



DOVER POLICE DEPARTMENT

INTERNAL AFFAIRS UNIT



Periodic Public Synopsis of Disciplinary Action of More Than a Ten Day Suspension

- Member sent inappropriate and threatening text messages to a subordinate police officer. The text messages in question threatened physical harm to subordinate and attempted to use his position of authority to obtain additional overtime assignments from the subordinate. In addition to being grossly inappropriate for a supervising officer, served to intimidate and harass the subordinate, and constituted an improper threat to obtain a financial benefit.

Member was charged with the following administrative charges; General Misconduct, Incompetency, Inefficiency or Failure to Perform Duties, Conduct Unbecoming a Public Employee, Neglect of Duty, Other Sufficient Causes, Conduct Toward Other Department Employee, Unlawful Orders, Improper Orders, Harassment in the Work Place, and Actions Off Duty. **Member received Final Notice of**

Discipline – Removal

- Member was involved in a dispute with Superior Officer over abandoning his post and refusing to follow a lawful order. Member used derogatory language toward superior after the incident was reported by the supervisor and the matter was investigated. Member was charged with the following administrative charges; General Misconduct, Failure to Perform Duties, Insubordination, Conduct Unbecoming a Public Employee, Neglect of Duty, Other Sufficient Cause, Insubordination, Neglect of Duty and Discipline Authority. **Member Plead Guilty to New Jersey Administrative Code sections 4A:2-2.3(a) and 4A:2-2.3(a)(7). Received 60 Day Suspension Without Pay – Office of Administrative Law**