

**DEVINE LEADERSHIP CONCEPTS, LLC**

179-9 Rt. 46 West  
Suite #218  
Rockaway, NJ 07866  
October 17, 2018

RE: Carifi Invoice March 29, 2016

Dear Chief Miller,

Thanks for your assistance with this matter.

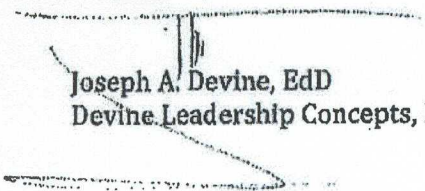
Enclosed is a copy of the Carifi Invoice dated March 29, 2016. Also enclosed is an itemized invoice of time spent on this matter and a copy of my findings dated October 25, 2015. There was no formal response to this invoice from the Barberio administration and it has not been paid. However, I was advised informally that as Mayor Barberio did not like my decision in this matter that I was not going to be paid.

It is my understanding that the current administration is honest and professional. I have waited out the political and legal storms surrounding the Carifi matter in the hope that I would eventually be paid. The decision rendered in this matter was objective, logical and made in good faith. Based upon a motion filed by one of Captain Carifi's attorneys I dismissed the charge based on a lack of jurisdiction. The lack of jurisdiction was prefaced upon the substantial time between Carifi's retirement and the date of service with a Preliminary Notice of Discipline. In other words, as Parsippany did not employ Carifi on the date of service, Parsippany did not have jurisdiction to terminate him. (See finding for details) Therefore, the dismissal did not reflect upon the underlying merits or lack thereof within the complaint.

I greatly appreciate your assistance in resolving this matter.

**(The enclosed finding is a CONFIDENTIAL PERSONNEL MATTER and should be handled as such.)**

Respectfully,

  
Joseph A. Devine, EdD  
Devine Leadership Concepts, LLC