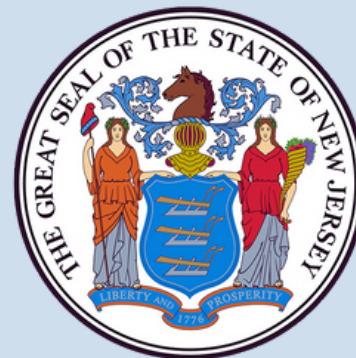


NEW JERSEY STATE PAROLE BOARD

ANNUAL REPORT

2023





State of New Jersey
NEW JERSEY STATE PAROLE BOARD
P.O. BOX 862
TRENTON, NEW JERSEY 08625
TELEPHONE NUMBER: (609) 292-4257

PHILIP D. MURPHY
Governor

TAHESHA L. WAY
Lt. Governor

SAMUEL J. PLUMERI, JR.
Chairman

RONALD L. SLAUGHTER
Vice Chairman

March 1, 2024

The Honorable Philip D. Murphy
Governor, State of New Jersey
New Jersey State House
125 W. State St., Trenton N.J. 08608

Dear Governor Murphy,

I am pleased to submit to you the New Jersey State Parole Board (Board) FY 2023 Annual Report.

Ensuring that individuals successfully assimilate back into society is a transformative process. Throughout the past year, the Board has remained committed to our dual missions: promoting public safety and fostering the successful rehabilitation of individuals through the implementation of policies that result in effective parole case management. Accordingly, distinct situations must be handled with diligent attention.

The Board understands the significance of equality and inclusivity. Part of our daily goal is to treat every person with courtesy, dignity, and respect. These notions are paramount if we want to foster a safer State. Therefore, with these ideals in mind, the Board has established new, progressive ways to support the various communities of individuals under our supervision. The Division of Community Programs facilitates numerous services and initiatives every year in order to ensure that all reentry populations are represented. Our Office of Gender Responsive Services administers ongoing education and training to support our female and LGBTQ+ reentry populations. Additionally, this spring, the Board hosted a New Jersey LGBTQ Law Enforcement Liaisons meeting, bringing together sworn staff from dozens of local, county, state, and federal agencies, who discussed positive policing practices for diverse communities. This meeting also served as a platform for the Board to share our process and goals.

The Division of Parole ended FY 2023 with nearly 16,000 individuals under supervision. Both the Board's sworn and civilian staff members have made valiant efforts throughout this past year to ensure that all individuals are receiving the best possible services and guidance. Through agency events, specialized grants, regular trainings, and strong recruitment efforts, the Board is proud of the progress we have made in achieving our goals. Such objectives have helped promote successful reentry for thousands of individuals, prevented crime within the State, and contributed to a safer, more inclusive New Jersey.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Samuel J. Plumeri, Jr.", written in a cursive style.

Samuel J. Plumeri, Jr., Chairman
New Jersey State Parole Board

Chairman: Samuel J. Plumeri, Jr.

Vice Chairman: Ronald L. Slaughter

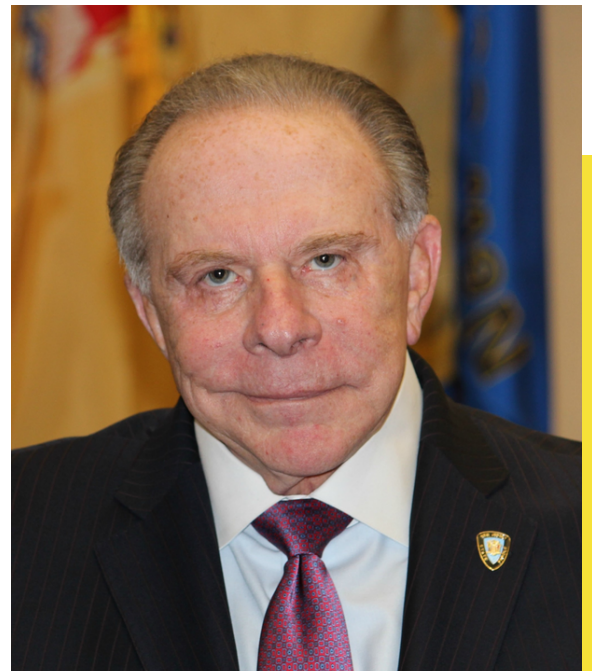
Executive Director: Dina I. Rogers, Esq.

Chief, Division of Parole: Kimberly Cavanaugh

Director, Division of Release: Carla M. Shabazz

Board Members

Kerri E. Cody
Frank DelVecchio
Allen L. DelVento
Robert Goodale
Thomas P. Haaf
James B. Jefferson
Charlie Jones
Julio A. Marengo
Richard Molinari
Trudy M. Steinhardt
Clarence K. Taylor



Chairman Samuel J. Plumeri, Jr.

Alternate Board Members

Kenneth Saunders
Steven T. Yglesias

New Jersey State Parole Board
Agency Mission

The mission of the New Jersey State Parole Board is to promote public safety and foster the successful rehabilitation of offenders through the implementation of policies that result in effective parole case management. A multitude of innovative parole initiatives assist the Board in addressing the needs of the community, crime victims, and offenders through responsible decision-making and supervision processes. These initiatives assist the New Jersey State Parole Board in meeting its important goals which include increased public safety, sustained recidivism rate reductions, and the successful and sustainable reintegration of offenders.



New Jersey State Parole Board

A Message from the Chairman



The New Jersey State Parole Board endorses and advances public safety measures throughout the State of New Jersey by utilizing innovative, proven, and effective methods to help individuals under our supervision achieve successful, sustainable community reintegration. As an agency, we have had to acclimate to the ever-changing landscape that is reentry.

The more than 600 employees of the State Parole Board remain committed to helping to reduce the state's recidivism rate while addressing the needs of crime victims. The members of the State Parole Board review several thousand cases per year and are often tasked with making difficult decisions. These determinations can be impactful for not only the individual, but for victims of crime, their families, and the general public.

The State Parole Board continuously promotes diversity and inclusivity. These principles not only create a sustainable, welcoming environment for all persons, but they also contribute to a safer New Jersey. We have thus enabled stronger avenues of communication to grow between our staff, the individuals under our supervision, and the State of New Jersey as a whole. From our recruitment and hiring practices to the supervision of parolees, acceptance and equality remain paramount to this agency.

During the past fiscal year, the State Parole Board was honored to host our first New Jersey LGBTQ Law Enforcement Liaisons meeting, welcoming advocates from local, county, state, and federal levels. This past spring, we also hosted the agency's first Pride flag presentation in alliance with the LGBTQ+ community. As an agency, we received our re-accreditation in March and also were awarded for our persevering contribution to the successful reentry of Veterans released from prison. Additionally, the State Parole Board is privileged to welcome 39 more Parole Officer Recruits to our Division of Parole.

I am proud of the staff of the State Parole Board. From Parole Counselor to Parole Officer, Hearing Officer to Board Member, and every other position in between, all of our employees collectively define the professionalism, courage, and determination that enables the agency to fulfill its critical mission within the criminal justice system.

Sincerely,

Samuel J. Plumeri, Jr., Chairman

New Jersey State Parole Board

New Jersey State Parole Board

Division of Release

The State Parole Board's Division of Release has offices in each of New Jersey's State correctional facilities. The primary duty of the Division of Release is to evaluate and assess each of New Jersey's adult incarcerated persons, and determine their eligibility and appropriateness for parole release.

Parole counselors in the Division of Release facilitate the process by which parole decisions are made regarding incarcerated persons. Their main duty is to monitor each incarcerated person's eligibility for parole consideration under New Jersey law, and ensure each case is processed in a timely manner. Parole Counselors make sure incarcerated persons understand the parole process, and that all necessary documents and information are in place to allow parole hearings to take place.

Under New Jersey law, an incarcerated person becomes eligible for parole consideration after serving one-third of their prison sentence, with the exception of cases in which the person was sentenced to a period of parole ineligibility.

Pursuant to N.J.S.A. 30:4-123.55b, et seq., known as the "Earn Your Way Out Act," effective February 1, 2021, eligible incarcerated persons are entitled to administrative parole release (automatic parole) at the time of primary or subsequent parole eligibility provided that:

- The incarcerated person has not been previously convicted of, or is currently serving a sentence imposed for any exclusionary crime enumerated in:
 - N.J.S.A. 2C:7-2(b) - Registration Law for Sex Offenders
 - N.J.S.A. 2C:43-7.2 - "No Early Release Act"
 - N.J.S.A. 2C:43-6(c) or (g) - "Graves Act"
 - N.J.S.A. 30:4-27.26 - "Sexually Violent Predator Act"
- The incarcerated person has not committed any serious disciplinary infraction within the previous two years from their parole eligibility date.
- The incarcerated person has completed relevant rehabilitation programs as determined by the Department of Corrections and State Parole Board.

New Jersey State Parole Board

Division of Release

A Hearing Officer in the Division of Release will review an incarcerated person's case at an initial hearing to determine if the incarcerated person has met the aforementioned criteria for administrative parole release. If the Hearing Officer determines that the incarcerated person is eligible, the Hearing Officer will recommend that the case be reviewed by Board Members to confirm eligibility for administrative parole release and certify administrative parole release. Incarcerated persons that meet the criteria for administrative parole release do not require a Board Panel hearing.

Incarcerated persons that do not meet the criteria for administrative parole release will have an initial hearing and Board Panel hearing conducted in their case. During the initial hearing, Hearing Officers in the Division of Release conduct a preliminary review of the incarcerated person's appropriateness for parole release. The Hearing Officer reviews professional reports concerning the incarcerated person's criminal history including the current offense, the incarcerated person's social, physical, educational and psychological progress, and an objective risk and needs assessment. The Hearing Officer then summarizes the case for review by the Board Members at a subsequent Board Panel hearing.

The next step in the process is the Board Panel hearing where the incarcerated person appears before a panel of two Board Members who will decide whether to grant or deny parole. For cases in which the crime was committed before August 19, 1997, the Parole Act requires that an adult incarcerated person shall be paroled unless the Board Panel determines that there is a substantial likelihood the incarcerated person will commit a new crime if released.

For cases in which the crime was committed on or after August 19, 1997, the Parole Act requires that an adult incarcerated person shall be paroled unless the Board Panel determines the incarcerated person has failed to cooperate in their own rehabilitation, or that there is a reasonable expectation the incarcerated person will violate conditions of parole if released.

New Jersey State Parole Board

Division of Release

Crime victims may present testimony during a confidential hearing, or may submit their comments in writing. All victim input is kept confidential. The incarcerated person is not informed as to whether any victim chose to provide spoken or written testimony.

The Board Panel considers all relevant factors and evidence, including evidence and testimony provided by the incarcerated person. If the Board Panel determines to deny parole, then the Board Panel will establish a future eligibility term. The future eligibility term establishes the length of time that must be served before the incarcerated person may again become eligible for parole consideration, and the initiation of the parole hearing process once again.

If the Board Panel determines to grant parole, then the Board Panel may establish additional special conditions to which a parolee must comply, which are in addition to the general conditions required for all parolees. Such additional conditions may include a requirement that the parolee submit to random drug tests or undergo substance abuse counseling. The Board Panel may also refer the parolee to the State Parole Board's Community Programs Unit for assignment to a specific residential community program.

Prior to the parole release date, the State Parole Board's Parole Counselors or Parole Officers will review the conditions of parole with the incarcerated person, and create a discharge plan for the incarcerated person's release to supervision. In addition, the Prosecutor Notification Unit within the Division of Release notifies the County Prosecutor of the parole release date established in the case of each incarcerated person.

New Jersey State Parole Board

Division of Release

The Division of Release is also responsible for conducting rescission hearings for incarcerated persons who have been approved for parole release but have not yet been released from incarceration. Rescission hearings may be initiated if the State Parole Board receives new information, such as the incarcerated person's commission of an institutional infraction, prior to the incarcerated person's parole release date. Rescission hearings are conducted by a Hearing Officer and the report prepared by the Hearing Officer is reviewed by a panel of two Board Members who determine whether good cause exists to rescind the grant of parole.

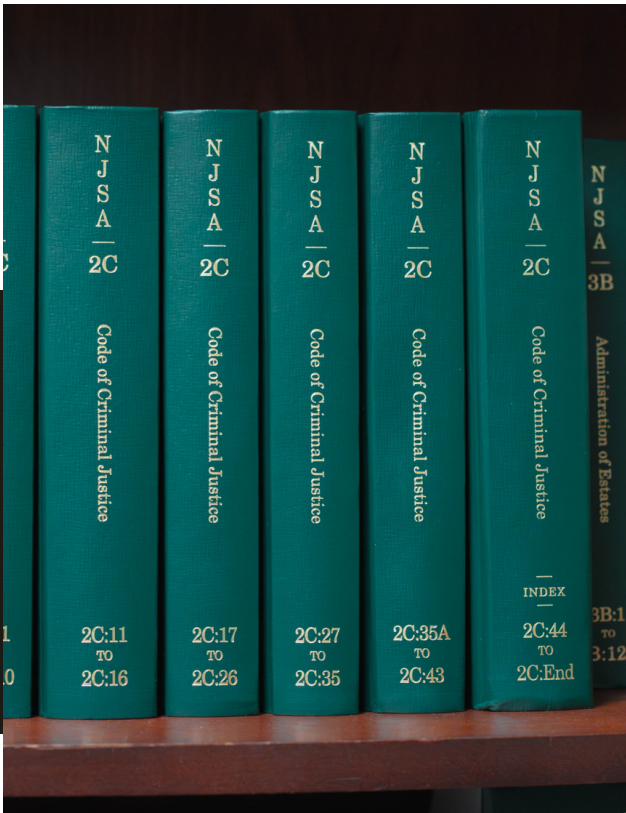
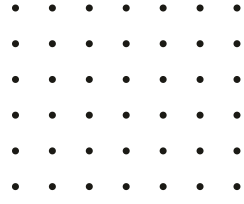
Victim Services Unit

The Victim Services Unit is committed to the privacy, safety, and well-being of crime victims and encourages their participation within the parole release process.

Effective July 11, 1984, County Prosecutor Offices must notify the victim of a first or second degree crime, or the nearest relative of a murder/manslaughter victim, that they have the right to provide information to the State Parole Board before an incarcerated person's parole consideration. This written notification includes the completion of a registration form, which the victim can use to express their interest to the State Parole Board. Regardless of the degree of the crime, all victims have the opportunity to participate in the parole process through the Victim Services Unit.

When a victim registers with the Victim Services Unit, State Parole Board staff will confirm the registration and monitor the incarcerated person's parole eligibility. Prior to the time an incarcerated person becomes eligible for parole consideration, the victim will be contacted and invited to either submit a written statement, a videotaped statement, or appear in person to provide a statement to a senior Hearing Officer or member of the Board Panel. Victim input hearings can take place at the State Parole Board's Central Office located in Trenton. However, the hearing may also be conducted via video teleconference in order to accommodate the needs of victims.

New Jersey State Parole Board Legal Support Unit



The Legal Support Unit ensures that all State Parole Board actions are compliant with state statutes and that Board Members and agency staff function in accordance with statutory provisions and administrative regulations.

The Legal Support Unit assists the State Parole Board by establishing and implementing policies; the development and promulgation of amendments to the agency's Administrative Code; pursuit of clarification of sentencing matters that have an impact on the agency's functions; the review and processing of complex cases; the review of the imposition of special conditions in the cases of certain offenders; the presentation of said cases to Board Members for review; and acting as a liaison between the State Parole Board and Department of Law and Public Safety - Division of Law, as well as providing assistance to counsel assigned by the Department of Law and Public Safety - Division of Law to represent the State Parole Board in legal matters.

Appeals

An offender may appeal any decision by a State Parole Board Panel Member, Hearing Officer, or division of the agency. The Legal Support Unit processes administrative appeals and ensures that the appeal submitted by an offender is presented to and reviewed by a Board Panel or the full Board.

New Jersey State Parole Board Revocation Hearing Unit

Pictured right:
Video Teleconference (VTC) room utilized for
revocation hearings.



The Revocation Hearing Unit is responsible for conducting probable cause and final parole revocation hearings to determine if an offender has violated a condition of their supervision status.

If a Parole Officer has reason to believe a parolee has seriously or persistently violated the conditions of supervision and if the evidence indicates the parolee may not appear at a probable cause hearing or poses a danger to public safety, the Parole Officer may arrest the parolee and return them to custody pending a revocation hearing, which will be conducted by a Hearing Officer of the Revocation Hearing Unit.

Revocation Hearing Unit Hearing Officers make formal findings of fact regarding whether a violation of a condition of supervision has occurred, and make recommendations to a Board panel. These recommendations include whether or not an offender should have their supervision status revoked and be returned to prison, or if the offender should be released from custody and the conditions of their supervision should be modified.

Division of Parole

The Division of Parole is one of the largest law enforcement agencies in the State of New Jersey. The community supervision of offenders is the responsibility of more than 400 sworn officers and commanders. These highly trained professionals monitor the whereabouts of offenders and hold them accountable to the conditions of their supervision, work closely with family members, employers, and treatment providers in order to encourage long-term positive behavioral change, help ensure public safety, and aid in the reduction of the state's recidivism rate.

Parole Officers are visible within the community and collaborate with a multitude of local, state, and federal law enforcement agencies and participate in a variety of partnerships throughout the state. Parole Officers serve as members on the FBI Joint Terrorism Task Force and/or the U.S. Marshals Service New York/New Jersey Regional Fugitive Task Force. All Parole Officers assist with state and local police agencies as needed.

15,871

Offenders supervised by the Division of Parole at the end of FY 2023

Offenders supervised include:

- Offenders released on parole at the discretion of the State Parole Board;
- Offenders released on administrative parole release pursuant to the "Earn Your Way Out Act;"
- Offenders released to mandatory supervision pursuant to the "No Early Release Act;"
- Sex offenders sentenced to lifetime supervision;
- Court ordered conditional discharge cases released from the Special Treatment Unit; and
- Tier III sex offenders subject to mandatory Global Positioning System (GPS) monitoring.

Division of Parole

The Division of Parole is managed by a command staff consisting of a Chief, Captains, Lieutenants, and Sergeants. Newly appointed supervisors participate in training programs designed to enhance their leadership competencies, provide them with the skills necessary to be effective managers, and how to properly lead a diverse workforce. These supervisors ensure that the mission of the State Parole Board is achieved with a high degree of professionalism.

20

Number of statewide Division of Parole operational units.

Eleven of the Division of Parole's units are District Parole Offices. The remaining operational units include: the Community Programs Supervision Unit, the Parole Response Team, the Office of Interstate Services, the Special Operations Group, the Sex Offender Management Unit, the Office of Administrative Services, the Parole Communications Center, the Law Enforcement Training and Recruitment Unit, and the Veterans Initiative Unit.

The Investigation Management Office, under the direction of the Office of Administrative Services, is responsible for processing new criminal charges filed by the State Parole Board's law enforcement staff. The processing includes maintaining and forwarding as discovery the official investigation reports. In addition to processing new charges, Investigation Management Office handles the evidence control functions for any criminal related evidence. This includes, but is not limited to, the transport of evidence to the New Jersey State Police Laboratory and conducting forensic searches of computers and other electronic data storage/transmittal devices. Lastly, Investigation Management Office staff act as the coordinators of all fingerprint livescan machines.

New Jersey State Parole Board

Division of Parole

The State Parole Board is an accredited police agency through the New Jersey State Association of Chiefs of Police (NJSACOP) Law Enforcement Accreditation Program. During FY 2023, the State Parole Board was granted re-accreditation.



The NJSPB receives its re-accreditation certificate. Re-accreditation was effective March 16, 2023.

Pictured, from left to right:

Vice Chairman Ronald L. Slaughter, Chairman Samuel J. Plumeri, Jr., NJSACOP Accreditation Program Director Harry Delgado, Office of Administrative Services (OAS) Lieutenant Thomas Hubbard, OAS Senior Parole Officer Monica Braun, OAS Senior Parole Officer Sandra Caley

According to the NJSACOP: Accreditation is a progress and time-proven method of assisting law enforcement agencies to calculate and improve their overall performance. Accredited status represents a significant professional achievement. Accreditation acknowledges the implementation of policies and procedures that are conceptually sound and operationally effective.

Division of Parole

Veterans Initiative Unit

The State Parole Board Veterans Initiative Unit has continued to support the State Parole Board’s mission of optimizing reentry results for parole-supervised cases and ensuring public safety. In FY 2023, the State Parole Board supervised over 1,000 parolee Veterans. The Veterans Initiative Unit has provided support to over 200 parolees who are Veterans since 2021. During 2023, the Veterans Initiative Unit provided assistance and resources for an additional 53 new parolee Veterans. Of these new cases, the Veterans Initiative Unit assisted 35 parolee Veterans with housing placement, successfully placing 15 parolee Veterans in either transitional or permanent housing. The Veterans Initiative Unit assisted all Veterans eligible for Veterans Healthcare with submitting documents for enrollment for those who were potentially VA Healthcare eligible. Where appropriate, the Veterans Initiative Unit provided laptops and cell phones to parolee Veterans, through a grant by the Education and Health and Centers of America - Incarcerated Veterans Initiative. The Veterans Initiative Unit also provided clothing and hygiene kits to those parolee Veterans requiring these items.

The Veterans Initiative Unit continued to develop networking partnerships with a variety of Governmental and non-profit organizations providing support to Veterans. This included supporting partners and sworn staff conducting presentations at the Keep Our Veterans Alive (KOVA) Veteran Suicide Prevention training and awareness events. The State Parole Board is proud to continue its partnership with the KOVA initiative, and is even more proud that the State Parole Board was the first NJ law enforcement agency to become a KOVA ‘Champion Partner.’ Numerous state, county, and local law enforcement agencies have subsequently taken the State Parole Board’s example and also became ‘Champion Partners’ of KOVA. Governmental and non-profit organizations have also joined this critical program to help reduce Veteran suicides across our state.

The State Parole Board’s innovative and dynamic efforts to assist parolee Veterans were perhaps best displayed by the recognition bestowed on the State Parole Board Chairman at the American Legion Department of New Jersey Annual Conference in Wildwood, NJ on June 8, 2023. The American Legion State Commander presented an Award to the Chairman for the agency’s record of outstanding success in supporting the successful reentry of Veterans released from prison or being supervised by the staff of the State Parole Board.

New Jersey State Parole Board

Division of Parole

Parole Officer Recruit Training

At the end of 2011, the State Parole Board initiated a new comprehensive hiring process for all new Parole Officer Recruits. A major factor in this new process was to have all future Parole Officer Recruit classes attend the New Jersey Division of Criminal Justice (DCJ) Training Academy's Basic Course for Investigators in Sea Girt.

The DCJ Training Academy is a New Jersey Police Training Commission certified academy that conducts a wide-range of in-service and pre-service training programs for the state's law enforcement and criminal justice communities, including state and county investigators, deputy attorney generals, assistant prosecutors, municipal and county police, police executives, arson investigators, parole, and corrections personnel. The basic course for investigators covers general topics such as investigative procedures, apprehension, and the prosecution of criminals. Firearms training and physical conditioning are also conducted during the rigorous 21-week training academy course.

The State Parole Board requires that all applicants for the Parole Officer Recruit position possess a four-year college degree.

During FY 2023, 39 Parole Officer Recruits graduated from academy classes, and two former law enforcement officers were also hired by the agency.

Senior Parole Officers Marquis Barron and Tamahine Rivera train new Parole Officer Recruits.

Following the completion of the training academy course, new Parole Officer Recruits receive an additional month of parole-specific training at the State Parole Board's Central Office in Trenton.



New Jersey State Parole Board Division of Parole

NJ LGBTQ Law Enforcement Liaisons



The State Parole Board hosted the NJ LGBTQ Law Enforcement Liaisons on April 14, 2023.

Front row, from left to right:

Chairman Samuel J. Plumeri, Jr.; Senior Parole Officer Rosaly Diaz; Senior Parole Officer Brenda Payne; Senior Parole Officer Monica Braun; Senior Parole Officer Alexandra Bredael; Captain David Russo; and Chief Kimberly Cavanaugh, accompanied by the members of the NJ LGBTQ Law Enforcement Liaisons

In Spring 2023, the State Parole Board hosted the New Jersey LGBTQ Law Enforcement Liaisons monthly meeting, welcoming liaisons from municipal, county, state, and federal agencies. This was the group's first visit to the State Parole Board's Central Office, as meetings are held at a different law enforcement agency each month. Four State Parole Board sworn staff members are Liaisons and regularly attend the meetings and contribute engaging initiatives and ideas to the group.

The monthly liaisons meeting offers an opportunity to share ideas and resources, plan events for the LGBTQ+ community where officers serve, plan outreach and community engagement events, and discuss strategies to bridge the gap between the LGBTQ+ community and law enforcement.

The meeting at the Board's Central Office included remarks by Chairman Samuel J. Plumeri, Jr., as well as presentations by the Community Programs Unit and the Law Enforcement Training and Recruitment Unit detailing the agency's available programs and many efforts of support for LGBTQ+ individuals under parole supervision. An extensive overview of the agency and the parole process was also provided.

The State Parole Board's Liaisons proposed a Pride Flag presentation for the agency to mark the beginning of Pride Month. This proposal came to fruition on May 31, 2023, when the State Parole Board held its first-ever Pride Flag presentation ceremony.



New Jersey State Parole Board

Community Programs Unit

The Community Programs Unit provides oversight to State Parole Board contracted community partners who, under existing contractual agreements, provide residential and non-residential transitional rehabilitative programs to parolees. These programs are designed to promote public safety, reduce recidivism, and support the sustainable reintegration of offenders into society. These programs include:

- Stages to Enhance Parolee Success (STEPS) Program
- Reentry Substance Abuse Program (RESAP)
- Community Resource Center (CRC) Program
- Mutual Agreement Program (MAP)
- Program for Returning Offenders with Mental Illness Safely and Effectively (PROMISE)
- Parolee Aftercare and Transitional Housing (PATH) Program

Office of Gender Responsive Services

The Office of Gender Responsive Services serves as a resource for staff and stakeholders, and oversees initiatives designed to understand and meet the unique needs of the female and LGBTQ+ reentry population.

In FY 2023, 39 bags containing personal hygiene products were distributed to women who were released from prison or a residential community program and were either homeless or without family support. The provision of these basic necessities is designed to assist women to feel fully empowered to pursue employment and other reentry-related goals.

The Office of Gender Responsive Services administers ongoing education and training to ensure that the female and LGBTQ+ reentry populations are treated with dignity and respect. One such training conducted during FY 2023 was for the NJ LGBTQ Law Enforcement Liaisons meeting. Community Programs Unit staff also visited treatment programs across the State that serve LGBTQ+ populations.



New Jersey State Parole Board Community Programs Unit



Parole Reentry Simulation

As the lead reentry agency for the State, the State Parole Board regularly engages in community outreach with members of the public to educate them about the problems faced by individuals transitioning from prisons or jails back into the community.

On November 2, 2022, the State Parole Board held a Reentry Simulation at Rowan College of Burlington County. The Reentry Simulation is a program that allows participants to experience a month in the life of someone who has paid their debt to society and is trying to re-integrate into the community. While formerly incarcerated individuals are released to diverse communities with differing levels of support and intrinsic motivation, experience suggests that they share many of the same challenges. The simulation is an interactive event that illustrates the journey to self-sufficiency and the barriers that may contribute to feelings of helplessness and decreased self-efficacy.

Approximately 120 people participated in the event, including students, educators, and community members. Participants assumed the role of an individual who is leaving prison, and performed tasks for four 15-minute sessions, with each session representing a week. By the end of the activity, participants had simulated a month in the life of someone who has recently returned to the community. They experienced what it is like to return home from prison with few resources and many obligations, including obtaining an identification card, applying for social services, finding a job and a place to live, and complying with community supervision requirements. If they could not meet these obligations, they were “returned to prison.” The simulation suggests that, ultimately, the ability to navigate “the system” may be a primary factor in the relationship between resiliency and recidivism. The activity concluded with a discussion about the participants’ experiences, and what can be done to remove barriers for those who are returning home from prison.



New Jersey State Parole Board **Research and Grants Unit**

The Research and Grants Unit is responsible for conducting in-house research for the State Parole Board and facilitating or supporting the research projects of outside researchers. Members of the Research and Grants Unit routinely visit District Parole Offices, Community Resource Center programs, and residential community programs to survey and interview supervised offenders. The Unit is also responsible for the review, selection, and orientation of interns.

The State Parole Board was awarded \$3.2 million in grant funding from the Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP) in 2021. This funding established the Supporting the Path to Recovery (SPR) Program for parolees with a history of substance use disorder, whereby eligible individuals receive assistance from a Peer Navigator, Case Manager, and Mental Health Clinician pre- and post-release. Such services are provided by partner institution Rutgers University Behavioral Health Care.

The SPR Program began recruiting participants returning to Camden County in early August 2022. The program expanded to Essex and Mercer, Hunterdon, and Burlington Counties in September and October 2022, respectively. By the end of FY 2023, the program served or was currently serving 70 of its 110 anticipated clients. In FY 2024, the SPR Program will expand to at least one additional county.

In January 2023, members of the Research and Grants Unit attended the 2023 National Forum on Overdose Fatality Review to learn of best, evidence-based practices in preventing and responding to overdose events.

The Research and Grant Unit oversees the State Parole Board's Internship Program, which continues to provide meaningful internships to students expressing an interest in a potential career with the State Parole Board. During FY 2023, 35 interns participated in the program, and two interns were hired full-time after completing the program. Further, the Research and Grants Unit team attended multiple internship recruitment events in FY 2023.

New Jersey State Parole Board Agency Events



National Night Out August 1, 2022

Each year, parole officers attend National Night Out events throughout the State. These events are intended to strengthen law enforcement-community ties.

Pictured, from left to right:

Parole Officer Recruit Hector Tamayo, Senior Parole Officer Matthew Brassel, Parole Officer Recruit Gradie Carroll, Parole Officer Recruit Joseph Gonzalez, Senior Parole Officer Maxine Negron, Senior Parole Officer Chevon Thomas, and Senior Parole Officer Marquis Barron

Bring Your Child to Work Day April 27, 2023

In FY 2023, the State Parole Board hosted Bring Your Child to Work Day at the agency's Central Office location. Activities included fingerprinting, a K-9 demonstration, and a visit from the Trenton Fire Department.

Pictured, top:
Children prepare to watch a K-9 demonstration.

Pictured, bottom:
Children look inside of a firetruck.

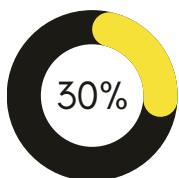


Recruitment Efforts and Agency Diversity

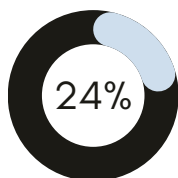
Recruitment is a major component of any law enforcement employment program and is one that the State Parole Board strongly invests in for the future, and for the success of the agency. It is imperative that the pathway to the agency's recruitment is lined with diverse and inclusive opportunities for all, including those living in disadvantaged communities. The agency's Law Enforcement Training and Recruitment Unit and Research and Grants Unit attend career and internship fairs, and visit classes at colleges and universities, to educate potential applicants on the important duties of Parole Officers.

The State Parole Board participated in 82 law enforcement recruitment events during FY 2023, seven of which were at Historically Black Colleges and Universities (HBCUs).

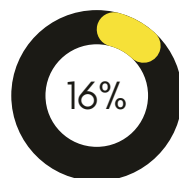
Agency Diversity



Female Officers



Hispanic Officers



African American Officers



Representations from the Recruitment team pictured in front of the State Parole Board's recruitment trailer.

Front row, from left to right: Senior Parole Officers Willie Brown, Rosaly Diaz, Michele Rey, Carl Dickey, Maxine Negron, Jose Lopez, and Tamahine Rivera.

Back row, from left to right: Senior Parole Officers Raymond Taylor, Sheneice Goodman, and John Bello, Senior Investigator Chizorom Ebisike, and Senior Parole Officers Thomas Zoyac and Marquis Barron.

New Jersey State Parole Board

Looking Forward

Community Programs Unit

Prior to the pandemic, the State Parole Board had conducted reentry simulations in Bridgeton, Camden, Union, Jamesburg, Morristown, and Long Branch. Participants have included Public Officials; Corrections and Community Supervision Staff; County Social and Human Service Agency Staff; Social Service and Mental Health Providers; Criminal Justice Professors and Students; Non-profit Organizations; Faith-based Institutions; the Business Community; and formerly incarcerated individuals. In FY 2024, the State Parole Board expects to host at least one reentry simulation in an area of the State that has not yet been included in past demonstrations.

Veterans Initiative

Consistent with the agency's mission, in FY 2024, the State Parole Board will host the first ever statewide Law Enforcement Veteran Engagement Training (LEVET)/ Veteran Response Team (VRT) training event. LEVET/VRT training is designed to educate law enforcement officers on the mental health challenges presented by military service and transition from military service, and how this could lead a Veteran to have adversarial police contact or come into crisis. The training also trains law enforcement officers on techniques to deescalate Veterans being arrested or Veterans in crisis.

In 2024, the State Parole Board will continue to partner with law enforcement and correctional agencies, and non-profit stakeholders, to ensure successful outcomes and productive, independent lives for all of our nation's military Veterans. The State Parole Board recognizes that Veterans are extraordinary citizens, who have given so much of themselves to keep us safe and our nation free. Therefore, the Veterans Initiative remains a critical element of the Board's mission to ensure successful reentry of our supervised Veterans population and to protect the public safety of our state's citizens.

Looking Forward: Agency Initiatives



Working to fully promote a positive rehabilitative model for individuals under parole supervision, strengthen safety measures in our communities, and serve as an inclusive and transparent agency can be a challenge. The State Parole Board is mindful that it must continue to welcome these challenges while at the same time embrace change. With this in mind, the Research and Grants Unit will continue to apply for grant funding to offer supervised offenders resources that have been demonstrated to be effective in reducing recidivism and increasing public safety.

Employee Wellness

In 2019, the State Attorney General issued a Law Enforcement Directive whereby all State law enforcement agencies were to establish at least one Resiliency Program Officer to deliver the New Jersey Resiliency Program for Law Enforcement to other officers. At the end of FY 2023, the number of Resiliency Program Officers at the State Parole Board totaled 12. In FY 2024, the agency plans to increase the number of Resiliency Program Officers.

Recognizing the need to bolster mental health and well-being resources for officers, towards the end of FY 2023 the State Parole Board began outlining a plan for an agency wellness program. In FY 2024, the State Parole Board will establish a formal officer wellness program within the agency that will also include a civilian branch.

Additional Community Outreach

Continuing to educate the public about the State Parole Board is a priority of the agency. Beyond agency attendance at events like National Night Out or career fairs, the State Parole Board plans to strengthen community relations by networking with other law enforcement groups, participating in local community events, and conducting outreach to teach elementary-aged children about parole.

Appendix A

Incarcerated Persons Parole Statistics (State)

| Initial Hearing | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|----------------------------|----------------|----------------|----------------|----------------|
| Scheduled | 5,892 | 3,543 | 3,388 | 4,458 |
| Conducted | 5,187 | 3,258 | 3,160 | 3,691 |
| Referred to Panel | 5,137 | 3,239 | 2,389 | 3,038 |
| Recommended for APR | | | 662* | 641* |
| *Two-Member Panels | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
| Scheduled | 5,799 | 4,208 | 3,507 | 4,127 |
| Decided | 5,282 | 3,376 | 3,090 | 3,682 |
| APR Certified | | | 747 | 721 |
| Parole Denied | 2,400 | 1,672 | 1,244 | 1,405 |
| Parole Granted | 2,882 | 1,704 | 1,099 | 1,556 |
| Three-Member Panels | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
| Decided Establish F.E.T. | 43 | 43 | 26 | 20 |

*The "Earn Your Way Out Act," effective February 1, 2021, implemented Administrative Parole Release (APR). The "Recommended for APR" statistics include the Initial Hearing statistics for incarcerated persons recommended for APR. The "Two-Member Panels" statistics include statistics regarding both Board Panel hearings for those incarcerated persons not eligible for APR and Board Panel reviews for those incarcerated persons eligible for APR.

Appendix A

Incarcerated Persons Parole Statistics (State), Continued

| Full Board | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|-------------------|----------------|----------------|----------------|----------------|
| Decided | 24 | 25 | 30 | 49 |
| Parole Denied | 9 | 10 | 8 | 11 |
| Parole Granted | 15 | 15 | 22 | 38 |

Appendix B

Incarcerated Persons Parole Statistics (County)

| Panel Hearings | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|-----------------------|----------------|----------------|----------------|----------------|
| Scheduled | 1,067 | 438 | 491 | 568 |
| Decided | 751 | 365 | 401 | 444 |
| Parole Denied | 300 | 174 | 184 | 190 |
| Parole Granted | 451 | 191 | 217 | 254 |
| Not Feasible | 269 | 58 | 63 | 64 |

Appendix C

Legal Support Unit Statistics

| Types of Conditions Processed | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|--------------------------------------|----------------|----------------|----------------|----------------|
| Community Supervision for Life | 135 | 131 | 175 | 55 |
| Electronic Monitoring | 280 | 361 | 239 | 105* |
| Curfew | 253 | 316 | 459 | 397 |
| GPS Monitoring | 333 | 469 | 579 | 518 |
| No Internet | 72 | 50 | 108 | 61 |
| No Social Networking | 27 | 49 | 114 | 80 |

*Electronic Monitoring was discontinued in May 2023.

Appendix D

Appeals Statistics

| Appeals Processed | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|--------------------------|----------------|----------------|----------------|----------------|
| Full Board Appeals | 877 | 803 | 549 | 605 |
| Other | 214 | 255 | 260 | 206 |

Appendix E

Revocation Hearing Unit Statistics

| Adult and Young Adult Panel Decisions | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|--|----------------|----------------|----------------|----------------|
| *Revocation Decisions | 1,651 | 1,173 | 1,318 | 1,442 |
| Continued on Parole | 316 | 234 | 291 | 305 |
| Parole Revoked | 1,335 | 939 | 1,027 | 1,137 |

*Total Revocation Decisions is limited to Final Revocation Hearing Decisions and excludes Probable Cause Hearing Decisions.

Appendix F

Division of Parole Statistics

| Offender Supervision | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|---------------------------------|----------------|----------------|----------------|----------------|
| *General Parole Supervision | 12,699 | 12,375 | 12,478 | 12,959 |
| *Community Supervision for Life | 2,945 | 2,783 | 2,711 | 2,532 |
| GPS Monitoring | 247 | 300 | 283 | 362 |
| Electronic Monitoring | 109 | 132 | 104 | 18** |
| Total Number Supervised | 15,984 | 15,590 | 15,576 | 15,871 |

*Parole Supervision for Life transferred to General Parole Supervision in February 2020.

**Electronic Monitoring was discontinued in May 2023.

Appendix G

Community Programs Unit: Program Participation Statistics

| Contracted Residential Community Program | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
|---|----------------|----------------|----------------|----------------|
| Mutual Agreement Programs (MAP) | 332 | 265 | 319 | 247 |
| Stages to Enhancing Parolee Success (STEPS) | 547 | 293 | 334 | 576 |
| Reentry Substance Abuse Programs (RESAP) | 872 | 534 | 761 | 914 |
| Total Residential Placements | 1,751 | 1,092 | 1,414 | 1,737 |
| Non-residential Community Programs | FY 2020 | FY 2021 | FY 2022 | FY 2023 |
| Community Resource Centers (CRC) | 962 | 1,052 | 953 | 1,337 |
| MAP Outpatient | *3,359 | *3,391 | *3,146 | *3,366 |

*This category reflects statistics provided by the Department of Human Services, Division of Mental Health and Addiction Services

New Jersey State Parole Board

District Parole Offices

| <u>District Parole Office</u> | <u>Telephone Number</u> | <u>Counties</u> |
|---|-------------------------|---|
| District Parole Office 1 114 Prospect Street Ground Floor Passaic, NJ 07055 | (973) 365-0430 | Bergen, Morris, Passaic, Sussex, Warren |
| District Parole Office 2 124 Halsey Street, 4 th Floor P.O. Box 185 Newark, NJ 07102 | (973) 648-2168 | Essex |
| District Parole Office 3 1828 West Lake Avenue 3 rd Floor, Suite 300 Neptune, NJ 07753 | (732) 741-2424 | Monmouth, Northern Ocean |
| District Parole Office 4 438 Summit Avenue, 6 th Floor Box 6 Jersey City, NJ 07306 | (201) 795-8804 | Hudson |
| District Parole Office 5 124 Halsey Street, 4 th Floor P.O. Box 185 Newark, NJ 07102 | (973) 648-3278 | Union |
| District Parole Office 6 210 South Broad Street, 4 th Floor P.O. Box 865 Trenton, NJ 08625 | (609) 292-4383 | Burlington, Hunterdon, Mercer |
| District Parole Office 7 2600 Mount Ephraim Avenue Suite #409 Camden, NJ 08104 | (856) 614-3700 | Camden |
| District Parole Office 8 700 Blackhorse Pike Suite E - 1 Pleasantville, NJ 08232 | (609) 415-6630 | Atlantic, Southern Ocean |
| District Parole Office 9 124 Halsey Street, 4 th Floor P.O. Box 185 Newark, NJ 07102 | (973) 648-2168 | Essex |
| District Parole Office 10 Bridgeton State Office Building 40 East Broad Street, Suite 101 Bridgeton, NJ 08302-2847 | (856) 575-5588 | Cape May, Cumberland, Gloucester, Salem |
| District Parole Office 11 550 Jersey Avenue P.O. Box 595 New Brunswick, NJ 08903 | (732) 937-6253 | Middlesex, Somerset |

New Jersey State Parole Board

District Parole Offices

| <u>District Parole Office</u> | <u>Telephone Number</u> | <u>Counties</u> |
|---|-------------------------|-----------------|
| District Parole Office 15 Special Operations Group 25 South Stockton Street, 4 th Floor Trenton, NJ 08608 | (609) 826-5437 | All Counties |
| District Parole Office 17 Community Programs Supervision Unit 171 Jersey Street, Building # 2 P.O. Box 862 Trenton, NJ 08625 | (609) 826-5319 | All Counties |
| District Parole Office 18 Parole Communications Center 25 S. Stockton St., 4 th Floor Trenton, NJ 08608 | (609) 376-0447 | All Counties |
| District Parole Office 19 CSL Unit 550 Jersey Avenue P.O. Box 595 New Brunswick, NJ 08903 | (732) 937-6253 | All Counties |
| District Parole Office 20 Office of Interstate Services 171 Jersey Street, Building # 2 P.O. Box 862 Trenton, NJ 08625 | (609) 943-4331 | All Counties |



New Jersey State Parole Board

Philip D. Murphy, Governor
Tahesha L. Way, Lieutenant Governor
Samuel J. Plumeri, Jr., Chairman
Ronald L. Slaughter, Vice Chairman

PO Box 862
Trenton, NJ 08625
www.nj.gov/parole