According to the analysis, you have already overextended the Parks budget by \$44,677, and the two additional requested hires would surpass the existing Parks budget by

There have been delays in this process Mayor, but those delays have been beyond Commissioner Guzman's control. Last week, you ordered Commissioner Guzman's office moved without sufficient notice. This was an incredible inconvenience to her staff who were in the process of planning major events for the residents. They were not provided with moving boxes to pack files, their new offices did not provide desks for some, and they were without computers because IT was not notified to transfer computers and networking capabilities in their new spaces. They were without proper working equipment for a period of time, and Commissioner Guzman also needed focus on helping her employees deal with a very difficult upheaval that was thrust on them.

Thank you

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

From: Felix Roque, MD

Sent: Thursday, December 13, 2018 3:56 PM

To: Margarita Guzman <[mguzman@westnewyorknj.org](mailto:mguzman@westnewyorknj.org)>; Jamie Cryan <[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)>

Cc: [jtutela@splrecpa.com](mailto:jtutela@splrecpa.com); [mike.delamater@nj.gov](mailto:mike.delamater@nj.gov); Michael A. Jimenez <[mjimenez@sh-law.com](mailto:mjimenez@sh-law.com)>; [dscarinci@sh-law.com](mailto:dscarinci@sh-law.com); CARMELA RICCIE <[criccie@westnewyorknj.org](mailto:criccie@westnewyorknj.org)>; Acebo Andres <[aacebo@decotiislaw.com](mailto:aacebo@decotiislaw.com)>; Decotiis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>

Subject: New Hires

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Mayor Roque

## ROSEMARIE SUAREZ II

---

**From:** Jamie Cryan  
**Sent:** Friday, December 21, 2018 3:16 PM  
**To:** Cmfo  
**Subject:** FW: New Hires

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 -- 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

**From:** Jamie Cryan  
**Sent:** Monday, December 17, 2018 10:40 AM  
**To:** Felix Roque, MD <[froque@westnewyorknj.org](mailto:froque@westnewyorknj.org)>; Margarita Guzman <[mguzman@westnewyorknj.org](mailto:mguzman@westnewyorknj.org)>  
**Cc:** jtutela@spirecpa.com; mike.delamater@nj.gov; Michael A. Jimenez <[mjimenez@sh-law.com](mailto:mjimenez@sh-law.com)>; Donald Scarinci <[dscarinci@sh-law.com](mailto:dscarinci@sh-law.com)>; CARMELA RICCIE <[criccie@westnewyorknj.org](mailto:criccie@westnewyorknj.org)>; Andres Acebo (<[AAcebo@decotiislaw.com](mailto:AAcebo@decotiislaw.com)>)<[aacebo@decotiislaw.com](mailto:aacebo@decotiislaw.com)>; Decotiis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>  
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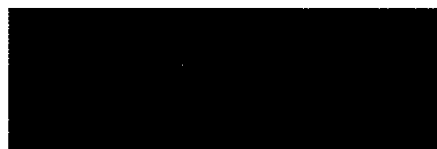
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Requested Hire –  
Confidential Secretary  
Second requested hire –  
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<b>Total Budget for Parks</b>	<b>\$137,600</b>
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**Total Current Parks Budget  
Upsurge Before Requested  
Hires**

**\$44,677**

**Total Parks Budget Upsurge  
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**Cc:** [jtutela@spirecpa.com](mailto:jtutela@spirecpa.com); [mike.delamater@nj.gov](mailto:mike.delamater@nj.gov); Michael A. Jimenez <[mjimenez@sh-law.com](mailto:mjimenez@sh-law.com)>; [dscarinci@sh-law.com](mailto:dscarinci@sh-law.com); CARMELA RICCIE <[criccie@westnewyorknj.org](mailto:criccie@westnewyorknj.org)>; Acebo Andres <[aacebo@decotiislaw.com](mailto:aacebo@decotiislaw.com)>; Decotiis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>

**Subject:** New Hires

Margarita,

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Mayor Roque

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**Sent:** Thursday, December 13, 2018 3:56 PM  
**To:** Margarita Guzman; Jamie Cryan  
**Cc:** jtutela@spirecpa.com; mike.delamater@nj.gov; Michael A. Jimenez; dscarinci@sh-law.com; CARMELA RICCIE; Acebo Andres; Decotiis Alfred  
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Mayor Roque

**Jamie Cryan**

---

**From:** Jamie Cryan  
**Sent:** Wednesday, December 12, 2018 2:34 PM  
**To:** Andres Acebo (AAcebo@decotilslaw.com); gfrino@decotilslaw.com  
**Subject:** FW: [REDACTED]

[REDACTED]

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

**From:** [REDACTED]  
**Sent:** Wednesday, December 12, 2018 2:23 PM  
**To:** Jamie Cryan <[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)>  
**Subject:** [REDACTED]

[REDACTED]



**Jamie Cryan**

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 12, 2018 2:23 PM  
**To:** Jamie Cryan  
**Subject:** [REDACTED]

Jamie Cryan, Administrator  
Town of West New York

Dear Jamie:



## ROSEMARIE SUAREZ II

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**From:** Jamie Cryan  
**Sent:** Wednesday, December 12, 2018 12:47 PM  
**To:** Felix Roque MD (drfelixroque@me.com)  
**Cc:** Margarita Guzman (mguzman@westnewyorknj.org); Kelly Schweitzer; Andres Acebo (AAcebo@decotiislaw.com); GFrino@decotiislaw.com  
**Subject:** FW: Mayor Roque, Mayor of WEST New York  
**Attachments:** [REDACTED]

Hi Mayor. As mentioned below. Here are the copies of the employee grievances from [REDACTED]  
[REDACTED] We look forward to your thoughts. Thanks.

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

**From:** Jamie Cryan  
**Sent:** Wednesday, December 12, 2018 12:41 PM  
**To:** Felix Roque, MD <froque@westnewyorknj.org>; citizenservices@njoag.gov; Felix Roque MD (drfelixroque@me.com) <drfelixroque@me.com>  
**Cc:** Delamater Mike <Mike.delamater@nj.gov>; CARMELA RICCIE <ccriccie@westnewyorknj.org>; Gabriel Rodriguez <grodriguez@westnewyorknj.org>; Cosmo Cirillo <ccirillo@westnewyorknj.org>; Margarita Guzman <mguzman@westnewyorknj.org>; Susan Colacurcio <scolacurcio@westnewyorknj.org>; Scarinci Donald <dscarinci@scarincihollenbeck.com>; DScarinci@sh-law.com; Adams Christopher <chrisadams@cdadams.com>; GFrino@decotiislaw.com; Acebo Andres <aacebo@decotiislaw.com>; Decotils Alfred <adecotils@decotiislaw.com>; Kelly Schweitzer <kschweitzer@westnewyorknj.org>; 'Michael A. Jimenez' <mjimenez@sh-law.com>; Kelly Schweitzer <kschweitzer@westnewyorknj.org>  
**Subject:** RE: Mayor Roque, Mayor of WEST New York

Hi Mayor. I serve at the pleasure of the Governing body, and my only interest is in protecting the Town. Good, quality help in the form of employees is very welcomed, but we have to ensure we do it properly. Circumventing the hiring process is putting the Town in serious jeopardy and exposure to unfair labor practices claims and violations of collectively bargained agreements. It is important for you to take the politics out of public service.

The hiring process has not drastically changed and has been pretty much the same for the almost 3 years that I have been serving as Town Administrator. The only adjustment occurred at the direction of the Governing Body who passed a resolution removing the signature line for Mayor from the process and substituting it with the "Commissioner making the Request." Signatures for Commissioner of Revenue & Finance, Town Administrator, and CMFO Certification remained.

We are a Civil Service Town and Town employees have collectively bargained protections that need to be respected. The usual starting salary for a Clerk 1 is \$25,800, [REDACTED] My advice [REDACTED]

[REDACTED] I will send you a copy of the grievances from affected employees in a separate email.

Mayor, I texted, called, and emailed you more than a dozen times with no reply. Then I was very appreciative when on Thursday, you informed me that you will be in Town Hall on Friday and we can meet to discuss the issues that I brought to your attention [REDACTED]

Regarding me cancelling the meeting with Mr. Darley on Friday, I was sorry to do that but it was necessary. You had instructed the Parks staff to deny the request of the Cultural Affairs team to move the 40 chairs that were needed for the Town Holiday Tree Lighting which was in a few hours. I had to go to the Senior Building to help get them. Mr. Darley was not here until 5 pm. You were here at that time, and he was not with you. Unfortunately, you informed me that you did not want to meet on Friday as planned and you would reply to my emails today. I guess this is what you were referring to. Yesterday, you had Damarys email that you wanted to meet with me today at 9:30 a.m. but you did not show up for that meeting today. I am available at your convenience to reschedule.

At the end of the day, you needed to replace two people in Parks, and two Clerks voluntarily transferred to fill those positions. Additionally, you pulled someone from the Municipal Court. You requested [REDACTED]

[REDACTED] I think most of these issues can be solved with a clearer understanding of your budget. I suggest we sit down with Commissioner Guzman to go over your finances so you know where your department stands. As always, I am available at your convenience.

Best,

Jamie Cryan, CPM

Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

From: Felix Roque, MD

Sent: Monday, December 10, 2018 2:43 PM

To: [citizensservices@njoag.gov](mailto:citizensservices@njoag.gov)

Cc: Delamater Mike <[Mike.delamater@nj.gov](mailto:Mike.delamater@nj.gov)>; CARMELA RICCIE <[criccle@westnewyorknj.org](mailto:criccle@westnewyorknj.org)>; Jamie Cryan <[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)>; Gabriel Rodriguez <[grodriguez@westnewyorknj.org](mailto:grodriguez@westnewyorknj.org)>; Cosmo Cirillo <[ccirillo@westnewyorknj.org](mailto:ccirillo@westnewyorknj.org)>; Margarita Guzman <[mguzman@westnewyorknj.org](mailto:mguzman@westnewyorknj.org)>; Susan Colacurcio <[scolacurcio@westnewyorknj.org](mailto:scolacurcio@westnewyorknj.org)>; Scarinci Donald <[dscarinci@scarincihollenbeck.com](mailto:dscarinci@scarincihollenbeck.com)>; [DScarinci@sh-law.com](mailto:DScarinci@sh-law.com); Adams Christopher <[chrisadams@cdadams.com](mailto:chrisadams@cdadams.com)>; [GFrino@decotiislaw.com](mailto:GFrino@decotiislaw.com); Acebo Andres <[aacebo@decotiislaw.com](mailto:aacebo@decotiislaw.com)>; Decotiis Alfred <[adecotiis@decotiislaw.com](mailto:adecotiis@decotiislaw.com)>; Kelly Schweitzer <[kschweitzer@westnewyorknj.org](mailto:kschweitzer@westnewyorknj.org)>  
Subject: Mayor Roque, Mayor of WEST New York

Dear Sir/Madam:

I am writing to formally register a complaint with regard to an ongoing effort by 3 commissioners and the Town Business Administrator to obstruct the function of government in the Town of West New York. The Town of West New York is governed by a commission form of government pursuant to the Walsh Act. As such, the 5 commissioners function as CEO of their respective departments. From March 15, 2018 meeting of the Board of Commissioners until the present there has been a concerted effort to obstruct and block the hiring of necessary staff for the proper functioning of the office of the two minority commissioners, commissioner of Public Works Mrs. Susan Colacurcio and myself, initially as Commissioner of Public Safety and presently commissioner of Parks and Public Property.

It bears mention that there are sufficient funds in the department's respective budgets to cover the new hires. On March 15, 2018 the 3 commissioners that broke away from my administration implemented new procedures for the hiring of new staff wherein the Revenue and Finance Commissioner, the Business Manager and the CFO must sign off before any hiring can take place. These individuals are arbitrarily and capriciously obstructing and blocking efforts to hire necessary staff for the two minority commissioners which is seriously impeding the function of our municipal government. The only staffer left in the office of the commissioner of public works retired months ago and a replacement was not permitted to be hired until 3 weeks ago. In the meantime, the office had to remain closed to the public. An untenable outcome.

I am attaching hereto the sequence of events pertaining to two new hires I attempting to hire in order to replace personnel that was transferred out of my office or resigned. This will clearly illustrate the fact that there is a concerted ongoing effort to obstruct the hiring process resulting in the obstruction of the proper functioning of my office:

I need this problem to be addressed with the necessary urgency, by the necessary agencies so that the services that our taxpayers deserve and need are not unduly affected by politics as they currently are.

I look forward to your prompt assistance in this matter.

Sincerely,

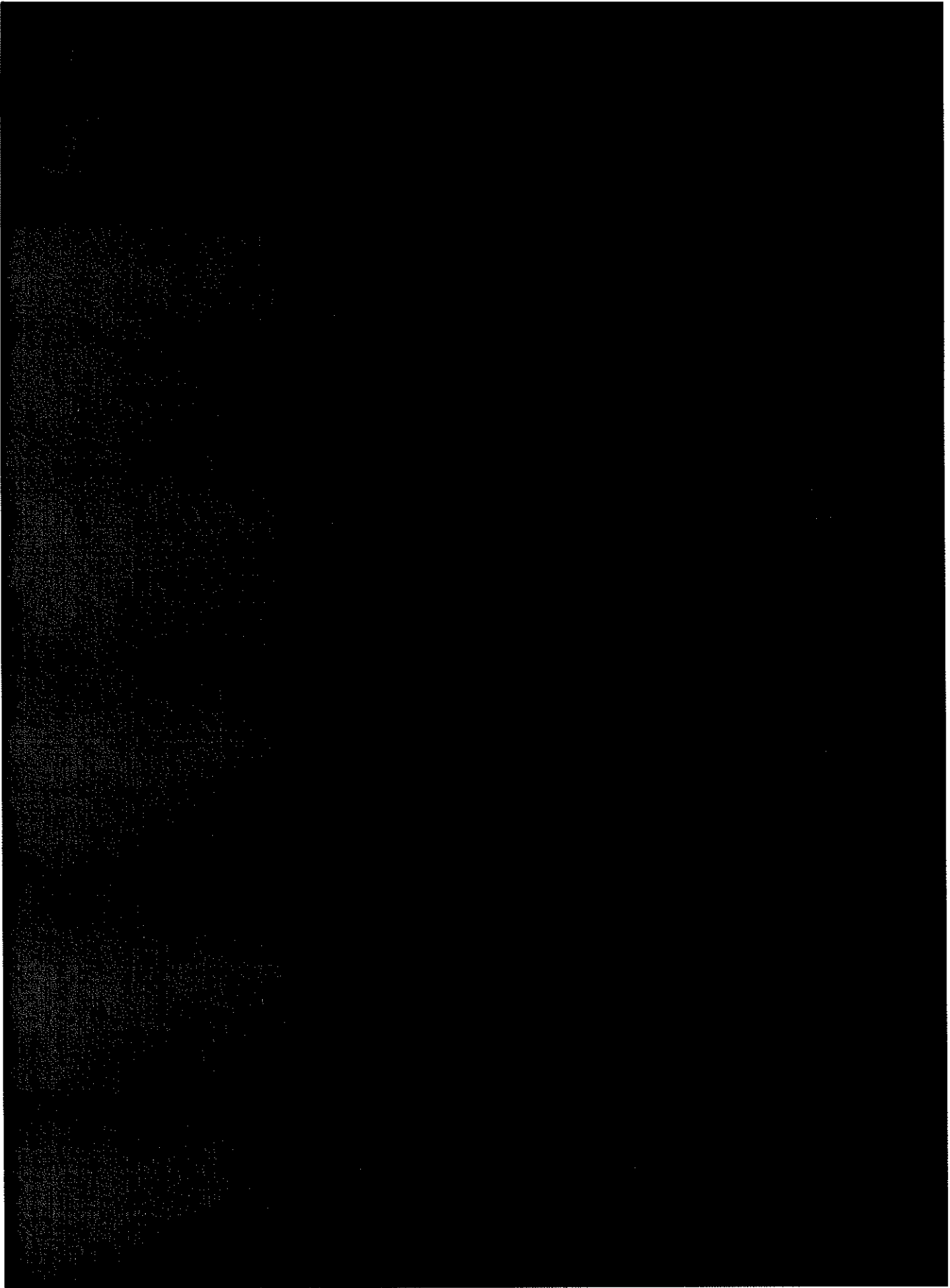
Felix E. Roque, M.D.  
Mayor,  
West New York

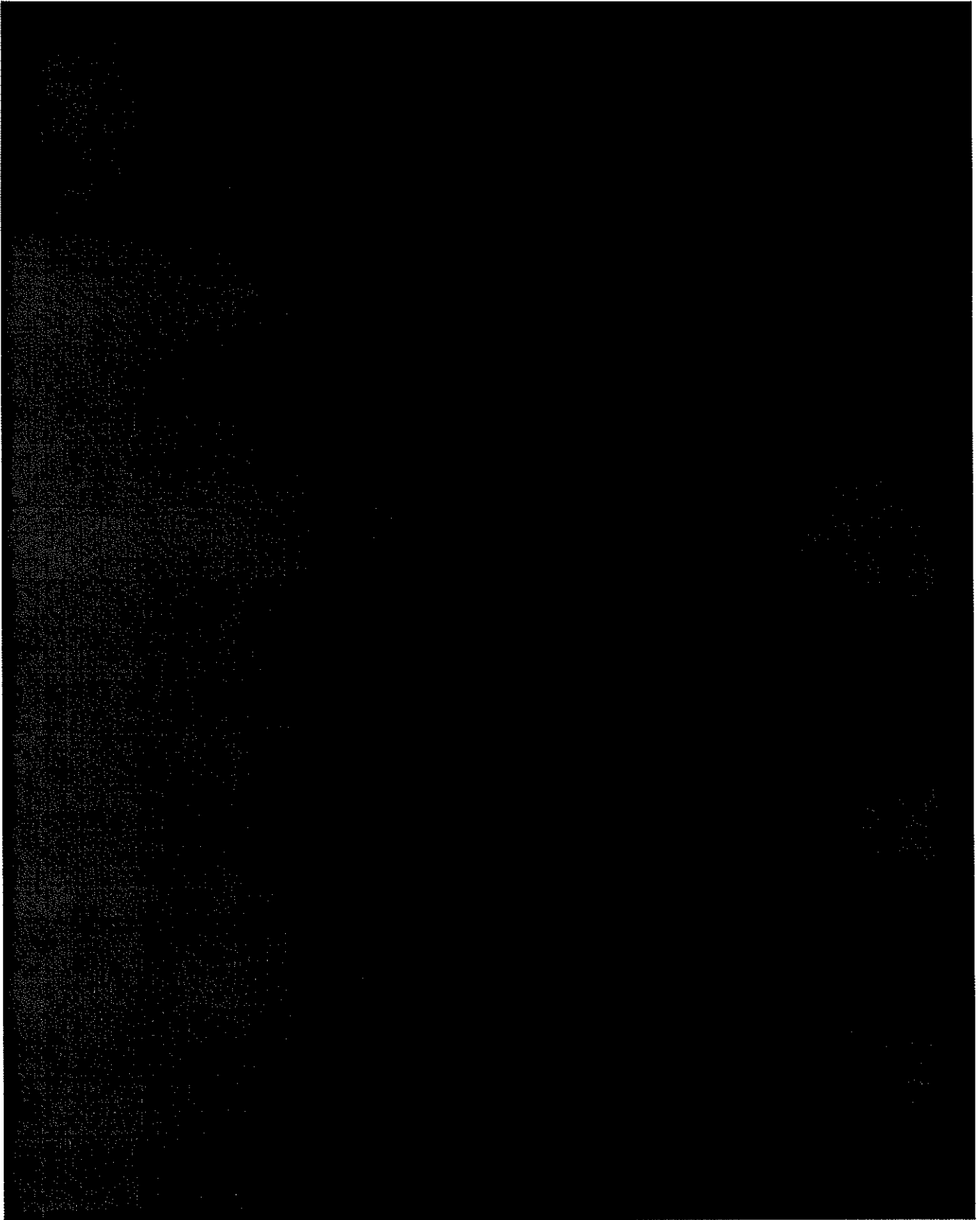
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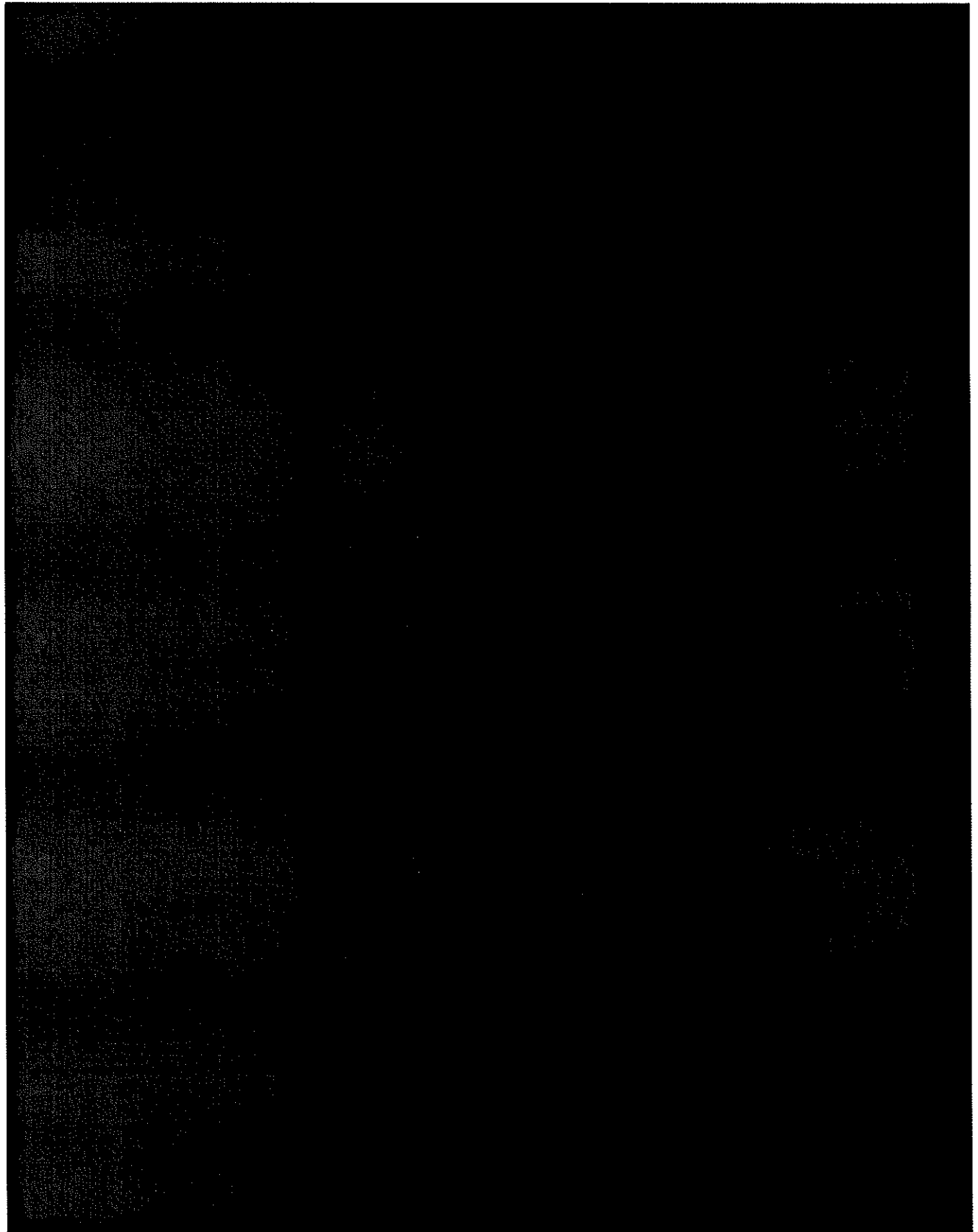
The first employee I attempted to hire was James Darley. On November 28, as mayor and commissioner of the department of parks and public property I executed hiring documents for Mr. Darley. On November 29, the human resources clerk for the town communicated with Mr. Darley advising him that he could be hired as Clerk I. On Friday 11/30/18, Mr. Darley was advised that his starting salary would be 45,000 per year and was advised to come in on 12/3/18 to finalize the hiring paperwork. Upon his arrival on 12/3/18, he was advised that the business administrator Jamie Cryan was busy and could not meet with him. He was given an appointment for 12/7/18 at 2:30 p.m.. Upon arriving at the scheduled appointment, the B.A.'s secretary Rosemary Guerra advised Mr. Darley that "he was busy moving chairs for an event and was unable to meet with him at that time. He waited until 5:00 p.m. that day and was finally advised that Mr. Cryan was truly sorry to have to cancel, that only CFO needed to sign forms, and was rescheduled for Monday 12/10/18 at 9:00 a.m. On Monday 12/10/18 when Mr. Darley arrived for his appointment, Human Resources Clerk Kelly Schwitzer was waiting for him in front door of town hall to advise him that Mr. Cryan was indisposed and would not be able to meet with him today. No appointment was rescheduled.

The second employee Henry Marrero had his hiring form signed by me on 12/3/18. His title is Confidential Secretary to the Commissioner of Dept. of Parks and Public Property. Numerous attempts to move his hiring process have gone unanswered. When the business Manager was confronted with the delay on 12/7/18 his response was that if the hiring was done within 3 weeks it would be record time. That historically has not been the case until politics got in the way.

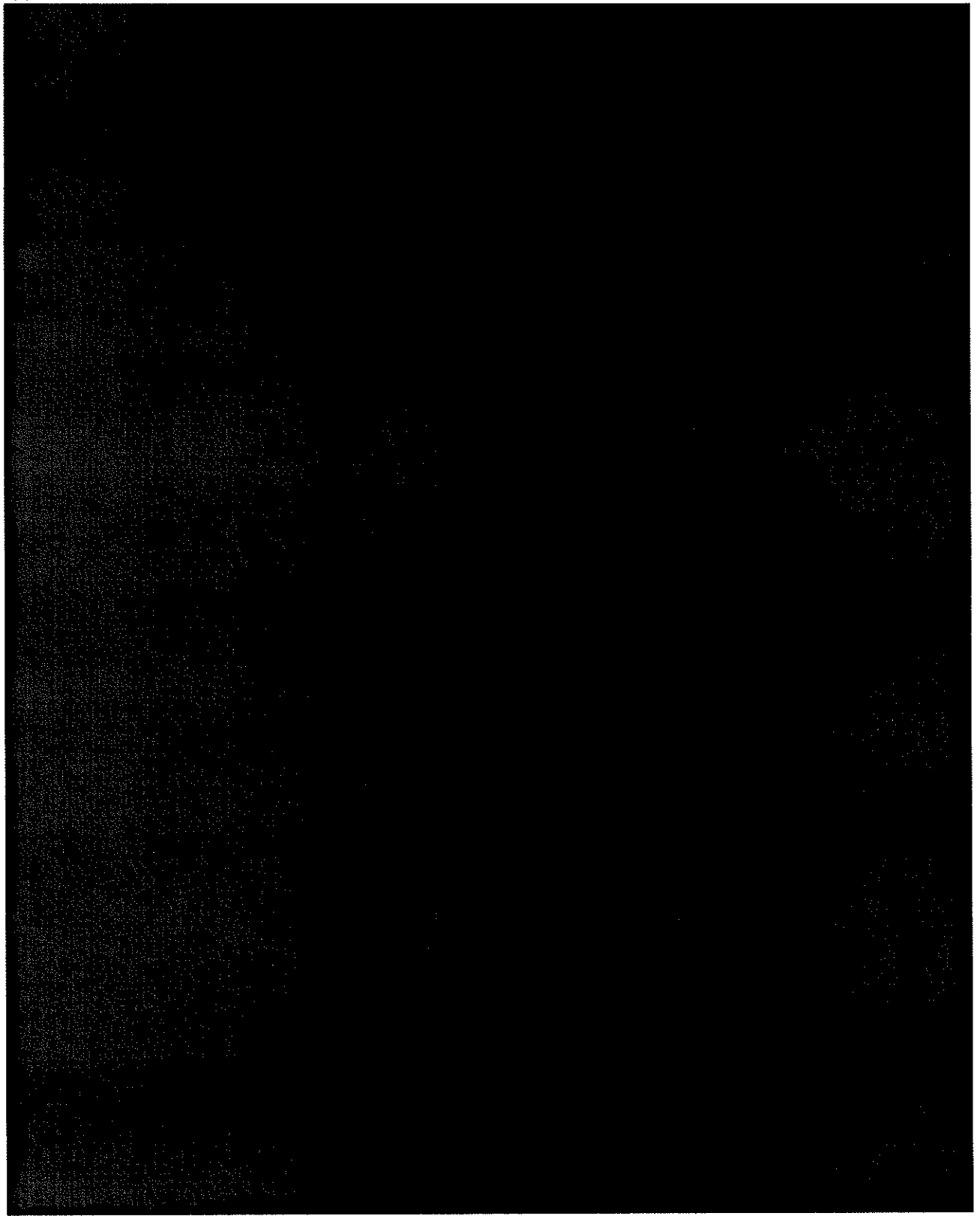
Sent from my iPhone

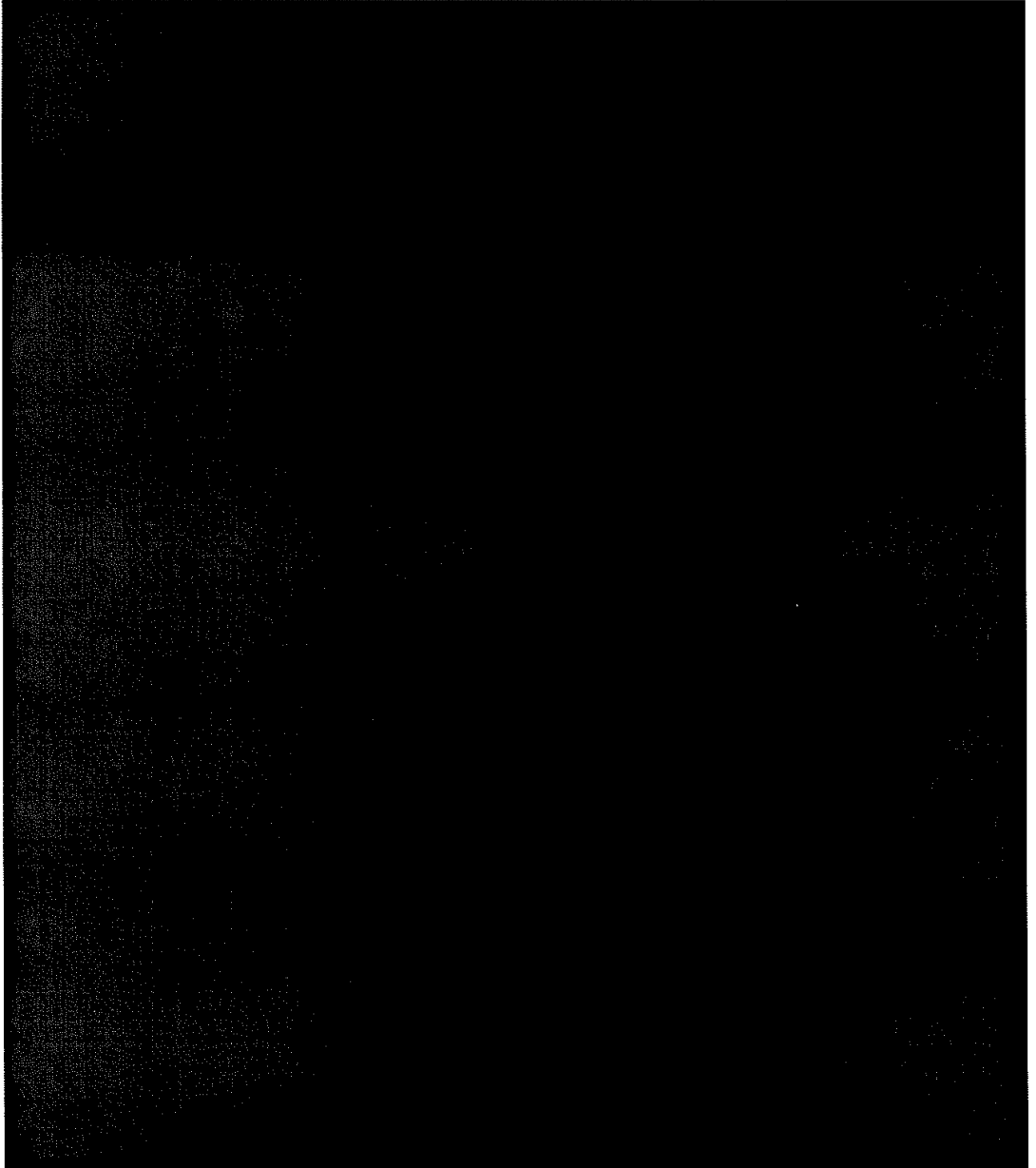


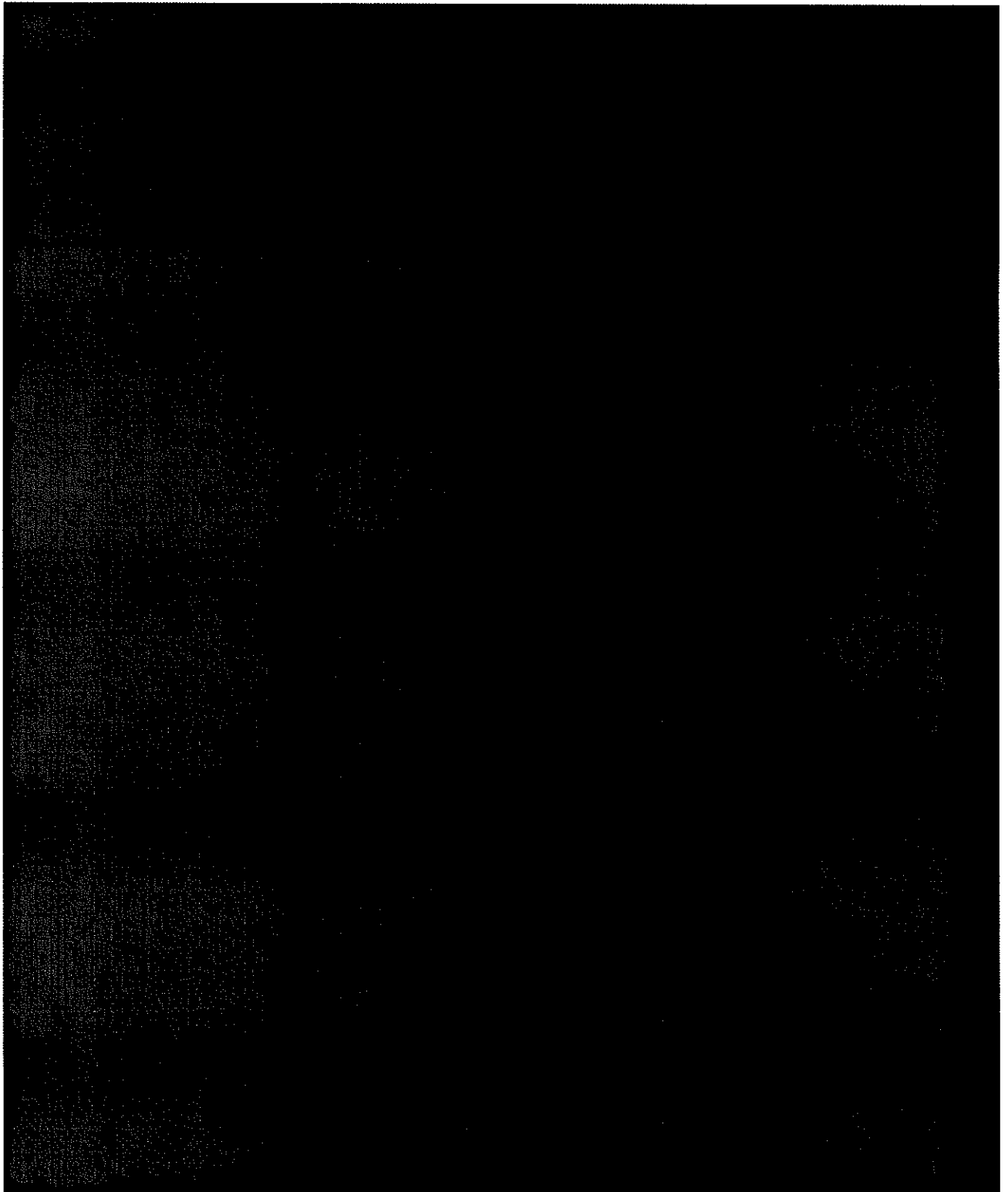


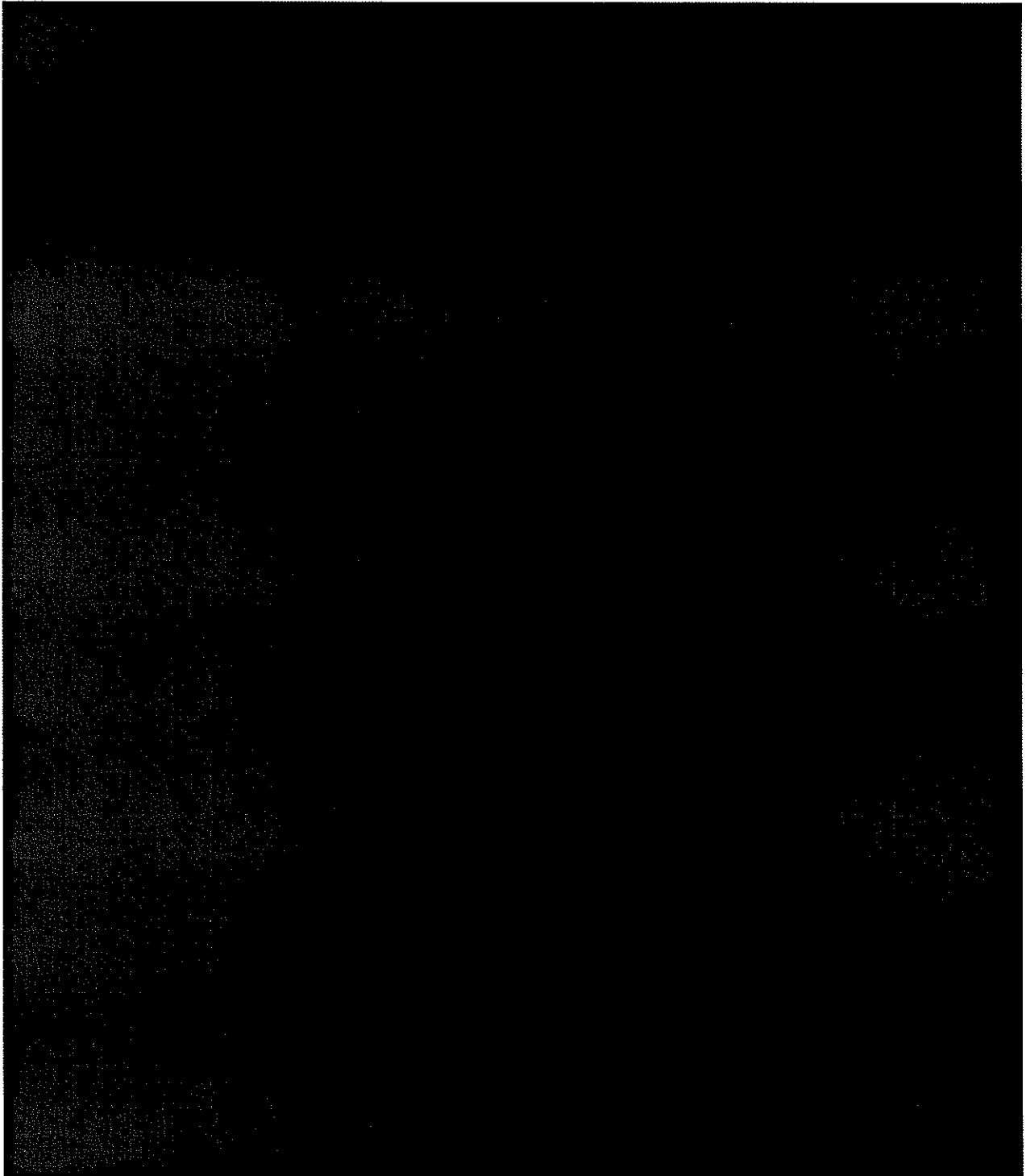


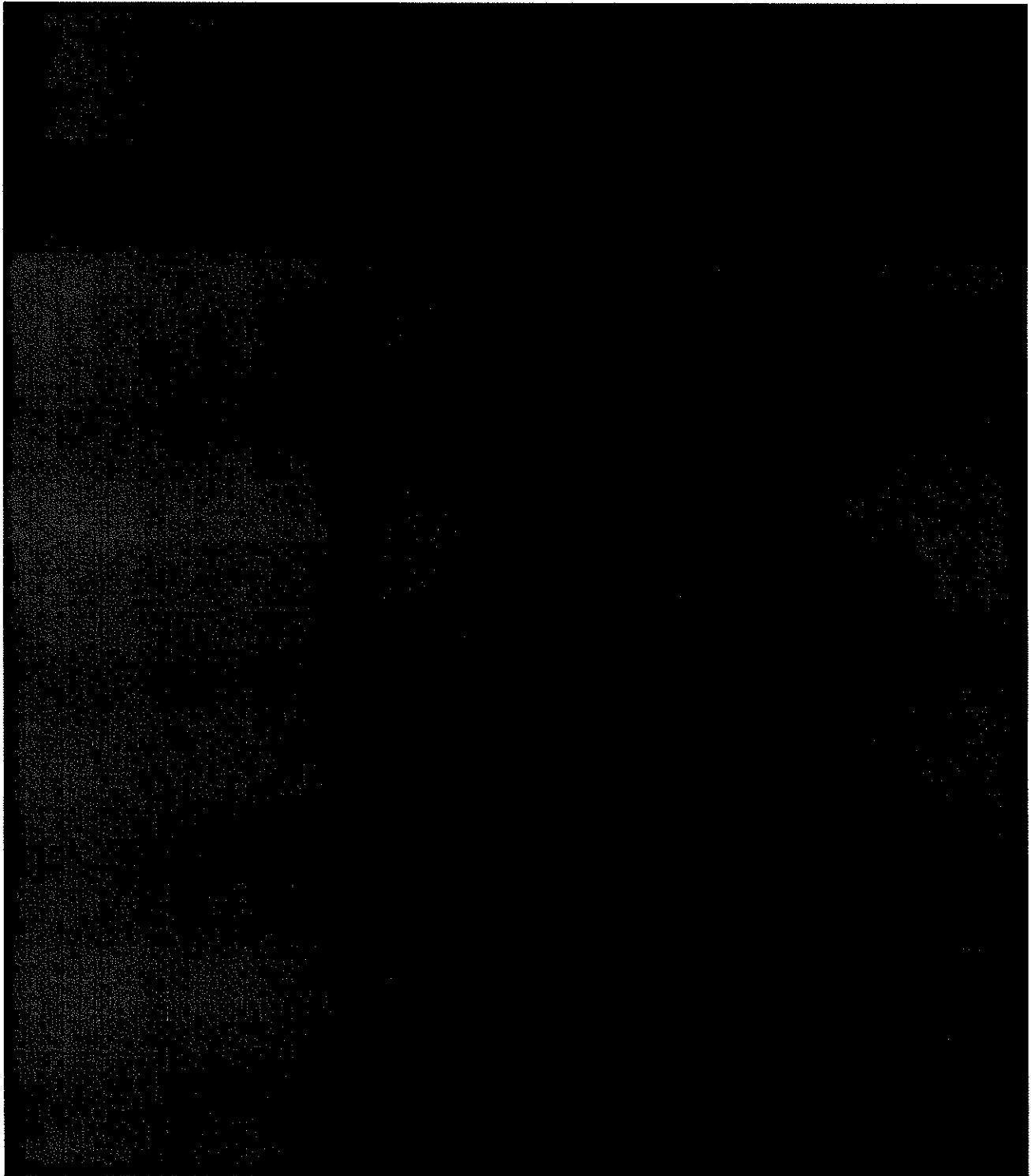


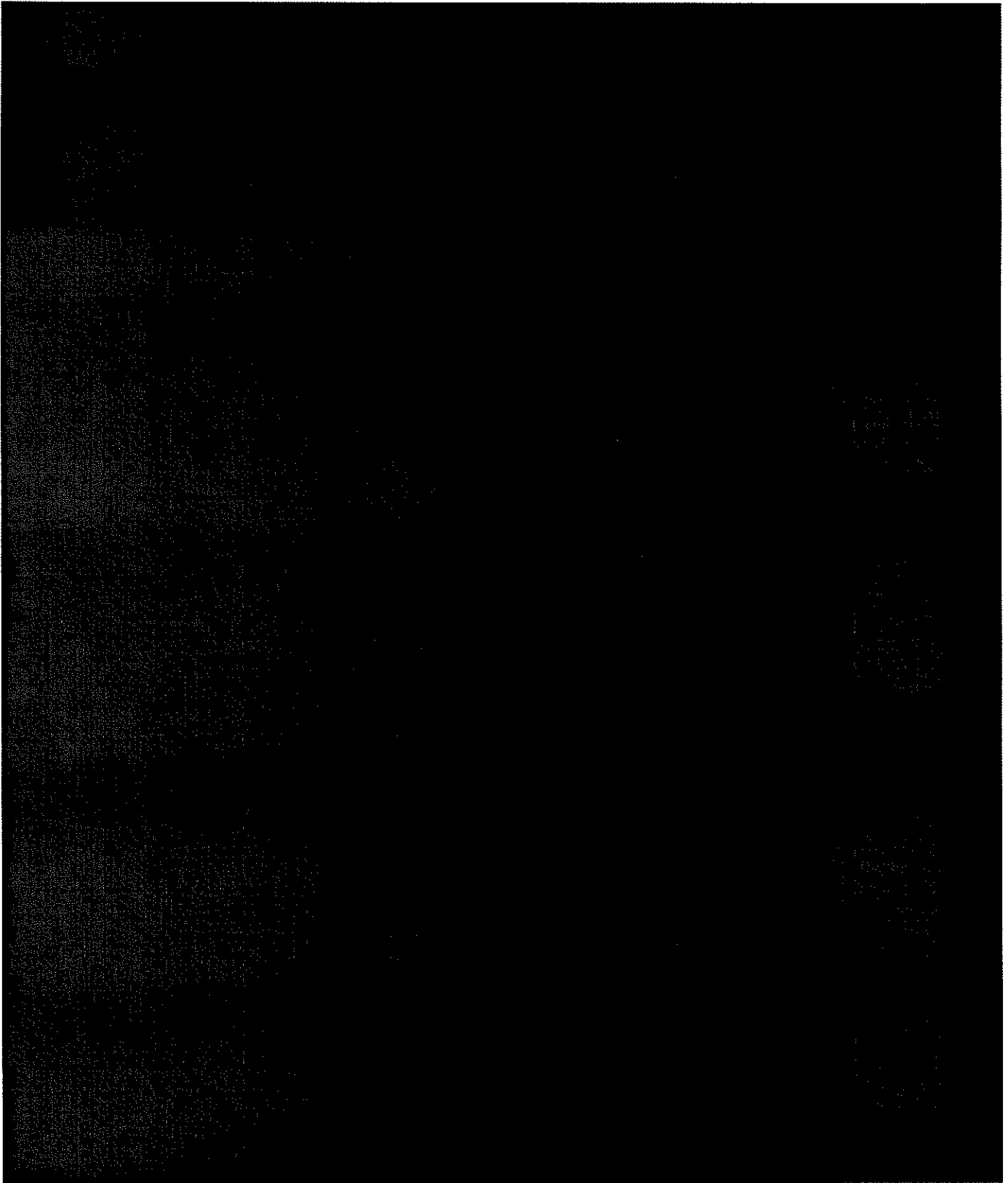


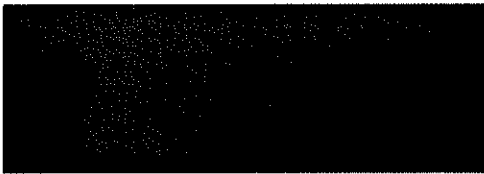






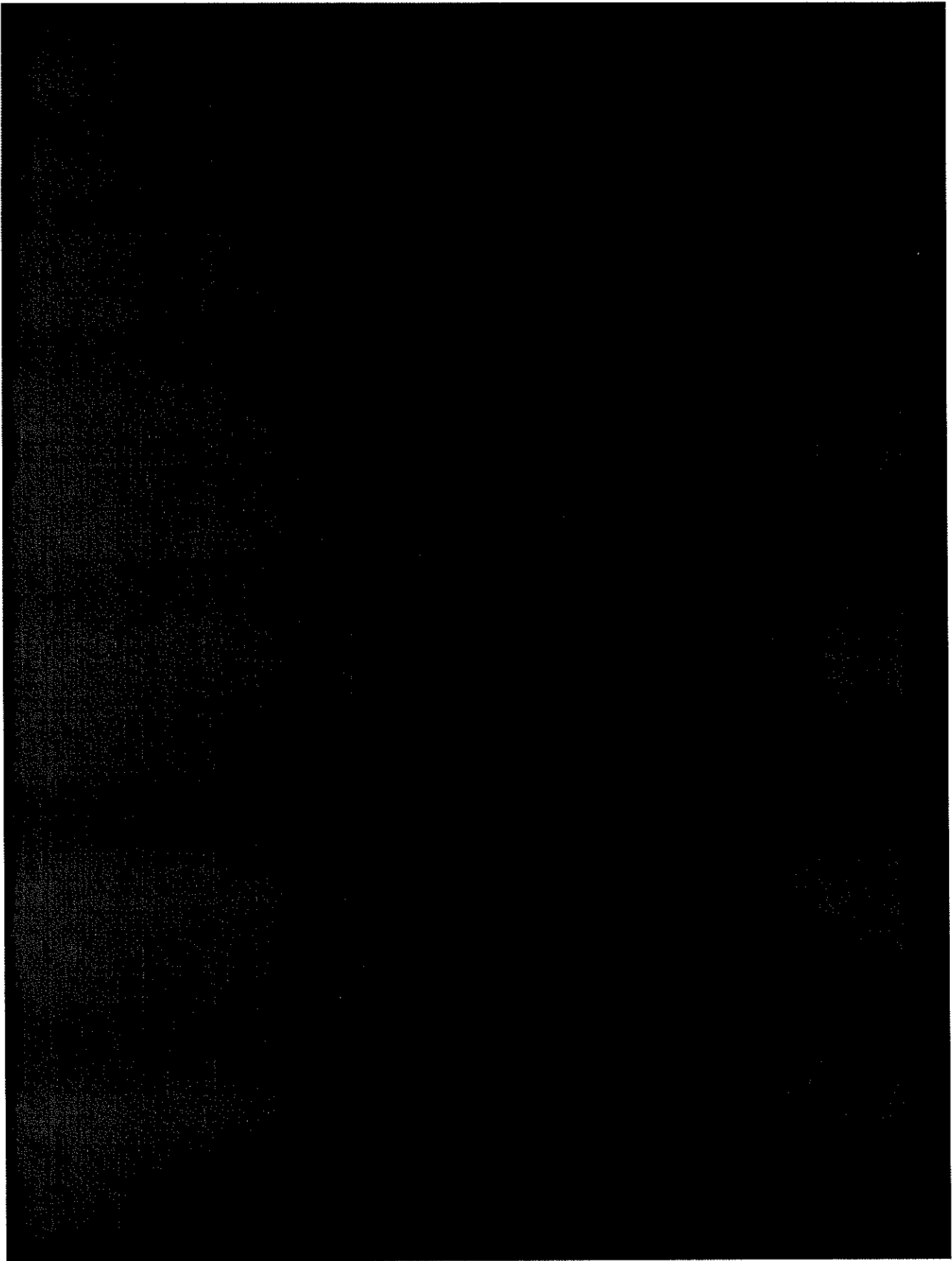


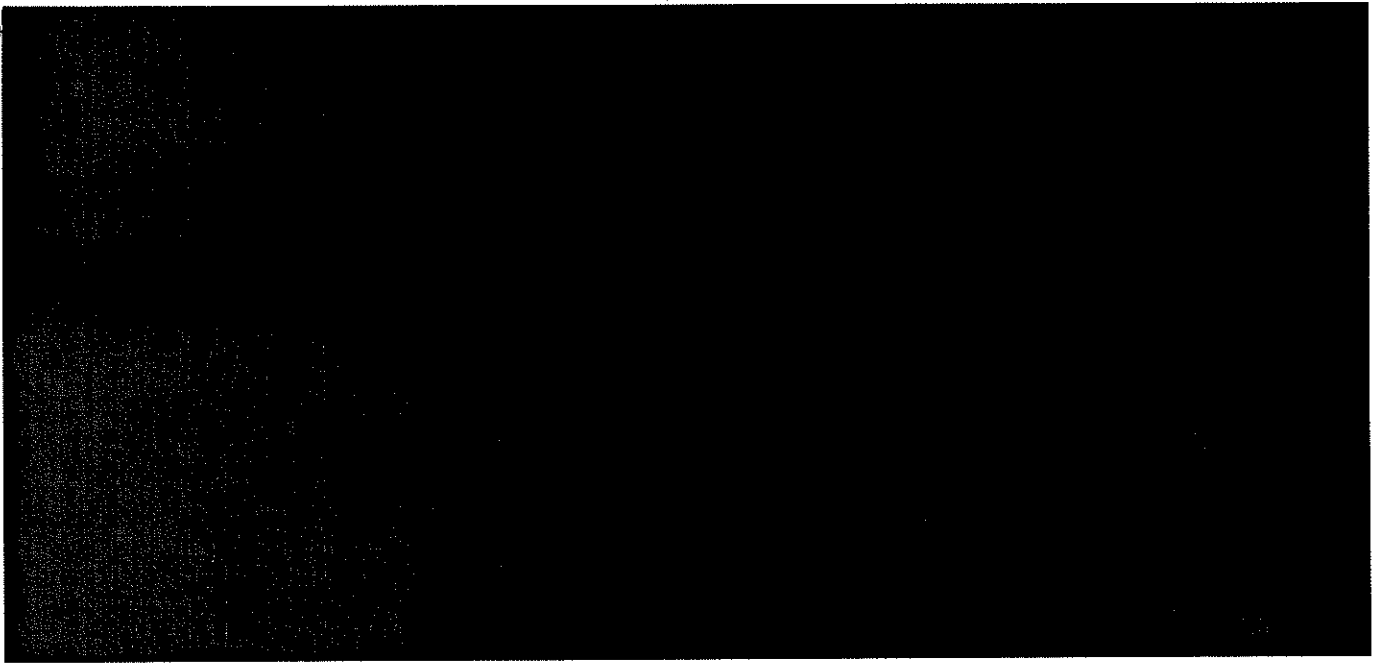


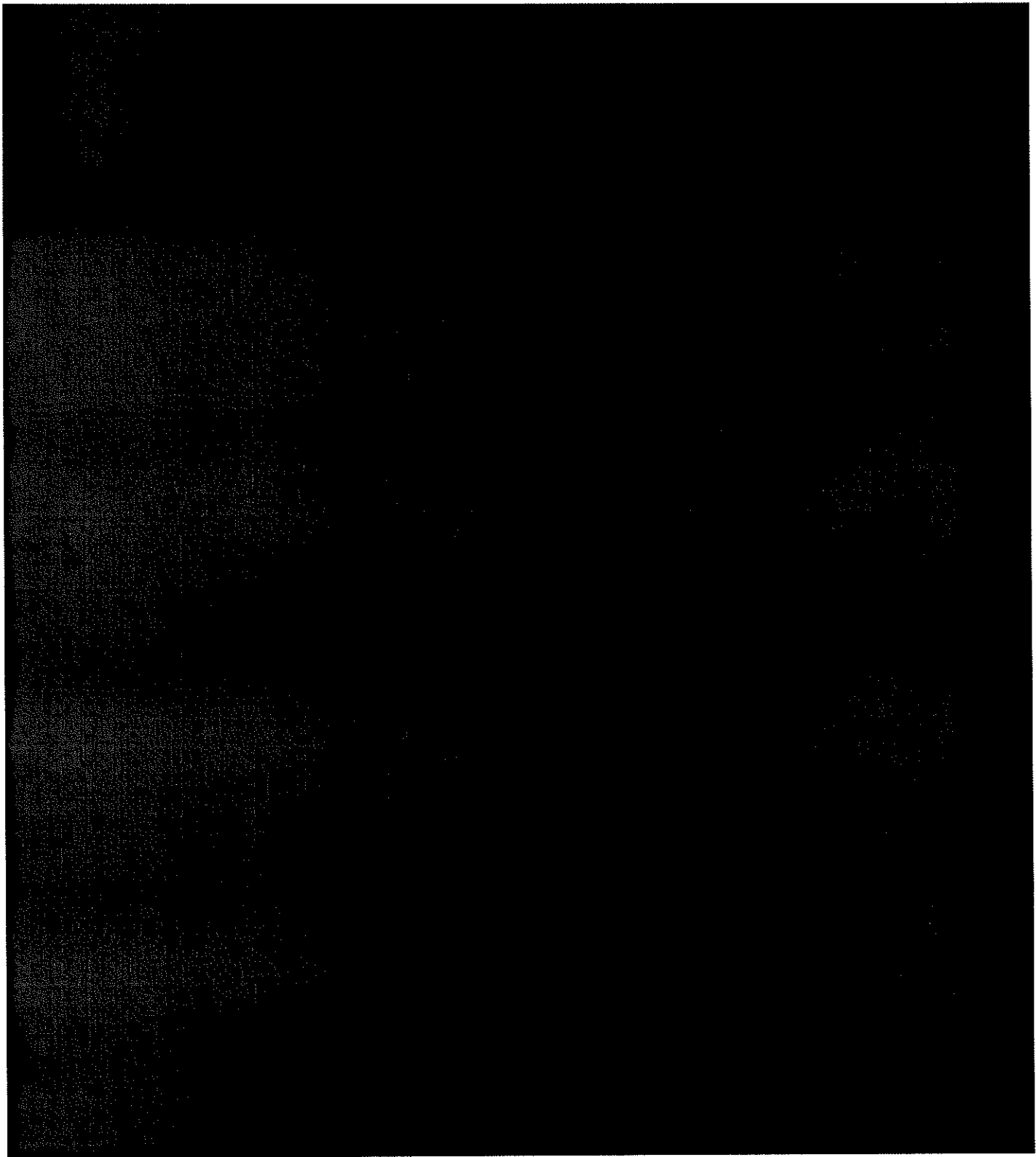


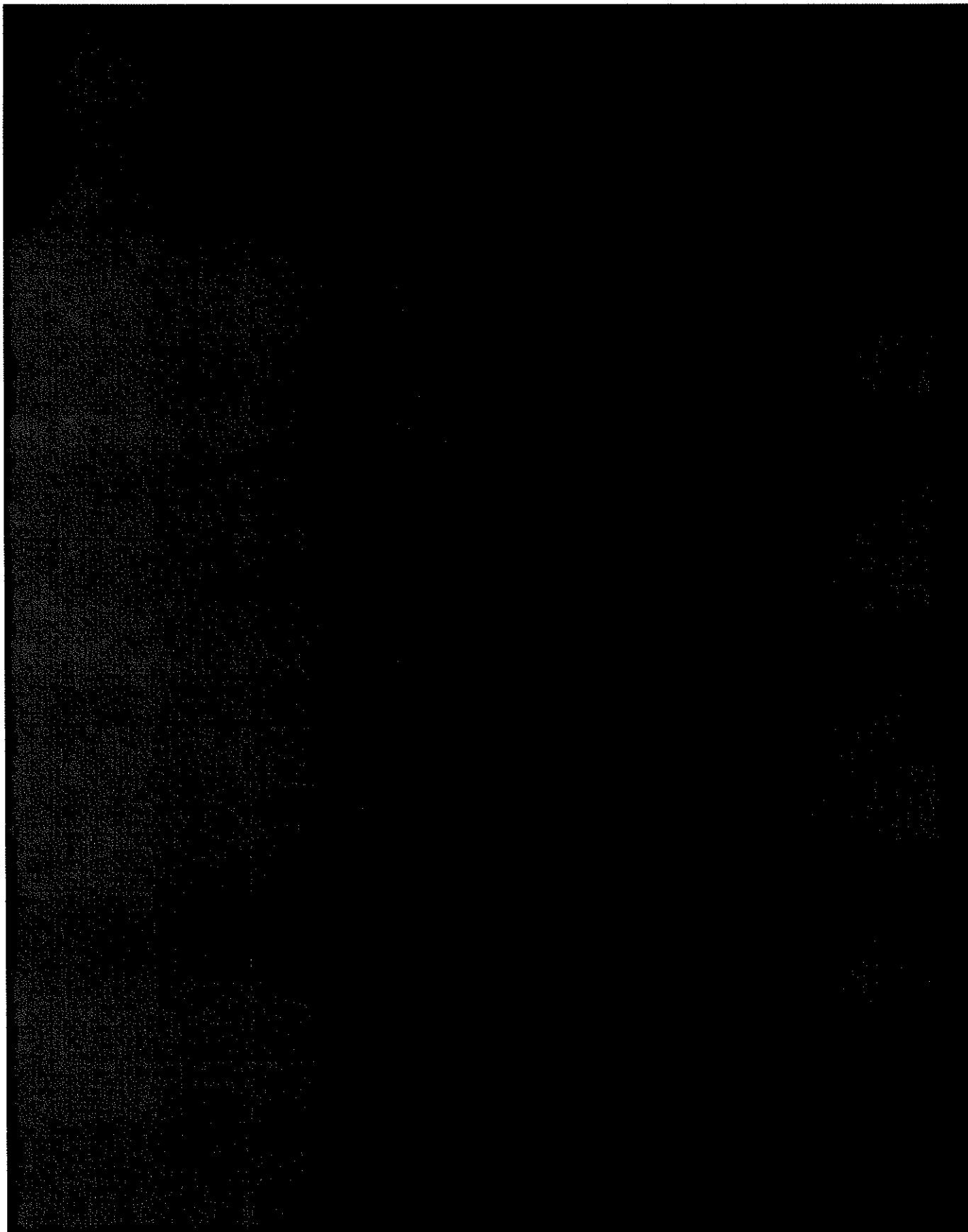


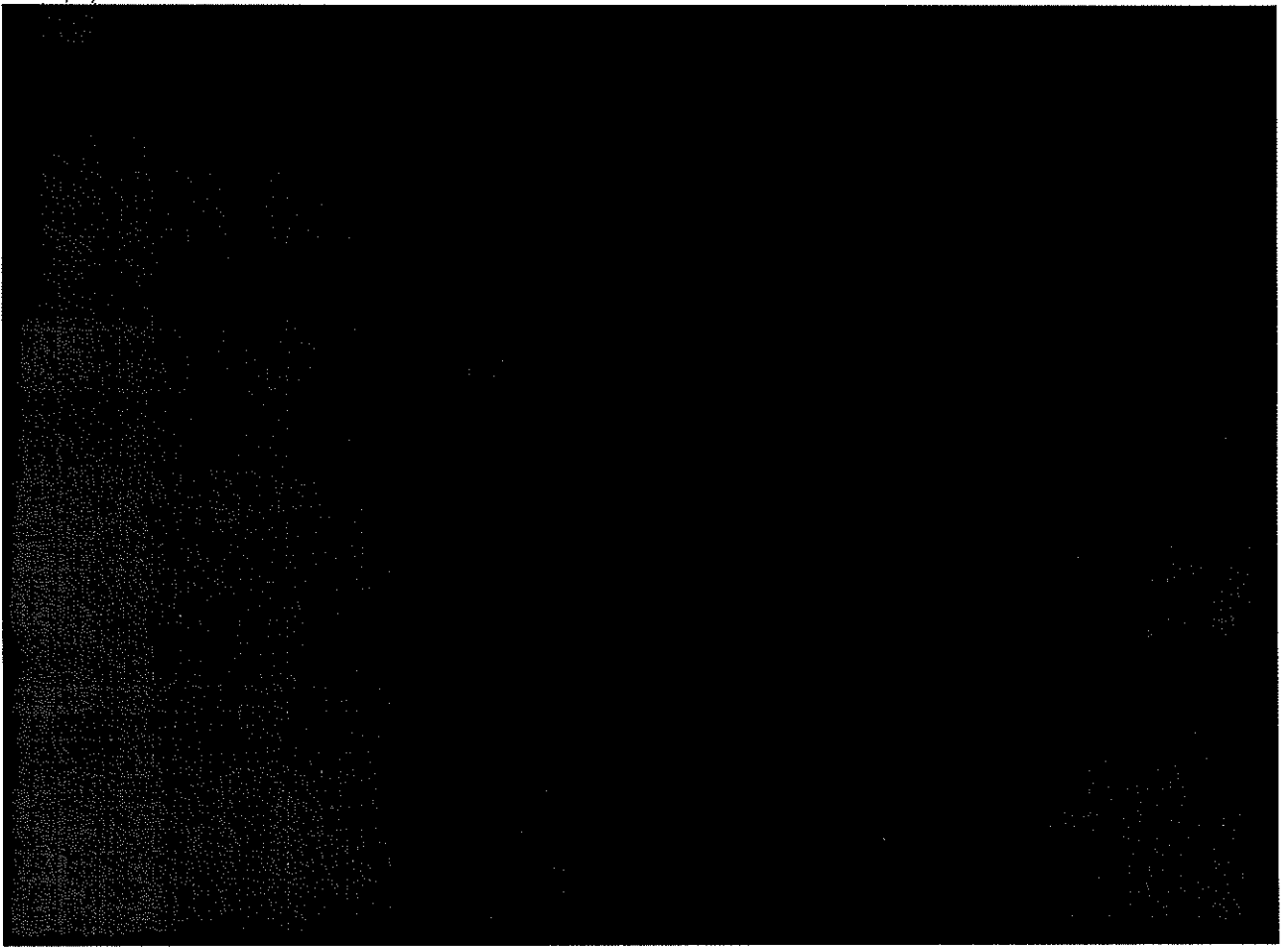


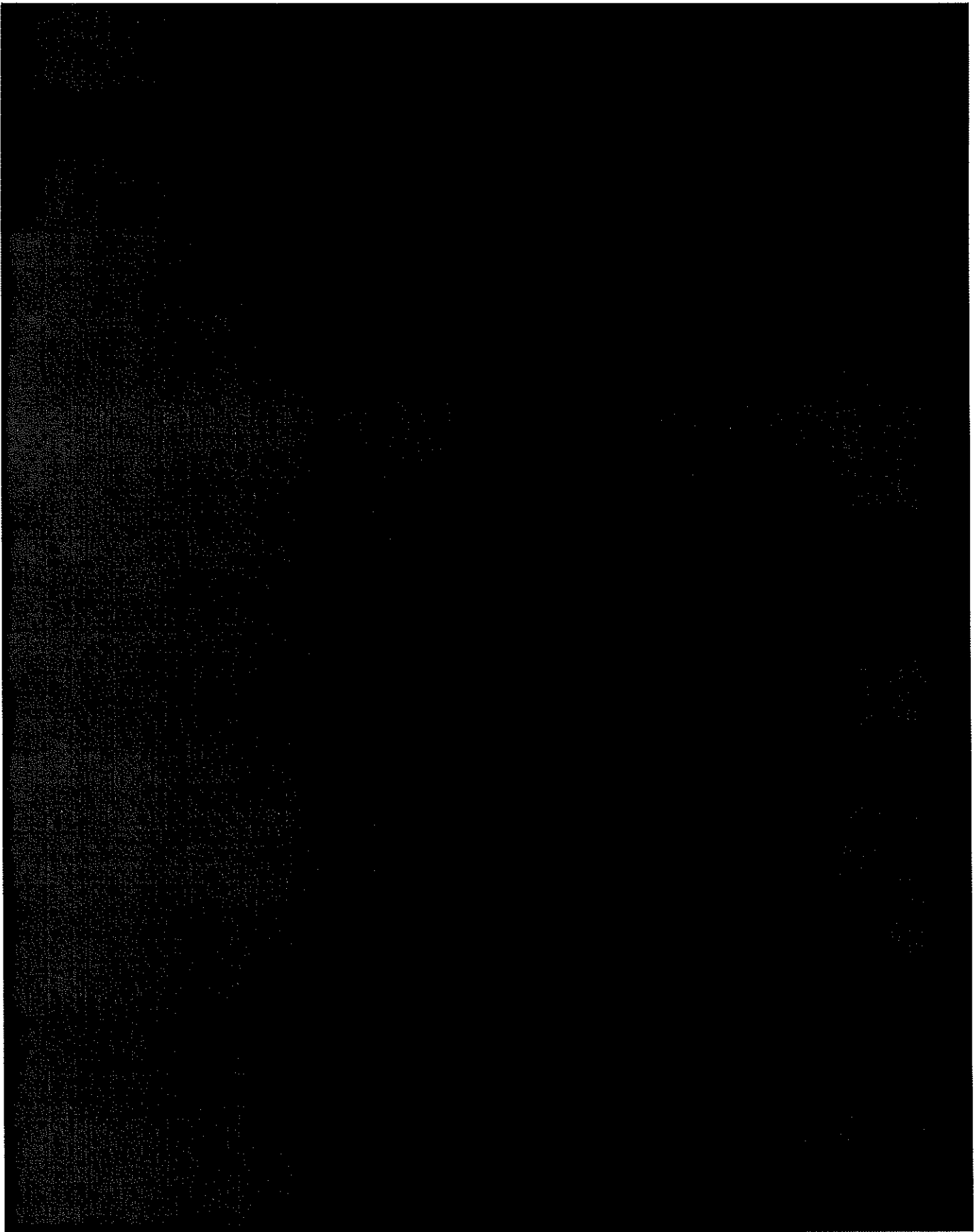


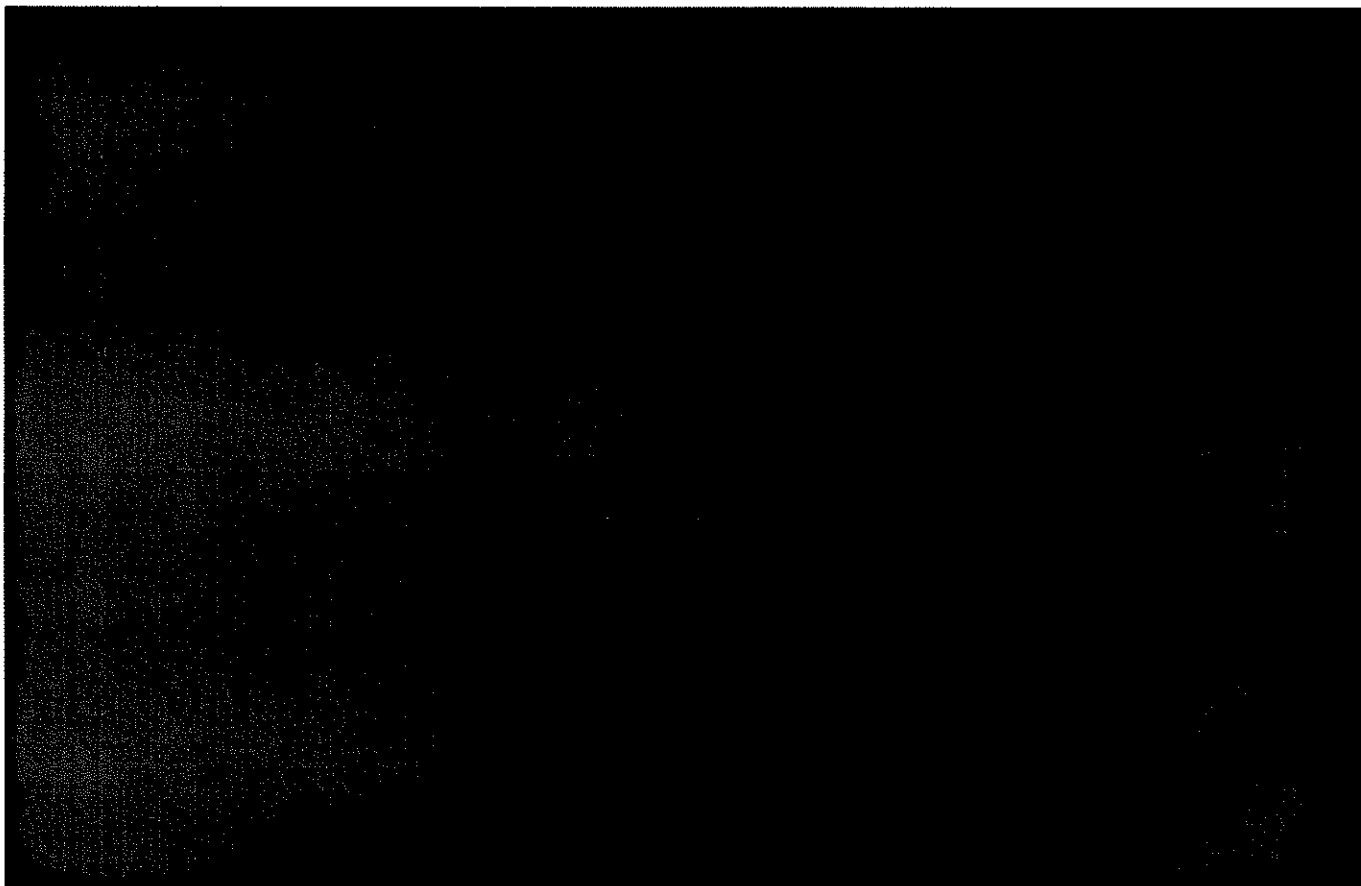


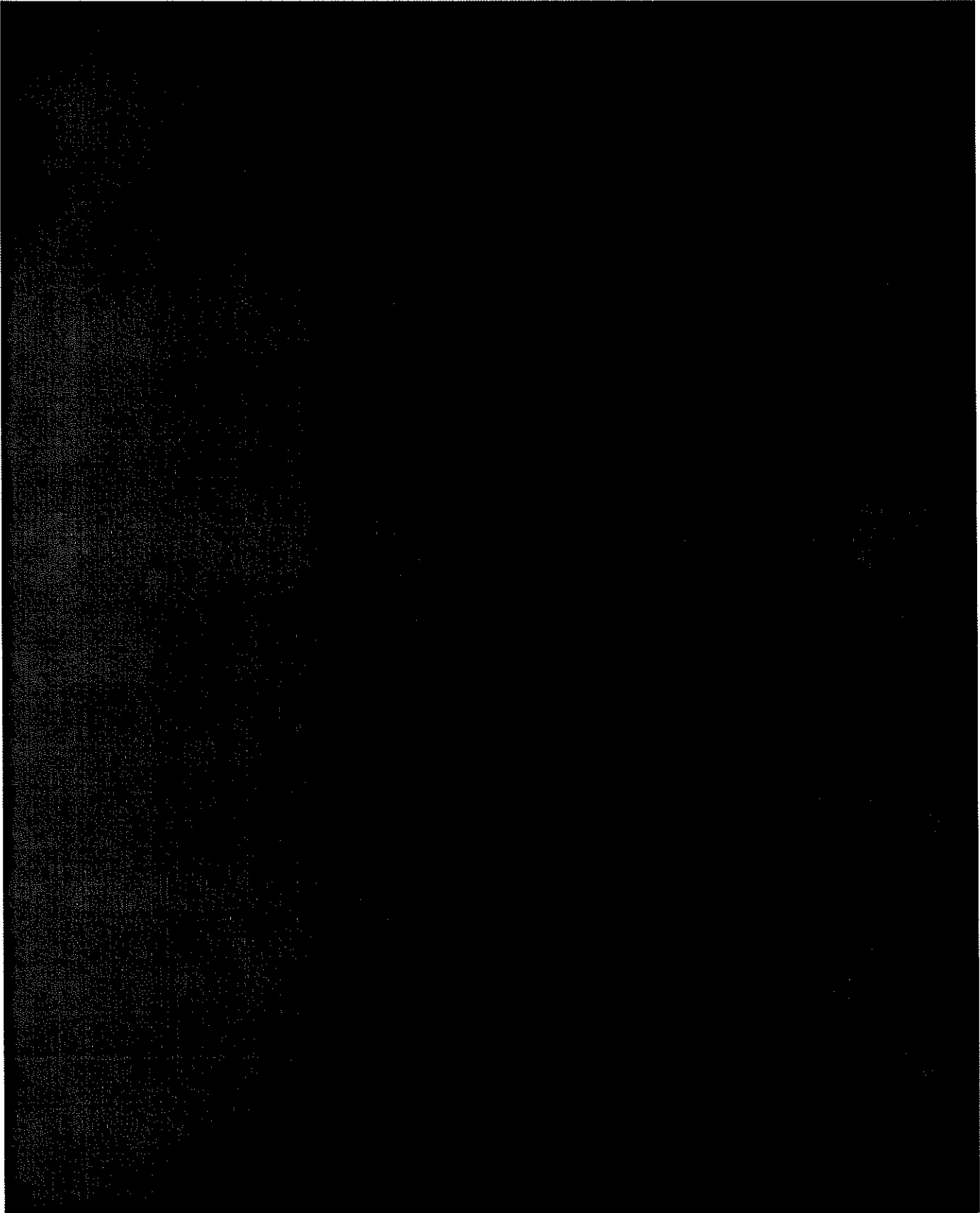




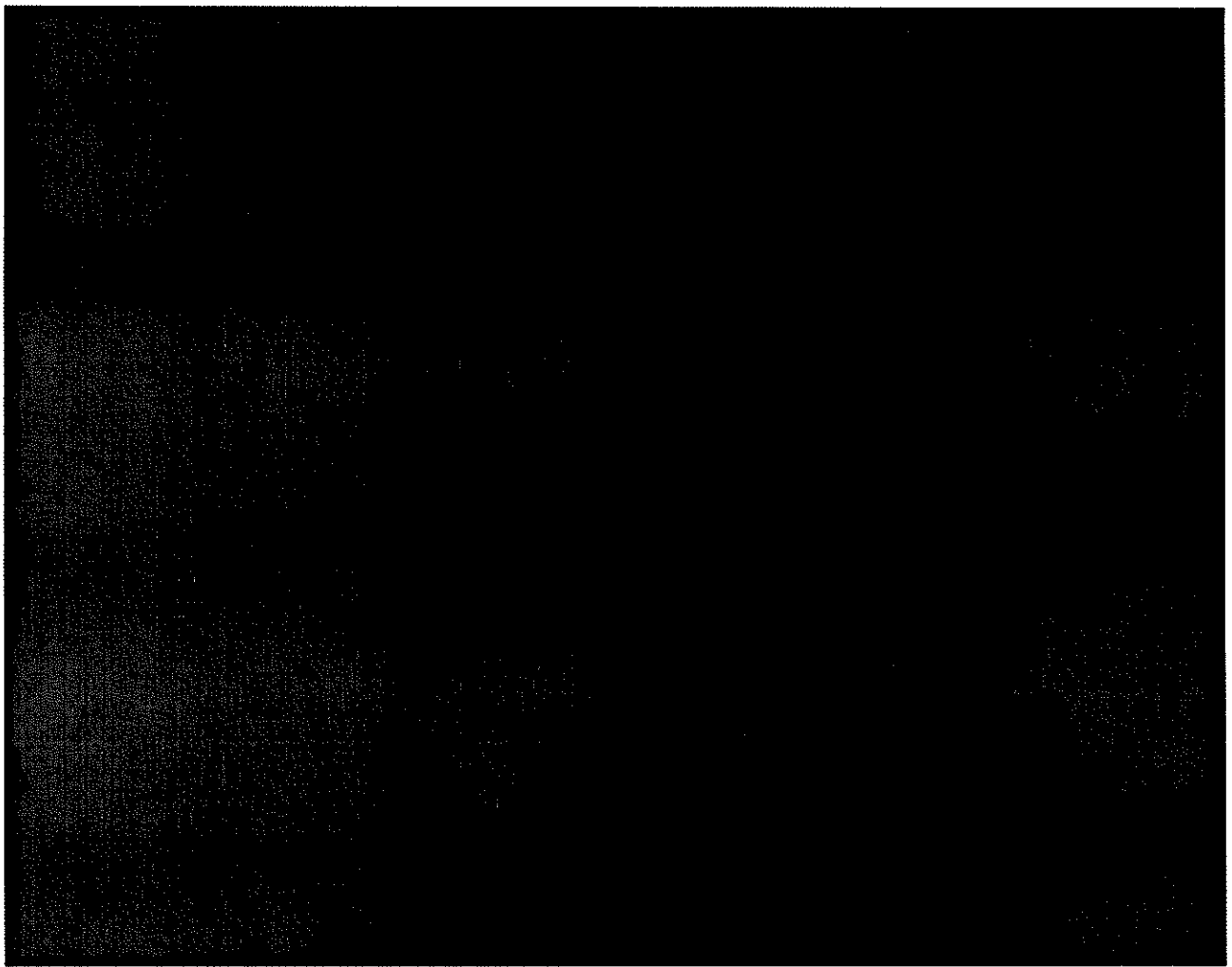


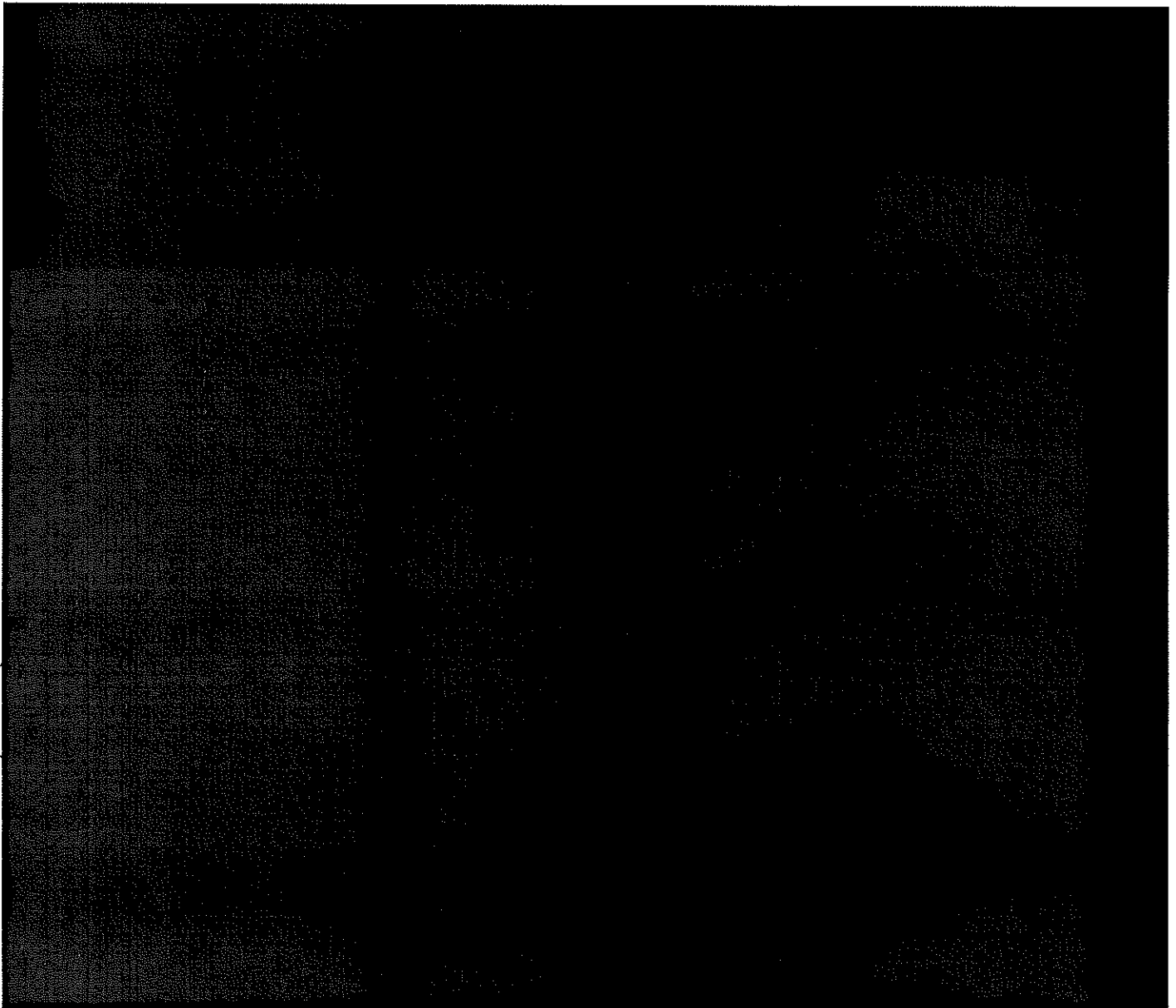


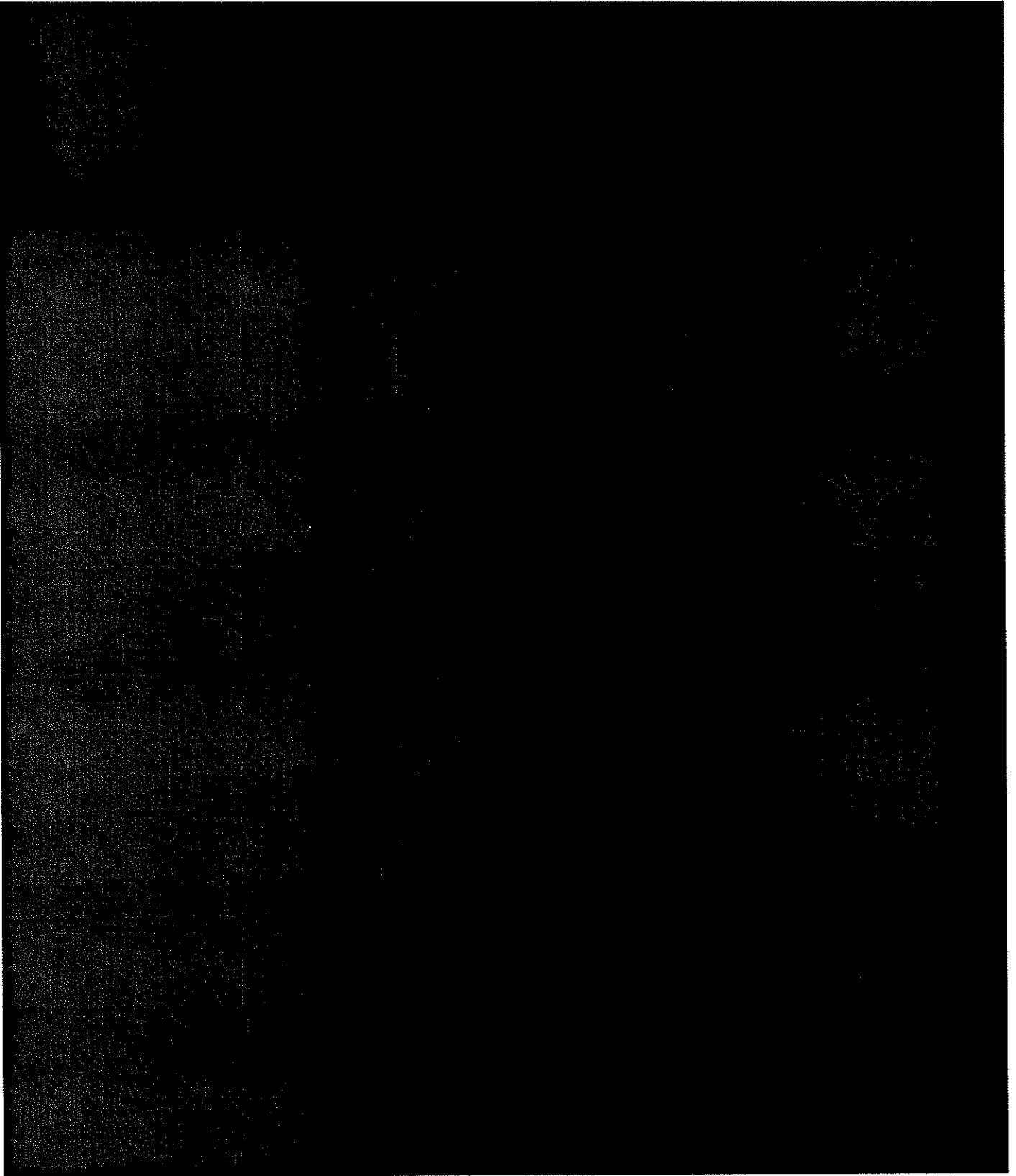












## LUIS BAEZ

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**From:** LUIS BAEZ  
**Sent:** Friday, December 7, 2018 1:20 PM  
**To:** Margarita Guzman  
**Cc:** Dorka Reveco; Jamie Cryan; YESENIA DELRIO  
**Subject:** Re: Man power

Please be advised these details were part of the standing plan for this event.

Both Parks supervisors were well aware of this event. Proper management would have had them coordinated a schedule to accommodate.

The change in commissioners should have no effect on this. This is for the town. The children and families coming today are interested in photos with Santa and celebrating the history of West New York. They are not interested in who the commissioner of Parks is at any given moment.

Luis Baez

> On Dec 7, 2018, at 12:26 PM, YESENIA DELRIO <jendelrio@westnewyorknj.org> wrote:

>

>

>

> -----Original Message-----

> From: YESENIA DELRIO

> Sent: Friday, December 07, 2018 12:31 PM

> To: LUIS BAEZ

> Subject: FW: Man power

>

>

>

> -----Original Message-----

> From: LEWIS CANNAO

> Sent: Friday, December 07, 2018 11:55 AM

> To: YESENIA DELRIO

> Cc: DAMARYS GONZALEZ; Manny Diaz; Felix Roque, MD

> Subject: Man power

>

>

> Unfortunately it is too short of notice and lack of manpower today Sent from my iPhone

## Jamie Cryan

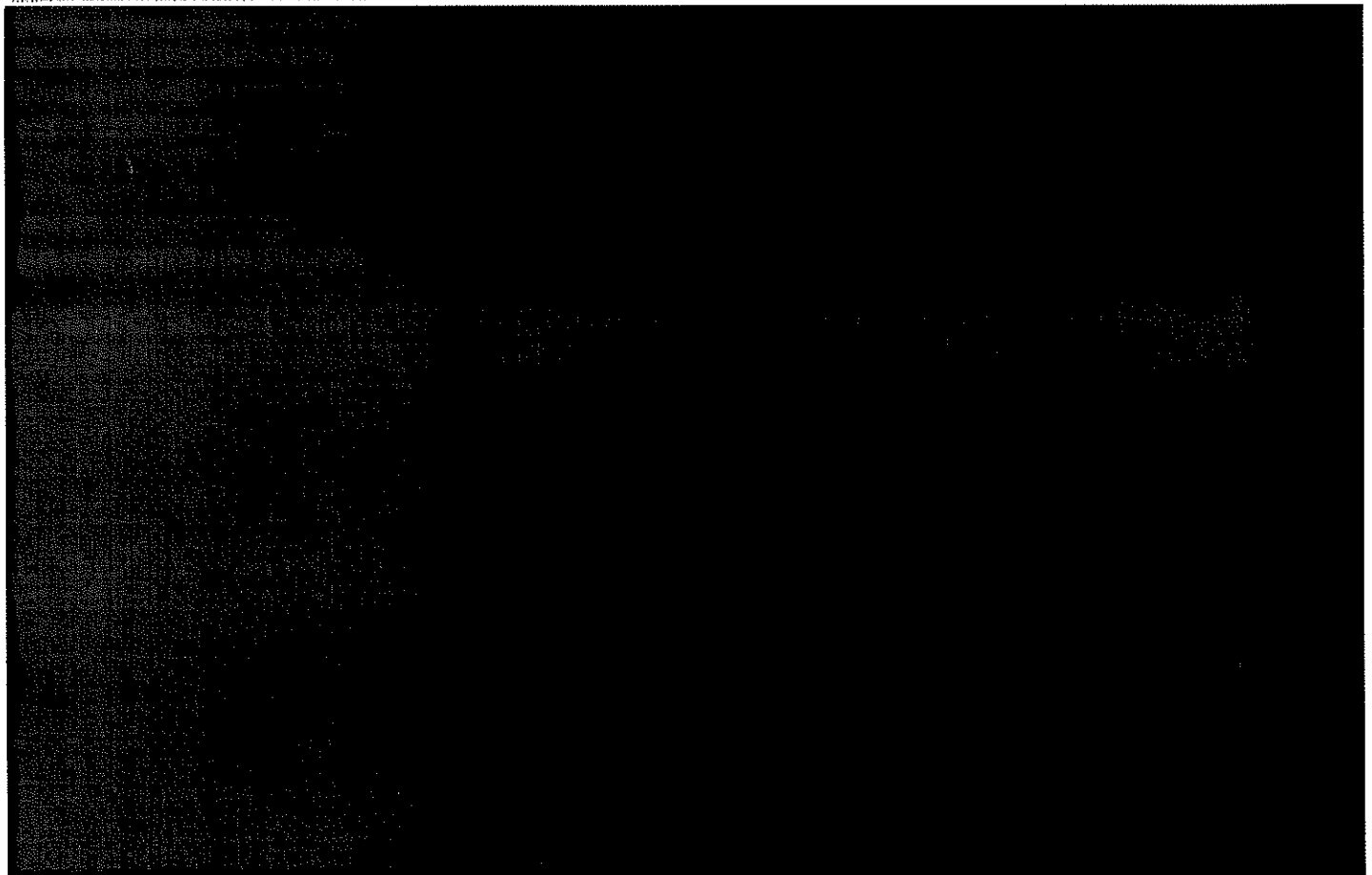
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**From:** Jamie Cryan  
**Sent:** Tuesday, December 11, 2018 11:34 AM  
**To:** Felix Roque MD (drfelixroque@me.com)  
**Subject:** FW: Mail Machine

Hi Mayor. Please see below. It's not fair to the employees who were moved to have to be continuously interrupted by the mail when it is not their responsibility or in their department. Please let me know when the mail machine will be moved so I can inform the staff of when that office's inconvenience will be coming to an end. Thanks.

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)



**Jamie Cryan**

---

**From:** Jamie Cryan  
**Sent:** Tuesday, December 11, 2018 11:31 AM  
**To:** [REDACTED]  
**Cc:** Kelly Schweitzer; Gabriel Rodriguez  
**Subject:** [REDACTED]

I am sorry you are going through this. I will check with Mayor for a status and get back to you.  
Thanks.

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 – 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

## Jamie Cryan

---

**From:** Jamie Cryan  
**Sent:** Thursday, December 6, 2018 7:15 PM  
**To:** Jamie Cryan  
**Cc:** mjimenez@sh-law.com; gfrino@decotilslaw.com  
**Subject:** Release of Town Information or Documents

Hi All. Many unnecessary disruptions have taken place at Town Hall yesterday and today, so it is important to first of all apologize -- I am sorry -- and then provide clear direction in the hopes of continuing proper procedure. Mayor has begun the process to hire a confidential secretary, Mr. Henry Marrero. Although Mr. Marrero's application and hire remain pending, Mr. Marrero took the liberty of assuming certain employee related responsibilities.

Town employees are instructed not to release any Town information or documents to Mr. Marrero without the specific authorization of your Commissioner or the Town Administrator, until such time as his employment is completed through the normal hiring process. Release of any information may expose the Town to legal liability.

If any information is requested by Mr. Marrero, you are instructed to contact your respective Commissioner immediately. As always, please feel free to contact me if I can be of assistance in anyway. Thank you.

Best,

Jamie Cryan, CPM  
Municipal Administrator  
Town of West New York  
428 - 60<sup>th</sup> Street  
West New York, NJ 07093  
Office 201-295-5119  
Mobile 201-803-1299  
[jcryan@westnewyorknj.org](mailto:jcryan@westnewyorknj.org)

## ROSEMARIE SUAREZ II

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**From:** Judith L. Tutela <JTutela@hbkcpa.com>  
**Sent:** Sunday, December 23, 2018 12:58 PM  
**To:** Felix Roque, MD  
**Cc:** Margarita Guzman; Jamie Cryan; CARMELA RICCIE  
**Subject:** New Hires

Mayor,

Carmela has given me a call to inquire about long forms being circulated. I have not seen the long forms for Sarai Perez, the Clerk 1 position or Confidential Secretary. They may not have been provided to me for the reasons indicated in Jamie's email from Monday ( included in the email stream).

Best Regards,

Judy Tutela

**Judith L. Tutela**

Principal

100 Walnut Avenue

Suite 103 | Clark, NJ 07066

**Email** | Office: (732) 381-8887 | Fax: (732) 381-0966



CPAs & Consultants

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NOTE: My contact information has changed, please update your records accordingly!

**From:** Jamie Cryan <jcryan@westnewyorknj.org>

**Sent:** Monday, December 17, 2018 10:40 AM

**To:** Felix Roque, MD <froque@westnewyorknj.org>; Margarita Guzman <mguzman@westnewyorknj.org>

**Cc:** Judith L. Tutela <JTutela@hbkcpa.com>; mike.delamater@nj.gov; Michael A. Jimenez <mjimenez@sh-law.com>;

Donald Scarinci <DScarinci@sh-law.com>; CARMELA RICCIE <criccie@westnewyorknj.org>; Andres Acebo

(AAcebo@decotilslaw.com) <AAcebo@decotilslaw.com>; Decotilis Alfred <adecotilis@decotilslaw.com>

**Subject:** [EXTERNAL] RE: New Hires

This Message originated outside your organization.

Hi Mayor, I have been instructed by Commissioner Guzman to reply to your email on her behalf. To date, Commissioner Guzman has received one personnel request (long) form, and that was for candidate Henry Marrero for consideration for Confidential Secretary in Parks. Up to the present time, Commissioner Guzman has not received a long form for Mr. Darley. Mayor, I have not received a long form for Mr. Darley either. It is