



In the Matter of Latoya Hobson  
Hudson County, Department of  
Corrections

CSC DKT. NO. 2021-480  
OAL DKT. NO. CSV 00261-21

STATE OF NEW JERSEY  
FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION

ISSUED: DECEMBER 15, 2021

The appeal of Latoya Hobson, County Correctional Police Sergeant, Hudson County, Department of Corrections, 10 working day suspension, on charges, was heard by Administrative Law Judge Kimberly A. Moss, who rendered her initial decision on November 16, 2021. Exceptions were filed on behalf of the appellant and a reply to exceptions was filed on behalf of the appointing authority.

Having considered the record and the Administrative Law Judge's initial decision, and having made an independent evaluation of the record, the Civil Service Commission (Commission), at its meeting on December 15, 2021, accepted and adopted the Findings of Fact and Conclusion as contained in the attached Administrative Law Judge's initial decision. However, it did not uphold the recommendation to affirm the 10 working day suspension. Rather, the Commission imposed an official written reprimand.

DISCUSSION

In this matter, it was alleged that the appellant failed to properly perform her duties when she did not properly inspect an officer who carried his personal weapon into the facility. Upon the appellant's appeal, the matter was transmitted to the Office of Administrative Law for a hearing as a contested case.

In her initial decision, the Administrative Law Judge found that the credible evidence in the record supported the charges against the appellant and that, notwithstanding that the appellant had no prior discipline, that the 10 working day suspension was the proper penalty.

Upon its *de novo* review of the record, the Commission has no issue with the ALJ's findings regarding the charges in this matter.<sup>1</sup> However, it disagrees that the 10- working day suspension is the proper penalty.

In determining the proper penalty, the Commission's review is also *de novo*. In addition to its consideration of the seriousness of the underlying incident in determining the proper penalty, the Commission also utilizes, when appropriate, the concept of progressive discipline. *West New York v. Bock*, 38 N.J. 500 (1962). In assessing the penalty in relation to the employee's conduct, it is important to emphasize that the nature of the offense must be balanced against mitigating circumstances, including any prior disciplinary history. However, it is well established that where the underlying conduct is of an egregious nature, the imposition of a penalty up to and including removal is appropriate, regardless of an individual's disciplinary history. *See Henry v. Rahway State Prison*, 81 N.J. 571 (1980). It is settled that the theory of progressive discipline is not a "fixed and immutable rule to be followed without question." Rather, it is recognized that some disciplinary infractions are so serious that removal is appropriate notwithstanding a largely unblemished prior record. *See Carter v. Bordentown*, 191 N.J. 474 (2007).

In this case, the appellant's actions are clearly serious, especially in a correctional setting. The inattentiveness of the appellant could have had catastrophic consequences. Nevertheless, while not condoning the appellant's misconduct, there appeared to be a systemic breakdown on the part of several of the supervisory and other staff in this matter. Also, importantly, the record indicates that the appellant has no prior discipline in her nearly 15-year career. Accordingly, the Commission finds that an official written reprimand is the proper penalty and should serve as sufficient warning to the appellant that any future infractions could lead to a more severe disciplinary sanction.

As the appellant's suspension has been modified, she is entitled to 10 days of back pay, seniority and benefits. *See N.J.A.C. 4A:2-2.10*. However, she is not entitled to counsel fees. *N.J.A.C. 4A:2-2.12(a)* provides for the award of counsel fees only where an employee has prevailed on all or substantially all of the primary issues in an appeal of a major disciplinary action. The primary issue in the disciplinary appeal is the merits of the charges. *See Johnny Walcott v. City of Plainfield*, 282 N.J. Super. 121,128 (App. Div. 1995); *In the Matter of Robert Dean* (MSB, decided January 12, 1993); *In the Matter of Ralph Cozzino* (MSB, decided September 21, 1989). In the case at hand, although the penalty was modified by the Commission, the charges were sustained, and discipline was imposed. Consequently, as the appellant has failed to meet the standard set forth at *N.J.A.C.*

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<sup>1</sup> As the Commission only disagrees with the ALJ regarding the penalty, the appellant's exceptions, which, among other things, challenged the ALJ's determinations on the merits, and which were reviewed and considered by the Commission, but ultimately found to be unpersuasive, will not be addressed in detail.

4A:2-2.12, counsel fees must be denied.

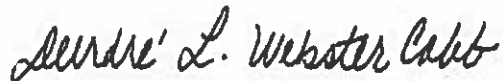
ORDER

The Civil Service Commission finds that the action of the appointing authority in suspending the appellant was not justified. The Commission therefore modified the 10 working day suspension to an official written reprimand. The appellant is entitled to 10 days of backpay, benefits and seniority as provided for in *N.J.A.C.* 4A:2-2.10. The amount of back pay awarded is to be reduced to the extent of any income earned by the appellant during this period. Proof of income earned shall be submitted by or on behalf of the appellant to the appointing authority within 30 days of issuance of this decision.

Counsel fees are denied pursuant to *N.J.A.C.* 4A:2-2.12.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 15<sup>TH</sup> DAY OF DECEMBER, 2021



Deirdré L. Webster Cobb  
Chairperson  
Civil Service Commission

Inquiries  
and  
Correspondence

Allison Chris Myers  
Director  
Division of Appeals and Regulatory Affairs  
Civil Service Commission  
P. O. Box 312  
Trenton, New Jersey 08625-0312

Attachment



**State of New Jersey**  
OFFICE OF ADMINISTRATIVE LAW

**INITIAL DECISION**

OAL DKT.NO. CSV 00261-21

AGENCY DKT. NO. 2021-480

**IN THE MATTER OF LATOYA  
HOBSON, HUDSON COUNTY  
DEPARTMENT OF CORRECTIONS.,**

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**Frank Cioffi, Esq.**, on behalf of appellant (Sciarra & Catrambone, LLC)

**Georgina Giordano Pallitto, Esq.**, on behalf of Respondent, (Hudson County  
Counsel, attorneys)

**BEFORE KIMBERLY A. MOSS, ALJ:**

Record Closed: November 5, 2021

Decided: November 16, 2021

Appellant Latoya Hobson (Hobson) appealed the Final Notice of Disciplinary Action (FNDA) charges of the Hudson County Department of Corrections (Hudson) charging her with incompetency, inefficiency, or failure to perform duties, insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient causes resulting in a suspension of ten days. The matter was heard on August 9, 2021, and August 27, 2021. Respondent's closing brief was submitted on October 28, 2021. Appellant's brief was submitted on November 5, 2021, at which time I closed the record.

## FACTUAL DISCUSSION

### Testimony

#### Bryan Williams

Bryan Williams (Williams) is a lieutenant at Hudson. He became a lieutenant in 2019. Prior to that he was a sergeant at Hudson from 2013-2019. Hudson is a county facility that houses between 900-1000 inmates. Hudson has CCTV throughout the facility.

In October 2019, Williams oversaw the 6-2 shift daily operations at Hudson. The sergeants reported to him. Williams reported to the tour commander. At that time, Hobson worked the 6-2 shift. Williams was Hobson's supervisor. Hobson was a sergeant at that time. Her responsibilities were overseeing officers' assignments, check the security of officers and the overall security of the area. Sergeants were also responsible for conducting security checks of housing, checking equipment and uniform checks of the officers. The 6-2 shift sergeants report to the tour commander at 5:15 am.

On October 16, 2019, Williams was informed by tour commander Yurecko that there was an incident and for Williams to investigate the incident and review the CCTV tapes. Officer Dhlamini entered Hudson at 9:30 a.m. He walked through the lobby to get to Bravo unit. He went through the metal detector in the lobby. Officer Howard was the lobby officer at that time. There is a gun locker before the metal detector. One of the duties of the lobby officer is to ensure no weapons get into Hudson unless the person is authorized to bring in a weapon. Williams does not know if Dhlamini was authorized to bring a weapon through the metal detector. Dhlamini next went to Center Control. He had his weapon on in Central Control. Dhlamini should not have had his weapon on in Center Control. Lieutenant Peer was in Center Control when Dhlamini entered. Williams does not know if Peer did a uniform inspection of Dhlamini while he was in Center Control. The CCTV showed Hobson enter Bravo 500 West at 9:33 a.m. Dhlamini entered the area at approximately 9:35 a.m. He enters the room with the weapon on his left side. As he passes Hobson, his left side is away from Hobson. Dhlamini sits down at the desk and

his left side hip area is under the desk. His left leg is facing the wall as he is sitting. At 9:41 a.m. Hobson does a security check of the housing unit alone. Hobson completes the security check at 9:54 a.m. Dhlamini then goes to the Bravo 500 sallyport. Williams saw the weapon footage at 10:53 a.m. on the CCTV footage.

Dhlamini was working overtime on October 16, 2019. He arrived at Hudson at 9:30 a.m. He spoke with Sergeant Gill before he saw Hobson. Gill had a duty to do a uniform inspection of Dhlamini, which he did not do. Williams does not know the directive that specifies what officers should wear. Williams does not know if Dhlamini's orders were left for him or if he was given orders.

Hobson's report states that she did not do a security check of Dhlamini and she did not notice that he had a firearm. Dhlamini's report stated that he was not initially aware that he had his personal weapon on.

Williams believes that Hobson failed to supervise her staff by failing to have an officer accompany her during the security check and failing to do a uniform check of Dhlamini. He believes that she was insubordinate by failing to do the uniform check which was also conduct unbecoming a public employee.

Hudson's policies are uploaded to a server. The staff must check in to the server and review the policies and leave an electronic signature. Having a handgun in a secure part of the building where inmates are present could be catastrophic.

Williams did not do an internal affairs investigation of this incident. He does not know if an internal investigation was conducted. He did not draft the charges

#### Nikki Howard

Nikki Howard (Howard) has been a corrections officer at Hudson County Correction Center (HCCC) for twenty-four years. On October 16, 2019, she worked as the lobby officer at HCCC. Dhlamini brought a weapon in as he entered through the lobby.

Once an officer passes through the lobby, the officer goes to Center Control. Howard was unaware that Dhlamini had a weapon at that time. Dhlamini was going to Center Control. Howard did not face any disciplinary charges.

Derrick Jones

Derrick Jones is a corporal corrections officer at HCC. He is also the PBA president. He is familiar with the charges against Hobson.

Generally, there are one or two uniform inspections annually. This usually corresponds to evaluations. A Supervisor can do a spot inspection if they notice something is out of order. The supervisor can issue a warning and the corrections officer has twenty-four hours to correct the problem.

Preliminary examination of the uniform is done at roll call. If it is not done, then it is done at the beginning of the shift. If an officer is not at rollcall, there could be a uniform inspection at in the housing unit, but that would not be normally done. When an officer is coming in for overtime, the supervisor is not concerned with the officer's uniform. Dhlamini was to report for duty at 10:00 a.m. Hobson's shift began at 5:15 a.m.

Stephen Gill

Stephen Gill is a sergeant at HCCC. He works with Hobson. His shift began at 5:15 a.m. He was on duty October 16, 2019. Dhlamini reported for overtime. He spoke to Dhlamini and handed him the relief schedule before he went to the Bravo Pod. He did not do a uniform inspection of Dhlamini because it was in the middle of the shift. It is not normal for uniform inspections to be done at the middle of the shift. He does uniform inspections at the beginning of the shift.

La-Toya Hobson

Hobson has worked for HCCC for twenty years. She has been a sergeant for six years. On October 16, 2019, Hobson was working the 6-2 shift at HCCC. She reports to HCCC at 5:15 a.m. Hobson knew that Dhlamini would work that day. She was responsible for giving him his schedule, but Sergeant Gill gave him his schedule. She did not know where Dhlamini was assigned that day. At the Bravo post, Hobson conducts an inspection of the housing unit and checks the logbook.

At 5:15 a.m. Officer White was at Bravo Post. Dhlamini was scheduled to relieve Officer White. Hobson was on the Bravo post when Dhlamini arrived to relieve White. When Dhlamini walked past Hobson, she scanned his uniform to make sure his badge was on correctly. Hobson did not see a gun or holster on Dhlamini. During a uniform scan having a holstered gun is not allowed.

Hobson stated that never did a uniform inspection in the housing unit. She receives a memo when uniform inspections are going to be done. She never saw a uniform inspection done in the housing unit. The Bravo post is near the end of the building. Hobson did not sign Dhlamini's overtime slip, another sergeant did.

**FACTUAL DISCUSSION**

Having reviewed the testimony and evidence and credibility of the witnesses, I make the following **FINDINGS** of **FACTS**.

Hobson is a sergeant at Hudson. Williams is her supervisor. Her duties include checking duty assignments, inspecting the housing unit, assisting officers and inmates, schedule meal breaks and responding to emergencies. On October 16, 2019, she arrived for work at 5:15 a.m. At that time, she went to the Supervisors lineup to get instructions. She next reported to Central Command to get equipment. Then she went to 4 Main where a lineup with the officers to be conducted and officers to be given their assignments. 4 Main is a mini central control. The roll call with the officers is at 5:45 a.m.



Generally, there are one or two uniform inspections annually. This usually corresponds to officer evaluations. A Supervisor can do a spot inspection if they notice something is out of order. The supervisor can issue a warning and the corrections officer has twenty-four hours to correct the problem. Uniform inspections generally occur at roll call. If an officer is out of uniform during a uniform inspection a report must be submitted. It is not normal for uniform inspections to be done in the middle of a shift or in the housing unit.

Hobson greets and scans officers at 4 Main at approximately 5:45 a.m. She gives the officers the equipment that they need including batteries and cameras. She scans the officer's uniform at this time. Hobson oversaw six to ten officers.

On October 16, 2019, Hobson was on duty at Hudson. Dhlamini, an officer at Hudson, was working overtime on October 16, 2019. He arrived at Hudson at 9:30 a.m. with a gun in his holster. He went through the metal detector. Officer Howard was the lobby officer on that day. One of the duties of the lobby officer is to ensure no weapons get into Hudson unless the person is authorized to bring in a weapon. Dhlamini passed through the metal detector. Officer Howard was unaware that Dhlamini had a weapon on. He next went to Center Control. Lieutenant Peer was in Center Control at that time. Dhlamini was not told to remove his gun while he was in Center Control. He next spoke with Sergeant Gil, who handed him his order. Gill did not do a uniform inspection of Dhlamini. Dhlamini still had the gun in the holster at that time.

Dhlamini then went to Bravo 500 West post to relieve Officer White at approximately 9:35 a.m. At that time, he still had the gun in the holster. Hobson was in Bravo 500 West when Dhlamini arrived there. When Dhlamini walked past Hobson, she scanned his uniform to make sure his badge was on correctly. Hobson did not see the gun or holster on Dhlamini. Hobson was at the desk in a position where the inmates would not be behind her. Dhlamini walked around Hobson on his right side, he went around her and sat down at the desk. At that time Hobson did not see a weapon.

Hobson did a security check of the housing unit at 9:41 a.m. She returned from the security check at 9:54 a.m. Dhlamini then left Bravo 400 West. He went to the Bravo 500 Sallyport. He still has the weapon on his left hip. Officer Whitted was there. An inmate makes a gesture to Dhlamini and Dhlamini realizes that he has the gun on his left hip. The inmate told Whitted that Dhlamini had a gun on his hip. Dhlamini went to the restroom, dismantled the gun, and puts it in his pocket at 10:56 a.m. Dhlamini exits Hudson at 1:30 p.m. Hobson and Dhlamini were together for approximately six minutes.

Hobson never did a uniform inspection in Bravo 400 West. Hobson did not do a uniform inspection of Dhlamini, although she checked his patch. She did not see a holster or weapon as Dhlamini walked past her to go the Bravo post desk. She was at the Bravo post before Dhlamini arrived.

### **LEGAL ANALYSIS AND CONCLUSION**

The charges of with incompetency, inefficiency, or failure to perform duties, insubordination, conduct unbecoming a public employee, neglect of duty and other sufficient causes are **SUSTAINED**.

The purpose of the Civil Service Act is to remove public employment from political control, partisanship, and personal favoritism, as well as to maintain stability and continuity. *Connors v. Bayonne*, 36 N.J. Super. 390 (App. Div.), certif. denied, 19 N.J. 362 (1955). The appointing authority has the burden of proof in major disciplinary actions. N.J.A.C. 4A:2-1.4. The standard is by a preponderance of the credible evidence. *Atkinson v. Parsekian*, 37 N.J. 143 (1962). Major discipline includes removal or fine or suspension for more than five working days. N.J.A.C. 4A:2-2.2. Employees may be disciplined for insubordination, neglect of duty, conduct unbecoming a public employee, and other sufficient cause, among other things. N.J.A.C. 4A:2-2.3. An employee may be removed for egregious conduct without regard to progressive discipline. *In re Carter*, 191 N.J. 474 (2007). Otherwise, progressive discipline would apply. *W. New York v. Bock*, 38 N.J. 500 (1962).

Hearings at the OAL are de novo. Ensslin v. Twp. of N. Bergen, 275 N.J. Super. 352 (App. Div. 1994), certif. denied, 142 N.J. 446 (1995).

Under N.J.A.C. 4A:2-2.3(a)(1), an employee may be subjected to major discipline for "incompetency, inefficiency, or failure to perform duties." Absence of judgment alone can be sufficient to warrant termination if the employee is in a sensitive position that requires public trust in the agency's judgment. See In re Herrmann, 192 N.J. 19, 32 (2007) (DYFS worker who waved a lit cigarette lighter in a five-year-old's face was terminated, despite lack of any prior discipline).

"There is no constitutional or statutory right to a government job." State-Operated Sch. Dist. of Newark v. Gaines, 309 N.J. Super. 327, 334 (App. Div. 1998). (NOTE: Gaines had a substantial prior disciplinary history, but the case is frequently quoted as a threshold statement of civil service law.)

"In addition, there is no right or reason for a government to continue employing an incompetent and inefficient individual after a showing of inability to change." Klusaritz v. Cape May County, 387 N.J. Super. 305, 317 (App. Div. 2006) (termination was the proper remedy for a County treasurer who couldn't balance the books, after the auditors tried three times to show him how).

In reversing the MSB's insistence on progressive discipline, contrary to the wishes of the appointing authority, the Klusaritz panel stated that "[t]he [MSB's] application of progressive discipline in this context is misplaced and contrary to the public interest." The court determined that Klusaritz' s prior record is "of no moment" because his lack of competence to perform the job rendered him unsuitable for the job and subject to termination by the county.

[In re Herrmann, 192 N.J. 19, 35–36 (2007) (citations omitted).]

There is no definition in the administrative code of the term "inefficiency," and therefore, it has been left to interpretation.

In general, incompetence, inefficiency, or failure to perform duties exists where the employee's conduct demonstrates an unwillingness or inability to meet, obtain or produce effects or results necessary for adequate performance. Clark v. New Jersey Dep't of Agric., 1 N.J.A.R. 315 (1980).

One of the grounds for discipline of public employees is "[c]onduct unbecoming a public employee." N.J.A.C. 4A:2-2.3(a)(6). "Conduct unbecoming a public employee" is an elastic phrase, which encompasses conduct that adversely affects the morale or efficiency of a governmental unit or that has a tendency to destroy public respect in the delivery of governmental services. Karins v. City of Atl. City, 152 N.J. 532, 554 (1998); see also In re Emmons, 63 N.J. Super. 136, 140 (App. Div. 1960). It is sufficient that the complained-of conduct and its attending circumstances "be such as to offend publicly accepted standards of decency." Karins, 152 N.J. at 555 (quoting In re Zeber, 156 A.2d 821, 825 (1959)). Such misconduct need not necessarily "be predicated upon the violation of any particular rule or regulation but may be based merely upon the violation of the implicit standard of good behavior which devolves upon one who stands in the public eye as an upholder of that which is morally and legally correct." Hartmann v. Police Dep't of Ridgewood, 258 N.J. Super. 32, 40 (App. Div. 1992) (quoting Asbury Park v. Dep't of Civil Serv., 17 N.J. 419, 429 (1955)). Suspension or removal may be justified where the m Black's Law Dictionary 802 (7th Ed. 1999) defines insubordination as a "willful disregard of an employer's instructions" or an "act of disobedience to proper authority." Webster's II New College Dictionary (1995) defines insubordination as "not submissive to authority: disobedient." Such dictionary definitions have been utilized by courts to define the term where it is not specifically defined in contract or regulation.

"Insubordination" is not defined in the agreement. Consequently, assuming for purposes of argument that its presence is implicit, we are obliged to accept its ordinary

definition since it is not a technical term or word of art and there are no circumstances indicating that a different meaning was intended.

[Ricci v. Corporate Express of the East, Inc., 344 N.J. Super. 39, 45 (App. Div. 2001) (citation omitted).]

Importantly, this definition incorporates acts of non-compliance and non-cooperation, as well as affirmative acts of disobedience. Thus, insubordination can occur even where no specific order or direction has been given to the allegedly insubordinate person. Insubordination is always a serious matter, especially in a paramilitary context. "Refusal to obey orders and disrespect cannot be tolerated. Such conduct adversely affects the morale and efficiency of the department." Rivell v. Civil Serv. Comm'n, 115 N.J. Super. 64, 72 (App. Div.), certif. denied, 59 N.J. 269 (1971). Neglect of duty can arise from an omission or failure to perform a duty as well as negligence. Generally, the term "neglect" connotes a deviation from normal standards of conduct. In re Kerlin, 151 N.J. Super. 179, 186 (App. Div 1977). "Duty" signifies conformance to "the legal standard of reasonable conduct in the light of the apparent risk." Wytupeck v. Camden, 25 N.J. 450, 461 (1957). Neglect of duty can arise from omission to perform a required duty as well as from misconduct or misdoing. State v. Dunphy, 19 N.J. 531, 534 (1955). Although the term "neglect of duty" is not defined in the New Jersey Administrative Code, the charge has been interpreted to mean that an employee has neglected to perform and act as required by his or her job title or was negligent in its discharge. Avanti v. Dep't of Military and Veterans Affairs, 97 N.J.A.R.2d (CSV) 564; Ruggiero v. Jackson Twp. Dep't of Law and Safety, 92 N.J.A.R.2d (CSV) 214.

The charges can merge in this matter. Hobson had a duty to inspect officers' uniforms. On the day in question, she checked Dhlamini to make sure that his badge was on correctly but did not see that he had a holstered gun. Hobson admits that she did not see the holstered gun, but inspection of the officers' uniforms is part of her duty. Although the uniform inspections were generally done twice a year, supervisors could do a spot check. The spot check would have revealed that Dhlamini had on a holstered gun.

The next issue is the discipline to be imposed.

Typically, the Board considers numerous factors, including the nature of the offense, the concept of progressive discipline and the employee's prior record. George v. N. Princeton Developmental Ctr., 96 N.J.A.R.2d (CSV) 463.

"Although we recognize that a tribunal may not consider an employee's past record to prove a present charge, West New York v. Bock, 38 N.J. 500, 523 (1962), that past record may be considered when determining the appropriate penalty for the current offense." In re Phillips, 117 N.J. 567, 581 (1990).

Ultimately, however, "it is the appraisal of the seriousness of the offense which lies at the heart of the matter." Bowden v. Bayside State Prison, 268 N.J. Super. 301, 305 (App. Div. 1993), certif. denied, 135 N.J. 469 (1994).

In this matter, Howard, Gill and Peer all did not notice that Dhlamini had on a holstered gun. If an inmate would have retrieved the gun from Dhlamini's holster, could have been a catastrophe.

Hobson has no other disciplines.

I CONCLUDE the discipline in this matter of ten days is appropriate.

### **ORDER**

Based on the foregoing findings of fact and applicable law, it is **ORDERED** that the determination of respondent of a ten-day suspension of Hobson is hereby **AFFIRMED**.

I hereby **FILE** my initial decision with the **CIVIL SERVICE COMMISSION** for consideration.

This recommended decision may be adopted, modified or rejected by the **CIVIL SERVICE COMMISSION**, which by law is authorized to make a final decision in this matter. If the Civil Service Commission does not adopt, modify or reject this decision within forty-five days and unless such time limit is otherwise extended, this recommended decision shall become a final decision in accordance with N.J.S.A. 52:14B-10.

Within thirteen days from the date on which this recommended decision was mailed to the parties, any party may file written exceptions with the **DIRECTOR, DIVISION OF APPEALS AND REGULATORY AFFAIRS, UNIT H, CIVIL SERVICE COMMISSION, 44 South Clinton Avenue, PO Box 312, Trenton, New Jersey 08625-0312**, marked "Attention: Exceptions." A copy of any exceptions must be sent to the judge and to the other parties.

November 16, 2021



\_\_\_\_\_  
DATE

\_\_\_\_\_  
KIMBERLY A. MOSS, ALJ

Date Received at Agency:

November 16, 2021  
\_\_\_\_\_

Date Mailed to Parties:

ljb  
\_\_\_\_\_

**WITNESSES**

For Appellant

Nikki Howard

Derrick Jones

Stephen Gill

For Respondent

Bryan Williams Not in Evidence

**EXHIBITS**

For Appellant

A-1 Not in Evidence

A-2 Final Notice of Disciplinary Action Dated October 19, 2020

A-3 Not in Evidence

A-4 Not in Evidence

A-5 Not in Evidence

A-6 Not in Evidence

A-7 Not in Evidence

A-8 Not in Evidence

A-9 Not in Evidence

A-10 Not in Evidence

A-11 Not in Evidence

A-12 Not in Evidence

A-13 Not in Evidence

A-14 Not in Evidence

A-15 Officer Dhlamini Overtime Slip Dated October 16, 2019

A-16 Not in Evidence



For Respondent

- R-1 Preliminary Notice of Disciplinary Action Dated
- R-2 Report of Lieutenant Williams Dated October 22, 2019
- R-3 Not in Evidence
- R-4 Report of Sergeant Hobson dated October 28, 2019
- R-5 Report of Officer Dhlamini Dated October 18, 2019
- R-6 Post Orders Sergeant
- R-7 Rules and Regulations for Hudson
- R-8 Receipt for Hobson receiving Sergeant Post Orders and Hudson Rules and Regulations
- R-9 Hobson Job History
- R-10- R-16 Video