

NEW JERSEY STATE POLICE  
OFFICE OF PROFESSIONAL  
STANDARDS  
INTERNAL INVESTIGATION AND  
DISCIPLINARY PROCESS  
ANNUAL REPORT  
2002



HONOR ☆ DUTY ☆ FIDELITY

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## FROM THE ACTING SUPERINTENDENT . . .

The Division of State Police is fully aware the public justifiably expects all of its members to act with integrity, reliability, and trustworthiness. It is important our members acknowledge, uphold, and revere our core values; Honor, Duty, and Fidelity in order to maintain the public trust. Any member who is unwilling to identify with these values and whose conduct is fundamentally at odds with such values, should not and cannot remain a member of this Division.

It is the policy of this Division that all complaints against members will be fully investigated and pursued to their logical conclusions. All internal investigations are thorough and include the examination of all relevant materials and circumstances. Investigations also analyze the conduct of all applicable members involved, including the actions of supervising members, in order to provide proper accountability.

The Division's internal investigative system has shown the vast majority of troopers conduct themselves in an exemplary manner. However, when mistakes are made or Rules and Regulations are violated, all members of this Division are expected to candidly acknowledge such mistakes or violations when brought to the member's attention. The Division will not accept less than complete candor under any circumstances. Members can expect anything less than the truth in communications with supervisors, personnel within the Office of Professional Standards, and personnel from the Office of State Police Affairs will result in severe discipline, up to and including termination.

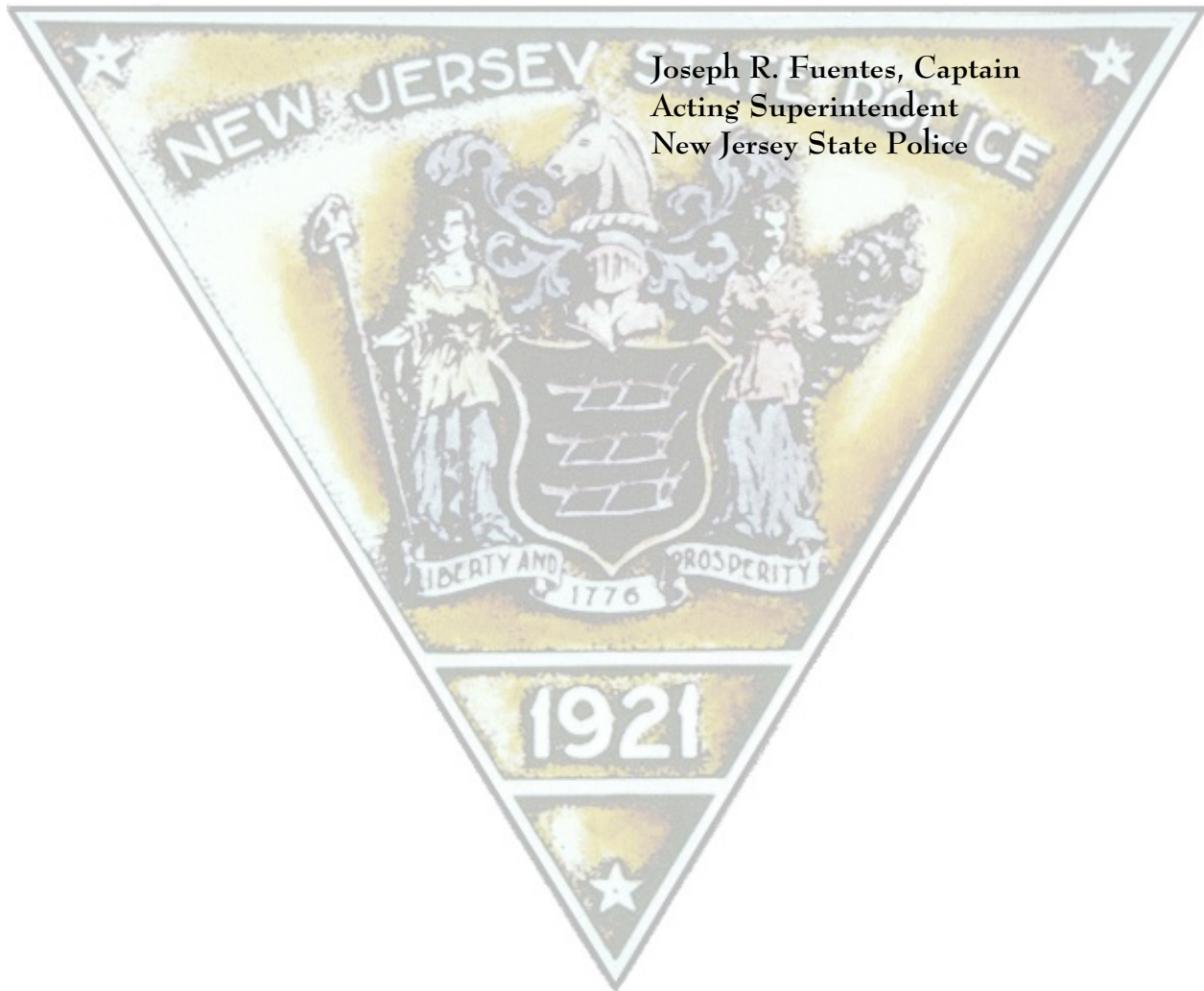
The imposition of stringent discipline for serious misconduct, established through a fair procedure, will enhance the reputation, integrity, and independence of this organization. All personnel are called on to assist the Division in this critical endeavor.

One of the major initiatives addressed by the Office of Professional Standards in 2002 was the adoption of the revised Standing Operating Procedure governing the Division's disciplinary process which was adopted in January 2002. In this revised procedure, the Division recognized the ability of command level personnel to respond in a prompt and remedial manner to real or perceived performance deficiencies, whether or not the deficiencies may form the basis for disciplinary proceedings, is fundamental to the Division's operations. The intent of this policy is to empower section commanding officers and troop commanders, working in concert with commissioned officers in their respective commands, to take prompt remedial action to correct actual or perceived performance deficiencies. Significant benefits to the public, the division, and its members will result from this change in the disciplinary system. The chain of command will be effectively involved in certain matters previously classified solely as discipline and held accountable for prompt remediation.



Another major accomplishment was the dramatic reduction in the backlog of pending Internal Investigations. On January 11, 2002, there were 707 active internal investigations and an additional 132 cases in the review process. As of December 20, 2002, there were 77 active internal investigations and 176 cases being reviewed. This included 391 new cases received during the calendar year.

### Honor, Duty and Fidelity





FROM THE COMMANDING OFFICER, OFFICE OF PROFESSIONAL STANDARDS . . .

This report is intended to provide the public and members of the Division of State Police an open and candid analysis of complaints against enlisted Division personnel while increasing awareness of the high standards of conduct required of New Jersey State Troopers. The information contained herein should permit the citizen and trooper alike to evaluate the commitment the Division has to maintain both this high standard and the confidence and trust of the public in delegating to the State Police the solemn responsibility to police our own.

The members of our society have entrusted the police with awesome power and authority over individual rights. These powers must be exercised without abusing individuals or abridging rights. At the same time, police officers, as members of our society, have rights which must be accorded and similarly respected when allegations of misconduct are made against them.

The Office of Professional Standards, cognizant of these obligations to citizens and to the individual trooper, will ensure a fair and thorough investigation of allegations of misconduct and violations of Rules and Regulations. Prompt and thorough investigations provide a service to citizens who may be aggrieved by State Police action. They also protect enlisted members who may have been wrongfully accused. The Office of Professional Standards will continue to strive to develop and maintain citizen and member confidence in the integrity of the process.

We are committed to promoting public and member confidence in the ability and obligation of the New Jersey State Police to maintain the high standard of police conduct required of law enforcement officers in a democratic, American society. In doing so, the values and traditions of the New Jersey State Police will be upheld and the Division will continue to maintain its reputation as a leader among law enforcement agencies in the nation.

William P. Meddis, Major  
Commanding Officer  
Office of Professional Standards  
New Jersey State Police



## EXECUTIVE SUMMARY

This report is intended to provide the Governor, State Legislature, the citizens of the State of New Jersey, and all other interested parties a brief history of the State Police internal affairs process and a comprehensive look at the disciplinary system employed by the Division. Included in the report are explanations of how the Division receives complaints, classifies the allegations, assigns cases for investigation, and adjudicates substantiated charges against enlisted members. The report also provides overviews of major and minor discipline imposed in 2002 as the result of substantiated allegations, as well as other actions taken by the Division to address aberrant behavior.

## OFFICE OF PROFESSIONAL STANDARDS

Prior to 1999, the former Internal Affairs Bureau was charged with investigating and adjudicating complaints against enlisted members of the Division. The Bureau was commanded by a Captain who reported to a Major supervising the Division Staff Section. The Bureau consisted of a total of nineteen persons, sworn and civilian, and was divided into three units. The Investigation Unit was responsible for receiving complaints, classifying allegations, conducting internal investigations, and tracking cases. The unit included seven full-time investigators.

In 1999, the Attorney General's Office conducted a review of the Division's disciplinary system. As a result of this review, the Internal Affairs Bureau was reorganized and the Office of Professional Standards was established in May 2000. The investigative and adjudication functions were transferred from the Division Staff Section and placed under the control of a Major reporting directly to the Superintendent. During 2001, the Standing Operating Procedure that governs the Office of Professional Standards was completely revised and the policy was adopted in January 2002. As of December 31, 2002, the Office of Professional Standards consisted of 62 persons. This includes 16 professional support personnel and 46 enlisted members, including 26 full-time, experienced investigators.

The Office of State Police Affairs within the Office of the Attorney General was established in 1999 by the Attorney General as an external entity to the State Police that works jointly with the Division reviewing all complaints, investigations, and adjudications handled by the Office of Professional Standards. The Office of State Police Affairs also has the authority and staff to conduct its own investigations as well as to handle matters at the request of the State Police. In addition to the Deputy Attorneys General and State Investigators who staff the Office of State Police Affairs, three enlisted members of the Division are permanently assigned to that office.



Under the consent decree entered into between the United States and the State of New Jersey on December 30, 1999, federal monitors have access to and the ability to review and request additional work on all internal investigations. The Office of State Police Affairs, the Office of Professional Standards, and the federal monitors continued to work together during 2002 reviewing internal investigations and the disciplinary process. They have endeavored to improve the system even further.

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

## STATE POLICE DISCIPLINARY PROCESS

The New Jersey Division of State Police is a statewide police organization that provides a full range of police services. During 2002, the sworn complement was 2,783 at its highpoint on March 4, 2002. The civilian complement peaked at 1,454 on January 4, 2002. As in past years, troopers were involved in hundreds of thousands of police/citizen contacts. Many of these interactions were routine. Many involved stressful and critical situations.

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

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

The State Police, as an employer, is made up of over 4,200 employees including the aforementioned sworn members and the Division's civilian professional and support personnel. Due to the unique mission of the State Police, the Office of Professional Standards handles complaints from the public about troopers' conduct, allegations of

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





criminal conduct by members, and also adjudicates routine employee discipline handled for other state and local employees as personnel matters under New Jersey Department of Personnel Rules and Regulations.

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

## COMPLAINT PROCESS

The New Jersey State Police accepts, reviews, and responds to all complaints received from the public. Complaints may be made in person at any State Police facility, by telephone or fax, or through the mail. The Office of Professional Standards does not accept direct e-mail complaints, but other state agencies, such as the Office of the Attorney General Citizen Services, sometimes forwards complaints of this nature that they receive. These include anonymous complaints, complaints from third-party witnesses, and complaints from parties not directly involved in the incident from which an allegation arises. Notwithstanding the occurrence of citizens requesting to withdraw a previously made complaint, the investigation is continued with or without the assistance of the citizen making the complaint. The investigative process assesses the propriety of all conduct during the incident in which the alleged misconduct occurred. If during the course of an investigation there is an indication that misconduct occurred other than that alleged, the Division also investigates the additional potential misconduct to its logical conclusion.

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

During 2002, 952 total incidents were reported and classified compared to 886 incidents in 2001, 716 incidents in 2000, 524 incidents in 1999, and 401 incidents in 1998. Please refer to the table on the following page. This represents a 7% increase in the number of complaints received in the year 2002 over those received in the year 2001.

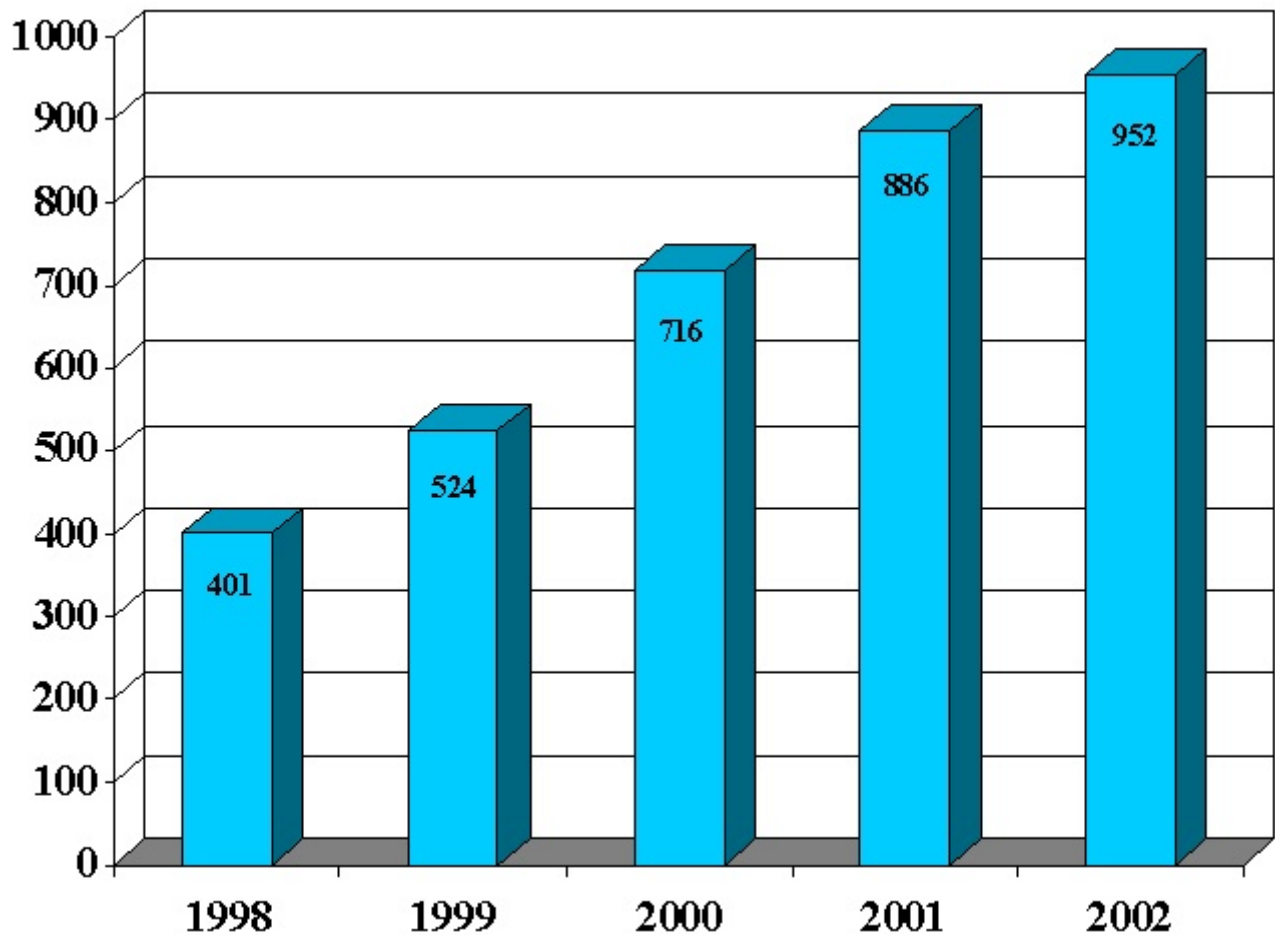
The increase in the number of complaints may be attributed in some part to the continued media attention the State Police receives. Additionally, the aggressive



outreach campaign initiated in late 1999 educating the public as to how to make a complaint against or submit a compliment for a member of the Division was continued in 2002. Posters and signs describing the complaint process can be found in every State Police facility and state operated highway service area. In addition, every on-duty member interacting with the public carries informational brochures and compliment/complaint forms which must be provided to anyone who objects to the trooper's conduct.

Also, during 1999, the State Police instituted and advertised a toll-free hot line available twenty-four hours which goes directly to the Office of Professional Standards.

Five Year Comparison of Number of Incidents Reported



Finally, the Office of State Police Affairs within the Office of the Attorney General, external to the State Police, accepts and investigates complaints while providing an alternative to citizens concerned about complaining directly to the State Police. Each of these initiatives has provided citizens significantly more opportunities to provide feedback, compliments, or complaints about the operation of the Division and its personnel. These efforts continued throughout 2002. Therefore, an increase in the number of complaints is a logical outcome of these efforts.

## CLASSIFICATION OF REPORTED INCIDENTS

Before January 2002, complaints that were received by the former Internal Affairs Bureau and the current Office of Professional Standards were reviewed and classified as Misconduct, Administrative, or EEO/AA matters referred to the Office of Professional Standards for disciplinary action. In January 2002, the revised Standing Operating Procedure governing the classification of complaints was adopted. A fourth classification, Performance, was added. Since the adoption of the revised Standing Operating Procedures, minor infractions and inadvertent procedural violations that were previously considered Misconduct are now classified as "Performance Issues."

### MISCONDUCT

When incidents are reported to the Office of Professional Standards, they are placed in one of four categories after being reviewed by the Commanding Officer. If the Division receives a complaint that a trooper has committed a serious, willful, or wanton violation of the Division's Rules and Regulations, Standing Operating Procedures, or any applicable federal or state statutes, the matter is classified as Administrative Misconduct, and an Internal Investigation is initiated.

### PERFORMANCE

Performance is a new category introduced in January 2002 with the adoption of the revised Standing Operating Procedure governing incident classification. When a complaint is reviewed and it is determined that an enlisted member of the Division committed a minor infraction, the matter is classified as a "Performance Issue." These matters are returned to the member's command for resolution. The command is required to assign a supervisor not in the member's direct chain of command to handle the complaint. The supervisor is required to submit a Performance Incident Disposition Report to the Office of Professional Standards through his/her chain of command detailing the corrective actions taken to resolve the issue.



#### ADMINISTRATIVE

When the reported incident does not infer a trooper has violated any of the Division's Rules and Regulations, Standing Operating Procedures, or applicable federal or state laws, the incident is classified as an Administrative matter.

#### EEO/AA INVESTIGATION FORWARDED TO O.P.S. FOR DISCIPLINARY ACTION

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

#### FIVE YEAR BREAKDOWN OF INCIDENT CLASSIFICATIONS

	1998	1999	2000	2001	2002
MISCONDUCT	224	357	580	642	391
PERFORMANCE					262
ADMINISTRATIVE ISSUES	176	167	128	239	294
EEO/AA INVESTIGATIONS FORWARDED TO O.P.S. FOR DISCIPLINE	1	0	8	5	5
TOTALS	401	524	716	886	952

In 2002, 262 cases that would have previously been considered Misconduct were classified as Performance Issues. In addition, 391 matters were classified as Misconduct. The total of these two categories, 653 cases, required management intervention on the part of the Division. For the purposes of the chart displayed on the next page, the cumulative number of Performance Issues and Misconduct Complaints is being used. Of the 653 combined cases, 512 (78%) were initiated by the public and 141 (22%) were internally generated.

In 2001, of the 642 misconduct complaints received and processed, 518 (81%) were initiated by members of the public and 124 (19%) were initiated internally.

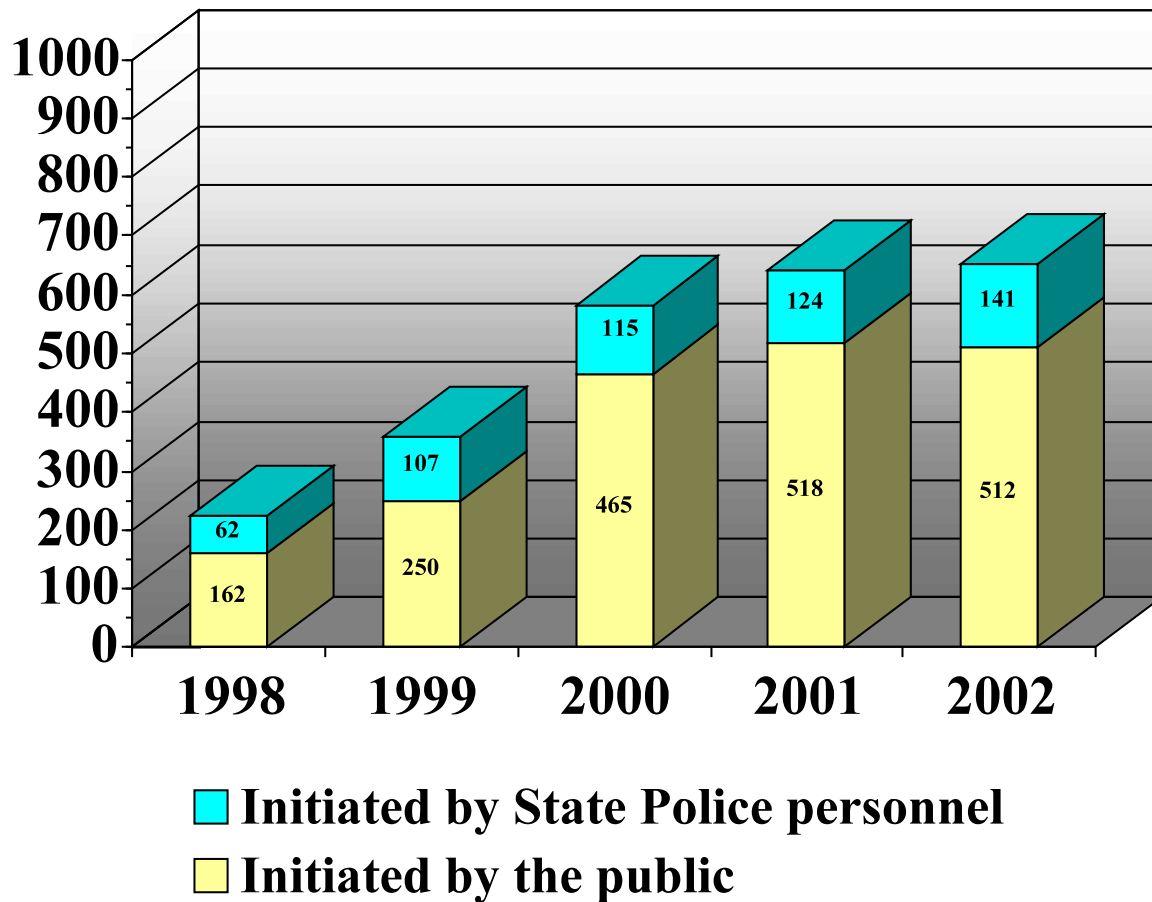
Of the 580 misconduct complaints received and processed in 2000, 465 (80%) were initiated by members of the public, and 115 (20%) were initiated internally.

In 1999, of the 357 total misconduct complaints, 250 (70%) were initiated by members of the public and 107 (30%) were initiated internally.

Of the 224 total misconduct complaints initiated in 1998, 162 (72%) were initiated by members of the public and 62 (28%) were initiated internally.



## FIVE YEAR COMPARISON OF COMPLAINT SOURCES



## CRIMINAL PROCEEDINGS INVOLVING DIVISION MEMBERS

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





Between January 1, 2002, and December 31, 2002, the following criminal complaints were signed or were pending against members of the Division:

#### LINE OF DUTY: CITIZEN INITIATED CRIMINAL MATTERS

On occasion, criminal charges are filed against members of the Division for incidents alleged to have occurred on-duty. Most are filed by individuals (not law enforcement agencies) who were charged with motor vehicle and/or criminal offenses by the members. These cases are reviewed and a determination is made that the members' actions were within the scope of their official duties and legally defensible.

During 2002, one member was charged with Harassment by a motorist to whom he had issued a motor vehicle summons. The charge was Administratively Dismissed.

#### ON-DUTY CONDUCT: STATE POLICE OR OTHER LAW ENFORCEMENT AGENCY INITIATED PROCEEDINGS

In some cases a member is criminally charged for on-duty conduct by the State Police or another law enforcement agency and/or there has not been a finding that the member's behavior was within the scope of the member's official duties.

During 2002, one member was charged with Official Misconduct by the Hunterdon County Prosecutor's Office. It is alleged that the member engaged in inappropriate sexual conduct while on-duty. As a result of the publicity generated by this case, two other victims have come forward and made similar allegations against the same member. The matter is pending court.

#### OFF-DUTY CONDUCT

These cases represent criminal or disorderly persons offenses filed against Division members acting in an off-duty capacity and not related in any way to the performance of their State Police duties. During 2002, the following off-duty incidents were investigated:

Member was charged with Theft. The charge was Administratively Dismissed.

Member was charged with Harassment. This charge was Administratively Dismissed.

Member was charged with Endangering the Welfare of Children and Official Misconduct. The matter was referred to the Office of the Attorney General. The



member retired from the Division effective August 1, 2002, prior to the adjudication of the criminal charges.

Member was charged with violating a municipal ordinance, Acting in an Indecent Manner. The member pled Guilty in municipal court on September 23, 2002.

Five members were charged with Simple Assault (Domestic Violence) in separate incidents. These charges were Administratively Dismissed.

Member was charged with Filing False Police Reports and Engaging in Prohibited Sexual Activity. The member pled Not Guilty, and the charges are pending court.

## ASSIGNMENT OF INVESTIGATIONS

Of the 391 misconduct cases assigned in 2002, 275 were assigned to Internal Affairs Investigation Bureau investigators, eight were referred to the Office of State Police Affairs for investigation, and 108 were assigned to other State Police supervisory personnel for investigation.

## ALLEGATIONS AND OUTCOMES

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

- SUBSTANTIATED : an allegation is determined to be “substantiated” if a preponderance of the evidence shows a member violated State Police rules, regulations, protocols, standing operating procedures, directives, or training
- UNFOUNDED : an allegation is determined to be “unfounded” if a preponderance of the evidence shows that the alleged misconduct did not occur.
- EXONERATED : an allegation is determined to be “exonerated” if a preponderance of the evidence shows the alleged conduct did occur but did not violate State Police rules, regulations, standing operating procedures, directives, or training.



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

## CASES COMPLETED IN 2002

One of the major 2002 initiatives of the Office of Professional Standards was to address the issue of timeliness with regard to the Division’s disciplinary process. On January 11, 2002, there were 707 active Internal Investigations. In addition, there were 132 cases in the review process. As of December 31, 2002, the Office of Professional Standards completed 935 cases, some dating back to 1997. Cases are considered complete when it has been determined no further action is to be taken, or when disciplinary action has been imposed.

Of the 935 investigations completed in 2002, 687 (74%) were the result of citizen complaints. Of these cases, 119 (17%) resulted in substantiated primary or secondary allegations.

Of the 935 internal investigations completed in 2002, 248 (26%) were the result of internally generated complaints. Of these cases, 121 (48%) resulted in substantiated primary or secondary allegations.

Of the 935 completed investigations in 2002, 240 (25%) resulted in a substantiated original allegation or secondary allegations.

The total of 935 completed investigations included 2 (0.2%) from 1997, 14 (1.5%) from 1998, 72 (7.7%) from 1999, 161 (17.2%) from 2000, 498 (53.3%) from 2001, and 188 (20.1%) from 2002.

The following table represents case level findings and actions taken for the 935 cases closed in 2002. Cases were classified according to the most serious allegation in that case, and the disciplinary action reported is the result of that substantiated allegation. The number of disciplinary actions is commensurate with the number of cases where there were substantiated allegations. Secondary allegations and multiple principals are not addressed in this table.



**SUMMARY OF COMPLETED CASES**  
**REPORTING PERIOD: JANUARY 1, 2002 THROUGH DECEMBER 31, 2002**

Cases Completed by Category in Year 2002					
Complaint Classification	Counseling/ Written Warnings Issued	Written Reprimands Issued	Summary Disciplinary Hearings Held	General Disciplinary Hearings Held	No Further Action <sup>2</sup>
Improper Search	1	4			17
Theft			1		4
Assault		1	2	3	50
Excessive Force					32
Differential Treatment					184
Other Harassment	1				40
Domestic Violence		2	2	2	21
Drug Violation				2 <sup>3</sup>	1
Alcohol Violation				4 <sup>4</sup>	2
Failure to Perform Duty	10	27	7	5	58
Driving Violation		3		1	50
Attitude and Demeanor	2	2	2		101
Admin. Violations	17	17	2	1	32
Other	10	22	8	3	179
<b>TOTALS</b>	<b>41</b>	<b>78</b>	<b>24</b>	<b>21</b>	<b>771</b>

<sup>2</sup> Includes cases closed as Insufficient Evidence, Unsubstantiated, Unfounded, Exonerated, and Administratively Closed

<sup>3</sup> Two members resigned prior to the imposition of discipline.

<sup>4</sup> Two members resigned prior to the imposition of discipline.



## MISCONDUCT INVESTIGATIONS OPENED IN 2002

There were 391 misconduct investigations opened in 2002. Of these cases, 280 were initiated as the result of citizen complaints and 111 cases were opened because of complaints made by State Police supervisors or other members.

Of the 280 citizen initiated investigations, 16 (6%) remain active, 102 (36%) are in the review process or pending discipline, 155 (56%) have been completed, and 7 (2%) have been suspended pending court action or other administrative action.

Of the 111 complaints initiated by State Police supervisors or members, 6 (5%) remain active, 40 (36%) are in the review process or pending discipline, 63 (57%) have been completed, and 2 (2%) have been suspended pending court action or other administrative action. Of the 63 completed, 39 (61%) resulted in substantiated primary or secondary allegations.

## SUMMARY OF NEW COMPLAINTS

The following table summarizes the total number of complaints received by the Office of Professional Standards during the year 2002 that resulted in Internal Investigations, the origin of the complaints, the total number of Principals (members of the Division who have been identified as the subjects of the investigations), and the general categories of the allegations.<sup>5</sup>

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<sup>5</sup>Note: The intake and disposition of complaints is an ongoing process. During investigations matters may be reclassified. During the year, the Division also reports case data to the federal monitors as well as to the Office of the Attorney General which each publish case data. Due to the fluid nature of the handling of these matters, slight numerical differences may exist if the reports are compared.





**SUMMARY OF NEW COMPLAINTS**  
**REPORTING PERIOD: JANUARY 1, 2002 THROUGH DECEMBER 31, 2002**

2002 Cases Received by Category for Internal Investigation			
Complaint Classification	Origin		Principals
	Public	SP	
Improper Search	11	1	27
Theft	3	1	4
Assault	10	1	20
Excessive Force	26	3	58
Differential Treatment	77	2	101
Other Harassment	9	1	19
Domestic Violence	21		21
Drug Violation	1		2
Alcohol Violation	1	4	7
Failure to Perform Duty	24	25	89
Driving Violation	7	4	12
Attitude and Demeanor	17	1	20
Admin. Violations	3	36	49
Other	70	32	137
<b>TOTALS</b>	<b>280</b>	<b>111</b>	<b>566</b>



## MAJOR CASE OVERVIEW

During 2002, a small number of the Division's enlisted personnel were involved with allegations of serious misconduct. These included administrative violations, violations of the public trust, and, in some cases, criminal allegations. The Office of Professional Standards has initiated investigations into these violations which have resulted in the suspension of four Division members pending the completion of the investigation and disposition of the allegations.<sup>6</sup>

## MAJOR INVESTIGATION SYNOPSIS

### CRIMINAL VIOLATIONS

An investigation was initiated based on a report received from the Hunterdon County Prosecutor's Office. A member was suspended without pay and allowances after he was charged with Official Misconduct. The charge arose out of allegations the member engaged in inappropriate sexual conduct while on duty. This matter is pending court action.

An investigation was initiated into the conduct of an off-duty member. The member has been charged with filing a false police report after he provided false information to a local police department investigating a reported car jacking. This matter is pending court action.

An investigation was initiated into an allegation that senior members were harassing or hazing junior members. This investigation is ongoing.

## COMPLETED DISCIPLINE

The State Police disciplinary system provides for three formal dispositions of substantiated violations of Rules and Regulations. They are:

GENERAL DISCIPLINARY HEARING	:	may result in termination, suspension of any duration imposed by the Superintendent, and/or a reduction in rank and/or grade
SUMMARY DISCIPLINARY HEARING	:	may result in a suspension of up to 30 days

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<sup>6</sup>Please note that one case may appear in more than one category within this report.



WRITTEN REPRIMAND : may result in a suspension of up to five days

## SYNOPSIS OF MAJOR DISCIPLINE

The following is a synopsis of discipline imposed as a result of General and Summary Disciplinary Hearings convened during calendar year 2002:

Member was found guilty for acting or behaving in an unofficial or private capacity to his personal discredit and to the discredit of the Division for taking inappropriate photos with a State Police camera at a golf outing and was suspended for eight days.

Member pled guilty for acting or behaving in an unofficial or private capacity to his personal discredit and to the discredit of the Division for taking inappropriate pictures with a State Police camera at a golf outing and was suspended for eight days.

Member was found guilty for behaving in an insubordinate manner towards a superior officer and was suspended for three months.

Member was found guilty for behaving in an insubordinate manner towards a superior officer and was suspended for four months.

Member was found guilty for disobeying a direct order by unauthorized use of assigned troop car, acting to his personal discredit and to the discredit of the Division, failing to safeguard issued equipment, and disobeying a written order by failing to properly secure his issued firearm. Member was suspended for 90 days.

Member pled guilty for disobeying a direct order by failing to terminate a pursuit and was suspended for 30 days.

Member pled guilty for engaging in unauthorized outside employment both before and after his request for authorization was denied. Member was suspended for 20 days.

Member pled guilty for violating the Department of Law & Public Safety Policy Against a Hostile Work Environment while he was in a supervisory capacity and was suspended for 30 days.



Member pled guilty for concealing merchandise in his clothing and departing an establishment without paying for it and for making a misleading statement during the course of an internal investigation. Member was suspended for 30 days.

Member pled guilty for acting in an unofficial capacity to his personal discredit and to the discredit of the Division by assaulting an individual and physically removing him from his residence. Member was suspended for 15 days.

Member pled guilty for utilizing his Division assigned computer terminal to forward inappropriate e-mail messages during business hours and was suspended for ten days.

Member was found guilty for acting in an unofficial or private capacity to his personal discredit, failing to carry issued firearm, and disobeying a written order, more specifically, "Care and Handling of Authorized Firearms/Equipment." Member was suspended for 12 days.

Member was found guilty for making inappropriate racial remarks during a squad briefing and providing false information relative to his formal statement. Member was suspended for 15 days.

Member pled guilty for acting in an unofficial capacity to his personal discredit when he was arrested by municipal police, obstructing the administration of law, failing to disperse, resisting arrest, using his assigned troop car for personal business off-duty, failing to carry his service weapon, possessing an unauthorized weapon, being adjudged guilty for two motor vehicle violations, and appearing before the news media regarding this incident. Member was suspended for 30 days.

Member was found guilty for mishandling his issued State Police firearm during the 1999 Spring Firearms Qualification and was suspended for five days.

Member pled guilty for acting to his personal discredit by making unprofessional comments while communicating over the State Police radio system and was suspended for ten days.

Member pled guilty for committing a violation of S.O.P. C33, Medical Procedures, by departing his residence without authorization while on sick leave and was suspended for ten days.

Member pled guilty for utilizing his assigned troop vehicle for personal business off-duty without authorization, failing to submit a special report regarding notification to his supervisor of a non-reportable troop car accident, and failing to



promptly report this accident to municipal police. Member was suspended for ten days.

Member pled guilty for neglecting to promptly notify the Division regarding an off-duty assault, failing to take proper police action as a result of this assault, and was culpably inefficient in his recollection of his involvement in this matter. Member was suspended for ten days.

Member pled guilty for engaging in inappropriate and threatening conversations with law enforcement officers and became intoxicated to the extent that his ability to perform his duty was impaired. Member was suspended for 120 days.

Member pled guilty for acting in an unprofessional manner during a motor vehicle stop and failing to control his temper during a motor vehicle stop. Member was suspended for five days.

Member pled guilty for acting in an insubordinate manner by directing inappropriate language at a designated squad leader and by challenging his authority. Member was suspended for ten days.

Member pled guilty for accepting a gift from members of a New Jersey State Police recruit class while he was assigned to the Training Bureau as the class coordinator. Member was suspended for 20 days.

Member pled guilty for acting in an unofficial or private capacity to the personal discredit of the member or to the discredit of the Division and spitting in or about the face of a spouse during a domestic incident. Member was suspended for ten days.

Member pled guilty for being culpably inefficient and disobeying a written order S.O.P. C-22. Member was suspended for ten days.

Member pled guilty for being culpably inefficient, improper supervision, and disobeying a written order S.O.P. C-22. Member was suspended for 40 days.

Member was found guilty for failing to comply with verbal instructions given by police officers during the course of their official duties, covertly audio-recording a private conversation between the member and a police officer without his knowledge and/or consent, giving misleading statements during the course of an internal investigation, and giving misleading sworn testimony during a municipal court hearing. Member was suspended for 40 days.





Member pled guilty for failing to call Operational Dispatch regarding at least four, but not more than 26 motor vehicle stops between January 14 through April 23, 1998, and was suspended for ten days.

Member pled guilty for submitting inaccurate Monthly Patrol Activity Logs, improper supervision, working a DWI Supplementary Patrol and an Aggressive Driver Supplementary Patrol without proper time off between patrols, and failing to sign Daily Activity Patrol Logs for personnel under his command. Member was suspended for 54 days.

Member was found guilty for failing to promptly report and take appropriate police action concerning a report of a sexual assault and was suspended for ten days.

Member pled guilty for failing to scrutinize and sign Daily Activity Patrol Logs submitted by personnel under his command between January 1998 through April 1998, being culpably inefficient as a squad supervisor for his failure to properly supervise subordinates on August 25 and 26, 1998, and for submission of an inaccurate Weekly Activity Report regarding hours of work on August 26, 1998. Member was suspended for 15 days.

Member pled guilty for failing to ensure that troopers under his command had complied with his order to terminate a motor vehicle pursuit and failing to make an appropriate inquiry in determining that his subordinates had extensive participation in this pursuit and the subsequent apprehension of the suspects. Member was suspended for ten days.

Member pled guilty for disclosing information of a confidential nature to an acquaintance without authorization and was suspended for ten days.

Member was found guilty for failing to promptly report to his unit supervisor a troop car accident and was suspended for 20 days.

Member pled guilty for failing to call Operational Dispatch regarding at least five, but not more than 37 motor vehicle stops between January 5 through April 22, 1998, and was suspended for 20 days.

Member pled guilty for failing to call Operational Dispatch regarding at least five, but not more than twenty-eight motor vehicle stops between January 1 through April 24, 1998, failing to document on his Daily Activity Patrol Logs three motor vehicle stops, and failing to turn in ten motorist warnings at the conclusion of his shift. Member was suspended for 20 days.



Member pled guilty for failing to notify Operational Dispatch of at least ten, but not more than forty-two motor vehicle stops, failing to record the accurate times of thirty-eight motor vehicle stops on patrol logs and failing to record the correct vehicle registration and/or location of forty-three motor vehicle stops on patrol logs between January 1 through April 23, 1998. Member was suspended for 120 days.

Member pled guilty for failing to terminate a pursuit of a motor vehicle after receipt of an order by his immediate supervisor, failing to notify his Supervisor or Operational Dispatch of the status of the continuous pursuit of this motor vehicle, failing to accurately record patrol log entries, and deactivating the troop car overhead lights and mobile video recorder prior to the termination of the pursuit. Member was suspended for 32 days.

Member pled guilty for acting in an unofficial capacity to his discredit by making unprofessional comments over the State Police radio system and failing to provide driving credentials to a state ranger while operating a motor vehicle. Member was suspended for ten days.

Member pled guilty for failing to notify Operational Dispatch regarding a motorist aid on the Garden State Parkway and was suspended for ten days.

Member was found guilty for disobeying a written order regarding the unauthorized use of assigned troop vehicle which resulted in a troop car accident, acting to his personal discredit and to the discredit of the Division, failing to safeguard issued equipment, and failing to secure issued firearm. Member was suspended for 90 days.

Member was found not guilty for failing to properly secure and record evidence and divulging confidential, factual information regarding an internal investigation, in an attempt to influence the official statement of a principal.

Member was found guilty of acting in an official capacity to his personal discredit and to the discredit of the Division and failing to maintain decorum and control of his temper. Member was suspended for four months.

Member pled guilty for a Well Trooper Positive Urine Sample and was suspended for 424 days.

Member pled guilty for failing to call in at least five, but not more than eighty-two stops between January 1 through April 23, 1998, falsifying written warnings by issuing written warnings in the names of drivers he had previously stopped for motor vehicle violations, failing to document a radio check on his Daily Activity



Patrol Log, failing to document a motor vehicle stop and proper vehicle registration number and state of several vehicles on patrol logs, and failing to provide drivers with copies of written warnings that were issued. Member was suspended for 60 days.

Member was found guilty for conspiring to purchase steroids, failing to report information through chain of command, failing to take appropriate police action, and failing to be truthful during an internal investigation. Member was terminated.

Member pled guilty for disregarding the verbal order of a supervisor and attempting to use his official position to secure an unwarranted advantage for a family member. Member was suspended for 15 days.

Member pled guilty for engaging in inappropriate conversation and soliciting a date during a motor vehicle stop, failing to call in a motor vehicle stop, failing to follow MVR procedures, failing to document a motor vehicle stop, and disclosing information about an internal investigation without authorization. Additionally the member pled guilty to making inappropriate comments during a motor vehicle stop and failing to call in a motor vehicle stop prior to initial contact with the motorist. Member was suspended for 60 days.

Member pled guilty for acting to his discredit in an unofficial capacity whereby he physically assaulted an individual and subsequently pled guilty in municipal court to harassment and offensive touching. Additionally, the member pled guilty to failing to notify his supervisor or the Division regarding this incident and was suspended for 30 days.

In addition, six members resigned/retired from the Division of State Police in lieu of disciplinary hearings. Three other enlisted members retired during 2002 with pending internal investigations that were completed with recommended discipline.



## SYNOPSIS OF MINOR DISCIPLINE

In addition to disciplinary hearings, during the year 2002, there were 183 Written Reprimands issued by the Superintendent for a variety of offenses. These include suspensions from zero to five days. The following is a synopsis of Written Reprimands issued by the Superintendent:

30 were issued for Failure to Call in Motor Vehicle Stops

20 were issued for Failure to Follow Mobile Video Recording Procedures

19 were issued for Incomplete, Erroneous, or False Reports

14 were issued for Lost Equipment

13 were issued for Culpable Inefficiency

13 were issued for Improper Comments/Language

11 were issued for Failure to Supervise

Six were issued for Failure to Notify Operational Dispatch Unit of required information

Six were issued for Questionable Conduct On-Duty

Five were issued for Failure to Enter required information into the Computer Aided Dispatch system

Five were issued for Failure to Respond to Motorist Aids in a Timely Manner

Four were issued for Failure to File Internal Complaints

Three were issued for Failure to Conduct Proper Investigations

Three were issued for Failure to Follow Orders

Three were issued for Unauthorized Use of Troop Cars

Three were issued for Improper Attitude and Demeanor

Three were issued for Inappropriate Actions Off-Duty



Three were issued for Violations of Vehicle Pursuit Policy

Two were issued for Motor Vehicle Violations

Two were issued for False/Misleading Statements

Two were issued for Improper Handling of Weapons

One was issued for failing to Identify oneself as a "Trooper"

One was issued for Failure to Appear in Court

One was issued for an Improper Frisk

One was issued for Failure to Report an Off-Duty Incident

One was issued for Failure to Properly Secure Evidence

One was issued for Motor Vehicle Accident Off-Duty

One was issued for Unauthorized Outside Employment

One was issued for Discouraging a Complaint

One was issued for Failure to Carry S.P. Equipment On/Off Duty

One was issued for Failure to Attend Fitness for Duty Examination

One was issued for Use of S.P. Equipment for Personal Use

One was issued for Use of Force Reporting Requirement

One was issued for Inappropriate Actions On-Duty



## OPEN CASES AS OF DECEMBER 31, 2002

Active Investigations at end of year:	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>Total</u>	
	0	0	1	1	35	37	
Completed Investigations pending review:	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>Total</u>
	1	2	10	14	22	145	194
Cases stayed pending outcome of criminal proceedings or administrative reasons:							12
Substantiated cases pending formal hearing:							60
Substantiated cases pending minor discipline:							8

## PROSECUTIONS FOR FALSE CITIZEN COMPLAINTS

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

## COMPLIMENTS

During 2002, the Division of State Police received 930 citizen compliments regarding actions by enlisted members. The aforementioned citizen compliments were received in one of the following four manners; citizen generated letters of appreciation, the New Jersey State Police Citizen Compliment/Complaint Form, the Office of Professional Standards Toll-free Compliment/Complaint Hotline, and e-mails.

