

# OLEPS

OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS

## Ninth Public Aggregate Misconduct Report

*January 1, 2019 to December 31, 2019*



New Jersey Office of the Attorney General • Andrew J. Bruck, *Acting Attorney General*

Office of Law Enforcement Professional Standards • Christina M. Glogoff, *Director*

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## Introduction

The Law Enforcement Professional Standards Act of 2009 (N.J.S.A. 52:17B-222, et. seq.) (the Act), requires the Office of Law Enforcement Professional Standards (OLEPS) to publish aggregate reports regarding misconduct investigations conducted by New Jersey State Police (State Police). The report includes the total number of complaints received, as well as a breakdown of the number of internal and external complaints, and the disposition of these complaints.

This Aggregate Misconduct Report discusses the volume of misconduct investigations opened from January 1, 2019 to December 31, 2019, misconduct cases closed in 2019, administrative cases closed in 2019, performance cases closed in 2019, and trends in misconduct case volume from 2011 to 2019. The report provides an overview of State Police's misconduct process and details aggregated misconduct data for the reporting period. This report details the total number of misconduct cases opened and closed within the reporting period, the disposition of each closed case, the number of troopers and allegations in each case, the type of allegations in each case, and several other measures designed to more fully illustrate State Police's internal discipline process.

Publication of this report continues OLEPS' goal of improving transparency, integrity, and awareness of State Police processes.

## Misconduct Process

The Office of Professional Standards (OPS) is the unit within State Police tasked with investigating alleged misconduct of enlisted members of State Police. State Police policies and procedures define misconduct as any act or omission, which, if a member commits, would violate a rule, regulation, written directive, or lawful order State Police issued. The time between when State Police receives a complaint to the closing of a misconduct case can be lengthy and depends on a number of factors inherent to the complaint. When OPS receives a complaint, the office determines whether the complaint is an administrative or misconduct matter warranting an investigation. If the case warrants an investigation, the specifics of the complaint and case dictate the process of the investigation, and ultimately, the disposition.

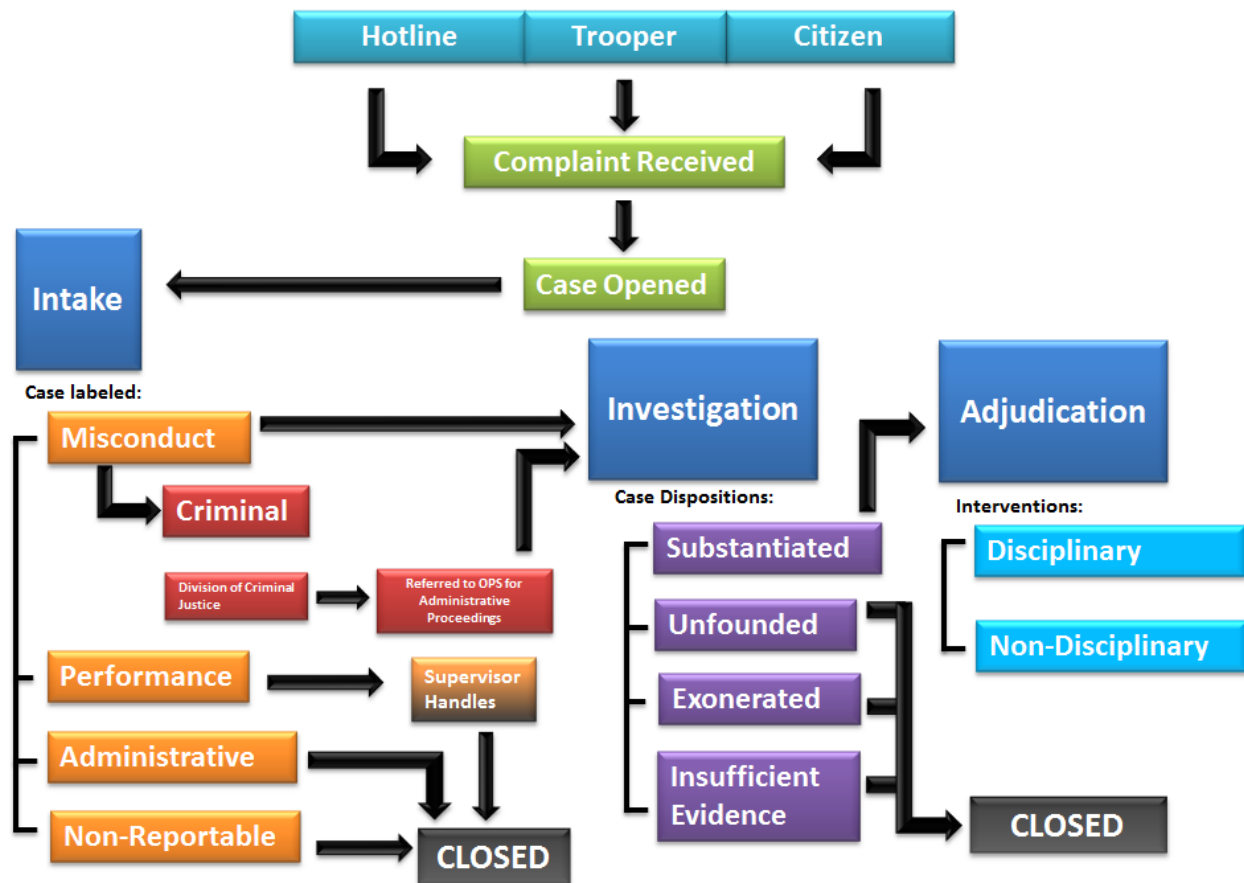
While OPS' primary responsibility is investigating allegations of misconduct, the office also handles other State Police matters. These other matters include monitoring the progress of alleged Equal Employment Opportunity (EEO) violations, compliance incidents, shooting reviews, tracking uses of force, managing reviews generated when a member is involved in two or more uses of force in one year (also known as 2-in-1s), managing reviews generated when a member is involved in three or more misconduct cases in two years (also known as 3-in-2s), and managing early warning system reviews.<sup>1</sup> The receipt and investigation of allegations of misconduct, however, remain OPS' focus.

Figure One outlines how OPS processes complaints.

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<sup>1</sup> Until October 2017, OPS also coordinated State Police's responses to Open Public Records Act requests. The Office of Community Outreach and Public Affairs now handles this function.

Figure One: Process of Allegations of Misconduct



#### How are complaints received?

- OPS receives complaints or allegations of misconduct in a number of ways –a complaint made via the State Police complaint line, a complaint filed with OPS or OLEPS via citizen contact, a citizen-completed complaint form provided to a trooper, or a self-report by a trooper.

#### What happens to complaints?

- OPS Intake Unit staff reviews and assesses all complaints, regardless of the method they were received and who they were initiated by. After reviewing the complaint, the Intake Unit renders one of several determinations: administratively closed, a criminal incident, a performance issue, a non-reportable incident, or a misconduct case.
- A case is administratively closed after OPS determines there is no indication a trooper's behavior, specifically their performance (or non-performance) violated criminal laws, State Police rules and regulations, or written orders. Administratively closed cases do not proceed.

- If OPS determines that a misconduct case may implicate criminal activity, it refers the matter to either the Division of Criminal Justice (DCJ)<sup>2</sup> or the local prosecutor. DCJ or a local prosecutor's office decides whether to pursue criminal charges. When this occurs, OPS suspends the administrative misconduct investigation until the conclusion of the criminal investigation. These actions also occur if a trooper is arrested.
- Misconduct cases identified as performance issues are issues of job performance, typically addressed by a trooper's supervisor.
- Non-reportable incidents involve performance or non-performance issues that do not violate NJSP rules and regulations, criminal or civil laws, or the state or national constitution. OPS documents and records these incidents for administrative purposes.
- OPS internally investigates all allegations classified as misconduct cases.

#### Overview of the misconduct investigation process:

- The misconduct investigation process attempts to determine whether misconduct allegations are true. These cases typically involve multiple allegations and may involve one or more troopers. Because allegations can be specific (i.e., disparate treatment or racial profiling), OPS classifies each according to the classification system outlined in Appendix One.
- The investigation process may involve speaking with the individual who filed the complaint and/or witnesses to an event related to the complaint. Investigations may also require reviews of reports and documentation of the incident (i.e., motor vehicle stop reports, investigation reports, arrest reports, recordings, etc.). Once an investigation is complete, OPS applies one of the following dispositions based on a preponderance of evidence: substantiated, unfounded, exonerated, or insufficient evidence.<sup>3</sup> OPS' adjudication office determines the appropriate discipline for substantiated cases.

#### Overview of the adjudication process:

- After OPS assigns a disposition to a case, the adjudication process begins. In every case, a trooper receives either disciplinary or non-disciplinary action. If discipline is imposed, the Office of the Attorney General (OAG) reviews the completed investigation for legal

<sup>2</sup> As of 2019, the Office of Public Integrity and Accountability (OPIA) took over this function from DCJ.

<sup>3</sup> Substantiated - a preponderance of the evidence shows that a member violated State Police rules, regulations, protocols, standard operating procedures, directives, or training.

Unfounded - a preponderance of the evidence shows that the alleged misconduct did not occur.

Exonerated - a preponderance of the evidence shows that the alleged conduct occurred, but did not violate State Police rules, regulations, standard operating procedures, directives, or trainings.

Insufficient evidence (formerly unsubstantiated) - when there is insufficient evidence to determine if the alleged misconduct occurred.

sufficiency and determines whether the preponderance of evidence supports the conclusion of the investigation. The OAG also reviews whether the discipline imposed is appropriate and proportionate.<sup>4</sup>

## Report Methodology

This report details the volume of activity OPS handled in 2019. This report provides aggregate analyses of misconduct investigations opened in 2019. It also provides an overview of misconduct, performance, and administrative cases closed in 2019, regardless of the date opened.

## Data

OLEPS collected data on all complaints received between January 1, 2019 and December 31, 2019. These data included information on all opened and closed misconduct, administrative, performance, and non-reportable cases. Specifically, this report focuses on the following information for each misconduct case: the date the incident occurred, the date OPS received the complaint, the date OPS opened the case, the principals and allegations, the allegation's classifications and outcomes, the investigation's completion date (if applicable), and the date OPS closed the investigation.

The focus of this report is the volume and variety of misconduct cases. However, OPS also examines other cases that do not involve actions classified as misconduct.

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<sup>4</sup> During this review, OAG has full access to the involved trooper's disciplinary history. Before disciplinary charges and a penalty are recommended, the trooper's disciplinary history is evaluated.

*Figure Two: Annual Volume of OPS Incidents  
1998-2019*

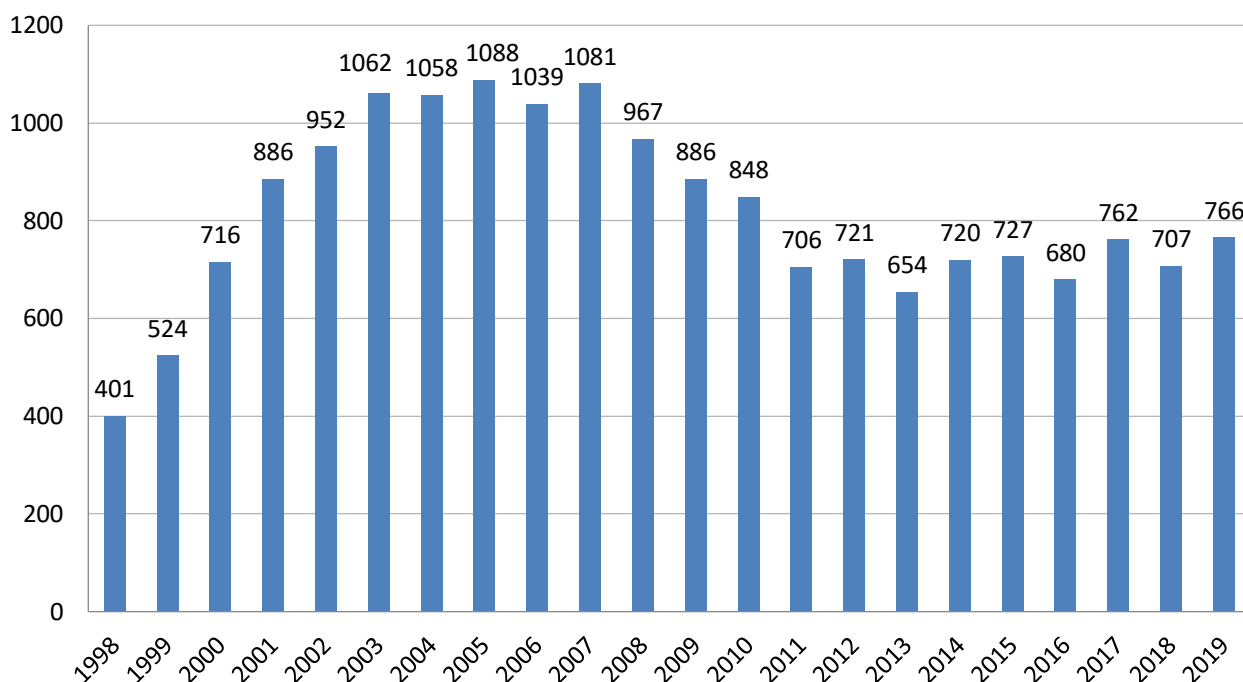
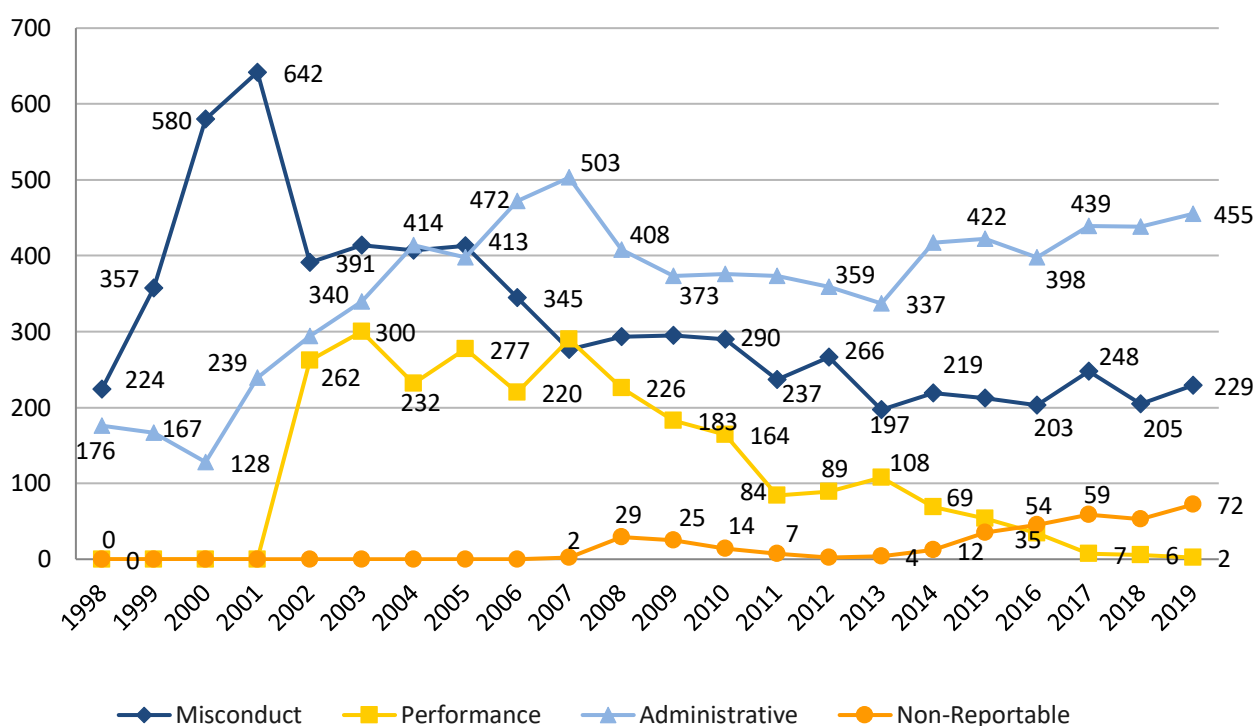


Figure Two depicts the number of all OPS incidents from 1998 through 2019. This number peaked in the early to mid-2000s and generally decreased after. In 2019, OPS received 766 incidents, an 8.35% increase from the 707 incidents received in 2018. The 766 incidents OPS received in 2019 reflect all cases and incidents with the potential of being a misconduct. It does not reflect OPS' other office responsibilities, such as reviewing uses of force or other risk management and early warning reviews.

Complaints may be categorized into multiple categories. Complaints may involve allegations of prohibited behavior, violations of administrative rules, and events where reports are required but do not reflect trooper misconduct (*supra*. at 3–4). These categories – misconducts, performance, administrative, and non-reportable incidents – are depicted in Figure One and defined above. Figure Three details the volume of these incidents from 1998 to 2019.<sup>5</sup>

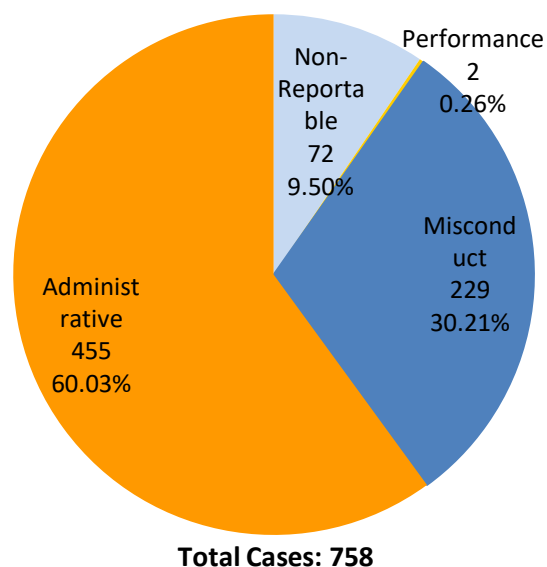
<sup>5</sup> Figure Three depicts the four largest categories described previously – misconduct, administrative, performance, and non-reportable incidents. There are two additional categories, EEO and shooting complaints. These categories of complaints are not reflected in Figure Three but are included in the total number of incidents (766 in 2019). The Aggregate Misconduct Report only discusses the cases with the potential to develop into a misconduct case (758 in 2019).

*Figure Three: Annual OPS Complaint Volume by Type  
1998-2019*

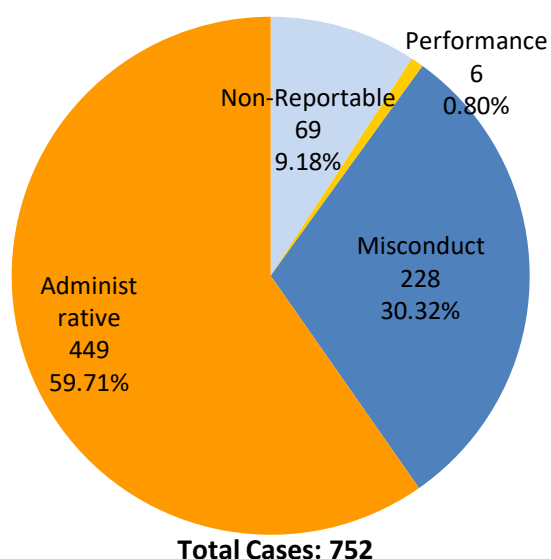


This report focuses on misconduct cases, performance cases, administrative cases, and non-reportable incidents. As noted in Figure Two, the volume of incidents reported to OPS increased in 2019. Consistently, each incident type, with the exception of performance cases, also increased. However, the magnitude of this change varied across complaint type. Historically, the volume of cases fluctuates, as shown in Figure Three. However, a notable pattern is the simultaneous decrease of performance cases and increase in non-reportable cases, beginning in 2014.



*Figure Four: Cases Opened in 2019*

OPS opened 766 cases in 2019. However, Figure Four depicts only the cases discussed in this report<sup>6</sup>. Administrative and misconduct cases accounted for the majority of cases opened in 2019, while non-reportable incidents and performance cases were less frequent.

*Figure Five: Cases Closed in 2019*

Depending on the investigation, allegations, and principals, a case may open in one year and close in another. Consequently, cases opened in 2019 were not necessarily closed in 2019. In 2019, OPS closed a total of 752 misconduct, administrative, performance, and non-reportable cases. Similar to the volume of cases opened, the majority of closed cases were administrative or misconduct cases. Non-reportable and performance cases occurred less frequently among cases closed.

Overall, OPS opened and closed a similar proportion of each case type in 2019. Administrative, non-reportable, and performance cases typically close within the same year, while misconduct cases may not open and close within the same year.

<sup>6</sup> The eight cases opened in 2019 not included in these analyses were classified as either EEO investigations or shooting reviews. OLEPS does not review these cases.

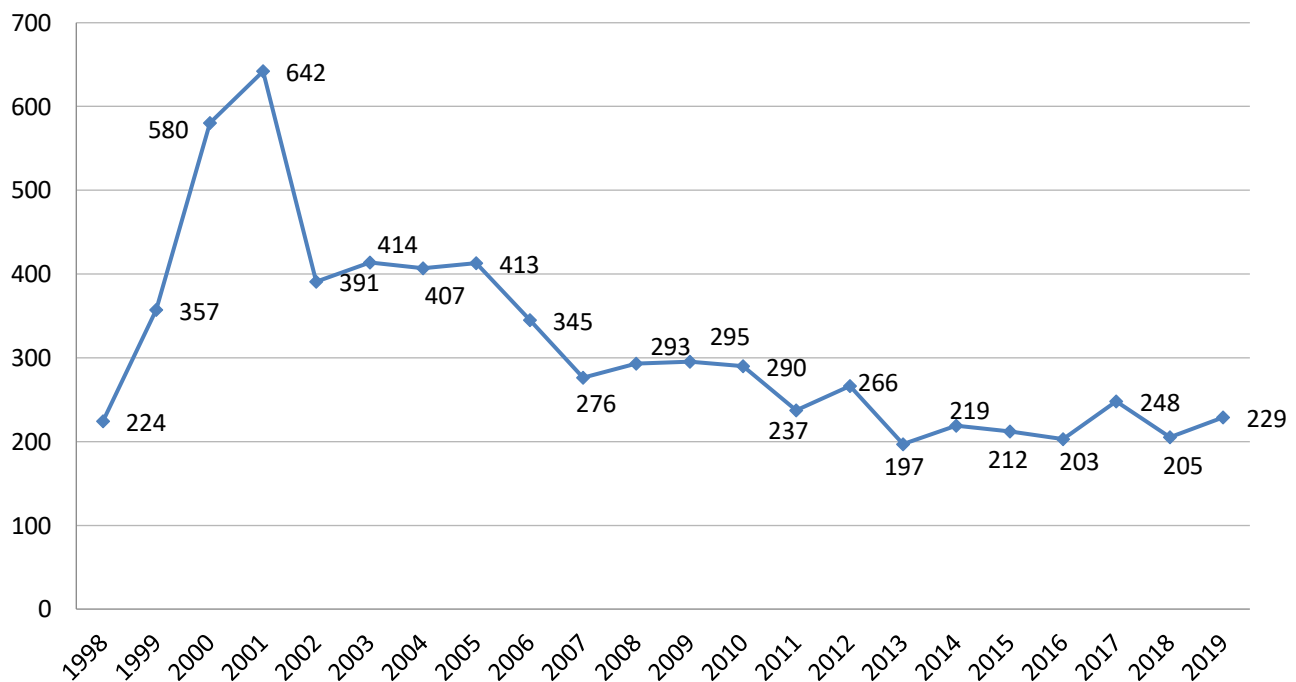
## Analysis

The following analyses depict the trends and volume of misconduct, performance, and administrative cases OPS handled in 2019.

### Misconduct Cases Received in 2019

Figure Six depicts the number of misconduct investigations opened each year from 1998 to 2019. As noted previously, OPS opened 229 misconduct cases in 2019, an 11.71% increase from the 205 cases opened in 2018.

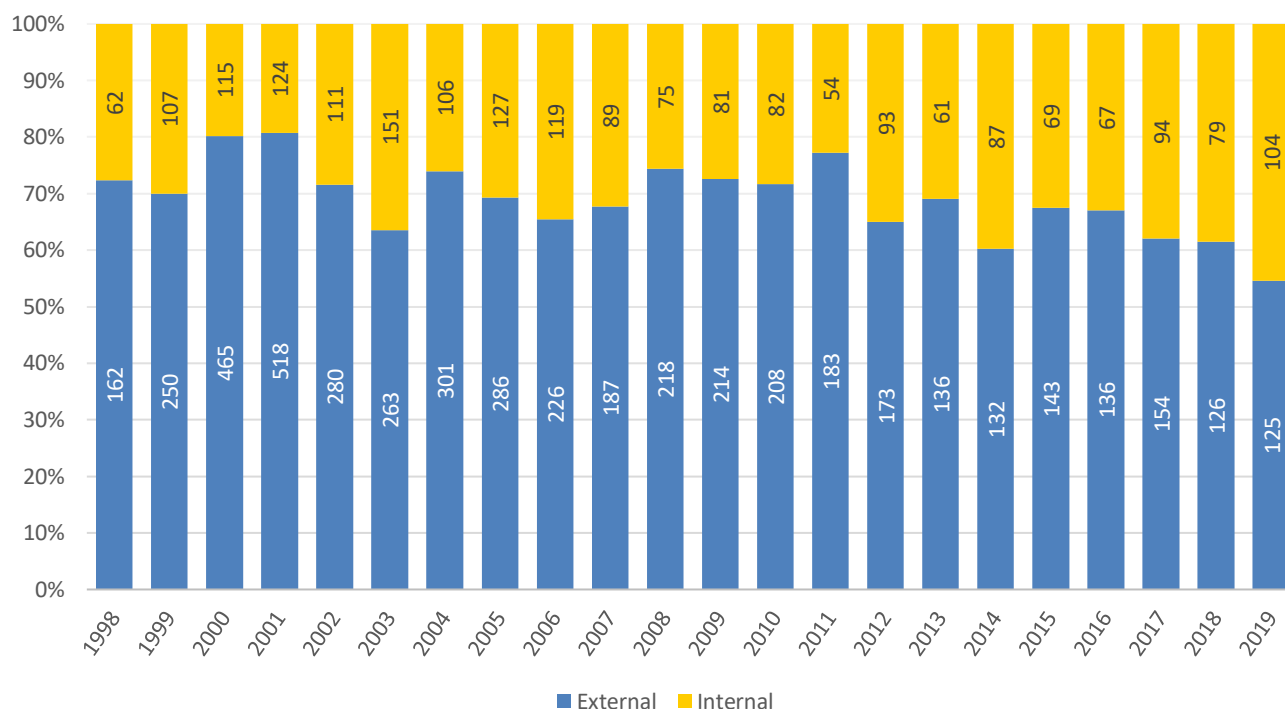
*Figure Six: Trends in the Number of Misconduct Cases Opened  
1998-2019*



### Complaint Source

A complaint may originate from a citizen (an “external” source), from within State Police (an “internal” source), or from an anonymous source. Similar to the previous year, the majority of misconduct cases opened in 2019 were made by external sources. In 2019, 54.59% of misconduct cases (125) originated from external complaints, and 45.41% of misconduct cases (104) developed from internal complaints. The current year had the largest proportion of internal complaints received since 1998. Figure Seven depicts the proportion of internal and external cases generated each year since 1998. As shown across all years, the majority of cases, between 54.59% and 80.69%, originated from external complaints. A smaller proportion of misconduct cases, between 19.31% and 45.41%, were generated internally.

*Figure Seven: Misconduct Cases Received by Source  
1998-2019*

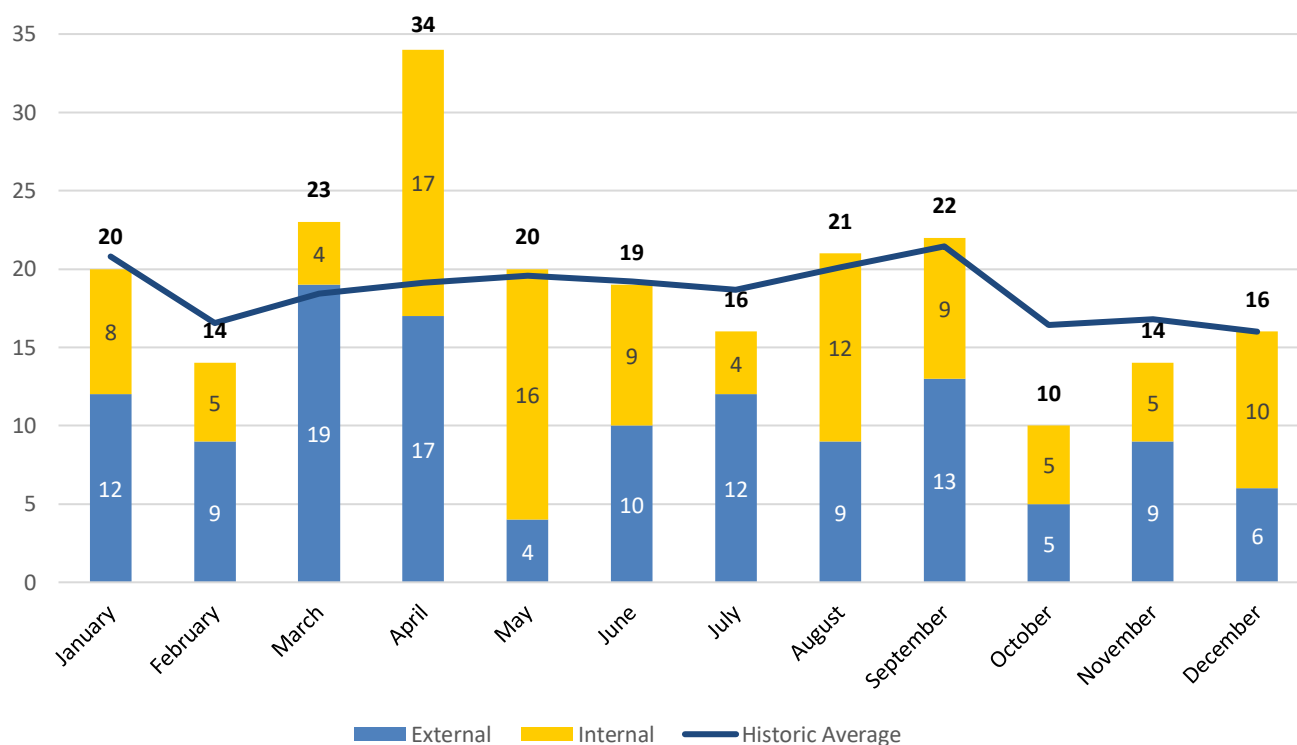


A trooper can be assigned to a station, unit, or to an administrative position. A trooper's assignment may give them more or less frequent and direct contact with the public. Since the majority of complaints generate from external sources, troopers with higher levels of citizen contact may be more likely to receive misconduct complaints than those with less public contact. In 2019, approximately 60% of misconduct complaints involving troopers assigned to road stations generated from external sources, or the public. In contrast, approximately 42% of misconduct cases involving troopers assigned to non-road stations generated from external sources. OLEPS conducted a chi-square test to determine whether this difference was statistically significant. The results indicated that there was a statistically significant difference in the volume of externally generated complaints filed against troopers assigned to road stations compared to those assigned to non-road stations, ( $\chi^2=7.09$ ,  $p<.01$ , two-tailed). This indicates road and non-road stations differed in the source of their complaints.

Figure Eight depicts the number of misconduct cases OPS received each month in 2019. As in previous years, the number of cases fluctuated each month with no discernable pattern. In 2019, OPS received the largest volume of cases in April (34), followed by March (23), and then September (22). External complaints generated the majority of misconduct cases across most months. Specifically, in seven months (January, February, March, June, July, September, and November) OPS received more external complaints than internal complaints. In three months (May, August, and December), there were more internal complaints than external ones, and in two months (April and October), the same number of internal and external complaints were received.

Compared to the average case volume in each month from 2011 to 2019 (blue line in Figure Eight), the volume of cases received in April 2019 was considerably above average, while the volume of cases received in March 2019 was slightly above average. Conversely, the volume of cases received in October 2019, 10, was considerably less than the average of 16 received in October from 2011 to 2019.

*Figure Eight: Date Misconduct Cases Received  
2019*



### Case Status<sup>7</sup>

The length of time between when OPS opens and closes a misconduct case varies, depending on the circumstances of each case. No two cases are similar, each having unique allegations and principals. Additionally, some cases may be prioritized, resulting in a quicker resolution. As of April 2020, OPS completed 140 of the 229 cases opened in 2019. The Investigation Bureau forwarded 32 cases opened in 2019 for supervisory review<sup>8</sup> requiring only a review of the findings and potential adjudication to conclude the matter. Of the cases not yet forwarded for supervisory review or adjudication, 18 were suspended<sup>9</sup> and 39 remained under active investigation. This volume of active cases is larger than the

<sup>7</sup>OLEPS finalized all determinations of case status in April 2020 for the data used in this report and in the OPS' 2019 Annual Report.

<sup>8</sup> All completed investigations undergo a supervisory review.

<sup>9</sup> Cases may be suspended due to pending criminal investigations or criminal legal review. These cases must remain suspended until the completion of the criminal case or criminal legal review process.

number of active cases in 2018 (33 cases) when the data for the Eighth Aggregate Misconduct Report was pulled.

*Table One: Status of Misconduct Cases Opened*

<b>Status</b>	<b>Number of Cases</b>	<b>Number of Allegations</b>
<i>Active</i>	39	211
<i>Completed</i>	140	344
<i>Supervisory Review</i>	32	158
<i>Suspended</i>	18	69
<b>Total</b>	<b>228</b>	<b>782</b>

### Age of Cases

OPS may open a misconduct case for an incident that occurred that day or any previous day. As a result, allegations of misconduct OPS received in 2019 can include incidents that occurred prior to 2019. Of the 229 misconduct cases opened in 2019, 147 stemmed from incidents that occurred in 2019. Eighteen cases resulted from an incident that occurred prior to January 1, 2019, including 14 cases from incidents that occurred in 2018. There were 64 misconduct cases opened in 2019 that did not list an incident date.<sup>10</sup>

### Case Assignment

Table Two depicts the distribution of cases and the number of troopers named in complaints in 2019 across stations. The table indicates the number and percent of troopers named in a misconduct case for each station in 2019, and the number of cases listed for that station according to IAPro.<sup>11</sup>

<sup>10</sup> OPS may not record incident dates for multiple reasons including: the complaint referred to multiple incidents, the case resulted from information found during a previous investigation, the case was opened following a notification of civil action, or the date was unknown.

<sup>11</sup> Because troopers may be reassigned, the station listed for each case is the location at which the incident occurred, regardless of the assignment of the troopers involved.

Table Two: Station Distributions of Cases, Troopers, and Allegations

	Station	Cases		Troopers		Allegations	
		#	%	#	%	#	%
Troop A	Atlantic City	6	2.62%	13	3.45%	25	3.20%
	Bellmawr	2	0.87%	2	0.53%	3	0.38%
	Bridgeton	5	2.18%	10	2.65%	18	2.30%
	Metro South	4	1.75%	12	3.18%	23	2.94%
	Buena Vista	3	1.31%	8	2.12%	24	3.07%
	Port Norris	3	1.31%	6	1.59%	14	1.79%
	Woodbine	4	1.75%	13	3.45%	34	4.35%
	Woodstown	3	1.31%	5	1.33%	8	1.02%
	Troop A Other	7	3.06%	14	3.71%	23	2.94%
	<b>Troop A Total</b>	<b>37</b>		<b>83</b>		<b>172</b>	
Troop B	Hope	5	2.18%	9	2.39%	21	2.69%
	Netcong	5	2.18%	7	1.86%	15	1.92%
	Perryville	2	0.87%	2	0.53%	4	0.51%
	Somerville	10	4.37%	15	3.98%	24	3.07%
	Sussex	2	0.87%	8	2.12%	12	1.53%
	Totowa	10	4.37%	11	2.92%	31	3.96%
	Washington	5	2.18%	5	1.33%	10	1.28%
	Troop B Other	6	2.62%	15	3.98%	24	3.07%
	<b>Troop B Total</b>	<b>45</b>		<b>72</b>		<b>141</b>	
Troop C	Bordentown	12	5.24%	15	3.98%	30	3.84%
	Hamilton	6	2.62%	11	2.92%	18	2.30%
	Kingwood	7	3.06%	10	2.65%	25	3.20%
	Red Lion	2	0.87%	5	1.33%	11	1.41%
	Tuckerton	6	2.62%	9	2.39%	26	3.32%
	Troop C Other	5	2.18%	10	2.65%	22	2.81%
	<b>Troop C Total</b>	<b>38</b>		<b>60</b>		<b>132</b>	
Troop D	Bloomfield	10	4.37%	13	3.45%	22	2.81%
	Cranbury	4	1.75%	5	1.33%	9	1.15%
	Galloway	5	2.18%	7	1.86%	12	1.53%
	Holmdel	4	1.75%	4	1.06%	10	1.28%
	Moorestown	3	1.31%	4	1.06%	5	0.64%
	Newark	8	3.49%	12	3.18%	44	5.63%
	Troop D Other	8	3.49%	11	2.92%	21	2.69%
	<b>Troop D Total</b>	<b>42</b>		<b>56</b>		<b>123</b>	
Other		61	26.64%	100	26.53%	208	26.60%
Unknown		6	2.62%	6	1.59%	6	0.77%
<b>Total</b>		<b>229</b>		<b>377</b>		<b>782</b>	

The distribution of cases across stations was generally consistent. Only one station, Bordentown in Troop C, accounted for more than 5% of the total number of misconduct cases received in this year. Specifically, Bordentown station accounted for 5.24% of cases in 2019. The pattern of allegation volume varied slightly from the case and trooper pattern. Newark station in Troop D accounted for 5.63% of all

allegations, whereas this station only accounted for 3.49% of all cases and all troopers named in a case. Bloomfield station, also in Troop D, accounted for a larger proportion of cases, 4.37%, but a smaller proportion of allegations, 2.81%. Overall, the largest proportions of cases, troopers, and allegations cited in 2019 misconduct cases were for those assigned to non-road stations, labeled as “Other.”<sup>12</sup>

*Figure Nine: Trends in the Troop Proportions of Troopers Involved in Misconduct Cases 2011-2019*

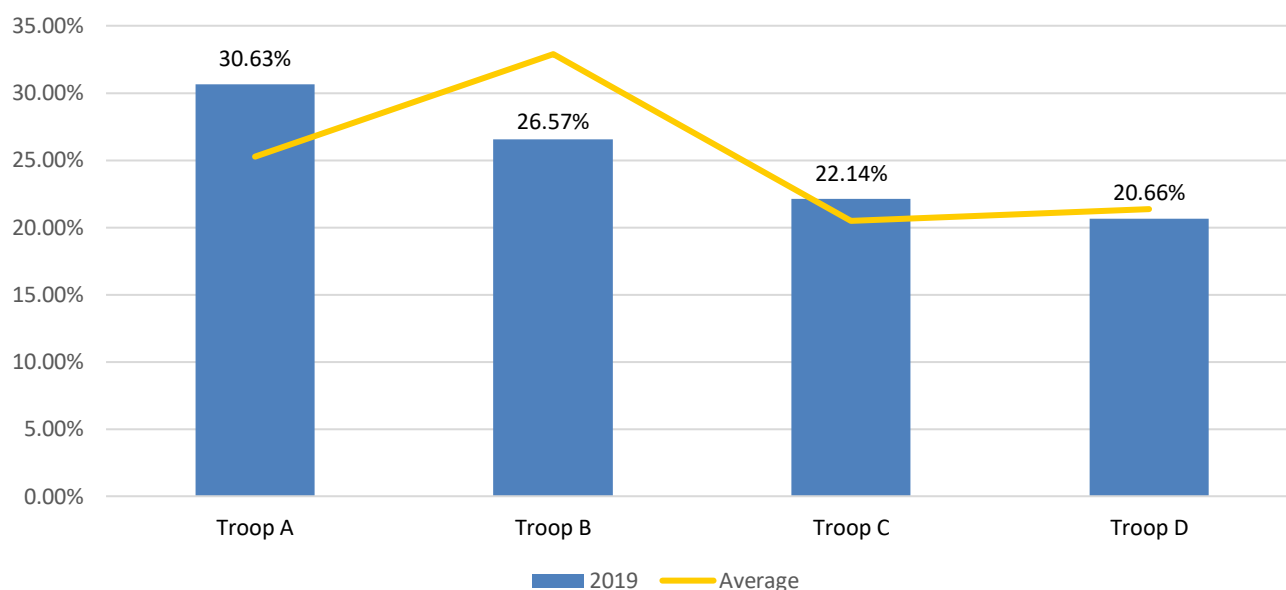


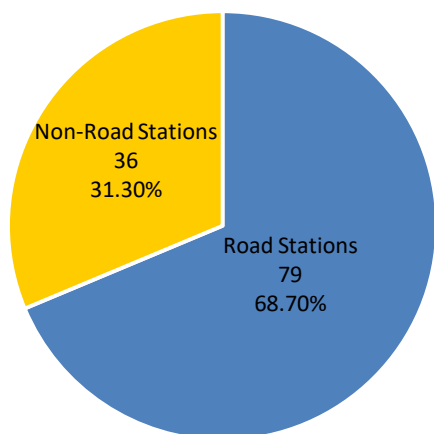
Figure Nine depicts the proportion of troopers cited in opened misconduct cases for each troop. While the overall volume of cases and volume of troopers within cases increased, each troop’s proportion of cases varies. In the current reporting period, troopers assigned to Troop A were cited in a larger proportion of cases than the average from 2011 to 2018. Troopers assigned to Troop B were cited in a considerably smaller proportion of cases than the average from 2011 to 2018.

As indicated in Figure Nine, Troop B historically had the largest proportion of troopers involved in misconduct cases. However, in 2019, Troop A had the largest proportion of troopers involved in misconduct cases. Troop A’s misconduct cases named 83 troopers, 31% of all troopers involved in misconduct cases in 2019. Troop B had the second largest proportion, 27% of troopers named across troops. Troop C’s misconduct cases named 60 troopers, 22%, and Troop D named 56 troopers, 21%.

<sup>12</sup> A case may have multiple allegations and principals. For example, a case may include allegations of inappropriate actions on duty and failure to follow motor vehicle procedures against Trooper 1, and allegations of false arrest and excessive use of force against Trooper 2.

In addition to having the largest number of troopers cited in misconduct cases, Troop A also had the largest number of troopers per case. On average, there were 2.24 troopers per misconduct case for Troop A in 2019. There were 1.60 troopers per case for Troop B, 1.58 troopers per case for Troop C, and 1.33 troopers per case for Troop D.

*Figure Ten: Proportion of Externally Generated Cases  
by Road and Non-Road Stations  
2019*



**Total Externally Generated Cases: 115**

As mentioned previously, given the volume of public interactions at road stations, it is expected that the volume of external complaints should be larger at road stations than at non-road stations. Table Three (See page 16) depicts the proportion of externally generated complaints for each station.

Nearly 69% percent of externally generated cases involved troopers at road stations, while only 31% involved troopers at non-road stations. Across troops, this proportion varied, however, the majority of cases involving troopers at road stations generated from external complaints. At some stations, more than 70% of cases originated from external complaints. All cases originating at Buena Vista, Woodstown, Perryville,

Sussex, and Red Lion stations originated from external complaints. At two other road stations (Atlantic City and Tuckerton), more than 80% of all cases generated from external complaints. As expected, stations identified as “other” had a slightly larger proportion of internal complaints.



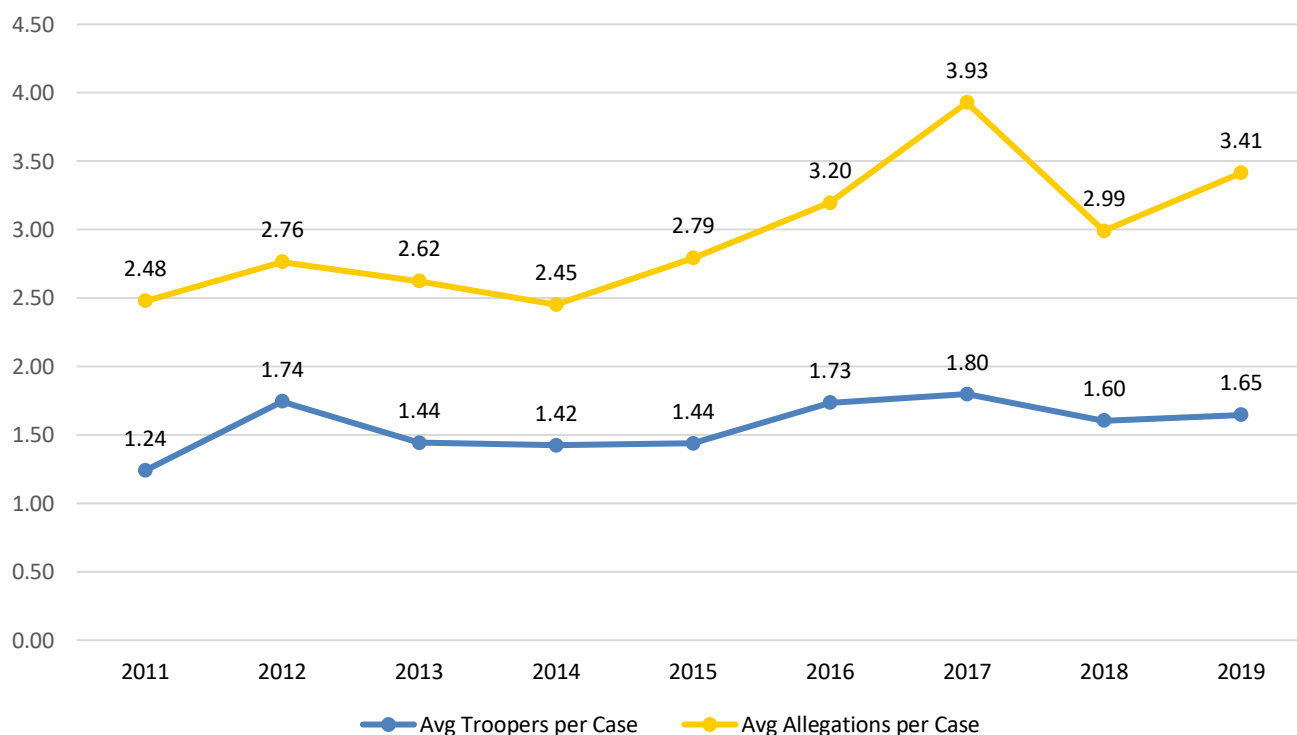
Table Three: Station Distributions of Cases, Troopers, and Allegations

	Station	External Cases		Internal Cases	
		#	% of Total	#	% of Total
Troop A	Atlantic City	5	83.33%	1	16.67%
	Bellmawr	1	50.00%	1	50.00%
	Bridgeton	3	60.00%	2	40.00%
	Metro South	1	33.33%	2	66.67%
	Buena Vista	3	100.00%	0	0.00%
	Port Norris	2	66.67%	1	33.33%
	Woodbine	2	50.00%	2	50.00%
	Woodstown	3	100.00%	0	0.00%
	Troop A Other	3	42.86%	4	57.14%
	<b>Troop A Total</b>	23		13	
Troop B	Hope	2	50.00%	2	50.00%
	Netcong	2	40.00%	3	60.00%
	Perryville	2	100.00%	0	0.00%
	Somerville	3	33.33%	6	66.67%
	Sussex	2	100.00%	0	0.00%
	Totowa	7	70.00%	3	30.00%
	Washington	2	40.00%	3	60.00%
	Troop B Other	3	50.00%	3	50.00%
	<b>Troop B Total</b>	23		20	
Troop C	Bordentown	9	75.00%	3	25.00%
	Hamilton	4	66.67%	2	33.33%
	Kingwood	4	57.14%	3	42.86%
	Red Lion	1	100.00%	0	0.00%
	Tuckerton	4	80.00%	1	20.00%
	Troop C Other	2	50.00%	2	50.00%
	<b>Troop C Total</b>	24		11	
Troop D	Bloomfield	6	60.00%	4	40.00%
	Cranbury	3	75.00%	1	25.00%
	Galloway	1	20.00%	4	80.00%
	Holmdel	3	75.00%	1	25.00%
	Moorestown	1	33.33%	2	66.67%
	Newark	3	37.50%	5	62.50%
	Troop D Other	7	87.50%	1	12.50%
	<b>Troop D Total</b>	24		18	
	Other	21	34.43%	40	65.57%
	Unknown	10	83.33%	2	16.67%
<b>Total</b>		<b>125</b>		<b>104</b>	

## Case Complexity

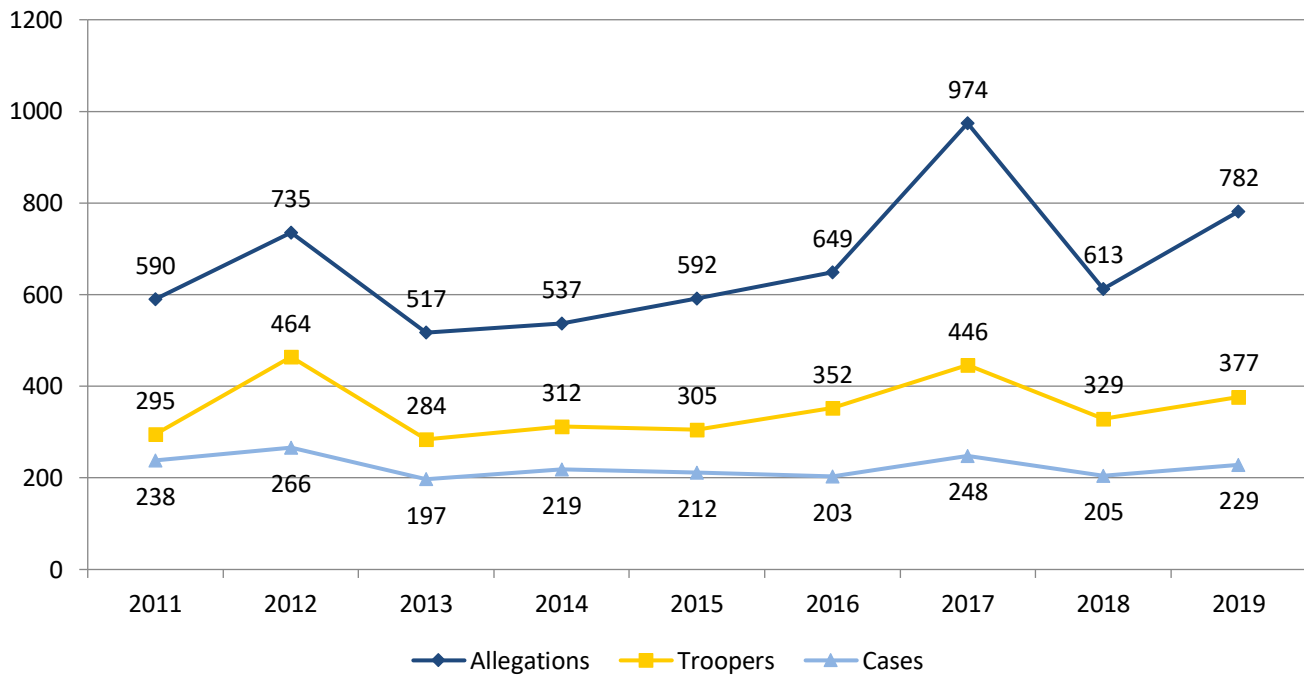
The age of an investigation, from opening to closing, depends on a number of factors. The complexity of a case, however, has the greatest impact on investigation length. The term “case complexity” in this report refers to the number of principals cited in a case (number of troopers), the number of allegations against each principal, and the total number of allegations in a case. For example, one case may have one allegation against multiple troopers, and another case may have several allegations against each principal. The complexity of a case depends on the number of troopers and allegations within each case, as each individual trooper and each allegation requires investigation. In 2019, misconduct cases involved an average of 1.65 troopers per case, 2.07 allegations per trooper, and 3.41 allegations per case. As shown in Figure Eleven, since 2011, cases have involved both more allegations and troopers, on average.

*Figure Eleven: Average Troopers and Average Allegations per Case  
2011-2019*

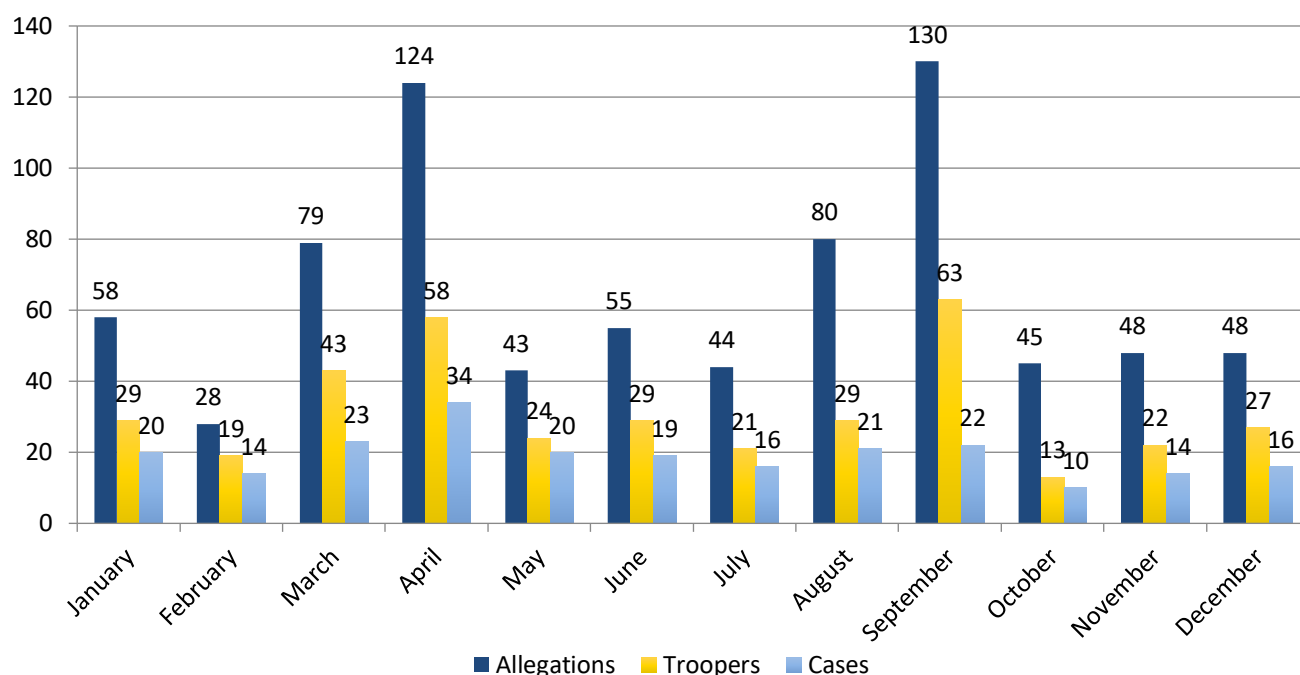


Over the past nine reporting periods, the average number of troopers and allegations increased, as did the overall volume of cases, with a few exceptions. Figure Twelve depicts the trends in the number of allegations, troopers, and cases from 2011 to 2019. Consistent with the increase in the number of misconduct cases opened, the number of troopers and the number of allegations also increased, but to varying extents. In 2019, the volume of open cases increased by 24 (11.71%), the volume of troopers cited in open cases increased by 48 (14.59%), and the volume of allegations cited increased by 169 (27.57%).

*Figure Twelve: Trends of Allegations, Troopers, and Cases  
2011-2019*



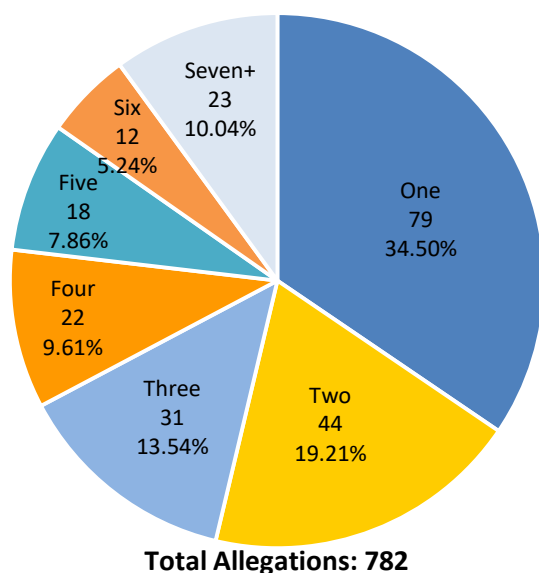
*Figure Thirteen: Number of Cases, Troopers, and Allegations by Month  
2019*



Further examining the current reporting period, there is variation across each month in 2019 for the number of allegations, troopers, and cases opened, as shown in Figure Thirteen. Since there can be multiple troopers and/or allegations in a given case, there were fewer cases than there were either troopers or allegations. For example, in September 2019, OPS opened 22 cases involving 63 troopers and 130 total allegations.

## Allegations

*Figure Fourteen: Number of Allegations per Case*  
2019



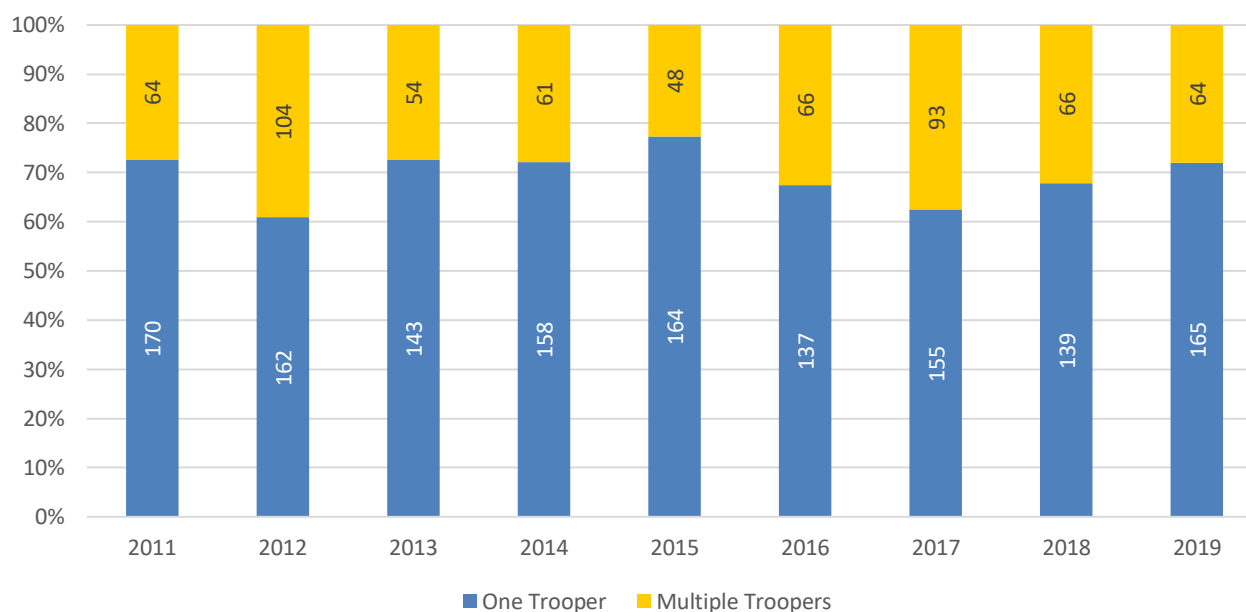
There were 782 total allegations of misconduct in the 229 misconduct cases OPS opened in 2019, an increase of 169 allegations from the previous year. Figure Fourteen depicts the distribution of the total number of allegations per misconduct case received in 2019. The majority of cases involved multiple allegations. There were 79 misconduct cases that involved one allegation and 150 cases that involved multiple allegations. Specifically, 44 cases involved two allegations, 31 cases involved three allegations, and 75 cases involved four or more allegations. During the course of an investigation, OPS may add additional allegations.

Across years, the average number of allegations per case varied (See Figure Eleven, page 17). In 2019, there was an average of 3.41 allegations of misconduct per case.

## Troopers

There were 377 troopers involved in the 229 misconduct cases received in 2019. Figure Fifteen (See page 21) illustrates the proportion of misconduct cases involving one or more troopers from 2011 to 2019. Prior to 2015, the proportion of cases involving multiple troopers remained generally consistent, about 27%, with one exception. In 2012, the proportion of cases with multiple troopers was 39.10%. However, in 2016, this proportion was 32.51% and in 2017, this proportion was 37.50%. Since 2017, the proportion of cases involving multiple troopers has decreased, with 32.20% of cases citing multiple troopers in 2018 and 27.95% of cases citing multiple troopers in 2019.

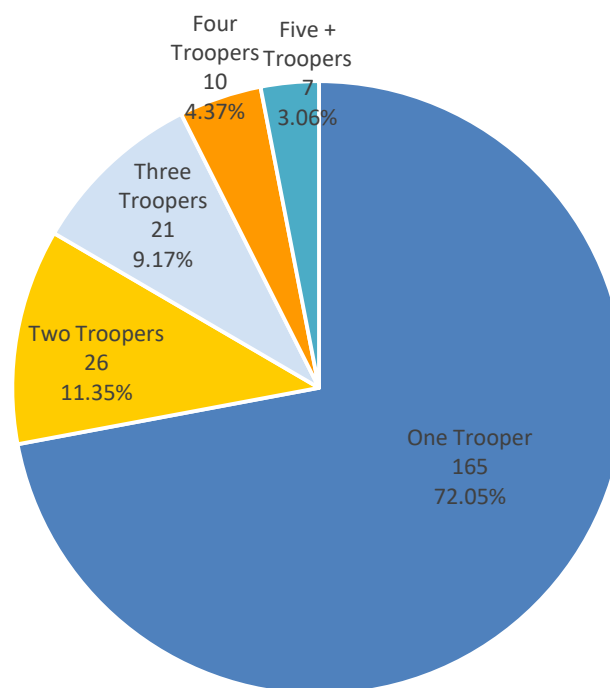
*Figure Fifteen: Trends in Proportion of Troopers per Case  
2011-2019*



*Figure Sixteen: Number of Troopers per Case  
2019*

The majority of cases, 165, involved one trooper. The remaining 64 cases involved multiple troopers. Figure Sixteen depicts the number of troopers involved in misconduct cases received in 2019. There were 26 cases involving two troopers, 21 cases involving three troopers, 10 cases involving four troopers, and seven cases involving five or more troopers. One case involved 21 troopers.

In 2019, there was an average of 1.65 troopers involved in each misconduct case (See Figure Eleven, page 17). This number has remained relatively stable since 2011, when there were 1.2 troopers per case. The number of troopers per case peaked at 1.8 in 2017.



## Types of Allegations

In each misconduct case, the allegation(s) for each trooper(s) are specific to the trooper's conduct in the incident. Consistent with the 11.71% increase in the number of cases in 2019, the total number of allegations increased by 27.57% (169 allegations) in 2019. While there were 782 allegations in 2019, there were 114 different<sup>13</sup> allegations, an increase from the 108 unique allegations in 2018 (See Appendix One for a full list of allegations and frequencies).

As previously indicated, there were 782 allegations in the 229 misconduct cases opened in 2019. The most frequently cited allegation (as seen in Table Four) was questionable conduct on duty. There were 57 allegations of questionable conduct in 2019.<sup>14</sup> Allegations of attitude and demeanor were the second most frequent allegation, cited 53 times across all cases. Allegations of racial profiling, failure to follow body worn camera procedures, and failure to safeguard had between 37 and 41 allegations in 2019. Allegations of disparate treatment had 26 allegations in 2019.

*Table Four: Top Five Allegations  
2019*

Top Allegation Name	Count of Allegation
Questionable Conduct On duty and Inappropriate Actions On duty	57
Attitude and Demeanor	53
Racial Profiling	41
Failure to Follow BWC Procedures	37
Questionable Conduct Off duty	27
Disparate Treatment	26

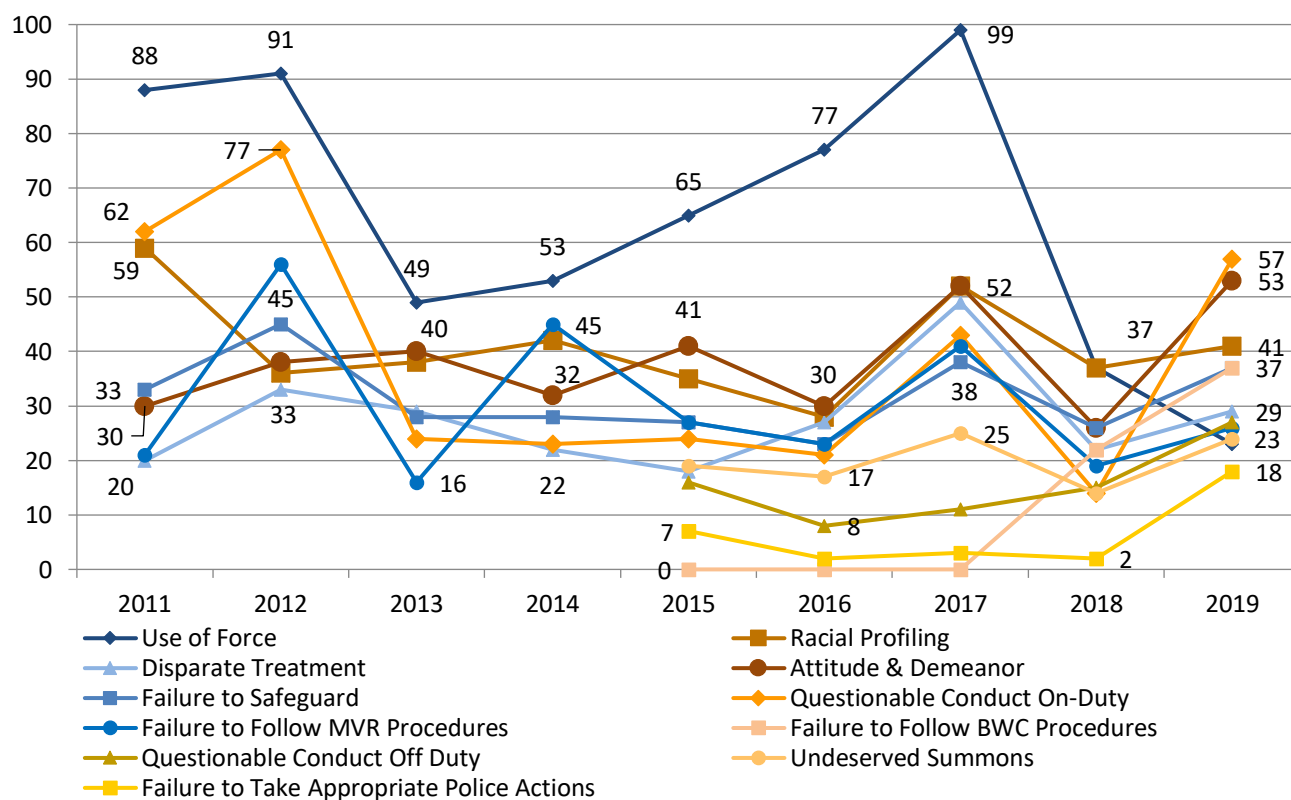
Figure Seventeen (See page 23) depicts the trends for the most frequently cited allegations in misconduct cases since 2011. Consistent with the overall increase in the number of allegations from 2018 to 2019, the volume of the each most frequently cited allegation also increased. There were 57 allegations of questionable conduct on duty across cases, a 307% increase from the previous year. This is the largest number of allegations for questionable conduct on duty since 2012. This increase may be attributable to a large number of troopers in the cases with questionable conduct on duty allegations. For example, in 2019, there was one case with 21 troopers each cited for questionable conduct on duty. Historically, most cases cite only one trooper (See Figure Eleven, page 17). Cases with multiple troopers have a larger number of allegations, which may be a contributing factor in the large increase in questionable conduct on duty allegations. Removing this one outlier case, questionable conduct on duty becomes the fifth largest allegation, with only 35 allegations of questionable conduct on duty in 2019.

<sup>13</sup> In 2018, OLEPS endeavored to more accurately reflect unique allegation categories. Specifically, in 2018 and 2019, the allegation types of questionable conduct on duty and inappropriate actions on duty were combined into a single category. This is because as staff changes within OPS, the preference of one wording over another for an allegation may change, despite referencing the same category of behavior. In 2018, there was a decrease in the number of allegations for inappropriate actions on duty and an increase in the number of allegations for questionable conduct on duty. These two allegations were seemingly used interchangeably, which is the reason they were combined.

<sup>14</sup> While writing the Ninth Aggregate Misconduct Report, an error was caught for the number of allegations of questionable conduct on duty for 2016. There were 21 allegations of questionable conduct on duty in 2016.

Without this outlier case, there are between one and seven troopers listed on cases that include questionable conduct on duty allegations.

*Figure Seventeen: Trends in Types of Allegations  
2011-2019*



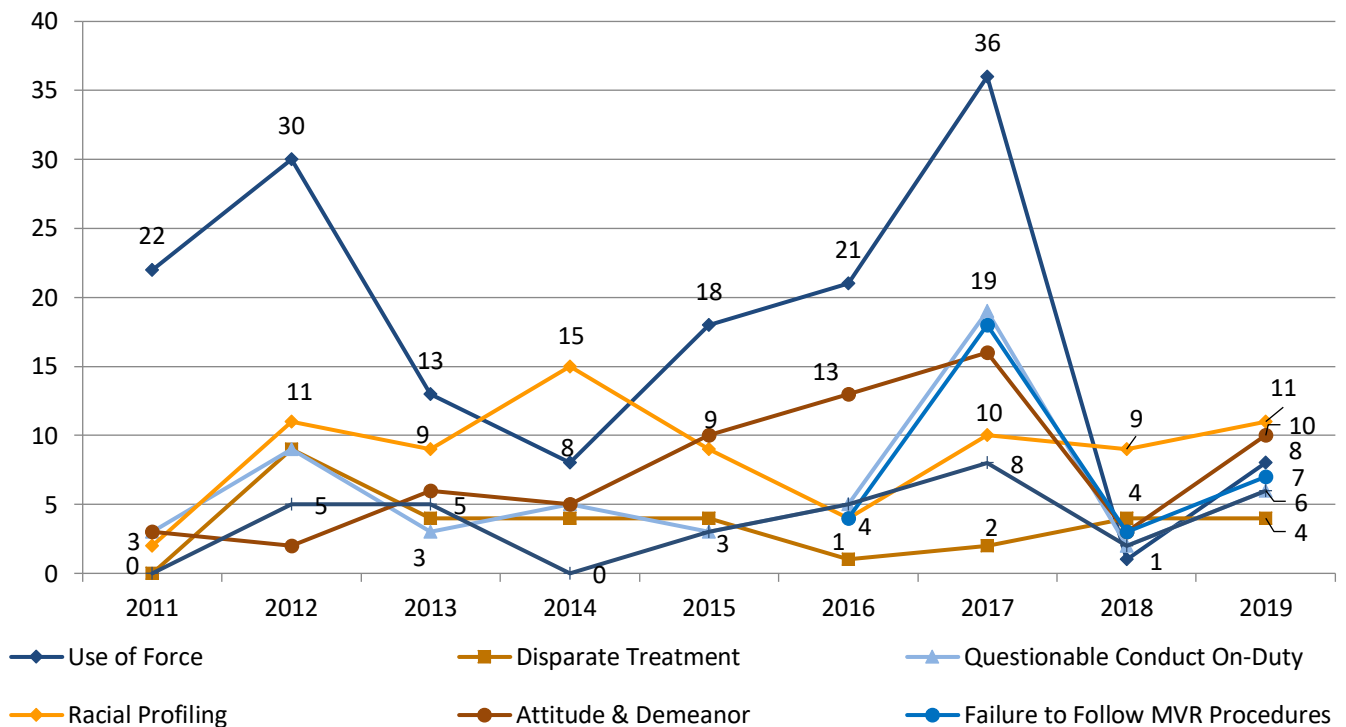
Additionally, despite the overall increase in the number of allegations from 2018 to 2019, during that time, there was a 38% decrease in allegations pertaining to excessive use of force (14 fewer allegations). This is the smallest number of excessive use of force allegations across all years depicted. There was a 42% increase in allegations of failure to safeguard (11 additional allegations) and a 32% increase in allegations of disparate treatment (seven additional allegations). There was also a 37% increase in allegations of failure to follow MVR procedures (seven additional allegations) and a 104% increase in allegations of attitude and demeanor (27 additional allegations). The smallest change in the number of allegations since 2018 pertained to racial profiling, with a 10.81% increase in allegations (four additional allegations).

Figure Seventeen depicts the top allegations each year. State Police may add new allegation categories in a given year, as needed. For example, when State Police began using body worn cameras in 2016, allegations of a trooper failing to follow body worn camera procedures became a new category in 2017. The allegation of failure to take appropriate police action increased notably from 2018 to 2019, by 16



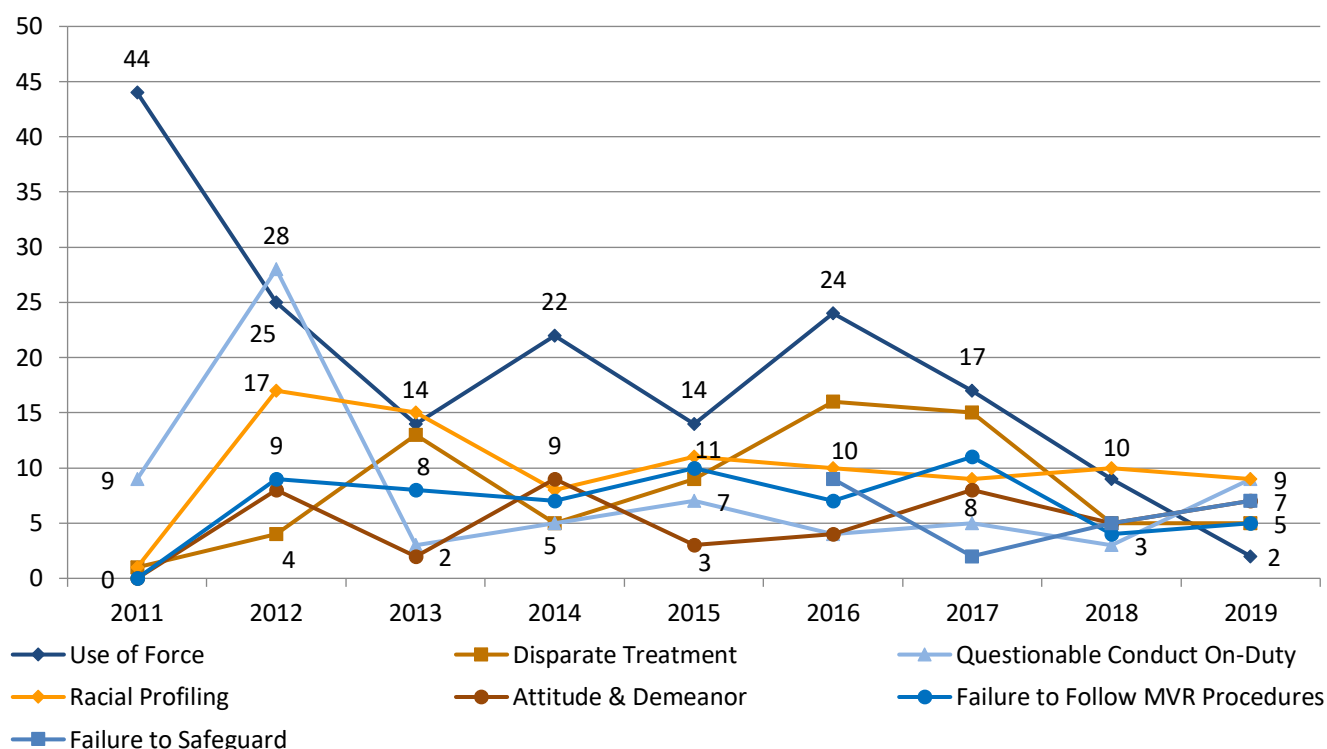
allegations or 300%. Similar to the increase in questionable conduct on duty allegations, these allegations also stemmed from cases where multiple troopers were involved. Allegations of questionable conduct off duty and undeserved summons also increased 71% and 80% from 2018 to 2019.

*Figure Eighteen: Troop A Trends in Types of Allegations  
2011-2019*



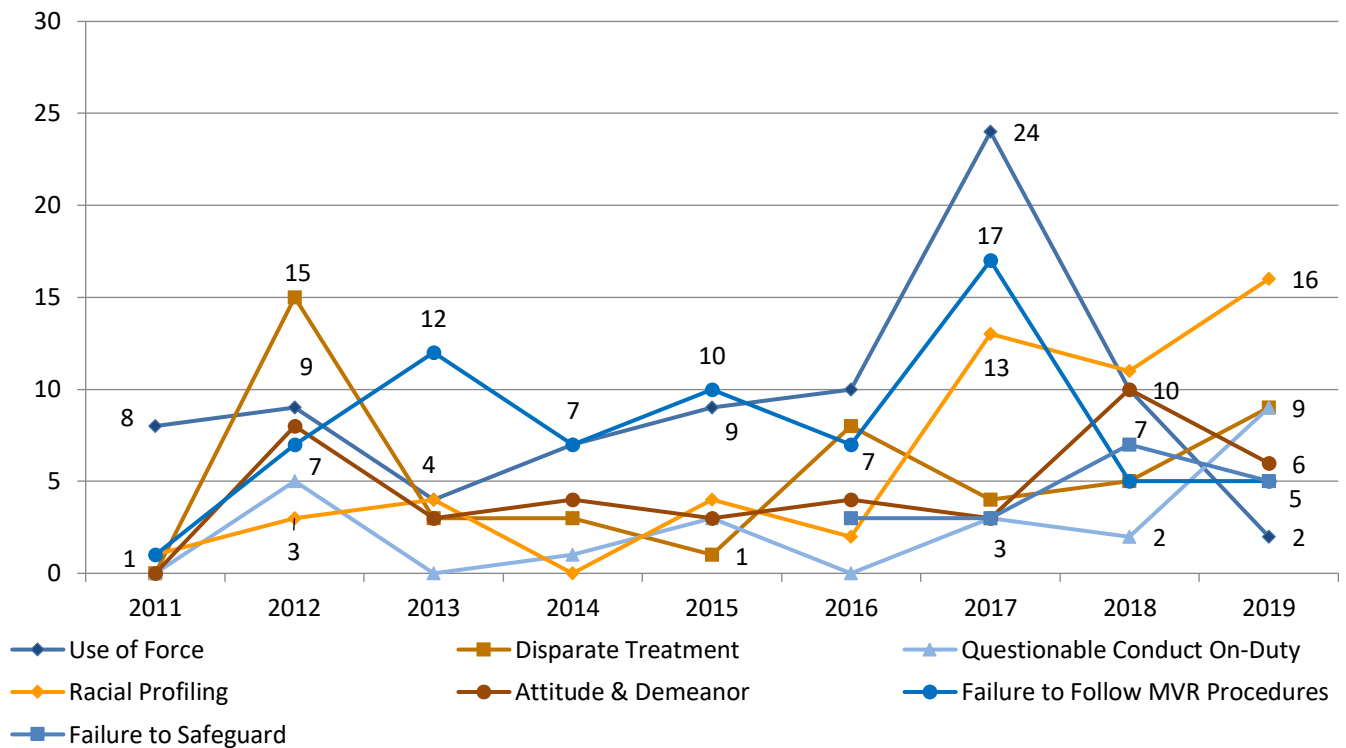
Figures Eighteen through Twenty-Two depict trends for the most frequently cited allegations by troop assignment. For Troop A, all allegation categories, with the exception of disparate treatment, increased from 2018 to 2019. In this troop, trends varied across allegation types. Excessive use of force allegations fluctuated from a high of 36 in 2017 to a low of one in 2018. There were nine excessive use of force allegations in the current year, an increase of eight since 2018. Allegations of questionable conduct on duty, failure to safeguard, and failure to follow MVR procedures also increased, each by four allegations. There were four allegations of disparate treatment, the same as in 2018.

*Figure Nineteen: Troop B Trends in Types of Allegations  
2011-2019*



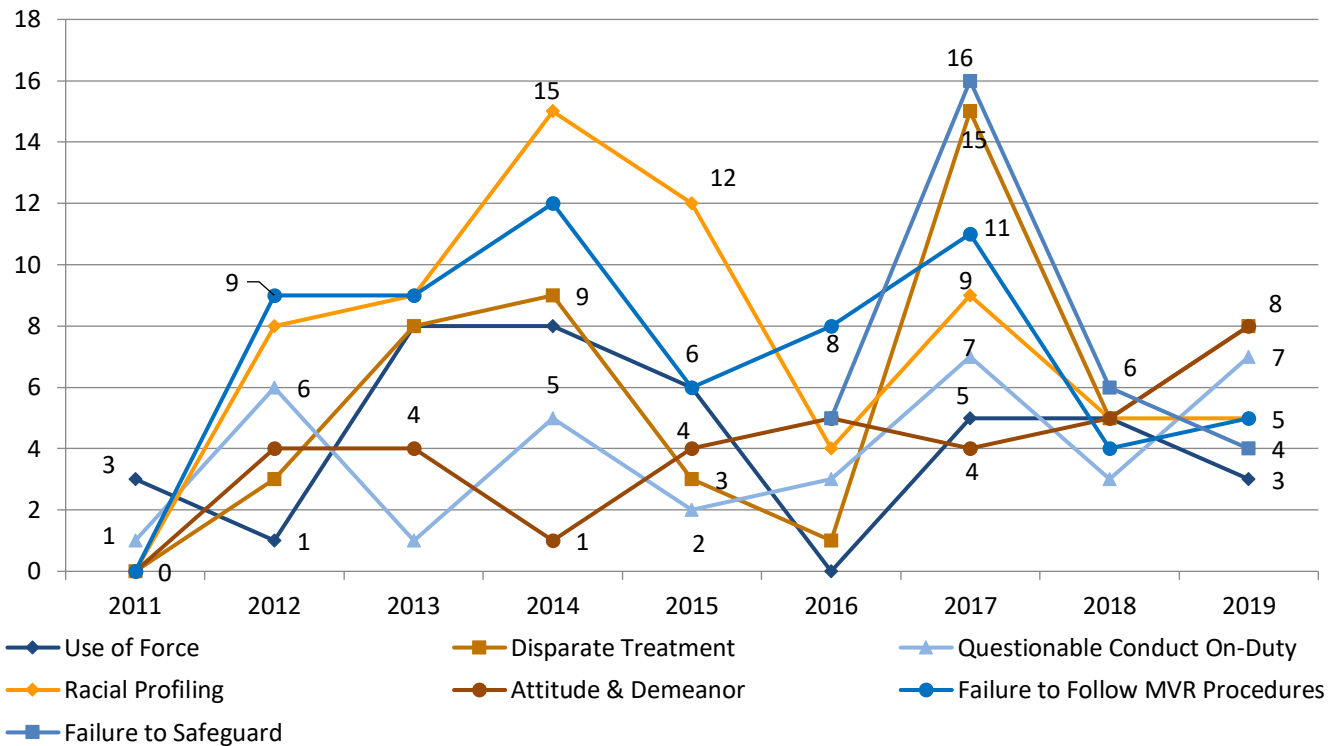
While allegations of excessive use of force were historically the most frequently cited allegation in Troop B, it was not the top allegation in this reporting period. Allegations of questionable conduct on duty and racial profiling were the most cited allegations in Troop B in 2019. Allegations of questionable conduct on duty increased from three in 2018 to nine in 2019 and allegations of racial profiling decreased from 10 in 2018 to nine in 2019. There were nine allegations each for questionable conduct on duty, a six-case increase from 2018. The number of failure to safeguard and attitude and demeanor allegations each increased to seven cases in 2019, a two-case increase for each. Allegations of excessive use of force were at their lowest volume in the current period, with only two allegations in 2019. The volume of excessive use of force allegations peaked at 44 in 2011. Since then, the volume has fluctuated, with excessive use of force allegations decreasing to two allegations in the current reporting period. Allegations of disparate treatment in Troop B remained the same from 2018 to 2019, five allegations each.

*Figure Twenty: Troop C Trends in Types of Allegations  
2011-2019*



From 2011 to 2019, the most frequently cited allegation in Troop C varied. In the current period, allegations of disparate treatment, questionable conduct on duty, and racial profiling increased from 2018. Specifically, questionable conduct on duty increased from two to nine allegations, racial profiling increased from 11 to 16 allegations, and disparate treatment increased from five to nine allegations. Allegations of excessive use of force, however, decreased from 10 to two allegations in the current reporting period. This was the lowest volume of excessive use of force allegations across all depicted years in Troop C. Allegations of attitude and demeanor also decreased in Troop C, from 10 to six allegations. Allegations of failure to follow MVR procedures remained the same, five allegations.

*Figure Twenty-One: Troop D Trends in Types of Allegations  
2011-2019*



In Troop D, the most frequently cited allegations varied across years. The number of excessive use of force and failure to safeguard allegations each decreased by two, with three allegations of excessive use of force and four allegations of failure to safeguard in the current reporting period. Allegations of disparate treatment and attitude and demeanor both increased to eight allegations, an increase of three allegations each. Allegations of questionable conduct on duty increased the most, from three to seven allegations. Allegations of failure to follow MVR procedures increased from four allegations in 2018 to five allegations in 2019. Allegations of racial profiling remained unchanged, with allegations in both 2018 and 2019.

*Figure Twenty-Two: Other Assignments Trends in Types of Allegations  
2011-2019*

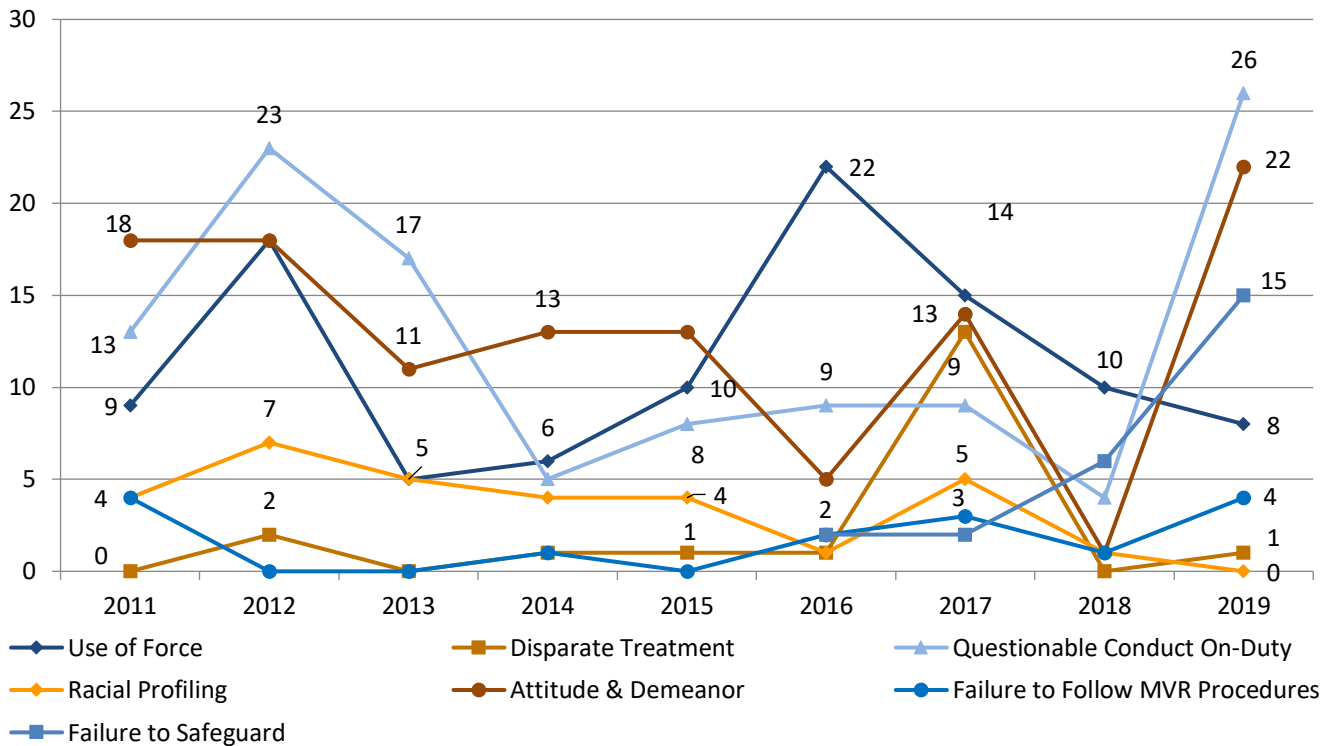


Figure Twenty-Two depicts trends in allegations for cases involving troopers assigned to Other or non-road stations. For these Other, non-road stations, allegations pertaining to excessive use of force were the most frequently cited allegation type from 2016 through 2018, despite decreasing from 22 allegations in 2016 to 10 allegations in 2018. Allegations of excessive use of force in the current reporting period decreased to eight allegations in 2019. Allegations of questionable conduct on duty was the most frequently cited allegation in 2019, with an increase from four allegations in 2018 to 26 allegations in 2019. This increase is the result of one case with 21 troopers, which accounted for 19 of these questionable conduct on duty allegations. Allegations of attitude and demeanor also increased notably, from one allegation in 2018 to 22 allegations in the current reporting period. This increase is also because of the case involving 21 troopers. Allegations of failure to safeguard increased from six allegations in 2018 to 15 allegations in 2019. Allegations of disparate treatment and failure to follow MVR procedures both increased slightly, from no allegations of disparate treatment in 2018 to one allegation in 2019, and from one allegation of failure to follow MVR procedures in 2018 to four allegations in 2019. Allegations of racial profiling decreased by one, with no allegations in the current reporting period.

## Misconduct Cases Closed in 2019

### Misconduct Case Status

*Table Five: Cases Closed by Year Opened*  
2019

A misconduct case closes after the investigator completes the investigation, a supervisor completes a review of the case, OPS determines whether the findings warrant disciplinary proceedings, and, if applicable, State Police administers discipline. In 2019, OPS closed 228 misconduct cases, down from 269 cases in 2018 and 318 cases in 2017. The majority of these cases, 119, opened prior to 2019. One hundred and nine cases were both opened and closed in 2019.

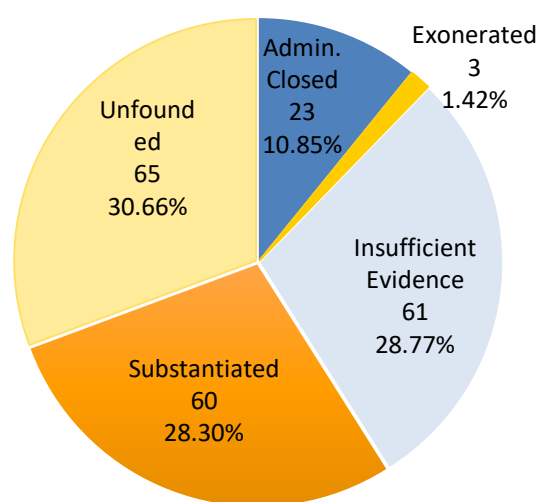
Year Opened	Number of Cases
2019	109
2018	97
2017	16
2016	5
2015	1
<b>Total</b>	<b>228</b>

### Allegation Outcomes for 2019 Misconduct Cases<sup>15</sup>

OPS investigates each allegation in a case and can reach one of several conclusions. Substantiated allegations are those where OPS has found that, “a preponderance of the evidence shows that a member violated State Police rules, regulations, protocols, standard operating procedures, directives, or training.” Unfounded allegations are those where, “a preponderance of the evidence shows that the alleged misconduct did not occur.” A conclusion of exonerated occurs when, “a preponderance of the evidence shows that the alleged conduct did occur but did not violate State Police rules, regulations, standard operating procedures, directives, or training.” Administrative closure occurs when, “there is no indication that a member’s behavior, performance, or nonperformance violated criminal laws or any Division rules, regulations, or policies.” Finally, OPS concludes that there is insufficient evidence when, “there is insufficient evidence to determine whether the alleged misconduct occurred.”

<sup>15</sup> In this section, OLEPS only analyzes cases that were both opened and closed in 2019.

*Figure Twenty-Three: Allegation Outcomes for Completed Misconduct Cases  
2019*



**Total Allegations: 212**

While each case may involve multiple allegations, substantiation of even one allegation may result in disciplinary action. There were 212 allegations cited in the 109 misconduct cases that were opened and closed in 2019. Figure Twenty-Three depicts the number and percentage of outcomes of allegations for these 109 misconduct cases. Of the cases completed, 65 allegations were deemed unfounded (30.66%), 61 allegations received an outcome of insufficient evidence (28.77%), 60 allegations were substantiated (28.30%), 23 allegations were administratively closed (10.85%), and three allegations were exonerated (1.42%).

*Table Six: Allegation Categories and Outcomes  
2019*

Category	Substantiated	Admin Closed	Insufficient Evidence	Unfounded	Exonerated	Total
Admin/ Fail to Safeguard	22	2	0	0	0	24
% of cases	36.67%	8.70%	0.00%	0.00%	0.00%	11.32%
Criminal	1	4	7	1	1	14
% of cases	1.67%	17.39%	11.48%	1.54%	33.33%	6.60%
Employment Obligations	11	6	11	8	0	36
% of cases	18.33%	26.09%	18.03%	12.31%	0.00%	16.98%
Police Procedure	25	10	43	55	2	135
% of cases	41.67%	43.48%	70.49%	84.62%	66.67%	63.68%
Weapons	1	0	0	1	0	2
% of cases	1.67%	0.00%	0.00%	1.54%	0.00%	0.94%
Other	0	1	0	0	0	1
% of cases	0.00%	4.35%	0.00%	0.00%	0.00%	0.47%
<b>Total</b>	<b>60</b>	<b>23</b>	<b>61</b>	<b>65</b>	<b>3</b>	<b>212<sup>16</sup></b>

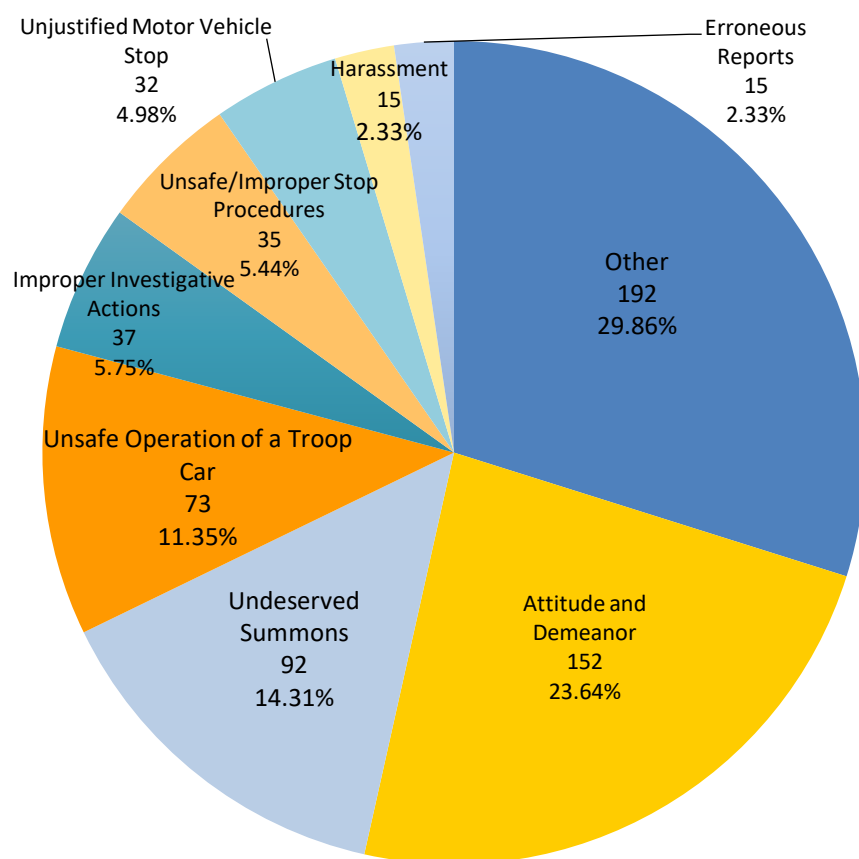
OLEPS examined the pattern of outcomes for allegation categories to determine whether certain types of allegations were more likely to result in certain outcomes. Table Six depicts the outcome of allegations by allegation category for closed cases. Cases classified as administrative or failure to safeguard include allegations involving misuse or loss of identification equipment, such as a computer

<sup>16</sup> Three cases had no allegations listed; therefore, they do not appear in this table. The 212 total allegations do not reflect the cases with no allegations – there were 215 total allegations including those with no allegations.

that is no longer in the trooper's possession, or violations of rules and regulations. Criminal allegations involve violations of criminal law, statute, or regulation. Employment obligations involve allegations of lateness, failure to report for duty, improper conduct, etc., and police procedures involve allegations of improper arrest, failure to notify a citizen of their right to file a complaint, failure to appear in court, failure to perform duty, etc. Lastly, cases classified as other include allegations that do not fall in one of the other categories.

Similar to previous reporting periods, police procedure was the most frequently cited allegation category in 2019. Of allegations that were substantiated, 41.67% (25 allegations) pertained to police procedure, 36.67% (22 allegations) involved allegations categorized as administrative/failure to safeguard, and 18.33% (11 allegations) were categorized as employment obligations. Of the allegations administratively closed, 43.48% (23 allegations) pertained to police procedure, 26.09% (6 allegations) pertained to employment obligations, 17.39% (4 allegations) pertained to criminal cases, and 8.70% (2 allegations) pertained to administrative/failure to safeguard. Of the allegations resulting in insufficient evidence, 70.49% (43 allegations) pertained to police procedure, 18.03% (11 allegations) pertained to employment obligations, and 11.48% (7 allegations) pertained to allegations categorized as criminal. Of unfounded allegations, 84.62% (55 allegations) pertained to police procedure and 12.31% (8 allegations) pertained to employment obligations.

### Administratively Closed Cases in 2019



*Figure Twenty-Four: Allegations in Administrative Cases 2019*

When OPS receives an allegation, the intake office processes and labels the cases as Misconduct, Performance, Administrative, or Criminal. Administrative cases do not receive the same level of investigation as misconduct cases because, upon review of the case and labeling them administrative, OPS determined the allegations do not indicate that the member's behavior, performance, or non-performance violated criminal laws or State Police rules or policies. Rather, OPS close these cases.



In 2019, OPS labeled 449 cases as administrative, including one case with no allegation listed. Most of the remaining 448 cases included more than one allegation. There were 535 troopers involved in these administrative cases.<sup>17</sup> Figure Twenty-Four depicts the allegations in administrative cases that closed in 2019. In total, there were 643 allegations in these cases. Excluding allegations categorized as “Other,” the most frequently cited allegations in administratively closed cases were attitude and demeanor (24%), followed by undeserved summons (14%), and unsafe operation of a troop car (11%).

### Performance Cases Closed in 2019

When OPS receives a complaint and determines that the complaint is a minor infraction, OPS classifies the case as a performance issue. In performance cases, OPS refers the matter to the supervisor(s) of the troopers involved in the allegations. Supervisors must complete a Performance Incident Disposition Report (PIDR) on the allegations detailing any corrective actions, if needed, to resolve the minor infraction(s) before returning the reports to OPS.

In 2019, OPS closed six complaints classified as performance cases, an increase from the three complaints classified as performance cases it closed in 2018. These six performance cases cited 10 allegations involving six troopers. The allegations included two attitude and demeanor allegations and two undeserved summons allegations. The remaining allegations included one of each of the following: unsafe operation of a troop car, cursing, unsafe or improper stop procedures, failure to follow MVR procedures, improper patrol contacts, and threats.

Despite an increase from the previous year, the low volume of performance cases in 2019 continues a trend of decreasing frequency of this category type (see Figure One, page X). Simultaneously, OLEPS noted a slight increase in the volume of cases classified as non-reportable incidents. OPS has indicated a preference away from the use of performance cases. While this trend changes the pattern of case types, these cases are still reviewed in an internal audit. In its internal audit of OPS, OLEPS determines whether cases were classified appropriately. For example, OLEPS would note in its audit if OPS labeled a case an administrative case but it should have been classified as a performance case.

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<sup>17</sup> This is not a unique number of troopers, but the total number of listed troopers on cases. Due to a number of troopers listed as unknown on cases, there is no assessment of unique troopers.

## Summary & Conclusions

This report illustrates the volume of activity OPS handled in 2019. OPS opened 766 cases in 2019. These 766 cases were classified as 229 misconduct cases, 455 administrative cases, 72 non-reportable incidents, eight shooting cases, and two performance cases. This report also includes a discussion of misconduct trends from 2011 to 2019.

OPS opened 229 misconduct cases in 2019, slightly more than the 205 it opened in 2018. Most frequently, misconduct cases involved allegations of violations of police procedures (see Appendix Two for specific allegations). OLEPS did not note any patterns of the location of complaints across State Police troops, stations, or units. Of the misconduct cases with completed investigations, 29% of allegations resulted in insufficient evidence, 28% resulted in a substantiated allegation, and 31% were deemed to be unfounded. Most substantiated allegations related to procedures regarding the documentation of the incident (i.e., recording and reporting related allegations).

In addition, this report presented frequencies of allegations in closed administrative and performance cases. In 449 administratively closed cases, the most frequently cited allegations involved attitude and demeanor, followed by undeserved summons and unsafe operation of a troop car. In the six performance cases closed this year, attitude and demeanor and undeserved summons were cited most frequently.

Generally, State Police should close as many cases as it opened in a given calendar year. In 2019, OPS nearly met this goal, opening 229 misconduct cases and closing 228 cases.

## Appendix One

### Allegations in Misconduct Cases Opened in 2019

<b>Allegation</b>	<b>Count</b>
Questionable Conduct On duty and Inappropriate Actions On duty	57
Attitude and Demeanor	53
Racial Profiling	41
Failure to Follow BWC Procedures	37
Questionable Conduct Off duty	27
Disparate Treatment	26
Failure to Follow MVR Procedures	26
Undeserved Summons	24
Excessive Use of Force	23
Disobey Written Order	19
Harassment	19
Improper Investigative Actions	19
Failure to Safeguard NJSP ID	18
Failure to Take Appropriate Police Action	18
Theft	18
Culpable Inefficient Supervision	15
Reporting Requirements	15
Failure to Provide A Compliment/Complaint Form	14
Failure to Notify the Division of Information to Which the Division Would Take Cognizance	12
Off duty Incident Alcohol Related	11
Violation of Criminal Law	11
Failure to Follow Radio Procedures	10
Improper Handcuffing	10
Use of Position to Intimidate or Gain Favor	8
Criminal Mischief	7
Failure to Document in Station Record/CAD	7
Failure to Facilitate Medical Treatment	7
Hostile Work Environment	7
Unsafe/Improper Stop Procedures	7
Culpable Inefficiency	6
Disparaging Statements	6
False Arrest	6
Falsification of Reports and Records	6
Sexual Harassment	6
Unsafe Operation of Troop Car	6
Abuse of Sick Leave	5
Attempting to Use Position to Intimidate and Gain Favor	5

Driving While Intoxicated	5
Erroneous Reports	5
Failure to Safeguard Issued Handcuffs	5
Illegal Search	5
Improper Care and Handling of Prisoner	5
Misleading Statements	5
[No allegations]	4
Cursing	4
Domestic Violence Harassment	4
Failure to Safeguard Division Property	4
Improper Search	4
Intentionally Providing False Information During A Misconduct Investigation	4
Disparate Treatment Non-Protected Status	3
Domestic Violence Assault	3
Failure to Accept Civilian Complaint	3
Failure to Document Patrol Chart	3
Failure to Notify Division of Personal Knowledge of Prohibited Conduct by Another Trooper	3
Failure to Safeguard NJSP Duty Weapon	3
Inappropriate Search Mechanics	3
Insubordination	3
Intentional False Statements	3
Motor Vehicle Violations	3
Offering Alcoholic Beverages to Underage Person	3
Questionable Associations	3
Threats	3
Undeserved Warning	3
Unjustified Motor Vehicle Stop	3
Unsafe Operation of Troop Car Causing Damage	3
Approval of Inaccurate E-Daily Entry	2
Conflict of Interest	2
Failure to Perform Duty	2
Failure to Provide Name and Identification Upon Civilian Request	2
Failure to Safeguard NJSP Badge	2
Failure to Safeguard Evidence	2
Improper Handling of Firearm	2
Improper Prisoner Transport	2
Inaccurate E-Daily Entry	2
Inappropriate Actions Off duty	2
Inappropriate Social Media Posting	2
Interfering with An Internal Investigation	2
Misrepresentation and Endorsements	2
MVR Procedure / Reoperations' Check	2

Providing False Information to The Communications Center	2
Sexual Assault (Other)	2
Unprofessional Conduct Toward Other Law Enforcement Officers	2
Use of Troop Car Off Duty with Accident Involved	2
C.E.P.A.	1
Criminal	1
Disobey A Direct Order	1
Domestic Violence	1
Domestic Violence Criminal Mischief	1
Domestic Violence Victim	1
Fabricating Physical Evidence	1
Failure to Appear in Court	1
Failure to Investigate Motor Vehicle Accident/Boat Accident	1
Failure to Render Aid to Motorist/Motor Boat Operator	1
Failure to Safeguard Evidence	1
Failure to Safeguard NJSP Summons/Warning Books	1
Failure to Safeguard Off Duty Weapon	1
Hostile Work Environment Gender Discrimination	1
Improper Arrest	1
Improper Conduct in Court	1
Improper Handling of Evidence/Property	1
Improper Informant Contact	1
Improper Tow	1
Improperly Appear in Court as Character Witness	1
Misleading Reports	1
Possession of CDS	1

## Appendix Two

## Misconduct Allegation Categorization

<b>Allegation</b>	<b>Category</b>
Abuse of Sick Leave	Employment Obligations
Approval of Inaccurate E-Daily Entry	Police Procedure
Attempting to Use Position to Intimidate and Gain Favor	Employment Obligations
Attitude and Demeanor	Police Procedure
C.E.P.A.	Employment Obligations
Conflict of Interest	Employment Obligations
Criminal	Criminal Conduct
Criminal Mischief	Criminal Conduct
Culpable Inefficiency	Police Procedure
Culpable Inefficient Supervision	Police Procedure
Cursing	Police Procedure
Disobey A Direct Order	Employment Obligations
Disobey Written Order	Employment Obligations
Disparaging Statements	Police Procedure
Disparate Treatment	Police Procedure
Disparate Treatment Non-Protected Status	Police Procedure
Domestic Violence	Criminal Conduct
Domestic Violence Assault	Criminal Conduct
Domestic Violence Criminal Mischief	Criminal Conduct
Domestic Violence Harassment	Criminal Conduct
Domestic Violence Victim	Employment Obligations
Driving While Intoxicated	Criminal Conduct
Erroneous Reports	Employment Obligations
Excessive Use of Force	Police Procedure
Fabricating Physical Evidence	Employment Obligations
Failure to Accept Civilian Complaint	Police Procedure
Failure to Appear in Court	Police Procedure
Failure to Document in Station Record/CAD	Police Procedure
Failure to Document Patrol Chart	Police Procedure
Failure to Facilitate Medical Treatment	Police Procedure
Failure to Follow BWC Procedures	Police Procedure
Failure to Follow MVR Procedures	Police Procedure
Failure to Follow Radio Procedures	Police Procedure
Failure to Investigate Motor Vehicle Accident/Boat Accident	Police Procedure
Failure to Notify Division of Personal Knowledge of Prohibited Conduct by Another Trooper	Employment Obligations

Failure to Notify the Division of Information to Which the Division Would Take Cognizance	Police Procedure
Failure to Perform Duty	Police Procedure
Failure to Provide A Compliment/Complaint Form	Police Procedure
Failure to Provide Name and Identification Upon Civilian Request	Police Procedure
Failure to Render Aid to Motorist/Motor Boat Operator	Police Procedure
Failure to Safeguard Division Property	Administrative
Failure to Safeguard Evidence	Administrative
Failure to Safeguard Issued Handcuffs	Administrative
Failure to Safeguard NJSP Badge	Administrative
Failure to Safeguard NJSP Duty Weapon	Administrative
Failure to Safeguard NJSP ID	Administrative
Failure to Safeguard NJSP Summons/Warning Books	Administrative
Failure to Safeguard Off Duty Weapon	Administrative
Failure to Take Appropriate Police Action	Employment Obligations
False Arrest	Police Procedure
Falsification of Reports and Records	Employment Obligations
Harassment	Police Procedure
Hostile Work Environment	Employment Obligations
Hostile Work Environment Gender Discrimination	Employment Obligations
Illegal Search	Police Procedure
Improper Arrest	Police Procedure
Improper Care and Handling of Prisoner	Police Procedure
Improper Conduct in Court	Police Procedure
Improper Handcuffing	Police Procedure
Improper Handling of Evidence/Property	Police Procedure
Improper Handling of Firearm	Weapons
Improper Informant Contact	Police Procedure
Improper Investigative Actions	Police Procedure
Improper Prisoner Transport	Police Procedure
Improper Search	Police Procedure
Improper Tow	Police Procedure
Improperly Appear in Court as Character Witness	Police Procedure
Inaccurate E-Daily Entry	Police Procedure
Inappropriate Actions Off Duty	Police Procedure
Inappropriate Actions on Duty	Police Procedure
Inappropriate Search Mechanics	Police Procedure
Inappropriate Social Media Posting	Employment Obligations
Insubordination	Employment Obligations
Intentional False Statements	Employment Obligations

Intentionally Providing False Information During A Misconduct Investigation	Employment Obligations
Interfering with An Internal Investigation	Employment Obligations
Misleading Reports	Employment Obligations
Misleading Statements	Employment Obligations
Misrepresentation and Endorsements	Employment Obligations
Motor Vehicle Violations	Employment Obligations
MVR Procedure / Preop Check	Police Procedure
Off Duty Incident Alcohol Related	Employment Obligations
Offering Alcoholic Beverages to Underage Person	Employment Obligations
Possession of CDS	Criminal Conduct
Property Damage	Other
Providing False Information on Any Log Report or Transmittal	Employment Obligations
Providing False Information to The Communications Center	Employment Obligations
Questionable Associations	Employment Obligations
Questionable Conduct Off Duty	Police Procedure
Questionable Conduct On duty	Police Procedure
Racial Profiling	Police Procedure
Reporting Requirements	Police Procedure
Sexual Assault (Other)	Criminal Conduct
Sexual Harassment	Employment Obligations
Shoplifting	Criminal Conduct
Simple Assault	Criminal Conduct
Sleeping On Duty	Employment Obligations
Theft	Criminal Conduct
Threats	Criminal Conduct
Unauthorized Person in Troop Car	Employment Obligations
Unauthorized Use of Division Computer	Administrative
Unauthorized Use of Troop Transportation	Employment Obligations
Undeserved Summons	Police Procedure
Undeserved Warning	Police Procedure
Unjustified Motor Vehicle Stop	Other
Unprofessional Conduct Toward Other Law Enforcement Officers	Employment Obligations
Unsafe/Improper Stop Procedures	Other
Unsafe Operation of Troop Car	Police Procedure
Unsafe Operation of Troop Car Causing Damage	Police Procedure
Use of Position to Intimidate or Gain Favor	Employment Obligations
Use of Troop Car Off Duty with Accident Involved	Employment Obligations
Violation of Criminal Law	Criminal Conduct
Violation of Traffic Law	Employment Obligations



Weapons (Carrying, Possession, Transfers, Etc. Deals with Manufacture Transfer Sale or Possession of Deadly Weapons)	Weapons
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## Appendix Three

## Misconduct Allegation Status by Station of Opened Cases in 2019

<b>Station</b>	<b>Total Substantiated</b>	<b>Total Unfounded</b>	<b>Total Insufficient Evidence</b>	<b>Total Exonerated</b>	<b>Total Open</b>	<b>Total Admin. Closed</b>
<i>Atlantic City</i>	0	1	0	0	15	1
<i>Bellmawr</i>	1	0	1	0	0	1
<i>Bloomfield</i>	5	3	7	0	7	0
<i>Bordentown</i>	5	2	4	0	14	1
<i>Bridgeton</i>	3	2	3	0	10	0
<i>Buena Vista</i>	0	0	0	0	16	0
<i>Cranbury</i>	0	3	1	0	5	0
<i>Galloway</i>	3	0	0	0	3	1
<i>Hamilton</i>	1	1	1	0	4	1
<i>Holmdel</i>	0	4	0	0	6	0
<i>Hope</i>	0	1	1	0	16	0
<i>Kingwood</i>	1	2	1	0	21	0
<i>Metro South</i>	0	0	1	0	14	0
<i>Moorestown</i>	1	0	2	0	2	0
<i>Netcong</i>	1	0	2	0	6	0
<i>Newark</i>	0	0	0	0	44	0
<i>Other</i>	23	24	13	1	103	10
<i>Perryville</i>	0	2	1	0	1	0
<i>Port Norris</i>	0	0	0	0	12	0
<i>Red Lion</i>	0	0	0	0	11	0
<i>Somerville</i>	3	0	2	0	14	1
<i>Sussex</i>	0	0	0	0	8	0
<i>Totowa</i>	5	1	5	0	15	1
<i>Troop A Other</i>	2	2	0	0	9	0
<i>Troop B Other</i>	0	0	2	0	16	0
<i>Troop C Other</i>	0	0	0	0	14	0
<i>Troop D Other</i>	1	4	4	0	9	1
<i>Tuckerton</i>	2	3	4	0	17	0
<i>Washington</i>	0	0	2	0	6	1
<i>Woodbine</i>	1	1	1	2	18	0
<i>Woodstown</i>	2	1	3	0	2	0
<i>Unknown</i>	0	8	0	0	0	4
<b>Total</b>	<b>60</b>	<b>65</b>	<b>61</b>	<b>3</b>	<b>438</b>	<b>23</b>

## Appendix Four

## Most Frequent Misconduct Allegations by Station Opened in 2019

Station	Force	Racial Profiling	Disparate Treatment	Attitude & Demeanor	MVR Procedures	BWC Procedures	Failure to Safeguard	Questionable Conduct On duty	Other
Atlantic City	2	2	1	4	0	2	0	1	13
Bellmawr	0	0	0	0	0	0	0	0	3
Bloomfield	0	0	4	1	1	0	2	0	14
Bordentown	1	3	1	3	1	2	1	1	17
Bridgeton	1	4	0	2	0	1	1	1	8
Buena Vista	1	2	0	0	0	5	0	0	16
Cranbury	0	2	0	0	0	0	0	1	6
Galloway	0	0	0	0	0	0	1	0	11
Hamilton	0	4	0	0	2	1	1	0	10
Holmdel	0	0	1	1	0	0	0	1	7
Hope	0	1	1	2	2	5	0	1	9
Kingwood	1	2	2	1	0	1	1	3	14
Metro South	0	1	0	4	1	0	0	0	17
Moorestown	0	0	0	1	1	0	1	0	2
Netcong	0	0	1	1	0	0	1	1	11
Newark	0	0	1	2	2	4	0	4	31
Other	8	0	1	22	4	1	15	26	131
Perryville	0	0	1	1	0	0	0	0	2
Port Norris	3	0	2	0	0	2	0	0	7
Red Lion	0	2	2	1	2	0	0	0	4
Somerville	0	2	1	1	2	2	3	2	11
Sussex	0	0	0	1	0	2	0	1	8
Totowa	0	4	1	1	0	1	0	3	21
Troop A Other	1	0	0	0	0	0	3	3	16
Troop B Other	2	1	0	0	1	0	1	1	18
Troop C Other	0	0	3	0	0	0	2	3	14
Troop D Other	3	3	2	3	1	0	0	1	8
Tuckerton	0	5	1	1	0	2	0	2	15
Unknown	0	0	2	0	0	0	0	0	4
Washington	0	1	0	0	0	0	2	0	7
Woodbine	0	1	0	0	5	5	2	0	21
Woodstown	0	1	1	0	1	1	0	1	3
<b>Total</b>	<b>23</b>	<b>41</b>	<b>29</b>	<b>53</b>	<b>26</b>	<b>37</b>	<b>37</b>	<b>57</b>	<b>479</b>

## Appendix Five

## Misconduct Allegation Categories by Station in 2019

<b>Station</b>	<b>Criminal Conduct</b>	<b>Police Procedure</b>	<b>Employment Obligations</b>	<b>Administrative</b>	<b>Weapons</b>
<i>Atlantic City</i>	3	20	0	0	0
<i>Bellmawr</i>	1	1	1	0	0
<i>Bloomfield</i>	3	13	3	2	0
<i>Bordentown</i>	3	18	7	1	1
<i>Bridgeton</i>	1	15	1	1	0
<i>Buena Vista</i>	0	23	0	0	0
<i>Cranbury</i>	1	6	2	0	0
<i>Galloway</i>	1	6	4	1	0
<i>Hamilton</i>	1	15	0	1	0
<i>Holmdel</i>	0	7	3	0	0
<i>Hope</i>	1	16	3	0	1
<i>Kingwood</i>	0	19	2	1	0
<i>Metro South</i>	0	21	1	0	0
<i>Moorestown</i>	2	2	0	1	0
<i>Netcong</i>	3	6	4	1	0
<i>Newark</i>	8	30	6	0	0
<i>Other</i>	13	120	58	15	1
<i>Perryville</i>	0	4	0	0	0
<i>Port Norris</i>	0	11	3	0	0
<i>Red Lion</i>	0	11	0	0	0
<i>Somerville</i>	3	17	1	3	0
<i>Sussex</i>	0	11	1	0	0
<i>Totowa</i>	1	20	10	0	0
<i>Troop A Other</i>	1	13	5	3	0
<i>Troop B Other</i>	5	7	11	1	0
<i>Troop C Other</i>	3	12	5	2	0
<i>Troop D Other</i>	0	21	0	0	0
<i>Tuckerton</i>	1	21	4	0	0
<i>Unknown</i>	1	3	0	0	0
<i>Washington</i>	2	4	1	3	0
<i>Woodbine</i>	1	24	6	2	0
<i>Woodstown</i>	0	8	0	0	0
<b>Total</b>	<b>59</b>	<b>525</b>	<b>142</b>	<b>38</b>	<b>3</b>

## Appendix Six

## Allegations in Closed Administrative Cases by Station in 2019

Station	Attitude and Demeanor	Undeserved Summons	Unsafe/Improper Stop Procedures	Unsafe Operation of Troop Car	Improper Investigative Actions
<b>Troop A Total</b>	<b>15</b>	<b>12</b>	<b>4</b>	<b>10</b>	<b>11</b>
<i>Atlantic City</i>	2	2	0	1	1
<i>Bellmawr</i>	0	2	0	1	1
<i>Bridgeton</i>	3	1	1	1	4
<i>Buena Vista</i>	2	2	0	0	0
<i>Metro South</i>	0	0	0	0	0
<i>Port Norris</i>	5	3	2	4	0
<i>Woodbine</i>	2	2	1	3	2
<i>Woodstown</i>	0	0	0	0	0
<i>Troop A Other</i>	1	0	0	0	3
<b>Troop B Total</b>	<b>60</b>	<b>26</b>	<b>8</b>	<b>12</b>	<b>5</b>
<i>Hope</i>	6	4	0	2	0
<i>Metro North</i>	0	0	0	0	0
<i>Netcong</i>	8	5	1	0	0
<i>Perryville</i>	7	3	0	2	1
<i>Somerville</i>	7	5	2	2	1
<i>Sussex</i>	8	1	1	1	1
<i>Totowa</i>	17	5	4	4	2
<i>Washington</i>	2	1	0	0	0
<i>Troop B Other</i>	5	2	0	1	0
<b>Troop C Total</b>	<b>23</b>	<b>27</b>	<b>7</b>	<b>13</b>	<b>7</b>
<i>Bordentown</i>	5	10	3	3	2
<i>Hamilton</i>	1	3	2	3	1
<i>Kingwood</i>	6	5	2	1	1
<i>Red Lion</i>	2	1	0	3	2
<i>Tuckerton</i>	3	2	0	0	0
<i>Troop C Other</i>	6	6	0	3	1
<b>Troop D Total</b>	<b>36</b>	<b>24</b>	<b>12</b>	<b>16</b>	<b>5</b>
<i>Galloway</i>	3	3	0	1	1
<i>Bloomfield</i>	4	2	1	3	0
<i>Cranbury</i>	12	8	6	2	1
<i>Holmdel</i>	7	2	1	4	0
<i>Moorestown</i>	0	2	1	1	0
<i>Newark</i>	8	4	1	2	3
<i>Troop D Other</i>	2	3	2	3	0
<b>Other</b>	<b>11</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Unknown</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>4</b>
<b>Total</b>	<b>152</b>	<b>92</b>	<b>35</b>	<b>73</b>	<b>37</b>

## Allegations in Closed Administrative Cases by Station in 2019 Continued

Station	Unjustified Motor Vehicle Stop	Harassment	Erroneous Reports	Other	Total
<b>Troop A Total</b>	<b>3</b>	<b>3</b>	<b>58</b>	<b>101</b>	<b>217</b>
Atlantic City	1	0	0	8	15
Bellmawr	0	0	2	3	9
Bridgeton	0	0	0	8	18
Buena Vista	1	0	0	3	8
Metro South	0	0	0	4	4
Port Norris	0	1	1	8	24
Woodbine	1	2	0	1	14
Woodstown	0	0	0	1	1
Troop A Other	0	0	0	0	4
<b>Troop B Total</b>	<b>12</b>	<b>5</b>	<b>5</b>	<b>39</b>	<b>172</b>
Hope	2	1	0	3	18
Metro North	0	0	0	0	0
Netcong	1	0	0	0	15
Perryville	0	0	1	6	20
Somerville	1	0	1	5	24
Sussex	0	1	1	6	20
Totowa	6	1	2	13	54
Washington	1	1	0	3	8
Troop B Other	1	1	0	3	13
<b>Troop C Total</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>43</b>	<b>134</b>
Bordentown	2	1	0	9	35
Hamilton	0	0	0	8	18
Kingwood	1	0	0	7	23
Red Lion	1	0	1	9	19
Tuckerton	3	0	1	3	12
Troop C Other	1	2	1	7	27
<b>Troop D Total</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>24</b>	<b>127</b>
Galloway	0	0	0	2	10
Bloomfield	0	0	0	0	10
Cranbury	2	0	1	5	37
Holmdel	2	0	1	2	19
Moorestown	1	0	0	1	6
Newark	1	0	2	8	29
Troop D Other	0	0	0	6	16
Other	1	2	0	25	53
Unknown	2	2	0	25	60
<b>Total</b>	<b>32</b>	<b>15</b>	<b>70</b>	<b>257</b>	<b>763</b>