

**Preliminary Notice of Disciplinary Action (31-A)**  
**Civil Service Commission - State of New Jersey**

**Instructions for employer:** This notice must be served on a permanent employee or an employee serving a working test period in the career service against whom one of the following types of disciplinary action is contemplated: (a) suspension or fine for more than five working days at any one time; (b) suspension or fine for five working days or less where the aggregate number of days suspended or fined in any one calendar year is 15 working days or more; (c) the last suspension or fine where an employee receives more than three suspensions or fines of five working days or less in a calendar year; (d) disciplinary demotion from a title in which the employee has permanent status or received a regular appointment; (e) removal; or (f) resignation not in good standing. A copy of this notice must be sent to the Civil Service Commission. Subsequent to the hearing by the appointing authority, the employee and the Civil Service Commission must be served with the Final Notice of Disciplinary Action.

FROM	Employing Agency Name Hudson County Department of Corrections	Address/ Phone Number 30-35 Hackensack Ave., South Kearny, NJ	Date Jan. 16, 2014
	Attorney representing your agency should this matter be appealed Louis C. Rosen, Deputy County Counsel	Address/Phone number/Email address 567 Pavonia Ave., Jersey City, NJ 07306 (201) 795-6250; lrosen@hcnj.us	
TO	Employee Name Kirk Eady	Permanent Civil Service Title Captain	Employee Identification Number [REDACTED]
	Address/ [REDACTED]		Pension Number [REDACTED]

You are hereby notified that the following charge(s) have been made against you: (If necessary, use additional sheets and attach)

- Charges:**
- Conduct Unbecoming a Public Employee
  - Insubordination
  - Misuse of Public Property
  - Neglect of Duty
  - Other Sufficient Cause

**Incident(s) giving rise to the charge(s) and the date(s) on which it/they occurred:**

On or about Jan. 15, 2014, Kirk Eady, who holds the classified title of Captain within the employ of the Hudson County Department of Corrections, surrendered to federal authorities stemming from a Criminal Complaint (Mag. No. 14-6502), a copy of which is appended hereto and made part hereof. Said criminal complaint alleges that Capt. Eady, who has been serving in the unclassified title of Confidential Aide/Deputy Director for a number of years, intentionally intercepted, endeavored to intercept and did procure another person to intercept and endeavor to intercept the wire oral and electronic communications of others in violation of Title 18 United States Code, Section 2511 (1)(2) and Section 2. Said federal crime is equivalent at least to a crime of the third degree (Continued on page 2 of PNDA->)

NOTE: N.J.S.A. 2C: 51-2 may apply to the above-referenced employee herein. Said employee may choose to consult with an attorney concerning the provisions of that statute.

- If checked, charges are continued on attached page.
- You are hereby suspended effective Jan. 17, 2014
- If checked, incidents are continued on attached page. -

(Check box to indicate if employee is suspended pending final disposition of the matter)

If you desire a departmental hearing before the appointing authority on the above charge(s), notify it within 5 days of receipt of this form. If you request a hearing it will be held on Jan. 24, 2014 at (time) 1 p.m. at (place of hearing) IAD Headquarters, Bldg. 8, 595 County Road, Secaucus, NJ

The following disciplinary action may be taken against you:

- Suspension for \_\_\_\_\_ working days, beginning \_\_\_\_\_ and ending \_\_\_\_\_
- Indefinite suspension pending criminal charges effective (date) \_\_\_\_\_
- Removal, effective (date) \_\_\_\_\_
- Demotion to position of \_\_\_\_\_ effective (date) \_\_\_\_\_
- Resignation not in good standing, effective (date) \_\_\_\_\_
- Fine amount which is equal to number (number of working days)
- Other Disciplinary Action

Appointing authority or authorized agent's signature and title.  
 Signature Elson Avuls Title Director

This form must be personally served on the employee or sent by certified or registered mail.

Certified or Registered Mail  Receipt Number \_\_\_\_\_

Signature of Server Elson Avuls  Date of personal service 1-17-2014

TO Kirk Eady ON 1/17/14  
KIRK EADY DATE (receipt)



# COUNTY OF HUDSON

## Employee Profile

EADY, KIRK E

### CURRENT PAY

Pay Effective	07/01/2013	Shift		Last Performance Review	07/01/2013
Unit Pay Rate	57.73221	Shift Premium	0.0000	Performance Review Rating	
Hours/Units	80.00000	Last Pay Change	04/01/2012	Change Date	01/17/2014
Pay Frequency	B	Last Change Amt	2356.62	Change Reason	SUSPENSN
Annual Pay	120083.00000	Last Change Pct	104.18	POSN	0097
Comparatio	106.84			HZ/DPT	0.00
				LONGEV	1100.00
				WEEKND	0.00

### CURRENT JOB

Employee Status	A	Salary Grade	1920	Supervisor ID	25954
Employee Type	RFT	Salaried/Hourly	S	Supervisor Name	AVILES, OSCAR
Job Start Date	10/19/2002	Exempt Status	No	Mail Stop	PERM
Job Code	1920	Division	0029	Job Change Reason	SUSPENSN
Job Title	Captain Co Correction	Department	900	Job Change Date	01/17/2014
Job Group	COMP	Location	JAIL	Overtime Eligibility	
		WC Clas Code	7720	Direct/ Indirect	
		Pension	PFRS	EEO Class	4



# COUNTY OF HUDSON

## Employee Profile

EADY, KIRK E

### JOB SUMMARY

Eff Date	Reason	Title	Sta	Pay Rate /	Hrs	Annual	Pct	Rating
01/17/2014	SUSPENS	Captain Co Correction		RFT 4618.5769	B	80.00	120083	586.2
10/10/1989	614	COUNTY CORRECTION		RFT 673.0769	B	80.00	17500	-7.9
11/08/1990	511	COUNTY CORRECTION		RFT 730.7692	B	80.00	19000	8.6
10/10/1989	NEW HIRE	COUNTY CORRECTION		RFT 673.0769	B	80.00	17500	-21.0
01/01/1992	600	COUNTY CORRECTION		RFT 851.7308	B	80.00	22145	-2.9
07/01/1992	600	COUNTY CORRECTION		RFT 877.2692	B	80.00	22809	-2.9
01/01/1993	600	COUNTY CORRECTION		RFT 903.5769	B	80.00	23493	-2.9
07/01/1993	600	OFFICER CO CORREC		RFT 930.6923	B	80.00	24198	-4.8
01/01/1994	600	OFFICER CO CORREC		RFT 977.2308	B	80.00	25408	-4.8
01/01/1995	600	OFFICER CO CORREC		RFT 1026.0769	B	80.00	26678	-4.8
07/20/1996	512	SERGEANT CO CORREC		RFT 1077.3846	B	80.00	28012	0.0
01/01/1996	600	OFFICER CO CORREC		RFT 1077.3846	B	80.00	28012	-44.2
07/20/1996	600	SERGEANT CO CORREC		RFT 1929.3077	B	80.00	50162	0.0
04/24/1997	592	SERGEANT CO CORREC		RFT 1929.3077	B	80.00	50162	-10.1
07/20/1997	600	SERGEANT CO CORREC		RFT 2146.8077	B	80.00	55817	-4.8
01/01/1998	600	COUNTY CORRECTION		RFT 2254.1539	B	80.00	58608	-3.6
11/06/1999	512	COUNTY CORRECTION		RFT 2338.6846	B	80.00	60806	0.0
11/06/1999	600	LIEUTENANT CO COR		RFT 2338.6846	B	80.00	60806	-6.9
11/29/2000	LOA OI	LIEUTENANT CO COR		RFT 2512.0011	B	80.00	65312	0.0
12/01/2000	RET OI	LIEUTENANT CO CORRECTIONS		RFT 2512.0011	B	80.00	65312	4.1
03/09/2002	108	CAPTAIN CO CORRECTION		RFT 2413.2308	B	80.00	62744	0.0



# COUNTY OF HUDSON

## Employee Profile

EADY, KIRK E

### JOB SUMMARY

Eff Date	Reason	Title	Sta	Pay Rate /	Hrs	Annual	Pct	Rating	
05/20/2002	603	DEPUTY WARDEN JAIL		RFT 2413.2308	B	80.00	62744	-19.2	^
05/20/2002	600	DEPUTY WARDEN JAIL		RFT 2985.2308	B	80.00	77616	-9.9	^
05/20/2002	600	DEPUTY WARDEN JAIL		RFT 3313.2692	B	80.00	86145	-2.9	^
07/01/2002	600	DEPUTY WARDEN JAIL		RFT 3412.6539	B	80.00	88729	0.0	^
10/19/2002	529	Captain Co Correction		RFT 3412.6539	B	80.00	88729	41.4	^
10/19/2002	600	Captain Co Correction		RFT 2413.2308	B	80.00	62744	3.2	^
01/01/1999	600	Sergeant Co Corrections		RFT 2338.6846	B	80.00	60806	-6.9	
01/01/2000	600	Lieutenant Co Corrections		RFT 2512.0011	B	80.00	65312	-3.6	
01/01/2001	600	Lieutenant Co Corrections		RFT 2606.2011	B	80.00	67761	-6.8	
03/09/2002	600	Captain Co Correction		RFT 2796.0907	B	80.00	72698	15.5	
11/06/1999	600	Lieutenant Co Corrections		RFT 2421.2057	B	80.00	62951	-10.5	
01/01/2002	600	Lieutenant Co Corrections		RFT 2703.9338	B	80.00	70302	12.0	
10/19/2002	512	Captain Co Correction		RFT 2413.2308	B	80.00	62744	0.0	^
10/19/2002	529	Captain Co Correction		RFT 2413.2308	B	80.00	62744	-13.7	^
10/19/2002	600	Captain Co Correction		RFT 2796.0908	B	80.00	72698	-3.6	^
01/01/2003	600	Captain Co Correction		RFT 2900.9442	B	80.00	75425	-14.2	^
07/22/2005	LOAPERM	Captain Co Correction		RFT 3381.9230	B	80.00	87930	-17.1	^
07/25/2005	525	Confidential Assistant		RFT 4078.8846	B	80.00	106051	0.0	^
07/24/2006	LOAPERM	Captain Co Correction		RFT 4078.8846	B	80.00	106051	28.0	^
01/01/2004	600	Captain Co Correction		RFT 3186.8846	B	80.00	82859	-2.0	
07/01/2004	600	Captain Co Correction		RFT 3250.5769	B	80.00	84515	-2.0	



# COUNTY OF HUDSON

## Employee Profile

EADY, KIRK E

### JOB SUMMARY

Eff Date	Reason	Title	Sta	Pay Rate /	Hrs	Annual	Pct	Rating
01/01/2005	600	Captain Co Correction		RFT 3315.6153	B	80.00	86206	-2.0
07/01/2005	600	Captain Co Correction		RFT 3381.9230	B	80.00	87930	-19.9
07/01/2007	600	Confidential Assistant		RFT 4221.6454	B	80.00	109763	3.5
07/24/2006	600	Confidential Assistant		RFT 4078.8846	B	80.00	106051	-6.7
07/22/2008	LOAPERM	Captain Co Correction		RFT 4373.6246	B	80.00	113714	-1.5
07/01/2009	600	Confidential Assistant		RFT 4439.2288	B	80.00	115420	0.0
07/22/2011	LOAPERM	Confidential Assistant		RFT 4439.2365	B	80.00	115420	-3.9
07/01/2013	600	Confidential Assistant		RFT 4618.5769	B	80.00	120083	0.0
07/22/2013	LOAPERM	Confidential Assistant		RFT 4618.5769	B	80.00	120083	0.0
01/31/2014	531	Captain Co Correction		RFT 4618.5769	B	80.00	120083	9.4
07/23/2007	LOAPERM	Confidential Assistant		RFT 4221.6454	B	80.00	109763	-3.5
07/01/2008	600	Confidential Assistant		RFT 4373.6246	B	80.00	113714	-1.5
07/22/2009	LOAPERM	Captain Co Correction		RFT 4439.2288	B	80.00	115420	0.0
07/22/2010	LOAPERM	Captain Co Correction		RFT 4439.2288	B	80.00	115420	-2.0
04/01/2012	600	Confidential Assistant		RFT 4528.0212	B	80.00	117729	0.0
07/22/2012	LOAPERM	Confidential Assistant		RFT 4528.0212	B	80.00	117729	-2.0
02/01/2014	RETIRED	Captain Co Correction		RFT 4618.5769	B	80.00	120083	0.0
02/01/2014	RESCIND	Captain Co Correction		RFT 4618.5769	B	80.00	120083	0.0

EADY, KIRK E

No Secondary Job Data for: EADY, KIRK E



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Employee Profile

EADY, KIRK E