



Haverhill Police Patrolman's Association

40 Bailey Blvd. Haverhill, MA 01830

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FOR IMMEDIATE RELEASE

Date: Thursday, October 9, 2025

Haverhill Police Patrolman's Association Issues Vote of No Confidence in Department Leadership

To the Editor,

The Haverhill Police Patrolman's Association (HPPA), which represents the dedicated men and women who serve and protect the City of Haverhill, has formally issued a vote of no confidence in Chief of Police Robert Pistone and Deputy Chief Stephen J. Doherty Jr.

This decision follows extensive internal discussion and careful deliberation. Our members have raised serious concerns regarding continued mismanagement, a persistent lack of transparency, and a failure to adequately support officers in the performance of their duties. These issues have contributed to a leadership environment that we believe has become detrimental to both officer morale and public trust due to their actions.

The vote reflects growing frustration among rank-and-file officers who feel that their concerns have been consistently disregarded. Despite multiple efforts to address these matters through appropriate internal channels, responses from department leadership have been dismissive and insufficient. Officers report a troubling lack of accountability and resistance to meaningful reform.

This action is not political. It is a sincere and urgent call for oversight, accountability, and leadership that prioritizes the safety and wellbeing of both our officers and the community we are sworn to protect.

The HPPA remains steadfast in our commitment to serving the residents of Haverhill with integrity, professionalism, and dedication. However, we can no longer remain silent as the concerns of those on the front lines go unaddressed.

We respectfully urge city officials, community leaders, and the public to engage in open dialogue, ask the necessary questions, and work together toward restoring confidence in the leadership of the Haverhill Police Department.



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We believe the citizens of Haverhill deserve a department led by individuals committed to transparency, fairness, and a genuine investment in the welfare of our community and those who serve it.

Eighty-three dedicated men and women work tirelessly each day to complete this mission in honor of Officer Katelyn Tully. Our unwavering commitment ensures her memory lives on through purposeful action and service. Every task we undertake is a reflection of the strength and spirit Officer Katelyn Tully embodied. United by purpose, we strive each day to turn this loss into her lasting legacy.

Sincerely,

The Haverhill Police Patrolman's Association (HPPA)



Haverhill Police Superior and Executive Officers Union

40 Bailey Blvd.

Haverhill MA. 01830

Date: October 9, 2025

To:

Mayor Melinda Barrett
Haverhill City Council

From:

Haverhill Police Superior and Executive Officers Union

Subject: Vote of No Confidence – Deputy Chief Stephen Doherty

Dear Mayor Barrett and Members of the Haverhill City Council,

The Haverhill Police Superior and Executive Officers Union, representing the leadership ranks of the Haverhill Police Department, hereby issues this Letter of No Confidence in Deputy Chief Stephen Doherty. This decision is based on his consistent alignment with Chief Robert Pistone and participation in leadership practices that have undermined trust, morale, and operational effectiveness within the department.

Deputy Chief Doherty has consistently supported and reinforced Chief Pistone's retaliatory actions against officers, including punitive reassignments, threats of discipline, and enforcement of politically influenced directives. His leadership has failed to safeguard officers' rights, provide impartial guidance, or address legitimate concerns raised through appropriate channels. By failing to act independently and by aligning with questionable practices, Deputy Chief Doherty has contributed to a toxic and demoralizing environment in the department.

In critical incidents affecting both officers and the public, Deputy Chief Doherty has demonstrated a lack of transparency, empathy, and proactive leadership. He has not intervened to provide support or guidance to officers during times of crisis and has been complicit in withholding information that would have clarified circumstances and mitigated internal and public concern. His actions have amplified a culture of fear, retaliation, and disengagement among leadership and rank-and-file officers alike.

The cumulative effect of Deputy Chief Doherty's alignment with Chief Pistone's practices has severely eroded confidence in the department's leadership and diminished public trust. For these reasons, the Haverhill Police Superior and Executive Officers Union formally declares no confidence in Deputy Chief Stephen Doherty's leadership and urges the Mayor and City Council to take immediate and decisive action to restore integrity, stability, and trust within the Haverhill Police Department.

Respectfully submitted,

Haverhill Police Superior and Executive Officers Union

Respectfully,

Garrettt Sarfde- President

Haverhill Police Superior and Executive Officers Union

Kevin Lynch - Vice President

Haverhill Police Superior and Executive Officers Union

Andrea Fogarty - Secretary

Haverhill Police Superior and Executive Officers Union



New England Police Benevolent Association Inc.
Haverhill Police Dispatcher Union-Local #119
40 Bailey Blvd. Haverhill, MA 01830

October 9, 2025

Melinda E. Barrett, Mayor
City Of Haverhill
4 Summer Street
Haverhill, MA 01830

Denise McClanahan, Director of HR
City of Haverhill
4 Summer Street
Haverhill, MA 01830

RE: Haverhill Police Dispatcher's Union issue vote of No Confidence in Department Leadership

Dear Mayor Barrett, Ms. Denise McClanahan,

We, the undersigned members of the Haverhill Police Dispatcher Union, hereby submit this formal letter of No Confidence for both the Chief of Police, Robert Pistone and Deputy Chief Steven Doherty. This decision has not been made lightly and comes only after concerns about their morale, and lack of leadership in the department.

Since the tragic incident on July 11th involving Francis Gigliotti, Chief Robert Pistone nor Deputy Chief Steven Doherty have ever given dispatch an explanation and/or a statement as to how this process works. Leaving so many unanswered questions and no open communication between themselves and dispatch. The days and weeks following and even still now the dispatchers continue to receive calls from citizens making threats to the Department and calling our Officers' names and yelling profanities. All of this continues to happen on almost a daily basis while the Officers involved continue to be out on administrative leave. Unfortunately, the way they have left the seven (now six) Officers blowing in the wind takes a negative toll on the whole department and their families. We are the ones that face the public at the window and on the phones and must deal with their decisions. Basically, we are answering for them to the public without giving us any guidance.

Since the loss of our coworker Officer Tully, Chief Robert Pistone and Deputy Chief Steven Doherty have failed to reach out to dispatch after one of our own dispatchers had the task of answering the 911 call involving her. Not once have they come into dispatch to make sure we are all doing ok or if we need anything. Both have lacked offering any outside counseling services or even to have the Chief's health & wellness director Amy Carter come to check in on us. Thankfully none of us have had to deal with such a sad loss and we all have questions to ask and are just left wondering "what happens next". We as a department have come together and supported each other with no support from them.

The Chief & Deputy have both time after time overlooked the staffing shortage in dispatch. About 8-10 months ago one of our dispatchers was offered a Police patrolman job. He accepted the job and was told he would be attending the academy. His position and now another position for a dispatcher who was also hired as a Police patrolman are both open. They waited almost a full year to hire new dispatchers, as they just started their training last week. Every time we have a staffing shortage in dispatch, they never prioritize replacing the position. Their lack of concern in hiring causes unneeded overtime for the group and continues to show how unimportant we are to them.

Conclusion

The lack of confidence in both Chief Robert Pistone and Deputy Chief Steven Doherty is unanimous and irreparable. For the sake of our department's integrity and all our safety we respectfully request action by the City of Haverhill to address these issues, including the consideration of new leadership in our department. This letter is on behalf of the NEPBA Dispatcher Union-Local #119.

Respectfully Submitted,
NEPBA Dispatcher Union-Local #119
Haverhill Police Department.