
Hudson County Jail

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Subject : Hudson County Jail

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TO: Hudson County Board of Chosen Freeholders
 FROM: Daniel Murray, PBA 109 Acting President
 DATE: April 5, 2015
 RE: DEMAND FOR IMMEDIATE CORRECTIVE ACTION
 INEFFICIENCY/INCOMPETENCY/NEGLECT OF DUTY
 OFFICIAL MISCONDUCT
 DISCRIMINATION/RETALIATION

From 2010 until the present, PBA Local #109 has uncovered and exposed a plethora of corruption which has gone uncorrected and has become an accepted practice in the Hudson County Correctional Facility. The PBA has on numerous occasions had to reach out to Agencies not affiliated with the jail to correct issues that the jail either "promises" to resolve and does not or just outright refuses to address.

Beginning in 2010, the Union addressed the smaller problems of shift assignments, minor discipline and fining, safety issues and the like. The PBA was informed that no one in the jail was authorized to correct these situations. The only authorization the supervisors or administrators at the jail had was to impose discipline, dock and fine. It became apparent that the Administration at the jail was no more than puppets taking marching orders from the Legal Department, which is apprised of no law enforcement administrators nor do they have any experience or certifications for running correctional facilities.

Therefore, consider the following as an OPRA Request:

1. Kindly supply to me the names and titles of each and every member of the Legal Department together with all their dated certifications for the running of a Law Enforcement Correctional Facility. (Do not turn over Certifications of Oscar Aviles who readily admits that he has no decision making authority at the jail and cannot make a single decision without approval from the Legal Department).

This brings us to the next situation that we want addressed:

2. Oscar Aviles has been in "charge" of the jail since 2010. Since that time we have filed numerous grievances which have gone unanswered and unaddressed. In fact, most of our grievance are relatively simple in nature and could have been adjusted by a supervisor prior to being placed in grievance form. However, Director Oscar Aviles has been inefficient and incompetent with his handling of not only our grievances, but had placed his cousin, Ricardo Aviles in a fictitious position in Internal Affairs. In that position he allowed his cousin free reign to coach baseball while he was supposed to be at work and to use his position in Internal Affairs to wrongfully terminate and/or suspend our membership, costing the taxpayers thousands of dollars and causing undue hardship to our members. He also used that position to assault a female vendor, while on duty, in the office of Internal Affairs. He then ordered a \$50,000 investigation/cover-up and legal fees for the defense of his cousin now stand at over a 1/2 million dollars.

He knowingly did not object to the appointment of Kirk Eady to the position of Deputy Director knowing he had failed the Deputy Warden's test. After he received the grievances and saw firsthand the Deputy's bizarre and retaliatory behavior, he placed the Director in a position to oversee the Union and did not order the Deputy Director to get a Fitness for Duty exam to assure the safety of the officers at the jail.

In light of the above, and much more that has been grieved ad nauseam, we demand that the Director of Corrections be charged with:

- o Inefficiency/Incompetence
- o Neglect of Duty
- o Official Misconduct
- o Retaliation

We also request his immediate removal and that a Civil Service Test for the position of Warden be immediately called for.

The third situation we would like to be immediately addressed is the appointment of Tish Nalls-Castillo to the position of Acting Deputy Director:

3. Tish Nalls was the most junior and least qualified candidate available to be appointed to this position. No Civil Service was given for this position.

In addition to the numerous screw ups which have also been enumerated ad nauseam on <http://edpdlaw.com/TishNalls.html#.V5FJjPnF-Sr>. But, she has since done the exact same thing as she did to Sgt. Prins to another officer, Sabrina Minervini, where she told the supervisor Lt. Tony Cruz that she viewed a tape and she saw Officer Minervini pass contraband to an inmate. Charges were brought at great cost to the HC Taxpayer, and at the hearing everyone viewed the tape that Nalls-Castillo swears showed Officer Minervini passing contraband, and it shows just the opposite, no such incident ever happened but the Taxpayers paid for the witch hunt.

Moreover, Acting Deputy Director Tish Nalls supported Deputy Director Eady throughout the Federal Criminal Trial while witness after witness took the stand, and tapes were played proving not only the Deputy Director's guilt but that he in fact was a racist. She did not take a neutral position in the trial but when the verdict was read was sitting with Deputy Director's Family crying and comforting his wife.

To my knowledge, Acting Deputy Director has filed no additional charges against Confidential Aid Kirk Eady for the information that was uncovered in the trial, nor has she dismissed the charges against Former PBA Local #109A President, Omar Ortiz. She also has not dismissed the charges against Ricky Oquendo or reimburse him for his 4 month suspension for using slang words that are used everyday in Hudson County Jail.

In light of the above, and much more that has been grieved ad nauseam, while her husband fleeces the tax payers for overtime, we demand that the Acting Deputy Director Tish Nalls be charged with:

- o Inefficiency/Incompetence
- o Official Misconduct
- o Conspiracy
- o Neglect of Duty
- o Discrimination
- o Retaliation

We also request her immediate removal and that a Civil Service Test for the position of Deputy Warden be immediately called for.

This brings us to last situation of immediate concern which is the hiring of the JDO's:

4. In October we met with Director Aviles, Lou Rosen and Donato Battista and discussed a merger with Union County and bringing the JDO's on board as communications operators to save their jobs. They were to take the Civil Service test for Communications Operator. Although you brought the JDO's on board, none of them have taken the test for Communications Officer, in fact the test has not been posted. Moreover, the JDO's are being used to transport inmates, and are rumored to be working in Union County Juvenile Detention Center.

This is just another example of someone (probably the Legal Department) usurping Civil Service and doing as they please.

Moreover, the plan to place civilians in the main was also part of the Eady Trial wherein he admitted that is what he is going to do as part of his retaliation. When questioned why he would do such a thing when it put officers lives in danger he stated "because I can".

Please except this as an Official Open Public Records Act Request for:

5. All records and Employee Profiles for any and all employees who were moved from the Youth House to the Jail in Kearny.
6. The Competitive List for the Title of Communications Operator that was used to hire the JDO's into positions at the Jail
7. A record of all permanency Papers for all employees moved from Youth House to Jail
8. A Copy of all salary waivers signed by the JDO's when they arrived at the Hudson County Jail

In summation, we are asking for Civil Service Testing for the following positions:

Warden
Deputy Warden
Internal Affairs

Respectfully submitted:

Daniel Murray
Acting PBA 109 President

Cc: Civil Service
State Department Director of Corrections

Sheriff Frank Schillari

Sent from my iPad
