



New Jersey State Policemen's Benevolent Association, Inc.

Essex County Prosecutors Office – Local 325

pba325@gmail.com
www.pba325.org

October 1, 2026

Chief and Prosecutor,

On behalf of PBA Local 325, I am writing to raise a wider concern about promotional practices within the Essex County Prosecutor's Office over the years and the effect those decisions have had on membership, morale, and confidence in this Office's leadership.

SOP 60-10.4 states that promotion and placement are within the Prosecutor's discretion and should be based on an individual's skills, expertise, and/or experience. While the Union recognizes the Prosecutor's authority to make promotional decisions, discretion does not mean those decisions should be beyond question, explanation, or accountability.

Quite frankly, several past promotions have been clearly inconsistent with the stated principles of that policy.

When individuals with limited experience within this Office are rapidly elevated into command positions while long serving detectives and supervisors with extensive investigative experience, institutional knowledge, training, and demonstrated leadership are repeatedly passed over, employees naturally begin to question what factors are actually being considered.

That is damaging to an organization.

Detectives should be able to believe that hard work, experience, performance, leadership, education, training, dedication, and service to this Office matter. When promotional decisions create the appearance that those qualities are secondary to other considerations, confidence in the promotional process is lost.

Politics should have no place in determining who rises through the ranks of a law enforcement agency. Neither should favoritism, personal relationships, outside influence, or any consideration unrelated to an individual's demonstrated qualifications and ability to lead.

The Union is not suggesting that seniority alone should determine promotions. Nor are we suggesting that every promotion must follow a rigid progression through each rank. The SOP itself provides otherwise. However, when extraordinary promotional decisions are made, there should be an equally convincing and defensible basis for those decisions.

The individuals promoted to supervisory and command positions are entrusted with ample authority over the careers, assignments, evaluations, discipline, training, and working conditions of the men and women beneath them. Those positions should therefore carry with them an expectation of demonstrated leadership, investigative knowledge, sound judgment, credibility, and experience.

The consequences of questionable promotional practices extend well beyond the individual receiving the promotion. They affect the entire Office. They diminish morale. They discourage employees from seeking professional development. They cause experienced detectives to question whether performance matters. They create resentment within the ranks. Most importantly, they weaken confidence in the command structure itself.

SOP 60 specifically places responsibility upon supervisory and command personnel for keeping effective performance, good order, leadership, and morale. Promotional decisions that undermine those very objectives deserve serious examination.

The Union believes the Office should undertake a meaningful review of its promotional practices and establish a process employees can respect and trust. At a minimum, employees should understand the qualifications and standards being considered when individuals are selected for supervisory and command positions.

Discretion and transparency are not mutually exclusive.

This correspondence is not directed at any one individual. It concerns a pattern and a process that has affected this Office for years. The Union believes addressing it is necessary if leadership genuinely wants to improve morale, restore confidence, and demonstrate that advancement within this Office is based upon merit rather than influence.

Our members have devoted substantial parts of their careers to the Essex County Prosecutor's Office. They deserve to know that their experience, accomplishments, and commitment matter when decisions are made about who will ultimately lead them.

Respectfully,

Anthony DeProspo

LEADERSHIP

Anthony DeProspo
President

Mark Brong
Vice President

Anthony DeMattia
*State Delegate
Recording Secretary*

Jody Napolitano
Treasurer

Matthew Doyle
Financial Secretary

Hervey Cherilien
*Sergeant-at-Arms
Alternate Delegate*

Quincy Davis
Trustee

Daniel Villanueva
Trustee

Michael Burgio
Trustee

Raymond Petit-Clair
Trustee