

NEW JERSEY STATE POLICE

OFFICE OF PROFESSIONAL STANDARDS

INTERNAL INVESTIGATION AND DISCIPLINARY PROCESS

ANNUAL REPORT 2001



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INTRODUCTION

THE DISCIPLINARY PROCESS OF THE NEW JERSEY STATE POLICE

The New Jersey Division of State Police is a statewide police organization that provides a full range of police services. During 2001, the sworn complement was 2,640 at its highpoint. During the year, troopers of the State Police were involved in hundreds of thousands of police citizen contacts. Many of these interactions were routine. Many involved stressful and critical situations.

The disciplinary system of the New Jersey State Police is unique within the state. The New Jersey Supreme Court has recognized:

Unlike the comparably routine issues of discipline that might arise in connection with employees in other departments of state government, the discipline of state troopers implicates not only the proper conduct of those engaged in the most significant aspects of law enforcement, involving the public safety and the apprehension of dangerous criminals, but also the overall effectiveness, performance standards, and morale of the State Police. As such, discipline of state troopers involves the most profound and fundamental exercise of managerial prerogative and policy.¹

The New Jersey State Police accepts, reviews and responds to all complaints received from the public. These include anonymous complaints, complaints from third party witnesses and complaints from parties not directly involved in the incident from which an allegation arises. Notwithstanding the occurrence of citizens requesting to withdraw a previously made complaint, the investigation is continued with or without the assistance of the citizen making the complaint. The investigative process assesses the propriety of all conduct during the incident in which the alleged misconduct occurred. If during the course of an investigation there is an indication that misconduct occurred other than that alleged, the Division also investigates the additional potential misconduct to its logical conclusion.

The State Police, as an employer, is made up of over 3,926 employees including the aforementioned sworn members and the Division's civilian professional and support personnel. Due to the unique mission of the State Police, the Office of Professional Standards handles complaints from the public about troopers' conduct, allegations of criminal conduct on the part of a member and also adjudicates routine employee discipline handled for other state and local employees as personnel matters under New Jersey Department of Personnel rules and regulations.

¹State of New Jersey v. State Troopers Fraternal Association, 134 N.J. 393, 416 (1993)

The statistics and cases embodied in this report represent all disciplinary matters involving troopers. It would be inaccurate to attribute the sum of these statistics and cases to allegations arising from citizen complaints alleging line of duty misconduct on the part of a trooper since the statistics also include internally generated allegations of violations of the Division's rules and regulations.

During the year 2001, significant initiatives begun in 2000 have been continued. New campaigns have been undertaken to enhance the internal affairs and disciplinary process and to increase public confidence. The reorganization of the office formerly known as the Internal Affairs Bureau to establish the Office of Professional Standards moved the investigative and adjudication functions from the Division Staff Section and placed them under the control of a Major reporting directly to the Superintendent. During 2001, the Division policy that governs the Office of Professional Standards was completely revised and adopted. The Office of State Police Affairs, Office of the Attorney General, was established in 1999 by the Attorney General as an external entity to the State Police that continues to work jointly with the Division reviewing all complaints, investigations and adjudications handled by the Office of Professional Standards. The Office of State Police Affairs also has the authority and staff to conduct its own investigations as well as to handle matters at the request of the State Police.

Under the consent decree entered into between the United States and the State of New Jersey on December 30, 1999, federal monitors have access to and the ability to review and request additional work on all internal investigations. The Office of State Police Affairs, the Office of Professional Standards and the federal monitors continued to work together during 2001 reviewing internal investigations and the disciplinary process. They have endeavored to improve the system even further.

The commitment by the State of New Jersey, the Attorney General and the Superintendent to the most thorough, fair and efficient system possible is demonstrated by the increase in investigative and support personnel assigned to the Office of Professional Standards and the development and acquisition of a state of the art information technology case tracking system.

In January 1998, the former Internal Affairs Bureau consisted of 19 persons, sworn and civilian. This included seven investigators. As of December 31, 2001, the newly established Office of Professional Standards consisted of 63 persons including 24 full time, experienced investigators.

2001 OVERVIEW

COMPLAINTS RECEIVED

The Intake Unit of the Office of Professional Standards is responsible for receiving, documenting and processing all complaints alleging misconduct or a violation of State Police rules and regulations against sworn members of the New Jersey State Police. This includes complaints made by citizens as well as employment-related disciplinary matters.

During the year 2001, 886 incidents were reported and processed by this unit compared with 716 incidents in 2000, 524 incidents in 1999 and 401 incidents in 1998. This represents a 23% increase in the number of complaints received in the year 2001 over those received in the year 2000.

The increase in the number of complaints may be attributed in some part to the media attention the State Police has received. Additionally, the aggressive outreach campaign initiated in late 1999 educating the public as to how to make a complaint against or submit a compliment for a member of the Division was continued in 2001. Posters and signs describing the complaint process have been placed in every State Police facility and state operated highway service area. Additionally, every on-duty member interacting with the public carries informational brochures and compliment / complaint forms which must be provided to anyone who objects to the troopers conduct. Also, during 1999, the State Police instituted and advertised a toll free hot line available twenty-four hours which goes directly to the Office of Professional Standards. Two of the newly hired support staff are State Investigators who man the toll free hot line. Finally, the Office of State Police Affairs within the Office of the Attorney General, external to the State Police, accepts and investigates complaints while providing an alternative to citizens concerned about complaining directly to the State Police. Each of these initiatives has provided citizens significantly more opportunities to provide feedback, compliments or complaints about the operation of the Division and its personnel. These efforts continued throughout 2001. Therefore, an increase in the number of complaints is a logical outcome of these efforts.

CLASSIFICATION OF REPORTED INCIDENTS

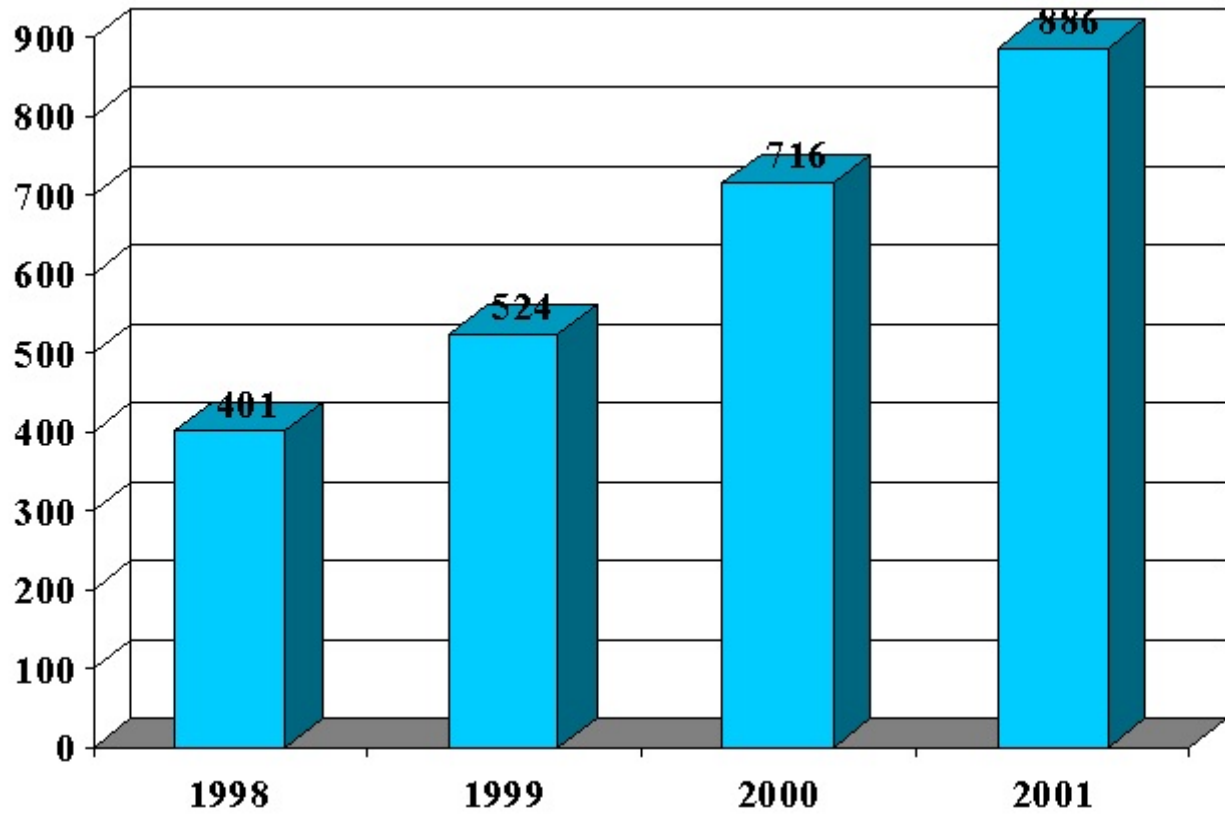
When incidents are reported to the Office of Professional Standards, they are placed in one of three categories after being reviewed by the Commanding Officer. When the reported incident does not infer a trooper has violated any of the Division's Rules and Regulations, Standing Operating Procedures, or applicable federal or state laws, the incident is classified as an Administrative matter.

When the Division receives a complaint that a trooper has violated any of the Division's Rules and Regulations, Standing Operating Procedures, or any applicable federal or state statutes, the matter is classified as Misconduct, and an Internal Investigation is initiated.

When the Division's Equal Employment Opportunity / Affirmative Action Bureau conducts an investigation and allegations are substantiated against enlisted members of the Division, those cases are forwarded to the Office of Professional Standards for disciplinary action.

	1998	1999	2000	2001
ADMINISTRATIVE ISSUES	176	167	128	239
MISCONDUCT COMPLAINTS	224	357	580	642
EEO / AA INVESTIGATIONS FORWARDED FOR DISCIPLINE	1	0	8	5
TOTALS	401	524	716	886

Four Year Comparison of Incidents Reported



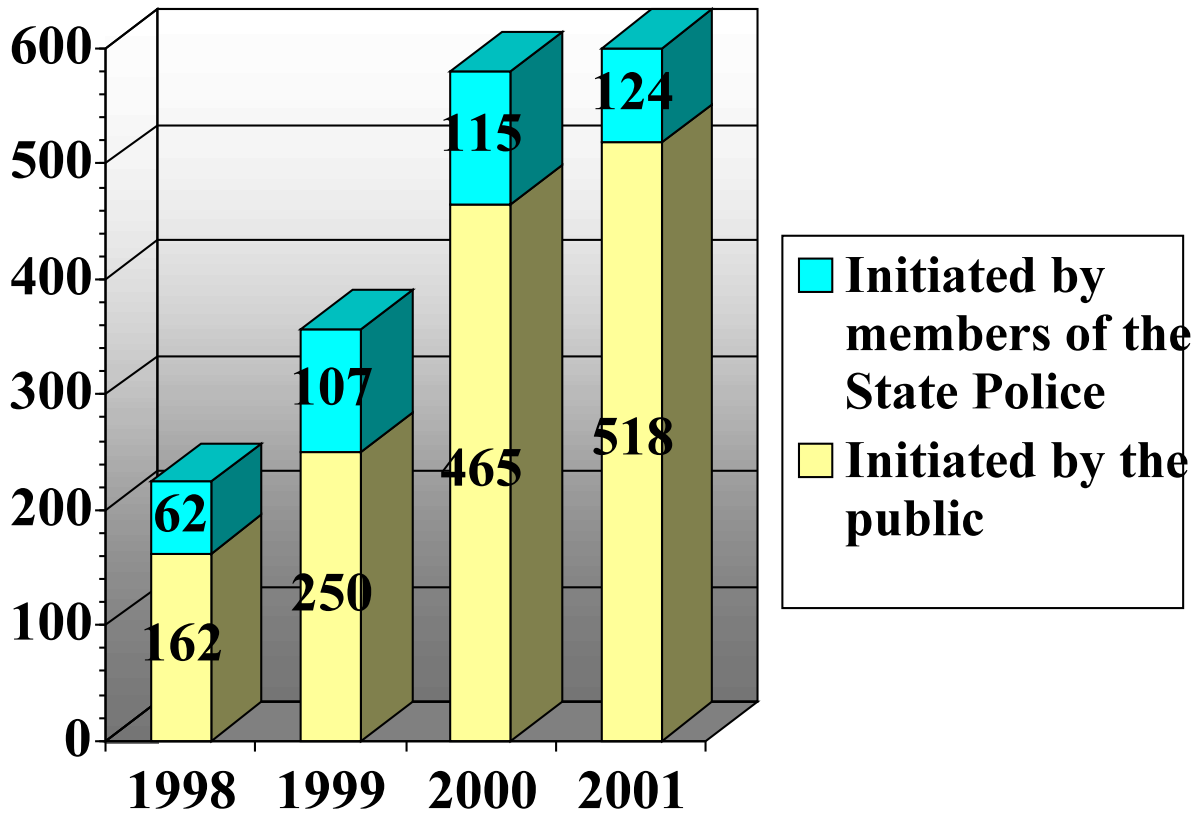
ORIGIN OF COMPLAINTS:

Of the 642 misconduct complaints received and processed in 2001, 518 (81%) were initiated by members of the public, and 124 (19%) were initiated internally. Of the complaints initiated by the public, 229 (44%) were initiated by citizens who had been arrested or issued a motor vehicle summons by a member of the state police. Sixteen (3%) complaints were initiated as a result of an allegation of off-duty conduct relating to domestic violence. The remaining 273 (53%) of the externally initiated complaints were made by citizens who, based solely on their complaints, did not indicate that they were arrested nor received any type of motor vehicle summons.

Of the 580 misconduct complaints received and processed in 2000, 465 (80%) were initiated by members of the public, and 115 (20%) were initiated internally. Of the complaints initiated by the public, 266 (57%) were initiated by citizens who had been arrested or issued a motor vehicle summons by a member of the state police. Eleven (12%) complaints were initiated as a result of an allegation of off-duty conduct relating to domestic violence. The remaining 188 (41%) of the externally initiated complaints were by citizens who were not arrested nor had they received any type of motor vehicle summons.

In 1999, of the 357 total misconduct complaints, 250 were initiated by members of the public and 107 were initiated internally. Of the 224 total misconduct complaints initiated in 1998, 162 were initiated by members of the public and 62 were initiated internally.

FOUR YEAR COMPARISON OF CITIZEN INITIATED AND STATE POLICE INITIATED COMPLAINTS



CRIMINAL PROCEEDINGS INVOLVING MEMBERS OF THE STATE POLICE

The Office of Professional Standards investigates all matters where a member of the State Police has become the subject of a criminal proceeding. Criminal proceedings arise in a variety of ways. They can be initiated as a result of an investigation by Office of Professional Standards personnel; they may be the result of state or federal criminal investigations; they may arise from off-duty matters; or they may be the result of counter-complaints filed against a trooper by a defendant after the defendant has been arrested or charged by a trooper. Each matter represented below is the subject of a pending internal investigation.

Between January 1, 2001 and December 31, 2001, the following criminal complaints were signed or were pending against members of the Division:

Line of Duty: Citizen Initiated Criminal Matters

The following criminal charges were filed against members of the Division for incidents alleged to occur on-duty. Most were filed by individuals, (not law enforcement agencies) who were charged with motor vehicle and/or criminal offenses by the member. These cases have been reviewed, and it was determined the members' actions were within the scope of official duties and legally defensible.

Member was charged with Unsworn Falsification. This matter was Administratively Dismissed on 1/17/02.

Member was charged with Conspiracy. This matter is pending court.

Two members were charged with Simple Assault. These charges are pending court.

Member was charged with Harassment. This matter is pending court.

On-duty Conduct: State Police or Other Law Enforcement Agency Initiated Proceedings

In the following cases, a member has been criminally charged by the State Police or other law enforcement agency and/or there has not been a finding that the member's behavior was within the scope of the member's official duties:

DATE OF OFFENSE	CRIME/OFFENSE	STATUS (as of January 29, 2002)
5/22/2000	Assault	Pending Court
1/27/2000	Theft	Guilty 12/18/2000 Pending Appeal
4/19/1999	Official Misconduct Attempted Murder Aggravated Assault Tampering With Public Records	Guilty Plea 1/14/2002
4/19/1999	Official Misconduct Attempted Murder Aggravated Assault Tampering With Public Records	Guilty Plea 1/14/2002

Off-duty Conduct

These cases represent criminal or disorderly persons offenses filed against Division members acting in an off-duty capacity and not related in any way to the performance of their State Police duties.

Member was charged with Obstructing the Administration of Law and Failure to Disperse. These charges were Administratively Dismissed.

Member was charged with Criminal Mischief and Possession of a Weapon for an Unlawful Purpose. The member was admitted into the Pre-Trial Intervention Program and retired from the Division.

Member was charged with Aggravated Manslaughter, Vehicular Homicide, and

Aggravated Assault. The member was found Guilty and was ordered to forfeit his official position.

Member was charged with Simple Assault (Domestic Violence). This charge was Administratively Dismissed.

Member was charged with Disorderly Conduct and Public Drunkenness. These charges are pending court.

Member was charged with Aggravated Assault and Terroristic Threats (Domestic Violence). These charges were Administratively Dismissed.

Member was charged with Simple Assault (Domestic Violence). This charge was Administratively Dismissed.

Member was charged with Aggravated Assault. This charge was Administratively Dismissed.

Member was charged with Theft of Moveable Property. This charge was Administratively Dismissed.

ASSIGNMENT OF INVESTIGATIONS

Of the 642 year 2001 misconduct complaints, 415 were assigned for investigation to members of the Office of Professional Standards, 19 were referred to the Office of State Police Affairs for investigation, and 208 were assigned to other State Police supervisory personnel for investigation.

ALLEGATION CATEGORIES AND OUTCOMES

All complaints are categorized based on the alleged offense. As of September 1, 2000, completed investigations, upon review by the Superintendent, are determined to have one of the following four dispositions:

Substantiated: an allegation is determined to be “substantiated” if a preponderance of the evidence shows a member violated State Police rules, regulations, protocols, standard operating procedures, directives, or training

Unfounded: an allegation is determined to be “unfounded” if a preponderance of the evidence shows that the alleged misconduct did not occur.

Exonerated: an allegation is determined to be “exonerated” if a preponderance of the evidence shows the alleged conduct did occur but did not violate State Police rules, regulations, operating procedures, directives or training.

Insufficient evidence: an allegation is determined to be “insufficient evidence” where there is insufficient evidence to decide whether the alleged act occurred.

Prior to September 1, 2000, completed investigations, upon review by the Superintendent, were determined to have one of the following three dispositions:

Substantiated: an allegation was determined to be “substantiated” if a preponderance of the evidence showed a member violated State Police rules, regulations, protocols, standing operating procedures, directives, or training.

Unfounded: an allegation was determined to be “unfounded” if a preponderance of the evidence showed the alleged misconduct did not occur or that the member’s actions were justified, legal, and proper.

Unsubstantiated: an allegation was determined to be “unsubstantiated” if the investigation produced insufficient information to prove or disprove the allegation.

Of the 518 citizen initiated complaints in 2001, 114 have been resolved. During the intake phase, 73 were closed by investigation and / or review of mobile video recordings of the incidents where the evidence showed that there were no violations of State Police policies or procedures. In addition, 41 investigations were completed. Of the 114 completed investigations, 13 (11.4%) resulted in a substantiated finding. Investigation continues into 404 citizen complaints.

Of the 124 complaints initiated by State Police supervisors or members in 2001, 20 investigations were completed. Of the 20 completed, 18 (90%) resulted in substantiated findings. 104 of these complaints are pending investigation.

YEAR 2001 SUMMARY OF NEW COMPLAINTS AND COMPLETED CASES

The following table summarizes the total number of complaints received by the Office of Professional Standards during the year 2001 that resulted in Internal Investigations, the origin of the complaints, the total number of Principals (members of the Division who have been identified as the subjects of the investigations), and the general categories of the allegations. The right side summarizes the adjudication of cases by category that occurred during the year 2001, which includes complaints from 2000 and earlier:

Please refer to the tables on the following page.²

²Note: The intake and disposition of complaints is an ongoing process. During investigations matters may be reclassified. During the year, the Division also reports case data to the federal monitors as well as to the Office of the Attorney General which each publish case data. Due to the fluid nature of the handling of these matters, slight numerical differences may exist if the reports are compared.

NEW JERSEY STATE POLICE, OFFICE OF PROFESSIONAL STANDARDS
SUMMARY OF NEW COMPLAINTS
REPORTING PERIOD: JANUARY 1, 2001 THROUGH DECEMBER 31, 2001

2001 Cases Received by Category for Internal Investigation			
Complaint Classification	Origin		Principals
	Public	SP	
Improper Search	10		14
Theft	3	2	3
Assault	16	3	18
Excessive Force	9		10
Differential Treatment	92		88
Other Harassment	22	6	37
Domestic Violence	9	6	15
Drug Violation		4	4
Alcohol Violation	2	1	2
Failure to Perform Duty	40	13	53
Driving Violation	56	3	52
Attitude and Demeanor	108	3	110
Admin. Violations	5	45	46
Other	146	38	205
TOTALS	518	124	657

NEW JERSEY STATE POLICE, OFFICE OF PROFESSIONAL STANDARDS
SUMMARY OF COMPLETED CASES
REPORTING PERIOD: JANUARY 1, 2001 THROUGH DECEMBER 31, 2001

Cases Completed by Category in Year 2001							
Complaint Classification	Written Warnings Issued	Written Reprimands Issued	Summary Disciplinary Hearings Held	General Disciplinary Hearings Held	Charges Filed Summary Disciplinary Hearings	Charges Filed General Disciplinary Hearings	Closed as Unfounded, Unsubstantiated, Insufficient Evidence
Improper Search		1					4
Theft							3
Assault		2		3		1**	26
Excessive Force							1
Differential Treatment	5*	3*					60
Other Harassment	3	4					32
Domestic Violence			1				7
Drug Violation		1*					
Alcohol Violation		1					4
Failure to Perform Duty	2	16		1			24
Driving Violation	1	2					24
Attitude and Demeanor	7	3		1			71
Admin. Violations	16	26	10	2			14
Other	2	6				1**	46
TOTALS	36	65	11	7		2	316

* In 2001, 8 or 12% of the 68 cases closed in the Differential Treatment category resulted in Substantiated secondary allegations.

** Members retired or resigned prior to imposition of discipline.

MAJOR CASE OVERVIEW FOR 2001

During 2001, a small number of the Division's enlisted personnel were involved with allegations of serious misconduct. These included administrative violations, violations of the public trust and, in some cases, criminal allegations. The Office of Professional Standards has initiated investigations into these violations which have resulted in the suspension of 3 Division members pending the completion of the investigation and disposition of the allegations.³

MAJOR INVESTIGATIONS SERIOUS MISCONDUCT BREAKDOWN

Criminal Law Violations	3
Illegal Drug Use and Related Conduct	1

MAJOR INVESTIGATIONS SYNOPSIS

Criminal Violations:

Member was suspended after being Indicted by a State Grand Jury for Official Misconduct (Second Degree), Perjury (Third Degree), False Swearing (Fourth Degree), and Falsifying Records (Fourth Degree).

An off-duty member was suspended after he was charged with Public Drunkenness and Disorderly Conduct.

Member was charged by a local police department with Aggravated Assault. The charge was subsequently remanded to the municipal court where it was Administratively Dismissed.

Illegal Drug Use and Related Conduct:

Member was suspended after an annual Medical Review Examination urine screening and two subsequent screens ordered by the Superintendent proved positive for an illegal controlled dangerous substance. The member is currently awaiting a disciplinary hearing.

³Please note that one case may appear in more than one category within this report.

COMPLETED DISCIPLINE

The State Police disciplinary system provides for 3 formal dispositions of substantiated violations of rules and regulations. They are:

- General Disciplinary Hearing : may result in termination, suspension of any duration imposed by the Superintendent, and/or a reduction in rank and/or grade
- Summary Disciplinary Hearing : may result in a suspension of up to 30 days
- Written Reprimand : may result in a suspension of up to 5 days

SYNOPSIS OF MAJOR DISCIPLINE

The following is a synopsis of discipline imposed as a result of General and Summary Disciplinary Hearings convened during calendar year 2001:

Member was found guilty for acting or behaving in an unofficial or private capacity to his personal discredit involving a domestic dispute with his then-wife and was terminated from the Division of State Police.

Member pled guilty for his failure to follow the directions and instructions of municipal police officers during a neighborhood incident and was suspended for 42 days.

Member pled guilty for failure to follow instructions given by his supervisor by operating a helicopter during hours of darkness without the use of illumination devices and was suspended for 60 days.

Member was found guilty of improperly maintaining control of a prisoner to the extent the prisoner sustained personal injuries while under custodial care. Member utilized a leg sweep motion to neutralize the prisoner while handcuffed. Member was suspended for one year.

Member was found guilty of engaging in an inappropriate conversation with a motorist during a motor vehicle stop, failing to contact Operational Dispatch to record this stop, failing to record the stop on his Daily Activity Patrol Log and being culpably inefficient in his failure to comply with procedures concerning motor vehicle stops. Member was suspended for 4 months.

Member was found guilty for acting in a private capacity to his personal discredit and to the discredit of the Division. Member was suspended for 9 months.

Member pled guilty to engaging in repeated, inappropriate telephone conversations with several individuals to his personal discredit and becoming involved in a dispute with the proprietor of a commercial establishment. Member was suspended for 30 days.

Member was found guilty of failing to call in a motor vehicle stop, failing to document that motor vehicle stop on his Daily Activity Patrol Log, failing to respond to and secure a motor vehicle accident with undetermined injuries, performing his duty in a culpable inefficient manner by failing to diligently pursue further investigative inquiries when the motorist presented to him several conflicting pieces of identification, and conducting himself in an official capacity to his personal discredit and to the discredit of the Division by engaging in improper and inappropriate conversations with a female motorist. Member was terminated from the Division of State Police.

Member pled guilty to engaging in inappropriate and threatening conversations with law enforcement officers during two separate telephone calls and improperly attempting to use his official position to secure the return of personal property from a law enforcement agency. Member was suspended for 30 days.

Member pled guilty to failing to call in at least four motor vehicle stops but not more than thirty three motor vehicle stops over a four month period. Member was suspended for 15 days.

Member pled guilty to failing to report through the Division chain of command that he had received a thing of value from a motorist during a motor vehicle stop. Member was suspended for 14 days.

Member pled guilty to failing to properly secure evidence which he had confiscated in a criminal investigation and being culpably inefficient by failing to clearly articulate the sequence of events relating to the arrest of an individual in the narrative portion of the criminal investigation report. Member was suspended for 11 days.

Member pled guilty to engaging in inappropriate conduct during a domestic dispute to his personal discredit. Member was suspended for 10 days.

Member pled guilty to the misuse of assigned troop transportation by operating the vehicle for personal business while off-duty and without permission. Member was suspended for 15 days.

Member pled guilty to the fact that his log-on-code was activated on a computer when an improper criminal history inquiry was made, accepting a complimentary benefit, and using his fictitious identification for a non-investigative purpose in his acceptance of this benefit. Member was suspended for 27 days.

Member pled guilty to being culpable inefficient in that he issued eight written warnings without providing a copy to the motorists and failing to contact the Operational Dispatch Unit prior to undertaking enforcement action with several motorists in a service area. Member was suspended for 15 days.

Member pled guilty to transporting civilian passengers in assigned troop transportation without authorization. While en route to his duty assignment, the member was involved in a motor vehicle accident resulting in personal injuries to the civilian passengers. Member was suspended for 7 days.

Member was found guilty of submitting inaccurate Weekly and Cycle Activity Reports while acting as a unit supervisor. Member was suspended for 15 days.

Member pled guilty to misusing troop transportation to conduct personal business while off-duty without authorization and becoming involved in a motor vehicle accident. Member was suspended for 15 days.

Member pled guilty to inflating the numbers of motor vehicle summonses credited to him and thereby falsifying a New Jersey State Police Monthly Patrol Activity Log. Member was suspended for 9 days.

Member pled guilty to operating assigned troop transportation while having unauthorized passengers in vehicle without having first obtained prior authorization. Member was suspended for 7 days.

Member pled guilty to using assigned troop car to conduct personal business, while off-duty, without authorization and failing to properly secure troop car while on vacation. Member was suspended for 15 days.

Member pled guilty to accepting a gift and was suspended for 15 days.

Member pled guilty to failing to sign off the C.A.D. system during duty hours and leaving his assigned marked troop car unattended. Member was suspended for 10 days.

Member pled guilty to failing to transact official State Police business through the Division chain of command and failing to ensure that equipment was properly entered into the Division's Property Control Unit inventory. Member was suspended for 12 days.

Member pled guilty to using or attempting to use member's official position to secure unwarranted privileges or advantages for such member or for others and failing to obey a verbal order. Member was suspended for 15 days.

In addition, two members resigned/retired from the Division of State Police in lieu of disciplinary hearings. Eleven other enlisted members retired during 2001 with pending internal investigations that were completed with recommended discipline.

SYNOPSIS OF MINOR DISCIPLINE

In addition to disciplinary hearings, during the year 2001, there were 107 Written Reprimands issued by the Superintendent for a variety of offenses. These include suspensions from 0 to 5 days. The following is a synopsis of Written Reprimands issued by the Superintendent:

Seventeen were issued for Failure to Call in a Motor Vehicle Stop

Thirteen were issued for Lost Equipment

Eleven were issued for Failure to Enter into C.A.D.

Eight were issued for Failure to Supervise

Eight were issued for failure to notify Operational Dispatch Unit

Seven were issued for Culpable Inefficiency

Seven were issued for Incomplete, Erroneous or False Reports

Four were issued for Improper Comments

Three were issued for Motor Vehicle Violations

Three were issued for Failure to Identify oneself as a "Trooper"

Two were issued for Failure to Appear in Court

Two were issued for Failure to Conduct a Proper Investigation

Two were issued for Accepting a Gift

Two were issued for Unauthorized Release of Information

Two were issued for Failure to Complete Consent to Search Forms

Two were issued for failure to following the Chain of Command

Two were issued for Failure to Properly Secure Evidence

One was issued for Patrol Procedure violations

One was issued for Unauthorized Use of Troop Car

One was issued for False Testimony in Court

One was issued for a Motor Vehicle Accident

One was issued for Unauthorized Outside Employment

One was issued for Assault

One was issued for Failure to Take an Internal Complaint

One was issued for Improper Attitude and Demeanor

One was issued for Failure to Carry Issued Firearms

One was issued for Improper Handling of a Weapon

One was issued for Failure to Respond Appropriately for Medical Assistance

One was issued for Failure to List Prescription Medication during a Fitness for Duty Examination

OTHER CORRECTIVE ACTIONS

The Superintendent, in conjunction with the Office of Professional Standards, implemented a Written Warning Program during the year 2000 in which inappropriate or deficient conduct by a member not appropriate for or not requiring a disciplinary

sanction may be documented in a formal manner. The institution of the Written Warning Program was designed to appraise and improve individual performance of members where minor, procedural deficiencies are noted which may or may not constitute a violation of a Rule, Regulation or Order.

The Written Warning is issued by the Office of Professional Standards at the direction of the Superintendent as a result of a review of an internal investigation, a mobile video recording or by other means by which the Superintendent becomes aware of the specific conduct deemed to be inappropriate. The Written Warning does not impact upon a member's promotional eligibility, record of conduct or consideration for a specialist selection. The Written Warning remains active for monitoring purposes for five years so that in the event that a member engages in similar inappropriate conduct, the affected member's conduct for any repetitive violation will be closely scrutinized and may result in discipline or further counseling.

In the year 2001, eighty-five Written Warnings were issued to members whose conduct included failure to safeguard State Police badge and identification, failure to call in a motor vehicle stop, and failure to operate the MVR properly.

OPEN CASES AS OF DECEMBER 31, 2001

Active Investigations at end of year:	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>Total</u>
	12	48	143	494	697

Completed Investigations pending review:	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>Total</u>
	1	5	19	36	57	118

Cases stayed pending outcome of criminal proceedings:	7
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Substantiated cases pending formal hearing:	53
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PROSECUTIONS FOR FALSE CITIZEN COMPLAINTS

The Division of State Police takes citizen complaints seriously and fully investigates them . However, if a complaint is found to be fabricated and maliciously pursued, the complainant may be subject to criminal prosecution.