



New Jersey
Department of Corrections

2025

Annual Report



TABLE OF CONTENTS

01 NJDOC Mission

22 Special Investigations
Division

02 Message from the
Commissioner

23 Reentry and
Rehabilitation

04 Population and
Recidivism Data

34 Industry Training

09 Strengthening our
Workforce

35 Physical and
Behavioral Health

13 Women and
Veterans Services

38 Contact
Information

17 Safe and Secure
Operations

MISSION STATEMENT

The mission of the New Jersey Department of Corrections is enhancing public safety through rehabilitation, accountability, and reentry.



MESSAGE FROM THE COMMISSIONER

VICTORIA L. KUHN, ESQ

The New Jersey Department of Corrections has one central responsibility: to enhance public safety through rehabilitation, accountability, and successful reentry. Every day, more than 5,700 custody and civilian professionals come together to carry out that responsibility and I am deeply grateful for the dedication they bring to this work.

Corrections is a profession that often requires people to serve when others cannot. During severe storms, emergencies, holidays, and countless other moments when families are together at home, our staff report for duty. They leave their families, work long hours, respond to challenging situations, and carry the responsibility of keeping our facilities safe and secure. They care for the individuals entrusted to us while protecting their colleagues and helping to protect communities throughout New Jersey.



Our responsibility to public safety extends beyond the walls of our facilities. Every person who returns to a New Jersey community has an opportunity to make different choices, and our job is to help make that possible. Through family reunification, academic education, career and technical training, anger management, substance use disorder treatment, and other rehabilitative programs, we work to address the circumstances and behaviors that can contribute to reincarceration.

We also know that successful reentry cannot happen through the Department alone. Partnerships with organizations and agencies throughout New Jersey help connect returning individuals with employment, housing, social services, and other resources that can provide a stronger foundation for life after incarceration.

The results of this work are encouraging. Our most recent three-year recidivism study found that fewer than 6 percent of individuals released in 2021 were subsequently reincarcerated following a new criminal conviction. That result reflects not only the effectiveness of rehabilitation and reentry efforts, but the dedication of the staff and partners who make those efforts possible.

At the same time, we recognize that rehabilitation can only succeed in an environment where safety and security remain our highest priorities. We continue to take a proactive and modern approach to protecting both our staff and the individuals in our care.

MESSAGE FROM THE COMMISSIONER

VICTORIA L. KUHN, ESQ

This includes securing funding for new food ports to help reduce bodily-fluid assaults, implementing mail copying and scanning to intercept K2, synthetic substances, and other contraband, and strengthening investigative efforts through the critical work of our Special Investigations Division.

We are also committed to meaningful and lasting reform. At Edna Mahan Correctional Facility, trauma-and gender-informed practices, along with expanded vocational opportunities, are helping create an environment grounded in safety, dignity, accountability, and opportunity for the women in our care.

None of this progress happens without our exceptional team.

Investing in the men and women of the NJDOC is an investment in public safety. Over the past year, we have strengthened recruitment and retention efforts through increased starting salaries, structured opportunities for salary growth, and expanded investments in employee wellness and professional development. We must continue to ensure that our workforce has the resources, support, training, and recognition necessary to do this difficult work well.

As you read this report, I hope you see more than statistics, initiatives, and accomplishments. I hope you see the people behind them—the custody officers who show up every day, the educators who help someone earn a diploma, the counselors who help someone begin recovery, the healthcare professionals who provide care, the civilian employees who keep our operations moving, and every member of our team who contributes to the mission in ways both seen and unseen.

There is still important work ahead of us. We will continue to hold ourselves accountable, learn from our challenges, strengthen our facilities, support our workforce, and look for new ways to make New Jersey safer.

Most importantly, we will continue to remember that public safety and human dignity are not competing values. They are both fundamental to our mission.

To every member of the NJDOC family, thank you for your service, your professionalism, your resilience, and your commitment to the people of New Jersey. Your work matters, and I am honored to serve alongside you.

Together, we will continue building a Department that is safer, stronger, more accountable, and focused on preparing individuals for a successful return to their communities.

POPULATION

Total Incarcerated Persons	12,856
Prison Complex	11,166
Adult Diagnostic and Treatment Center	430
Bayside State Prison	1,316
East Jersey State Prison	1,049
Edna Mahan Correctional Facility	396
Garden State Correctional Facility	961
Mid-State Correctional Facility	459
New Jersey State Prison	1,358
Northern State Prison	2,079
South Woods State Prison	3,118
RCRP, County Jails, ECCF-TPV Pilot Program, Capital Health Regional Medical	1,427
Residential Community Reintegration Program	1,029
County Jail	139
Essex County Correctional Facility - Technical Parole Violator	256
Central Medical Unit	3
Interstate Corrections Compact	263

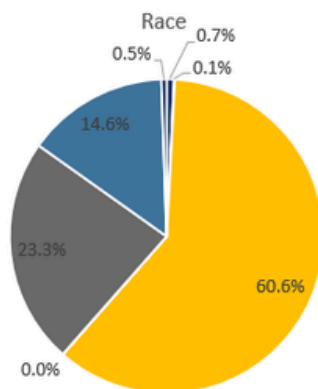
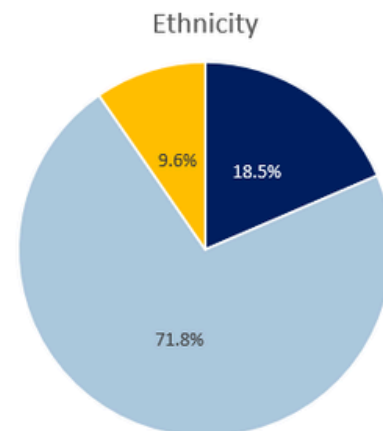
INCARCERATED PERSONS BY AGE

Age	Total		Male IPs		Female IPs		RCRP, County Jails, ECCF-TPV Pilot, CHR		Interstate Corrections Compact	
	#	%	#	%	#	%	#	%	#	%
TOTAL IPs	12,856	100%	10,770	100%	396	100%	1,427	100%	263	100%
< 17 Years	0	0%	0	0%	0	0%	0	0%	0	0%
17 Years	0	0%	0	0%	0	0%	0	0%	0	0%
18-20 Years	138	1%	122	1%	2	1%	14	1%	0	0%
21-22 Years	469	4%	426	4%	5	1%	35	2%	3	1%
23-24 Years	632	5%	541	5%	14	4%	68	5%	9	3%
25-27 Years	1,030	8%	853	8%	35	9%	118	8%	24	9%
28-30 Years	1,157	9%	944	9%	45	11%	150	11%	18	7%
31-33 Years	1,349	10%	1,109	10%	44	11%	175	12%	21	8%
34-36 Years	1,311	10%	1,063	10%	46	12%	171	12%	31	12%
37-39 Years	1,124	9%	917	9%	42	11%	144	10%	21	8%
40-44 Years	1,614	13%	1,330	12%	42	11%	209	15%	33	13%
45-49 Years	1,263	10%	1,053	10%	40	10%	135	9%	35	13%
50-54 Years	940	7%	805	7%	33	8%	79	6%	23	9%
55-59 Years	746	6%	644	6%	17	4%	67	5%	18	7%
60-64 Years	556	4%	478	4%	18	5%	45	3%	15	6%
65+ Years	527	4%	485	5%	13	3%	17	1%	12	5%



- The median age for all incarcerated persons in NJDOC is **37 years**.
- One percent (**1%**) of all incarcerated persons are 20 years of age or younger.
- Twenty-seven percent (**27%**) of all incarcerated persons are between the ages of 21-30.
- Twenty-nine percent (**29%**) of all incarcerated persons are 31 to 39 years of age.
- Forty-four percent (**44%**) of all incarcerated persons are 40 years of age and older.
- **2,769** incarcerated persons, or **22%**, are age 50 and older.
- **1,829** incarcerated persons, or **14%**, are age 55 and older.

Incarcerated Population Commitment Data Race/Ethnicity

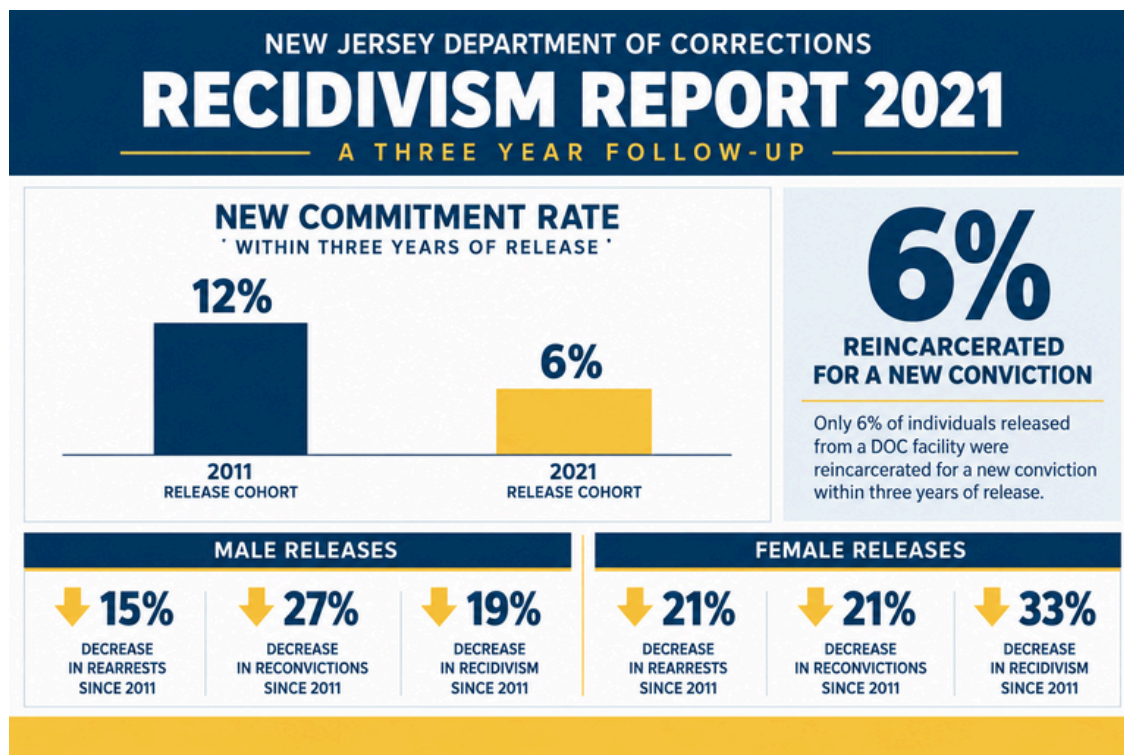


- Asian
- Black
- White
- Not coded: The incarcerated person did not provide a response.
- American Indian/Alaska Native
- Native Hawaiian, and Pacific Islander
- Other

- Hispanic
- Non-Hispanic
- Other/Not Coded: The incarcerated person said their race was "other."

RECORD LOW RECIDIVISM

The latest report shows that New Jersey's recidivism rate has reached a new low; only 6% of those released in 2021 were reincarcerated for a new conviction within three years. This reflects a significant long-term downward trend since 2013, dropping approximately 50 percent for both the male (approximately 12 percent to 6 percent) and female (approximately 4 percent to just under 2 percent) release cohort. These results show that NJDOC programs and services work. Education, vocational training, substance use treatment, behavioral health services, reentry preparation, employment readiness, family reunification and community-based support give incarcerated persons the tools to succeed after release, reduce recidivism and strengthen public safety.



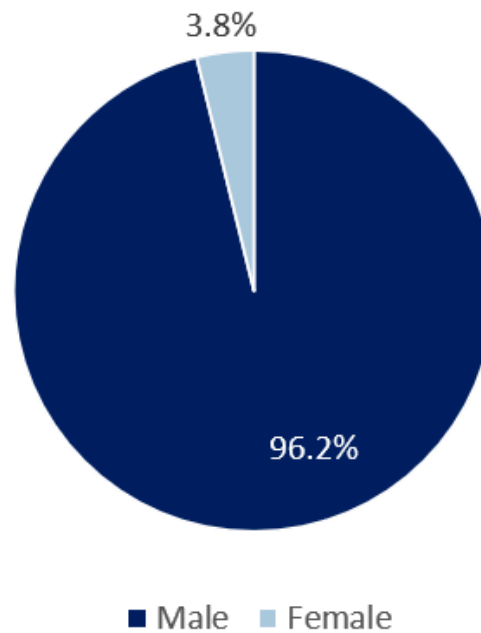
Effectiveness of Work Release Programs: Individuals who completed a Residential Community Reintegration Program (RCRP) had the lowest percentages of all reoffending events, with only a 12 percent reincarceration rate. Reincarceration is any readmission into the custody of the New Jersey Department of Corrections within three years of release. This encompasses new criminal convictions as well as technical violations of community supervision (e.g., parole violations).

Higher Employment for Vocational Program Participants: Nearly 55 percent of individuals who completed a vocational education program while incarcerated were employed at some point within three years of their release.

Educational Success: The Department reported an 86 percent pass rate for incarcerated individuals who participated in mandatory education programming and took the High School Equivalency (HSE) test.

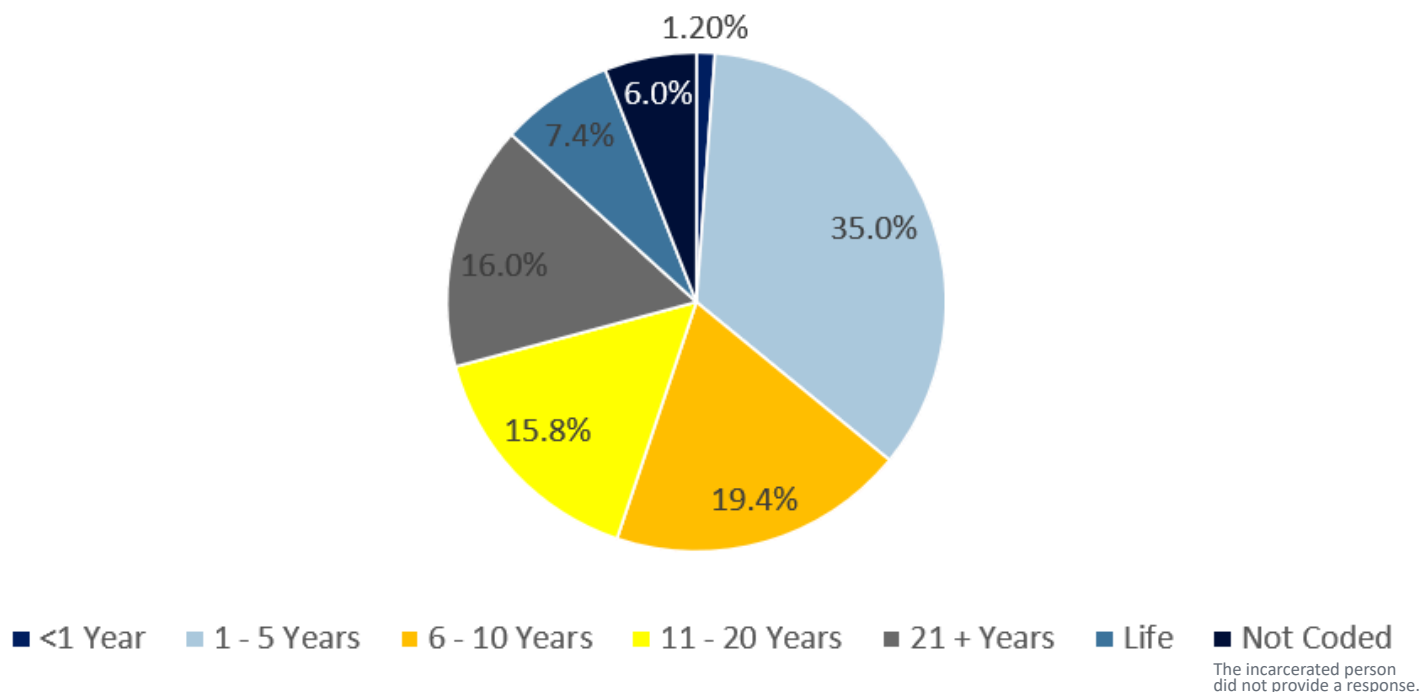
Incarcerated Population Commitment Data

Gender

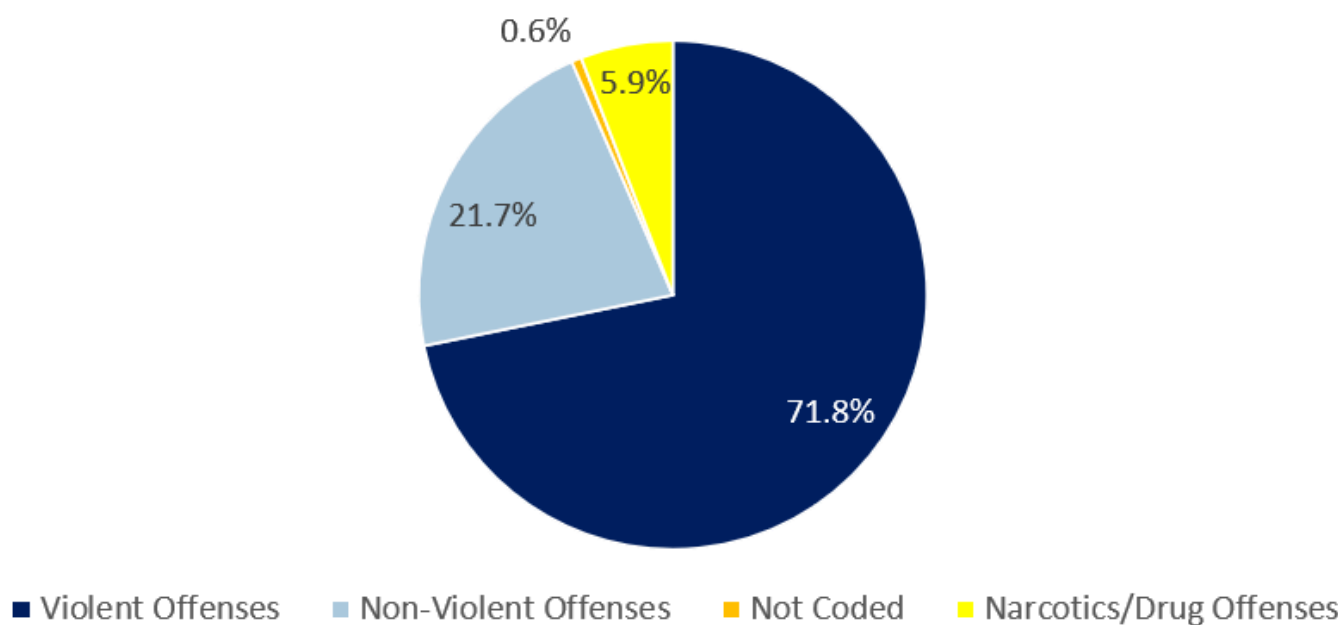


Incarcerated Population Commitment Data

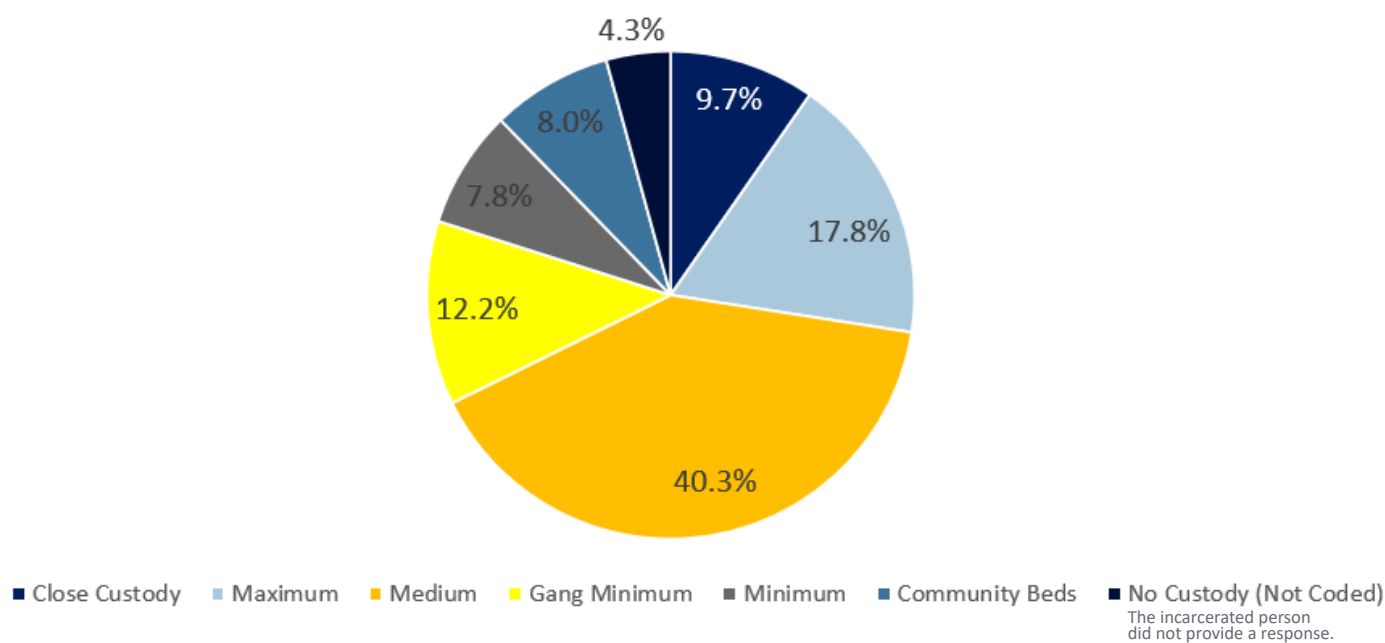
Total Term Length



Incarcerated Population Commitment Data Offense Type



Incarcerated Population Commitment Data Custody Status



STRENGTHENING OUR WORKFORCE

The Department achieved significant milestones in stabilizing staffing levels through a multi-layered recruitment strategy, expanded training capacity, and alignment with evolving state licensing requirements.

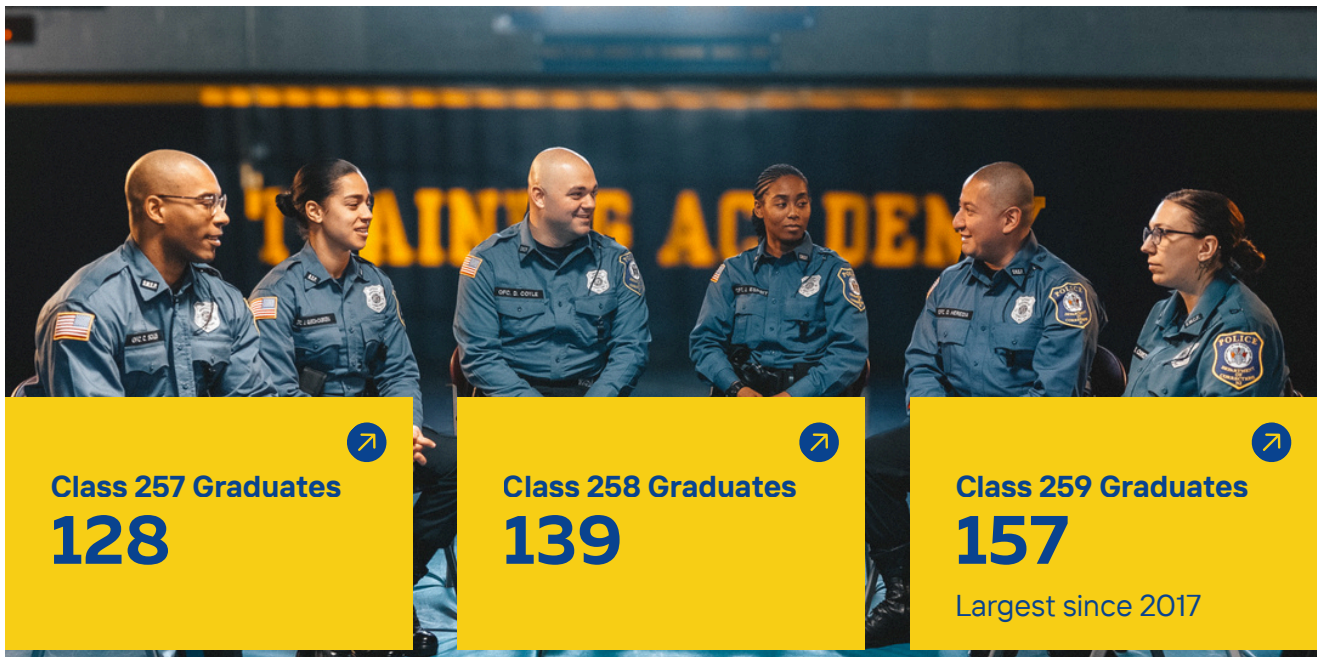
Recruitment and Workforce Growth

To attract top talent and outpace a highly competitive public safety market, the Department proactively expanded its recruitment strategy. By leveraging targeted digital marketing, dynamic multimedia campaigns, and a strong, consistent presence at community events, we actively strengthened our ranks with dedicated professionals.

Enrollment and graduation rates reached new post-pandemic highs in 2025. The Department successfully graduated 424 recruits through the State Basic Course for Correctional Police Officers:

- Class 257: [128 recruits graduated in February 2025](#)
- Class 258: [139 recruits graduated in August 2025](#)
- Class 259: [157 recruits graduated in February 2026](#)

In 2022, the NJDOC was given legal authority to recruit directly into the Academy. This enabled the NJDOC to streamline onboarding and build a proactive talent pipeline resulting in a 94% first-year retention rate for graduates and decreased officer attrition by more than 65%.



RECRUITMENT AND WORKFORCE GROWTH

Strategic Partnerships & Diversity: The Department launched several specialized initiatives to attract diverse and high-caliber candidates.

Military Integration: Partnerships with Department of Defense Skill Bridge, ARMY Partnership for Your Success, and Tragedy Assistance Program for Survivors (TAPS) were established to connect transitioning service members directly with NJDOC careers.

Targeted Events: Focused hiring events for women, military personnel, and health and wellness groups to support a balanced and representative workforce.

Competitive Pay and Career Growth: NJDOC strengthened its recruitment and retention efforts by offering Correctional Police Officers competitive starting pay and a clear path for salary growth. Recruits earn approximately \$50,000 annually while attending the Academy, increasing to approximately \$55,081 following graduation. After completing 12 months of on-the-job training, Senior Correctional Police Officers (SCPO) earn approximately \$75,661, with the potential to reach a top salary of \$123,104 (salaries as of July 2026). Officers can further increase their earnings through annual salary steps, across-the-board contractual increases, overtime and a \$2,200 annual uniform allowance. Visit www.JoinNJDOC.gov to learn more.

Retention and Compensation: To support long-term stability, salary increases for Correctional Police Officers (CPO) and Senior Correctional Police Officers (SCPO) continued in 2025. These increases, slated to continue through 2027, serve as a critical tool for both attracting new talent and retaining veteran staff.

Training and Operational Readiness: The In-Service Training Unit and the Training Academy worked in tandem to ensure that custody staff are equipped with the most current tactical and legal knowledge.

In-Service Focus: Instruction in 2025 focused on field readiness and supervision, including Defensive Tactics Instructor Certification, Methods of Instruction, Search and Seizure, and dedicated Sergeants & Lieutenants Training.

Technological Integration: The Department installed new workstations ensuring all personnel could complete mandated digital training and maintain their certifications.

Law Enforcement Licensing and Compliance: The Law Enforcement Licensing Unit ensured compliance with Police Training Commission (PTC) licensing requirements for correctional police officers throughout 2025. The unit processed more than 1,700 initial and renewal PTC license applications, ensuring officers maintained required certifications.



WORKFORCE WELLNESS & ORGANIZATIONAL RESILIENCE

The Department advanced efforts in 2025, leveraging high-level partnerships and federal resources to support staff resilience. Central to this mission was the continued utilization of the Law Enforcement Mental Health and Wellness Act (LEMHWA) Grant, which funded expanded mental health training specifically for custody staff.

Strategic Partnerships: The Department strengthened its collaboration with 4BlueNJ (Rutgers University Behavioral Health Care). This 24-hour wellness support line, staffed exclusively by former correctional personnel, provides a confidential "peer-to-peer" bridge for current and retired staff and their families.

On-Site Engagement: Moving beyond the hotline, 4BlueNJ personnel conducted facility walking tours and staff engagement events throughout 2025. These initiatives are designed to normalize help-seeking behavior by bringing resources directly to the front lines where our staff works.

Crisis Response: The Critical Incident and Stress Management (CISM) team was deployed 18 times in 2025 to address grief and traumatic stress of staff members.

Family Engagement: To support the diverse needs of the workforce, the Department utilized webinars and information sessions designed to enhance family bonds.

Staff Excellence

- In 2025, the Department recognized Correctional Officer Day by honoring the professionalism, dedication, and service of correctional police officers. The day acknowledged the critical role officers play in maintaining safe and secure operations while upholding the Department's commitment to public safety, accountability, and professionalism.
- The Department celebrated its second annual Civilian Day Awards at Central Office Headquarters. This ceremony, coordinated by a committee of civilian peers, honors the essential contributions of the civilian workforce in supporting daily operations and public safety. This event has now been established as a yearly tradition, ensuring every member of the NJDOC team is recognized for their role in agency-wide success.

Diversity, Equity, and Inclusion

The Department continued to drive department-wide engagement through cultural recognition and professional development. The year featured a robust calendar of events, including the Women's Empowerment Symposium, the inaugural Asian American and Pacific Islander (AAPI) Heritage Month Lunch and Learn, and the LGBTQIA+ Pride Picnic.



A NEW CHAPTER IN JUSTICE

NEW WOMEN'S CORRECTIONAL FACILITY

A Transformative Milestone in Women's Correctional Reform

The Department made history in criminal justice reform with the official Groundbreaking Ceremony in October 2025 for the state's new, modern correctional facility for women. Joined by a coalition of advocates and community leaders, Department of Corrections Commissioner Victoria L. Kuhn signaled a formal departure from the past by initiating the replacement of the outdated infrastructure with a state-of-the-art campus built firmly on the pillars of safety, dignity, and rehabilitation.

Designed for Dignity, Safety, and Comprehensive Care

The new 420-bed facility, situated on a 33-acre parcel in Burlington County, is structured around a campus-style model that aligns housing, daily routines, and supportive services into an integrated environment. Essential resources, including comprehensive medical care, vocational training, education, and social supports, are centralized to make participation seamless and foster a normative, trauma-informed, community-oriented setting. Specialized housing units address a wide range of needs and interests, ranging from substance use disorder treatment, chronic medical management for aging populations, to honors dorms, ensuring an individualized, gender-responsive approach for every woman in the Department's care.

Prioritizing Family Connections and Successful Reentry

Strategically located with direct access to major state transit corridors, the new campus significantly enhances accessibility for visitation, strengthening the vital family reunifications and community ties necessary for successful reentry. By pairing this accessible setting with tailored therapeutic programs, the Department ensures incarcerated women have the resources, stability, and support needed to rebuild their lives and successfully transition home.

Consent Decree Compliance

Throughout 2025, the Department made significant strides toward full compliance with the Edna Mahan Federal Consent Decree, achieving substantial milestones that demonstrate permanent, systemic reform. Highlighting this progress, the U.S. District Court formally terminated six of the Consent Decree's 17 substantive sections following verified findings of sustained and durable compliance: Supervision, Education, Reporting Allegations, Response to Allegations, Physical Plant, and Implementation. The dismissal of these consent decree sections demonstrates our success in transforming culture and enforcing daily accountability.*

*Consent decree fully dismissed by the federal court in July 2026.

WOMEN AND VETERANS SERVICES

In 2025, the Department continued its success at the Edna Mahan Correctional Facility (EMCF) and beyond, focusing on vocational innovation, empowerment, and rigorous adherence to federal compliance standards.

In November 2025, NJDOC established the Office of Veterans Services and expanded the Division of Women's Services into the Division of Women and Veterans Services, strengthening the Department's support for incarcerated veterans while continuing its focus on women's services. The Office of Veterans Services coordinates veteran-focused services across NJDOC, connecting incarcerated veterans with benefits, reentry planning, identification documents, behavioral health and substance use supports, and community and veteran resources. The expansion gives NJDOC a coordinated statewide approach to addressing the needs of incarcerated veterans and supporting their transition back into the community.

2025 initiatives Included:

- **Gender-Responsive Rehabilitation & Advocacy:** Continued therapeutic programming that addresses the unique lived experiences of justice-involved women.
- **Strengthened PREA Compliance:** Reinforced protections against sexual abuse and harassment through continued PREA oversight, education and compliance work.



2025 Women and Veterans Initiatives

- **Created a Direct Voice to Leadership:** Established monthly meetings that give incarcerated representatives direct access to senior leadership. Representatives met with Women's Services, EMCF administration and programming, education and operations leaders to raise facility concerns, identify systemic issues and recommend improvements.
- **Strengthened the EMCF Board of Trustees:** Formalized the bylaws and strengthened its role as an advisory body connecting NJDOC leadership with external expertise and supporting continued reforms affecting incarcerated women.
- **Advanced Gender-Responsive Practices:** Continued the "52 Tips" initiative with the Moss Group to strengthen gender-responsive operations at EMCF. The initiative reinforces dignity-centered staff interactions, trauma-informed care and supportive supervision practices.
- **Expanded Literacy and Personal Development:** Expanded opportunities for literacy, self-expression and personal development through the Loop Group and Freedom Reads. The Loop Group promotes expressive writing and communication, while Freedom Reads installed 10 handcrafted libraries and supported participation in the national Inside Literary Prize.
- **Developed Staff and Leadership:** Strengthened staff capacity through leadership academies, CoreStrengths assessments, mentoring and recruitment and retention initiatives. Staff also received training on policies associated with the federal consent decree to reinforce consistent implementation of required reforms.
- **Mental Health & Peer Support:** The Voices for Wellness program, facilitated by the National Alliance on Mental Illness (NAMI) volunteers, offered peer-supported sessions focused on symptom identification and emotional regulation.
- **Empowering Women Series:** Monthly expert-led sessions were held to increase health literacy, covering topics from reproductive care and nutrition to chronic disease management, empowering women to advocate for their physical and emotional well-being.

REENTRY PROGRAM HIGHLIGHTS

REDESIGNING FUTURES

The New Jersey Department of Corrections and Pratt Institute partnered to launch a premier fashion design and workforce training program at the Edna Mahan Correctional Facility. This initiative, one of the first in the nation, provides incarcerated women with the technical skills and professional credentials needed to enter the apparel industry upon release.

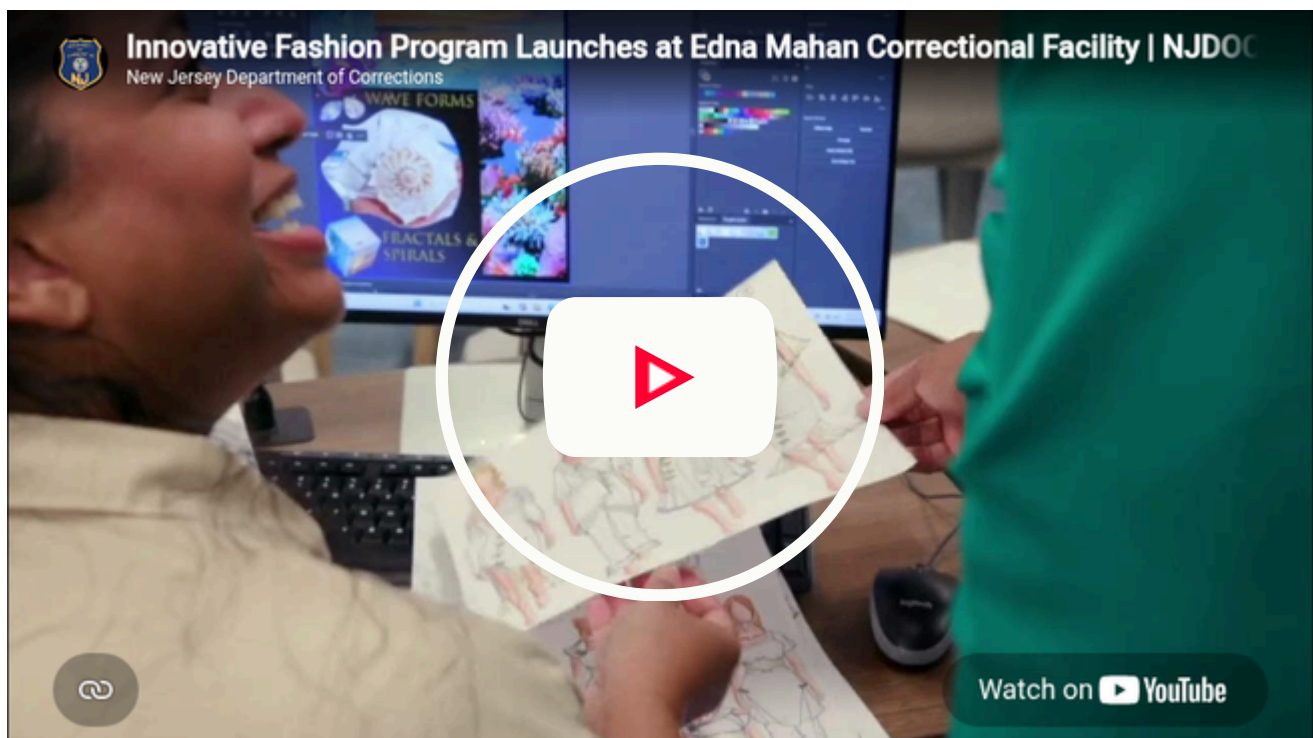
Core Curriculum & Skills

Led by Pratt Institute faculty, the 10-month program replicates a professional design studio, focusing on:

- **Garment Construction:** Mastering sketching, draping, and patternmaking.
- **Digital Design:** Proficiency in Adobe Illustrator, InDesign, and technical packs.
- **Business Strategy:** Instruction in branding, supply chains, and ethical sourcing.
- **Capstone:** A final project requiring students to redesign the institutional uniform.

Impact & Reentry

Graduates receive a Pratt Institute certificate, equipping them for in-demand roles in New Jersey's fashion industry and beyond. By mastering high-level technical skills and professional discipline, participants build a viable bridge to careers in production, design, and manufacturing.



SAFE AND SECURE OPERATIONS

NJDOC strengthened safety across its facilities by investing in equipment, technology and operational practices that better protect staff and incarcerated persons. In 2025, the Department expanded efforts to prevent contraband from entering facilities, strengthened routine searches and drug interdiction, improved protections for staff working in higher-risk settings, and reinforced accountability through body-worn cameras and a structured disciplinary process.

Security food ports, restored shift overlap and enhanced mail screening addressed safety risks facing staff and facility operations. Together, these improvements strengthened contraband prevention, communication and accountability.

The Department continues to confront a national crisis involving the influx of highly potent synthetic drugs, such as liquid-infused cannabinoids and fentanyl, which pose severe health and safety risks within correctional facilities. These synthetic substances, frequently smuggled through altered mail and legal documents, have led to a rise in incidents. To combat this evolving threat, the Department implemented comprehensive mail-screening and copying initiatives to reduce the flow of illicit substances.

By integrating these strategies and advanced detection technologies into routine searches, the Department has successfully disrupted primary contraband channels, reinforcing our commitment to maintaining a secure and stabilized environment for both staff and the incarcerated population.

Routine Searches:

364,322

Routine cell/bed searches

318,602

Routine common area searches

Contraband Recovery - Inside correctional facilities searches and interdiction efforts resulted in the recovery of:

630

Weapons

134

Cell phones

6,905

Total Illicit Substance Finds
inclusive of finds outside of
prison perimeters

735

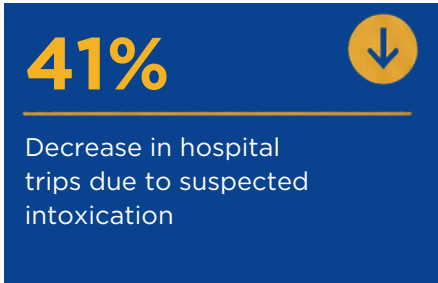
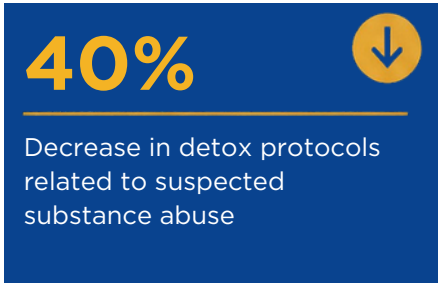
Tobacco finds

STRENGTHENING MAIL SECURITY

NJDOC made facilities safer places to work by centralizing the processing of non-privileged postal mail through Pigeonly. Incoming non-privileged mail is sent to a central processing facility, where it is opened and screened for contraband. An electronic scan is created and the mail piece is printed as an approved correspondence for delivery to incarcerated recipients.

This process reduces the risk of drugs and other prohibited materials from entering correctional facilities through postal mail while preserving a way for incarcerated persons to receive correspondence from family and friends. The Department also deployed mail scanning technology that identified anomalies, resulting in detections to intercept substances including synthetic cannabinoids, methamphetamines, buprenorphine, and hazardous pesticides.

Results Driven - In 2025, 31,030 U.S. mail parcels, 36,791 legal mail parcels, 38,330 publications (magazines, newspapers, etc.), and 21,127 books were reviewed. By layering mail copying with scanning, the Department achieved:



Maintaining Safe and Orderly Facilities

NJDOC maintains safe and orderly correctional facilities through consistent drug testing and a structured disciplinary process that promote accountability. In 2025, staff conducted thousands of drug tests and managed disciplinary matters across state correctional facilities and Residential Community Reintegration Programs, including investigations and hearings that support the fair and consistent application of Department policies.



SAFETY AND ACCOUNTABILITY

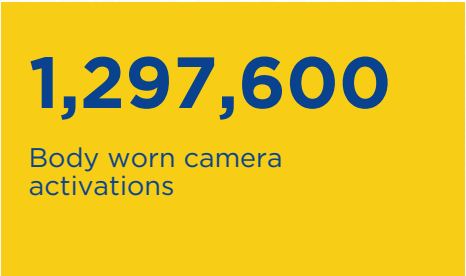
Protecting Custody Staff

Over the past four years, bodily fluid assaults on staff have underscored the need for targeted measures to protect custody staff. NJDOC responded by installing security food ports in 246 Restorative Housing Unit cells, where the Department experiences a significant concentration of these incidents. In cells equipped with the new food ports, bodily fluid assaults on staff decreased 90 percent when used properly. NJDOC also restored shift overlap, giving outgoing and incoming custody staff dedicated time to exchange critical information and strengthen communication, continuity and safety across facility operations.

Strengthening Accountability Through Body-Worn Cameras

In 2023, the NJDOC became one of the first state correctional agencies in the nation to fully deploy body worn cameras for uniformed staff, strengthening accountability and transparency. Recorded interactions provide an objective record of incidents, support investigations and administrative reviews, and help ensure staff actions align with Department policies and procedures. Body-worn camera footage also provides valuable information for evaluating incidents, addressing complaints and identifying opportunities to reinforce training and operational practices.

In 2025, the Department increased accountability and monitoring by:



CENTRAL TRANSPORTATION UNIT

Fleet Modernization & Secure Transport Capabilities

The Department enhanced its central transport infrastructure through the acquisition of two custom-engineered custody transport buses equipped with modernized security compartmentation, reinforced containment features, and updated driver-safety technology.

These specialized vehicles ensure the safe, secure movement of incarcerated individuals during inter-facility transfers, off-site medical appointments, and statewide court proceedings. The addition of these modern assets bolsters operational readiness, increases fleet efficiency, and upholds high safety standards across all state transport operations.

Central Transportation Unit: Transport teams maintained secure, statewide logistical operations to facilitate court trips, specialized medical transports, and inter-agency custody transfers.



25,076

Individuals transported

1.8M

Miles driven

SPECIAL OPERATIONS GROUP

The Special Operations Group (SOG) provides critical tactical support, specialized K9 services, and emergency response capabilities across the Department's footprint and in support of outside law enforcement agencies.

Specialized Deployments and High-Risk Transport: In 2025, SOG executed numerous high-stakes missions to ensure public safety and the integrity of the judicial process.

Task Force Activations: Successfully executed 10 Chemical Ordnance Biological Radiological Aid (COBRA) deployments, nine NJ Safe deployments, and six NJ Office of Emergency Management Incident Management Team missions.

Public Safety & Rescue: Participated in three NJ Public Safety and Security Team deployments and three State Search and Rescue missions.

Mass Search Operations: Coordinated multiple departmental Joint Mass Search Operations.

Canine (K9) and Technical Units: The SOG Canine Unit remained a vital resource for interdiction and law enforcement partnerships.



539

Canine indications
(positive and negative)

15

Tactical drone
deployments

50

Requests from
outside agencies for
law enforcement
assistance

SPECIAL INVESTIGATIONS DIVISION

The Special Investigations Division (SID) remains at the forefront of the Department's mission to maintain safe and secure facilities through intelligence-led operations, specialized narcotics disruption, and advanced professional training. In 2025, SID leveraged multi-divisional partnerships to proactively mitigate threats and reinforce the integrity of NJDOC operations.

INTELLIGENCE-LED MASS SEARCH OPERATIONS



In a concerted effort to eradicate contraband and proactively address security vulnerabilities, SID spearheaded a series of Mass Search Operations throughout 2025. These operations represent a high level of strategic coordination between SID, the Special Operations Group (SOG), the Threat Suppression Team (TST), and facility staff.

- **Trend Analysis:** Unlike routine searches, these operations are precision-planned using intelligence and trend analysis developed by SID analysts to identify high-risk areas.
- **Operational Coordination:** Management from SID and the Division of Operations worked in tandem to coordinate staff deployment, resulting in a collaborative operational environment that has successfully removed a significant volume of contraband from the system.



STRATEGIC NARCOTICS INTERDICTION

Recognizing the evolving threat of illicit substances, SID established a dedicated Narcotics Unit in 2025. This specialized team is tasked with managing high-level, complex narcotics investigations that require sustained focus and technical expertise.

- **Network Interdiction:** The unit focused on identifying and tracking the source of narcotics, effectively disrupting trafficking networks both inside and outside correctional facilities.
- **Deterrence:** By shifting from reactive discovery to proactive investigation, the Narcotics Unit served as a primary deterrent for those seeking to undermine the safety and security of staff and the incarcerated population.

REENTRY AND REHABILITATION

Building a Continuum of Care from Incarceration to the Community

NJDOC builds a continuum of care that prepares incarcerated persons for successful reentry through their return to the community. The Department advances that work throughout incarceration through reentry programming, education, substance use disorder treatment and family reunification services, as well as vocational training. Individuals are connected with transitional services as they approach release. Once they enter the community, reentry services support returning citizens with resources that help them overcome barriers, build stability and move forward.

The Department achieved record-breaking engagement levels through higher graduation and program participation rates, upgraded technology infrastructure to support educational demands, and expanded the model through strategic community partnerships.

Building Skills for Successful Reentry

NJDOC prepares incarcerated persons for successful reintegration by addressing the personal and practical challenges they may face before and after release. Through therapeutic and reintegration programs, participants build decision-making and problem-solving skills, learn strategies to manage behavior and anger, strengthen parenting and family relationships, and prepare for employment, housing and other needs associated with returning to the community. Together, these programs provide tools to help participants build stability, strengthen connections and make a successful transition home.

Road to Reentry (R2R)

Road to Reentry (R2R) prepares incarcerated persons to reconnect with family and community, secure employment, build job skills, make informed health decisions and meet basic needs.

786

PARTICIPANTS
ENROLLED
IN 2025

92%

COMPLETED
THE PROGRAM

Thinking for a Change (T4C)

Thinking for a Change (T4C) helps participants change thinking patterns and behaviors that can contribute to recidivism.

773

PARTICIPANTS
ENROLLED
IN 2025

86%

COMPLETED
THE PROGRAM

Successful Transition and Reentry Series (Stars)

Successful Transition and Reentry Series (Stars) prepares incarcerated persons to address major barriers they may face when returning to their communities.

874

PARTICIPANTS
ENROLLED
IN 2025

80%

COMPLETED
THE PROGRAM

Cage Your Rage (CYR)

Cage Your Rage (CYR) helps participants recognize anger, understand its causes and develop responsible ways to manage it, with participants enrolled across the men's and women's programs.

689

PARTICIPANTS
ENROLLED
IN 2025

87%

COMPLETED
THE PROGRAM

SUBSTANCE ABUSE SERVICES



Substance Abuse Programming and Addiction Services

The Office of Substance Abuse Programming and Addiction Services (OSAPAS) serves as the Department's primary vehicle for addressing the complex intersection of substance use disorders and criminal justice involvement. Its mission is to implement a comprehensive continuum of evidence-based treatment that begins at intake and extends through an individual's transition back into the community.



Clinical Treatment and Recovery Services

OSAPAS manages a diverse range of services, including Licensed Long-Term Residential (LTR) care, Intensive Outpatient (IOP) services, and specialized psychoeducational programming. In 2025, treatment enrollment across specialized facilities reflected a high demand for intensive recovery services.



Long-Term Residential (LTR): 40 individuals were enrolled at the Edna Mahan Correctional Facility (EMCF) and 191 at the Mid-State Correctional Facility (MSCF).



Intensive Outpatient (IOP): 45 incarcerated persons were enrolled at EMCF and 448 at MSCF.



Specialized Recovery Support: The Self-Management and Recovery Training (SMART), a science-based program designed to help individuals overcome substance use disorder and manage recovery through cognitive behavioral therapy and peer support, saw significant engagement with 1,014 participants enrolled during the calendar year.

To foster a dignified environment focused on recovery, OSAPAS delivered targeted programming for both the general population and all custody levels.



General Population (GP): 872 individuals participated in Living in Balance and 1,054 engaged in 12-Step Education.



All custody levels: 871 individuals completed Living Skills training, ensuring that rehabilitative efforts reach all custody levels.



Evidence-Based Intervention: Enrollment also included 288 participants in the Responsible Parenting Program, 163 in Stacked Deck, and 88 in the Engaging the Family (ETF) Program.

REENTRY SERVICES

Chaplaincy Services



Guided by the principle that spiritual wellness is a vital component of successful reintegration, the Department offered thousands of worship services and study groups reflecting the diverse faith traditions represented within the NJDOC population. The Department focused on increasing the visibility of spiritual resources, providing critical support during times of grief, transition, and personal growth.

Veterans Services



Through the Incarcerated Veterans Initiative (IVI), individuals with prior military service received targeted support in 2025. Caseworkers conducted in-person intake interviews, developed service plans tied to veteran status, and connected participants to the New Jersey Department of Military and Veterans Affairs for assistance with VA benefit applications and post-release services.



EDUCATIONAL SERVICES

NJDOC advanced educational opportunities across academic, literacy, postsecondary and career technical programs.

Higher Education: Postsecondary education remained a significant part of the Department's educational continuum, with 523 students enrolled through the New Jersey Scholarship and Transformative Education in Prisons (NJSTEP) initiative and 45 earning associate degrees in 2025. NJSTEP provides a pathway to college coursework and degrees during incarceration and supports continued higher education following release. The current consortium of colleges includes Drew University, Princeton University, Raritan Valley Community College, and Rutgers University.

State Facilities Education Act: 48 students enrolled in academic programming, including 32 12th-grade students, and 18 earned high school diplomas, representing a 56 percent completion rate among 12th grade students.

Adult Literacy: These programs served 450 participants, with 247 advancing from pre-K to kindergarten-level literacy through grade 5, representing 55 percent growth.

Technological Equity: The partnership with NJSTEP Princeton University expanded its in-class laptop initiative from East Jersey State Prison to include Edna Mahan Correctional Facility.

Academic Integration: The Basic Coding curriculum, delivered in partnership with the Ideal Institute, was approved for three college credits from Centenary University.

Academic Affairs & The Digital Shift

A primary achievement was the launch of computer-based GED testing. This transition aligned NJDOC with Pearson Vue standards and provided real-time visibility into subject-area trends and pass rates.



CAREER TECHNICAL EDUCATION

Career Technical Education services focused on industry-valued credentials in high-demand fields.

HVAC simulators were installed at South Woods State Prison, providing students with hands-on training on industry-standard equipment. Total certifications issued saw massive growth across several sectors due to increased completion rates:

VOCATIONAL TRAINING CERTIFICATIONS 2025 RESULTS		
PROGRAM	CERTIFICATIONS ISSUED	PERCENT INCREASE FROM 2024
Forklift	908	50%
Green Technology	697	40%
NCCER CORE	514	5%
Electrical Trades	227	34%
OSHA-30	113	371%
NCCER Welding 1 (300 Hours)	52	4%
Cabinet Making	17	750%

STAYING CONNECTED

Project Pathways Lowered the Cost of Staying Connected

NJDOC reduced the cost of staying connected through Project Pathways, making communication more affordable for incarcerated persons and their families. Domestic phone call rates decreased 22 percent to \$0.034 per minute, the cost of sending an email decreased 22 percent to \$0.20, and money transfer fees decreased an average of 37 percent. These reductions support a broader effort to help incarcerated persons maintain connections with family and friends, both remotely and through in-person visitation.

Visitation

NJDOC promoted visitation as an important part of maintaining family and community connections throughout incarceration. Regular contact with loved ones helps preserve relationships, strengthens support networks and reinforces the connections incarcerated persons can rely on as they prepare to return to their communities.



Keeping Parents and Children Connected

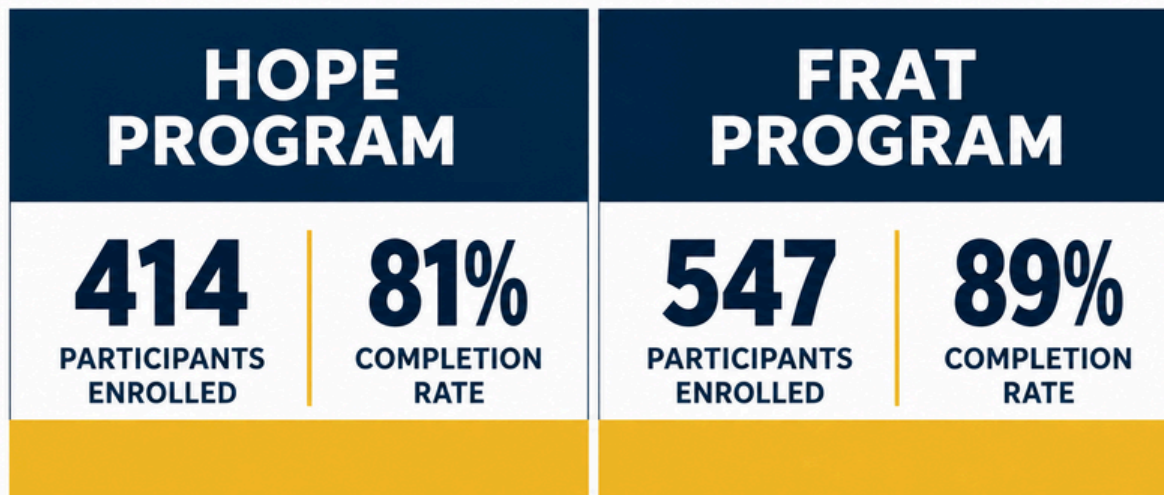
Specialized Mother/Child and Father/Child Visitation Programs combine extended visits with transportation assistance to help families overcome barriers to maintaining relationships during incarceration.

In 2025, the Mother/Child Visitation Program held 42 visits connecting 19 mothers with 36 children, while the Father/Child Visitation Program held 236 visits connecting 35 fathers with 66 children. NJDOC also created additional opportunities for families to spend time together through special events, including a Father’s Day program across six male facilities that brought together 176 fathers, 127 children and 33 caregivers.

Preparing Families for Reentry

NJDOC prepared incarcerated persons to strengthen family relationships and navigate the transition home through structured parenting and reunification programs. Healthy Opportunities for Parenting Effectively (HOPE) focuses on parental responsibility, self-sufficiency and the skills needed to support children, while Family Reunification and Transition (FRAT) helps participants plan to rebuild relationships and understand family expectations before release.

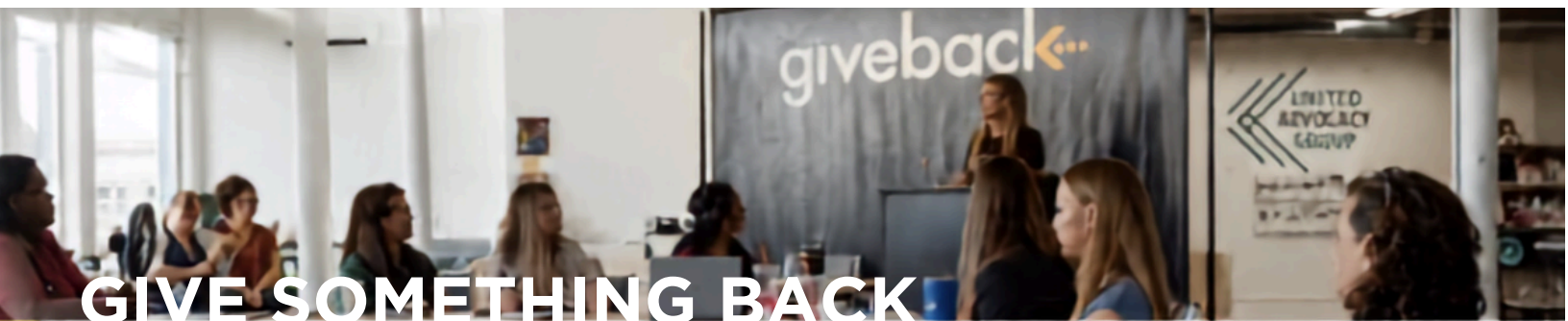
KEEPING FAMILY BONDS



A signature achievement in 2025 was the continued success of the Prison Fellowship Angel Tree program. Through this program, the Department partnered with the Prison Fellowship Initiative to provide holiday and special occasion gifts to 1,241 children on behalf of their incarcerated parents, fostering a sense of connection and presence during the holiday season.

Responsible Parenting Program (RPP) Expansion

The Responsible Parenting Program (RPP) continues to serve as an indispensable bridge between incarcerated parents, their children, and the family court system. In 2025, RPP expanded its legal and administrative support services to help participants address outstanding domestic matters and manage realistic financial obligations. As a direct result of this initiative, incarcerated individuals successfully drafted and filed 886 Pro Se motions to request child support order modifications, preventing unsustainable debt accumulation and easing post-release financial strain.



In August 2025, the New Jersey Department of Corrections partnered with the non-profit organization Give Something Back through a memorandum of understanding to address the intergenerational impacts of parental incarceration. The first-of-its-kind initiative provides children of incarcerated parents, including those at the Edna Mahan Correctional Facility, with long-term coaching, trauma-informed mentoring, and academic guidance. By focusing on youth facing significant childhood adversity, this collaborative program aims to break cycles of incarceration and open pathways to long-term educational and economic stability.

FAMILY FOUNDATIONS

Launch of the Family Foundations Group

Developed as a targeted enhancement to the established Engaging the Family (ETF) initiative, this specialized pilot program focuses on proactively repairing, strengthening, and maintaining vital familial bonds through structured psychoeducation. The curriculum addresses the complex emotional and structural transitions of reentry by guiding participants through healthy boundary setting, stress management techniques, effective conflict resolution, and open interpersonal communication. By actively involving families prior to release, the program builds a sustainable, supportive foundation essential for long-term community reintegration.



PRE-RELEASE AND COMMUNITY-BASED SERVICES

Transitional and Reentry Services

The Department ensures individuals are "reentry-ready" through comprehensive discharge planning.

Identification & Documentation

Success in providing vital documentation reached new heights in 2025:

3,304

Birth certificates



3,160

Social Security cards



1,782

Motor Vehicle
Commission Non-driver
IDs



Residential Community Reintegration Programs (RCRP)

The Department manages contracted residential facilities that provide work release and treatment.

- **Returning to the Community:** In FY2025, the Department awarded contracts for 972 Residential Community Reintegration Program (RCRP) beds to non-profit partners, providing access to structured, supportive environments that prepare individuals for a seamless transition back into their communities.



PRE-RELEASE AND COMMUNITY-BASED SERVICES

NJLEAD

The New Jersey Locally Empowered, Accountable and Determined (NJLEAD) program remains the Department's centralized authority for community-based reentry collaboration. By funding and overseeing a network of approved community partners, NJLEAD ensures that the transition from incarceration to the community is supported by a coordinated continuum of care.

7,335

Increased Engagement: In 2025, total contacts between incarcerated individuals and NJLEAD partner agencies reached 7,335, effectively doubling the engagement levels from the previous year.

Expanded Grant Opportunities: The Department expanded the grant scope to focus on innovative supplemental pre-release preparation and specialized vocational training.



PROGRAMMING HIGHLIGHTS

EXPANDING LITERARY ACCESS

The Department continued to expand its collaboration with the national non-profit Freedom Reads. This initiative aims to foster a culture of reading and personal growth by integrating high-quality literature directly into the daily living environments of incarcerated individuals.

The Expansion of Freedom Libraries

In 2025, Freedom Reads opened more than 60 new libraries across the state's correctional facilities. These libraries are situated directly inside housing units to make reading visible and part of daily life.

- **South Woods State Prison (SWSP):** The most recent expansion included the installation of 27 libraries within housing units.
- **Northern State Prison (NSP) and Edna Mahan Correctional Facility (EMCF):** Earlier in 2025, 37 libraries were established across these two facilities (27 at NSP and 10 at EMCF).

The Inside Literary Prize

Through a partnership with Freedom Reads, the National Book Foundation, and the Center for Justice Innovation, incarcerated persons at the Edna Mahan Correctional Facility and Northern State Prison served as official judges for the Inside Literary Prize—the nation's first literary award judged exclusively by incarcerated individuals. Participants read shortlisted contemporary books, held structured discussions, and cast ballots to select the winner, fostering dialogue, intellectual agency, and rehabilitation across both facilities.



INDUSTRY TRAINING

DEPTCOR is New Jersey's correctional state-use industry program operating within the New Jersey Department of Corrections. DEPTCOR's mission is to educate, train, and provide marketable skills through the operation of a variety of manufacturing and service enterprises, enabling participating incarcerated persons to produce finished products that are top-quality and cost effective, adding value to statewide "tax-supported" agencies. This work results in reduced incarcerated person idleness, cost savings for the taxpayer, and job opportunities to those having received DEPTCOR training once released from the Department of Corrections helping to reduce recidivism.

In 2025, DEPTCOR executed a comprehensive modernization initiative, fundamentally reimagining its manufacturing training shops to align with 21st-century industry standards.

Digital Transformation: From Analog to Industry-Standard

Recognizing that manual, labor-intensive processes were no longer sufficient to prepare participants for a competitive labor market, the Department made a strategic investment in technology-driven transformation within its Sign Production and Printing Production Shops.

- **Sign Production Modernization:** Shops were retooled with advanced Computer-Aided Design (CAD) workstations and industry-standard graphic design software. The integration of wide-format digital plotters has shifted the curriculum from analog assembly to precision digital fabrication.
- **Printing Production Evolution:** The printing shops successfully transitioned to a digital prepress workflow. By incorporating desktop publishing platforms, high-output digital printing devices, and sophisticated color management systems, the Department has created a training environment that mirrors the tools and processes utilized by top-tier commercial firms.



PHYSICAL & BEHAVIORAL HEALTH

Healthcare Compliance and Clinical Services

The NJDOC Healthcare Compliance Unit (HCU) is dedicated to ensuring that every incarcerated individual has access to high-quality, timely, and constitutional medical, dental, and mental health care. In 2025, the HCU expanded its comprehensive requirements for service delivery, significantly increasing its bandwidth to monitor access to care through a robust oversight framework.

Accountability and Operational Excellence



Audit & Compliance: The HCU achieved a significant increase in audit output, directly supporting Department accountability. Several audits were reinstated in 2025, revealing critical areas of noncompliance and providing a roadmap for remediation.



Site-Specific Corrective Actions: Moving beyond generalized metrics, the HCU now mandates that all audits require site-specific corrective actions, even when overall statewide compliance is achieved. This granular approach ensures every facility is held to the same high standard.



Contractual Modernization: The Department completed a comprehensive review of the University Correctional Health Care (UCHC) agreement. Several strategic revisions, additions and deletions were identified and suggested to improve the quality and efficiency of service delivery.



Compassionate Release Reform: The HCU assessed and improved standards for the Compassionate Release process, ensuring that the procedures for evaluating eligibility are medically sound, ethically grounded, and administratively efficient.

In 2025, the HCU expanded its culture of innovation, utilizing external resources to increase efficiencies and lower costs.



The 340B Pharmacy Program: The implementation of the 340B Drug Pricing Program was diligently explored and onboarded this year. This initiative is expected to yield substantial annual savings, which will be directly reinvested into critical healthcare infrastructure.

Suicide Prevention & Safety

Building a Culture of Care and Early Intervention

The Department's commitment to wellness extends beyond workforce initiatives to the broader responsibility of maintaining safe and supportive environments for all who live and work within its facilities. NJDOC continued to strengthen prevention and intervention strategies aimed at reducing risk, enhancing oversight, and promoting the safety and well-being of incarcerated individuals.

Following the 2024 establishment of the Prevention of Self-Injurious Behavior Task Force, 2025 saw a rigorous audit and standardization of suicide prevention materials system-wide.

Key safety enhancements included:

- **Incarcerated Persons Companion Program:** A collaborative initiative with University Correctional Health Care (UCHC) at South Woods State Prison trained vetted incarcerated individuals to deliver structured, monitored peer intervention and compassionate support to peers on suicide watch.
- **Increased Vigilance:** Mental health checks were intensified for individuals in Restorative Housing Units (RHU) and those returning from court or medical trips.
- **Institutional Safety:** Audits of chemical inventories and cleaning agents were conducted to mitigate misuse risks.

Clinical Innovations and Wellness Outreach

The Healthcare Compliance Unit successfully piloted several programs designed to optimize clinical outcomes and staff resources.



Long-Acting Injectable (LAI) Program: A pilot program for LAI medications was launched within Restorative Housing Units (RHUs). This initiative stabilizes patient health more effectively while yielding significant time savings for both nursing and custody staff.



Incarcerated Companion Program: South Woods State Prison (SWSP) commenced a pilot of the Incarcerated Person Companion Program, providing peer-monitored support for individuals on mental health watches.



Health Literacy and Communication: Direct communication with the population was enhanced through the use of tablets including on-site health and wellness education events and the launch of “Wellness Blasts.”



CONTACT US



PHONE



(609) 292-4036

ON THE WEB



www.nj.gov/corrections
www.JoinNJDOC.gov

ADDRESS



PO Box 863, Trenton, NJ 08625

