



BARBALUNGA FOR SHERIFF

Press Release: 08/31/22

“Time For Change – Justice That Works”

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BARBALUNGA PLANS TO REVAMP PROMOTIONS, SAYS SHERIFF BOWLER MAY HAVE STATED UNTRUTH REGARDING PROMOTIONS UNDER OATH

Berkshire County — Alf Barbalunga, a Democratic candidate for Berkshire County Sheriff, says if elected, he plans to focus on hiring based on merit with a sensitivity to ensure there is no bias related to age, race, religion, gender, sexual orientation, or any other characteristic unrelated to job qualifications.

“I’m told that promotions are based on favoritism, not merit. I’m told there is a scoring system for promotions, but the sheriff ignores it. I’m told he denied it existed under oath, and people are promoted even though they are less qualified than others. If true, this seriously damages morale. As a result, a whistleblower shared the following documents with me.”

Here are the sheriff’s words in a deposition from 2021 denying the promotion system:

9	Q.	When you're making -- you make the
10		decisions for promotions?
11	A.	Correct.
12	Q.	And when you're making those decisions,
13		are there promotional exams?
14	A.	No.
15	Q.	Okay. Are -- is there an interview
16		panel?
17	A.	No. It's usually my administrative staff
18		-- there's a letter of interest that goes out to the
19		officers. The officers put in for the letter of
20		interest and then they're reviewed or interviewed by
21		the -- by the -- by my administration, and then they
22		come back to me with their recommendations.
23	Q.	Is there a scoring system of some sort?
24	A.	No. No, Jeff, we don't have a scoring

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Thomas N. Bowler
July 23, 2021

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1 system.

Yet, as the facts show, there has been a scoring system. The employee names are redacted on the left, and supervisors are redacted across the top:

		INTERVIEW SCORE SHEET							
Candidate						TOTAL SCORE	AVG	T	
		8.5	9	8.5	9	35	8.75	ye	
			8.5	8.5	8.75	25.75	8.58	no	
	8	7.5	8.5	8	8.5	40.5	8.1	ye	
	7.5	8	8.5	8	8	40	8	no	
		7.5	8	7.75	8	31.25	7.8	ye	
	7.75	8	7.5	7.75	7.5	38.5	7.7	ye	
		7	7.5	7.75	7.5	30.75	7.69	N	
	7	7.5	7	8.5	8	38	7.6	ye	
	7.25	6.5	7.5	7.5	7	37.5	7.5	ye	
		8	7.5	7.25	7	30	7.5	ye	
	7.5	7	7.5	7.5	7.5	37	7.4	ye	
	7.35	7	7	7.75	7	36.1	7.22	ye	
	7.25	6.5	7.5	7.5	7	35.75	7.15	ye	
			7	7.25	7	21.25	7.08	ye	
		7	7	6.75	7	27.75	6.94	ye	
		6.5	7	7.5	6.5	27.5	6.87	ye	
	7.5	6.5	6.5	6.5	7	34	6.8	ye	
		7	6.5	6.5	7	27	6.75	ye	
	6	7	7	6	7.5	33.5	6.7	ye	
	6.25	6.5	7	6.5	6.5	32.25	6.55	ye	
			7	6.5	6	19.5	6.5	ye	
		6.5	6	7	6.5	26	6.5	ye	
	6.5	6	7	6	6	31.5	6.3	nc	
	6.5	5.5	6.5	6.5	6	31	6.2	ye	
		5.5	6.5	7	5.5	24.5	6.12	ye	
	6.5	6	6.5	6.75	4.5	30.25	6.05	ye	
		6	6	6	6	24	6	no	
	6.75	5	6.5	6	5.5	29.75	5.95	ye	
		5	6	5.5	6	22.5	5.62	ye	
	6	5.5	6	5.5	5	28	5.6	no	
	5.75	5	5	5	4.5	25.25	5.5	ye	
	6	5	6	5	5	27	5.4	ye	
	5.5	5.5	4.5	5.75	5	26.25	5.25	ye	
		4.5	5	5	5	19.5	4.87	ye	
		4.5	4.5	4.5	4.5	18	4.5	ye	
	4.5	4	5	4	4	21.5	4.3	ye	
	4	4	4	4.5	4	20.5	4.1	ye	
	5.5	4.5	5	5	4	24	4.08	n	
	4	4	4.5	3.5	4	20	4	ye	
	0	1.5	1	2	2	6.5	1.3	r	

“Sheriff employees are telling me this is the problem,” says Barbalunga. “There is a promotional scoring system, but the sheriff says it doesn’t exist. I don’t know if the sheriff lied under oath, or if he simply doesn’t know how his administration is run, or he got rid of the scoring system shortly before his deposition. Either way it’s concerning. The people who work for him are turning to me and asking me to fix it. They say the scoring system exists, but if they do well and deserve a promotion, they are still passed over because promotions are simply up to the sheriff.”

“In other words, you can score a 35.0 and be passed over for someone who scores a 6.5. I guess it’s good to be the head of the ‘dynasty’,” concludes Barbalunga.

“A sheriff can do what he wants when there is no transparency or oversight. This was the criticism in 2010, and now, even when questioned under oath, we are left wondering why the sheriff denied the promotional scoring system exists. The sheriff should know this is an issue. He was a police officer. If you lie under oath, you are put on the Brady list. You can’t testify anymore, and your integrity is questioned. You can’t be relied upon. So did he lie under oath or is he actually unaware of the promotional scoring system, or did he eliminate it?”

“If he doesn’t know, that’s a big problem. If you are relying on executives who aren’t telling you the truth about their methods for qualifying employees for promotions, then you are not actually leading your organization. You are being led. Surely, NO sheriff who either can’t tell the truth under oath or doesn’t know what his own administration is doing should be led around for another 6 years. If he got rid of the scoring system, then how are people being promoted? What’s the application process, where are the benchmarks, the tests, oral exams, performance reviews, and the transparent standards? If it’s a secret unwritten process based on favoritism, that absolutely destroys morale.”

“This is yet one more reason why we need a change in leadership in the Sheriff’s Office, and why I am working so hard to be elected. I want to set up a fair promotional system that ensures women and minorities, and all those who deserve promotions, find a seat at every level of the organization, including the executive leadership team.”

“I was able to do it when I was President of the Massachusetts Chief Probation Officers Association, Inc.,” says Barbalunga, “and I’ve worked hard to hire and promote based on testing and merit within my own State Office. I hope to put those skills to work for the Sheriff’s Department beginning January 4th.”

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