



NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION, INC.

CHAPTER 231

P.O. BOX 822 • BRIDGETON, NEW JERSEY 08302

Sept. 17, 2013

Warden Robert Ballicki  
54 W. Broad St  
Bridgeton NJ 08302

SEP 17 2013

Dear Warden,

Upon your arrival we expressed our goals and concerns as union Local 231 and yours as a Warden. Priority for PBA Local 231 was a need for Accountability from The Administrator on down. In the discussion you expressed an interest and offered an open door policy on all matters as well as requested documentation on any occurrences. My research into Codes of Ethical Practices and Conflict of Interest Policies for parity would suggest that accountability is only enforced upon Line Officers with minimal to zero action taken against Staff violators. The conflicts in question being all Internal Affairs were and are Board members to regular members of FOP. PBA Local 231 also has raised concerns as Warden Ballickis political affiliation to the majority present Freeholder Board as Chairman makes impartiality ethically questionable due to Conflicts of Interest. An incident report ,similar to many submitted before , generated September 12, 2013 in reference to sergeants and lieutenants ethical behavior was submitted to Capt. Lamcken at approximately 10:30 a.m. today. Though PBA Local 231 can not confirm the contents of a meeting in Capt. Palau's office at approximately 12:00p.m. today , the sergeant and lieutenant in question were in the I.A. Captain/ FOP Board members office. We would also raise concerns on growing factors of workplace retaliation and abuse of authority. PBA Local 231 at this time would request an impartial outside agency that we will be retaining to have your cooperation with our investigation. Patricia Aiken of EdPDlaw will be in contact with you as we submit our documentation and findings. PBA Local 231's only interest is to work in a cohesive environment with a proactive strategy for promoting a safe and respectful workplace. It is a documented find that the increase in supervision has caused an influx of declension among rank and file, confusion instead of a practice to promote a team approach, and a major increase to disciplinary actions against PBA Local 231 officers. The exploration of Unfair Labor Practices will not be ruled out as a course of action at this time.

Any question in regards to said matters contact Ofc. Govan or Ofc. Bermudez.

Submitted

Victor Bermudez  
PBA Local 231 State Delegate

Cc: Ken McCouch  
Craig Atkinson  
Patricia Aiken  
Capt. Lamcken  
Capt. Palau