

# 2023

# ANNUAL REPORT

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State of New Jersey  
Department of Corrections





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# A MESSAGE FROM THE COMMISSIONER

Throughout 2023, the New Jersey Department of Corrections (NJDOC) implemented a multitude of specialized endeavors and initiatives to advance the mission of the Department, to support staff through salary, training, and wellness, to bring dignity to female and all incarcerated persons, to enhance rehabilitative and reentry opportunities, and to advance safety and security throughout the Department and the State.

Thanks to the tireless dedication of our frontline staff, this Department now sets the standards for effective rehabilitation and reintegration nationwide. I commend our committed custody and civilian staff members for another landmark year. With a focus on the well-being of both staff and the incarcerated population, this Department pioneers innovative approaches to reentry and wellness.

I am proud to recognize 2023 as a “Year of Firsts” for the Department. Both custody and civilian staff work in tandem to bolster the resources and services provided to each person who enters a correctional facility. This year, we introduced a number of initiatives and events that promoted wellness and continued to build upon the foundations of dignity, honor, and integrity that a corrections agency cannot exist without.

Last year saw the completion of the first phase of the closure of Edna Mahan Correctional Facility (EMCF), with the minimum units closing on the EMCF grounds and one-half of the population moving to a temporary satellite unit in proximity to EMCF Main, pending construction of the new female facility. The EMCF Satellite Unit serves as a more modern, temporary location while a working group from across State government convened to develop plans for a purpose-built facility. During the process, departmental staff have continued to expand programming for our female population and advanced a culture of dignity, safety, and respect. It is an exciting time as the Department and State move forward with the state-of-the-art, modern facility to advance and expand opportunities for the female incarcerated population, their families, and staff.

Data proves that the vast majority of individuals in the custody of the NJDOC will return to their communities, and the Department emphasizes the significance of rehabilitative and reentry opportunities, from high school GED and higher educational degrees to vocational certifications, as well as social services, substance treatment and mental health sessions geared to treat the whole person, appropriate medical care, and overall safety and security.

The Department is a leader in the effective provision and regulation of rehabilitation, reentry, and safety and security. I commend the NJDOC team for their tremendous commitment to ensuring those in our custody and care are provided the resources necessary for successful reentry to their communities.



We also recognize that family reunification is a critical step in the reentry process. To that end, our expert staff members have enhanced visitation procedures and increased accessibility to communication tools, such as telephones, emails, and media sharing. Additionally, the Division of Programs & Reintegration Services has expanded programs, including the Reconnecting Children and Families program (RECAP), which gives incarcerated parents the chance to visit with their children in specialized settings.

Following the pandemic, our institutions have fortunately seen an increase in visitation rates, with families returning to an in-person setting to connect with their loved ones, and we are committed in maintaining the bonds between incarcerated persons and their loved ones.

The safe, secure, and orderly operations of our facilities are of paramount importance, and this agency takes great pride in its progress. In addition to a variety of safety and security measures that are a part of daily prison administration, the Department has fully deployed body-worn camera units for utilization at all institutions, making the NJDOC only the second statewide corrections agency in the country to accomplish such a feat.

The Department has also launched several staff wellness measures in an effort to support staff, as they are a critical component to the success of this Department, the safety and security of this State, and the successful reentry of those in our custody and care.

The input of our staff is essential to moving the Department forward in meaningful ways, and during the summer of 2023, greater than 3,000 custody and civilian staff members responded to the “Your Voice Counts” employee engagement and satisfaction survey. In this regard, staff provided valuable feedback on their experiences as well as suggestions for building a stronger corrections community. These responses continue to assist leadership in cultivating a safer and more positive, productive climate for all who enter our facilities, including employees, the incarcerated population, and visitors.

Moreover, salary is a critical component is the retention and recruitment of essential staff. In this regard, the State entered into collective bargaining agreements with various unions providing appropriate increases in pay for our incredibly dedicated custody and civilian staff members.

I remain grateful for our custody and civilian staff members, of all ranks and responsibilities, who are guiding this Department to be the premier corrections agency in the nation. Through our collective efforts, we are successfully realizing our mission of advancing public safety and promoting successful reintegration.

**Thank you,**

**Victoria L. Kuhn, Esq.**

# Mission

Advancing public safety and promoting successful reintegration in a dignified, safe, secure, rehabilitative, and gender-informed environment, supported by a professional, trained, and diverse workforce, enhanced by community engagement.

## Values

### Safety & Security

The safety and security of staff, incarcerated persons, and the public is our shared responsibility and priority.

### Trauma-Informed Services

We safeguard the physical, mental, and sexual safety of all incarcerated persons, guided by gender-informed care and trauma services to ensure parity for all persons in our custody.

### Rehabilitation & Reintegration

We provide the highest quality programs and offer a continuum of services to promote success upon reintegration into the community.

### Employee Development, Wellness & Mentorship

The success of the Department and those in our care is achieved through a well-trained, professional, engaged, fulfilled workforce.

### Integrity & Ethics

We uphold the highest standards through honesty, dedication, and ethical behavior in our actions and decisions.

### Diversity, Dignity & Respect

We value diversity, equity, inclusion, and belonging and support all people to advance their well-being.

### Community Engagement

Our success is enhanced through the support of community partners and the initiatives, services, and support provided.

### Fiscal Responsibility & Stewardship

We operate with transparency, efficiency, and responsibility that maximizes resources to achieve the Department's goals.



# Our Year In Review: 2023




The **New Jersey Department of Corrections (NJDOC)** places a strong emphasis on promoting wellness and facilitating rehabilitation and reentry within the framework of operating safe and secure correctional facilities. During 2023, the Department streamlined the incarcerated population's access to resources and to loved ones and dually sought the input of frontline staff in the first-ever Department-wide employee engagement survey. These concerted efforts, spearheaded by dedicated personnel, have contributed to improved security measures Department-wide, a recidivism rate far below the national average, and the advancement of a safer environment across the state.

Approximately  
**3.7%**  
of all releases in 2019 had a prior DOC admission on record and were readmitted within three years of release for a new commitment.



Received **3,302** employee engagement and satisfaction survey submissions



Deployed **3,127** body-worn cameras Department-wide



Approximately **241,728** total hours of training completed by sworn staff



Accommodated **40,216** contact visits at all facilities



Closed the EMCF Full Minimum Unit to complete **Phase 1** of EMCF closure



Facilitated **3,316,510** email exchanges with incarcerated persons



Facilitated **10,368,646** phone calls for incarcerated persons



# Edna Mahan Correctional Facility

In October 2023, the **New Jersey Department of Corrections (NJDOC)** completed the first phase of the closure of the 111-year-old **Edna Mahan Correctional Facility (EMCF)** by transitioning all EMCF Full Minimum Unit incarcerated women to the new Satellite Unit. This location, constructed in the 1990s, serves as temporary housing while the Department and stakeholders develop plans for a purpose-built facility with modern and ample programming and a focus on reentry services.

**The full closure of EMCF is expected to result in the cost avoidance for capital projects of approximately \$166 million that would otherwise be required to keep the facility functional and ensure its long-term viability.**

The EMCF Satellite Unit offers more modern housing conditions, a temperature-controlled environment with more natural light, a newly created “Honors Dorm,” enhanced educational and social activities, sufficient personal living and programming space, and outdoor and passive recreation areas. The Satellite Unit is located on the grounds of the former William H. Fauver Youth Correctional Facility in Clinton Township. The Satellite Unit consists of two main buildings, each with a capacity of 192 persons. At the close of 2023, the Satellite Unit housed approximately 176 individuals.

The NJDOC was able to accomplish this transition while continuing the variety of services afforded to the incarcerated population, including reintegration services and support, religious services, trauma and victim services, medical and mental health resources, and substance use disorder treatment. Through the **Division of Programs & Reintegration Services**, the incarcerated population may receive reentry support, such as assistance with Affordable Care Act enrollment, assistance with NJHelps enrollment, identification and vital documents assistance, and housing assistance referrals. Both EMCF and its satellite facility also offer numerous work opportunities and social and recreational activities.

The Satellite Unit’s newly created Honors Dorm is a recent departmental initiative to encourage positive behavior, pro-social interaction, and personal growth through incentives such as more home-like living spaces and greater privacy. As of December, 24 women were housed within the Honors Dorm.





The *Empowering Women!* Speaker Series continued in its second year. The series invites powerful, inspiring women to EMCF to share their stories of encouragement as the population prepares for reentry to their communities.

The Gender & Culturally Responsive Programming Unit created “Healing Sanctuaries” at EMCF, which serve as safe spaces for incarcerated persons who may be experiencing mental health issues.

The Department recognizes that mental and physical wellness are key components of successful reentry. With this in mind, the **Division of Women’s Services**, created in 2021, has cultivated a safe, respectful environment for the female incarcerated population. During 2023, the Division improved and expanded the resources and services provided to incarcerated persons, maximizing reentry efforts.

The Division helped to launch three new peer-led clubs at EMCF and the Satellite Unit. These groups focus on mindfulness meditation and journaling, which provide outlets for expression and personal growth. EMCF also expanded club times in the maximum-security compound to allow incarcerated persons additional time for recreational activities each day. Additionally, EMCF established an Incarcerated Persons Wellness Committee that addresses holistic needs while focusing on the mind, body, and spirit.

The Division of Women’s Services also prioritizes sexual safety. Therefore, the Department established ongoing annual Prison Rape Elimination Act (PREA) and undue familiarity training, developed pertinent monthly newsletters to staff, and issued the Women’s Correctional Sexual Safety Survey by The Moss Group, a corrections consultant specializing in training, technical assistance, and PREA compliance.

The **PREA Compliance Unit** conducted an audit of EMCF to ensure that the Department was in compliance with PREA standards, contributing to the safety and regulatory adherence within the facility. Similar audits were conducted at Garden State Correctional Facility, New Jersey State Prison, and South Woods State Prison.

The Division of Women’s Services has enabled the NJDOC to exceed the expectations of the United States Department of Justice settlement agreement and the federal monitor’s report. The systemic changes made in the provision of services and operations at EMCF have resulted in a:

**40%**

reduction in the  
number of  
disciplinary  
infractions

**80%**

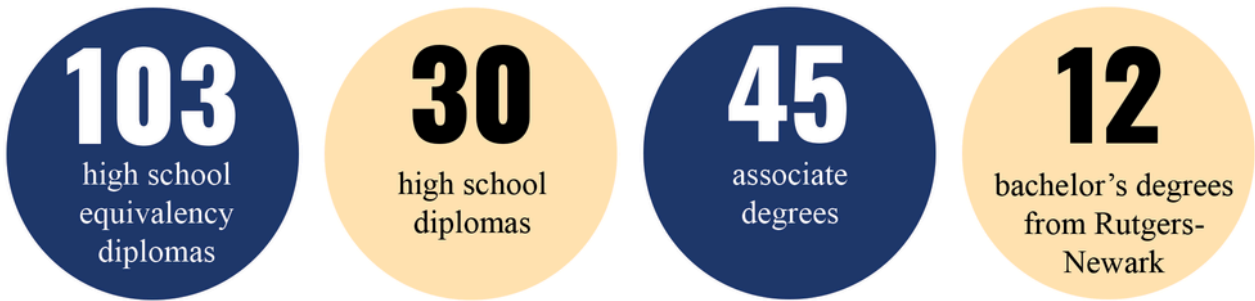
reduction in the  
number of assaults  
on staff

**66%**

decrease in PREA  
allegations

# Division of Programs & Reintegration Services

The **Office of Educational Services (OES)** partnered with The College of New Jersey (TCNJ) to provide the Department’s teaching staff with additional training to fit the needs of their students. TCNJ now provides NJDOC teachers with foundational professional development sessions focused on the core areas of literacy instruction, math instruction, and science instruction.



The **Office of Programming & Supportive Services (OPSS)** continued to offer programs and reentry-based services to the incarcerated population and have increased service delivery in several areas.



The **Office of Community Programs (OCP)** prepares incarcerated persons for reentry by contracting with private, not-for-profit agencies that provide community-based services. In 2023, OCP expanded to include the Legislatively Mandated Services Unit (LMSU), providing management and oversight of the **Residential Community Reintegration Programs’ (RCRP)** compliance with various legislatively mandated reentry planning efforts, including NJHelps and the Affordable Care Act.

Additionally, LMSU is responsible for processing applications for non-driver photo identification, Social Security cards, and birth certificates. OCP works collaboratively with OPSS to identify incarcerated persons eligible for RCRP placement but who have not obtained identification documents needed for employment.

Staff from the **Office of Victim and Trauma Services (OVTS)** began a 20-week trauma training program in September at no cost to the Department. OVTS staff will become Certified Trauma Sensitive Professionals and will continue structured trauma training to maintain the efficacy of the program, thus promoting healing, recovery, exploration, and overall empowerment.



# Ensuring a continuum of care and treatment from prison to community

Through the **Office of Community Engagement and Reintegration Initiatives (CERI)**, three units assist in providing individuals with skills and services that facilitate successful reentry. **New Jersey Locally Empowered, Accountable and Determined (NJLEAD)**, **Providing Access to Community Employment (PACE)**, and the **Office of Volunteer Services** all enhance accountability measures and improve and expand established curricula.

NJLEAD partners hosted events and fairs throughout the year in support of those reintegrating to society. Events were held at correctional facilities as well as in public settings, including a Reentry Summit at the War Memorial in Trenton.

18

NJLEAD partner fairs held

1,642

incarcerated persons participated

The number of grant-funded partners increased from

17 in 2022

to

32 in 2023

Established by PACE, the inaugural Barista Pilot Program, in partnership with the Starbucks, was implemented during the spring. The program afforded five incarcerated men from Garden State Correctional Facility the opportunity to obtain barista skills, work on customer-service expertise, and receive hands-on training through a nine-week curriculum developed by the Starbucks Community Outreach Manager.

Starbucks products were used to create coffees, teas, and other signature drinks for training and showcase purposes. The skills and techniques learned during this program led to one of the graduates obtaining a position as a barista at the Starbucks location in Trenton. Although the pilot program with Starbucks ended during the summer, the NJDOC Coffee House at Mates Inn continues to operate on Central Office grounds.



## Division of Programs & Reintegration Services

### Key Statistics



Completed **4,292**  
intake assessments



Processed **3,325**  
duplicate Social Security  
card applications



Processed **966** MVC  
non-driver ID requests



Processed **4,987**  
Fair Reentry and Release Act  
(FRARA) discharge packets



Submitted **490** résumés  
on behalf of individuals recently  
released from custody

## Family Reunification

**Helping Offenders Parent Effectively (HOPE)** is an 11-week course that teaches parenting skills and education, including effective communication and childhood development. Those who complete the course are eligible to be placed in the **Reconnecting Children and Families (RECAP)** program, which gives parents the chance to visit with their children and the caregiver in specialized settings.

A grant from the Bureau of Justice Assistance has enabled the Department to provide transportation services to and from Northern State Prison and Edna Mahan Correctional Facility via a contracted community agency for those children and families who do not have a means of transportation.

**1,436** HOPE  
participants

**41** RECAP  
participants

**23** child participants  
in RECAP

**167** visits with  
families

*\*Statistics only reflect contacts made through RECAP.*



The New Jersey Department of Education has migrated to a single assessment to measure the adult population’s aptitude to earn a high school equivalency (HSE) diploma. The results are lower than the previous exam as both staff and incarcerated students transition to this new assessment. Additionally, a reduction in graduation and passing rates also is attributable to individuals being released under the Public Health Emergency Credits law.

The NJDOC is fully compliant with the regulations set forth by the **State Facilities Education Act (SFEA)**, as each facility provides educational opportunities that meet the identified needs of the students. The NJDOC is collaborating with the Rutgers Graduate School of Education to expand the skillset of Department teachers.

### Adult Basic Education (ABE) Passing Rate

School Year	HSE Passing Rate
2020	70%
2021	59%
2022	72%
2023	53%

### State Facilities Education Act (SFEA) Population

School Year	SFEA HSDs	SFEA Count*
2020	65	62
2021	58	53
2022	32	45
2023	48	42

\*The SFEA Count is a specific “snapshot” of students on the count assessment day. Due to the rolling enrollment process, class sizes may fluctuate due to new intakes after the snapshot date.

The **Reentry Ventures’** pre-release entrepreneurial training program, through NJLEAD, welcomed its inaugural graduating class. The program consists of eight weeks of education in developing and establishing a business. During 2023, Reentry Ventures trainings were held at:



Northern State Prison, with 13 graduates



Edna Mahan Correctional Facility, with 8 graduates



Bayside State Prison, with 13 graduates



South Woods State Prison, with 17 graduates



Completed **120**  
PREA re-certifications  
of volunteers



Processed **461**  
volunteer clearance  
applications



Assisted with **2,432**  
Affordable Care Act  
online applications



Introduced a small-engine  
repair instruction and certification  
program at **East Jersey State Prison**



Assisted with  
**1,740** NJHelps  
online applications



# Diversity, Equity & Inclusion

The diverse workforce of the **New Jersey Department of Corrections (NJDOC)** helps to advance the mission, goals, and values of the agency and also aids in creating environments that are inclusive and accommodating to all persons. The **Division of Diversity & Legal Affairs** provides training to employees and creates policies that promote a culture of inclusion and respect among all levels of management and staff. Within this Division, the **Diversity, Equity & Inclusion (DEI) Office** assists in fostering professional environments by cultivating and preserving a work climate that demonstrates the agency's respect for individuality. In November, the Division hired a full-time DEI Coordinator, who is tasked with furthering DEI initiatives.

This was a year marked by inaugural initiatives that helped to promote diversity, inclusion, belonging, and wellness. Among its many endeavors, the Department held its first full day of DEI training for senior staff and facility administrators. The Division secured the services of Rowan University to provide senior-level training, titled "Foundations of Diversity, Equity and Inclusion," which focused on areas such as culture and identity, allyship and bias, intersectionality, and privilege.





# ***“Year of Firsts”***

**The Division of Diversity & Legal Affairs furthered its mission by collaborating with various units to host a number of events, including:**

## **Black Leadership Summit**

In February, the Division collaborated with the Division of Programs & Reintegration Services to organize the first Black Leadership Summit in recognition of Black History Month. The event spotlighted Black executive leaders within the NJDOC, who shared insight and answered questions about their career paths and experience, obstacles, and where they’ve been able to find motivation.

## **Women’s “Evolution into Leadership” Summit**

The Division partnered with the Division of Operations to host a gathering of female leaders and staff in recognition of National Women’s History Month. This symposium in March allowed for a day of reflection, support, and empowerment, as staff engaged with female leadership to share stories of encouragement and to create vision boards.

## **Zero Discrimination Day**

The Diversity, Equity & Inclusion Council organized a Department-wide day of recognition to convey the principles that everyone has the right to live a full and productive life and to live it with dignity. Designees from each institution assisted in a collective effort to create a celebratory, inclusive event last March, promoting peace, solidarity, and zero discrimination.

## **Men’s Wellness Summit**

November brought the Inaugural Men’s Wellness Summit, held in collaboration with the Office of Public Information. The event offered presentations by Employee Advisory Services (EAS) and 4BlueNJ as well as a panel discussion consisting of experts in the areas of emotional, financial, and physical wellness and mental health. Attendees were given the opportunity to participate in a guided mindful meditation, office “mini workouts,” onsite medical screenings provided by Rutgers, and a confidential assessment on mental health.

## **LGBTQIA+ “Courageous Conversations” Forum**

The Division partnered with the Division of Women’s Services to host a panel of LGBTQIA+ staff who enlightened participants by speaking about their varied experiences, both personal and professional. This event, held in June in honor of Pride Month, offered an intimate Q&A and a special guest speaker, who led a discussion on how to be an ally.

# Staff & Recruit Investment

The Department concluded 2023 with a custody staff totaling under 5,000, facing an evident shortage of officers. This need for officers resulted in the creation of the Department's full-time Recruiting Team. The group has established relationships with minority- and women-centered organizations in order to gain exposure and recruit female officers from diverse communities.

In addition to boosting their online presence, the team also has increased efforts and connections with the community by conducting presentations at high schools, colleges, gyms, and other areas around the state, as well as online and in Pennsylvania, New York, Delaware, and Virginia. Their efforts continue to increase enrollment, and the NJDOC's Class 255, which began in September 2023, is the largest class of recruits since 2019.

## 115

*recruits graduated from  
the Correctional Staff  
Training Academy*

## 354

*events attended  
by the Recruiting Team  
in five states and online*

The NJDOC continued its utilization of the Pre-Employment Preparation Program (PEPP). This initiative provides candidates with an opportunity to participate in a voluntary physical training program prior to beginning the **Correctional Staff Training Academy (CSTA)** State Basic Course for State Correctional Police Officers. The program is scheduled on multiple dates, including weekends, to allow for maximum participation.

CSTA provides college-level training to recruits. In November, the NJDOC announced a new partnership with Thomas Edison State University (TESU) to ensure eligible sworn staff can receive college credits. Officers who graduated from CSTA after April 2010 may be eligible to receive up to 23 credits at TESU for having completed the Correctional Academy State Basic instruction. Officers may be eligible to receive an additional 12 credits toward a degree at TESU for having completed certain Professional Development courses and Instructor courses offered by the **Division of Training, Recruitment & Professional Development**.

A newly ratified contract between the State of New Jersey and Policemen's Benevolent Association Local 105 provides enhanced salary benefits for NJDOC correctional police officers, including across-the-board salary increases of 3.5 percent each year throughout the life of the four-year agreement. Results will include increased take-home pay and changes to paygrade steps that will increase the guide for many officers. The base salary for correctional police recruits has increased to \$48,680 a year, with an additional increase to \$68,000 after one year when becoming a Senior Correctional Police Officer.



During fiscal year 2022, the NJDOC was awarded funding in the amount of \$175,000 to provide mental health and wellness, resiliency, and suicide-prevention trainings for correctional police officers, implement a peer-to-peer mentoring support program, and establish a correctional police officer family-outreach program. The funding was awarded by the Office of Community Oriented Policing Services (COPS), under the Law Enforcement Mental Health and Wellness Act (LEMHWA), Fiscal Year 2022 Program.

The mental health and wellness, resiliency, and suicide-prevention trainings were implemented during 2023, with the first and second cohorts of uniformed staff participated in trainings during a three-day period in June and October, respectively. The training curriculum is designed to help staff build resilience and to teach coping skills that can be utilized while working inside the facilities. Participants learned about trauma and its impact, workplace fatigue and burnout, de-escalation, crisis intervention and safety, and self-regulation and self-care. The Department will continue such trainings in 2024 and begin the implementation of the peer-to-peer mentoring-support program and the family-outreach program.

The **Division of Programs & Reintegration Services' Critical Incident Stress Management (CISM) Unit** offers support and services to employees who may struggle with mental illness or crisis situations, while also raising awareness about mental health.

**14** CISM deployments to provide mental health services and support to employees

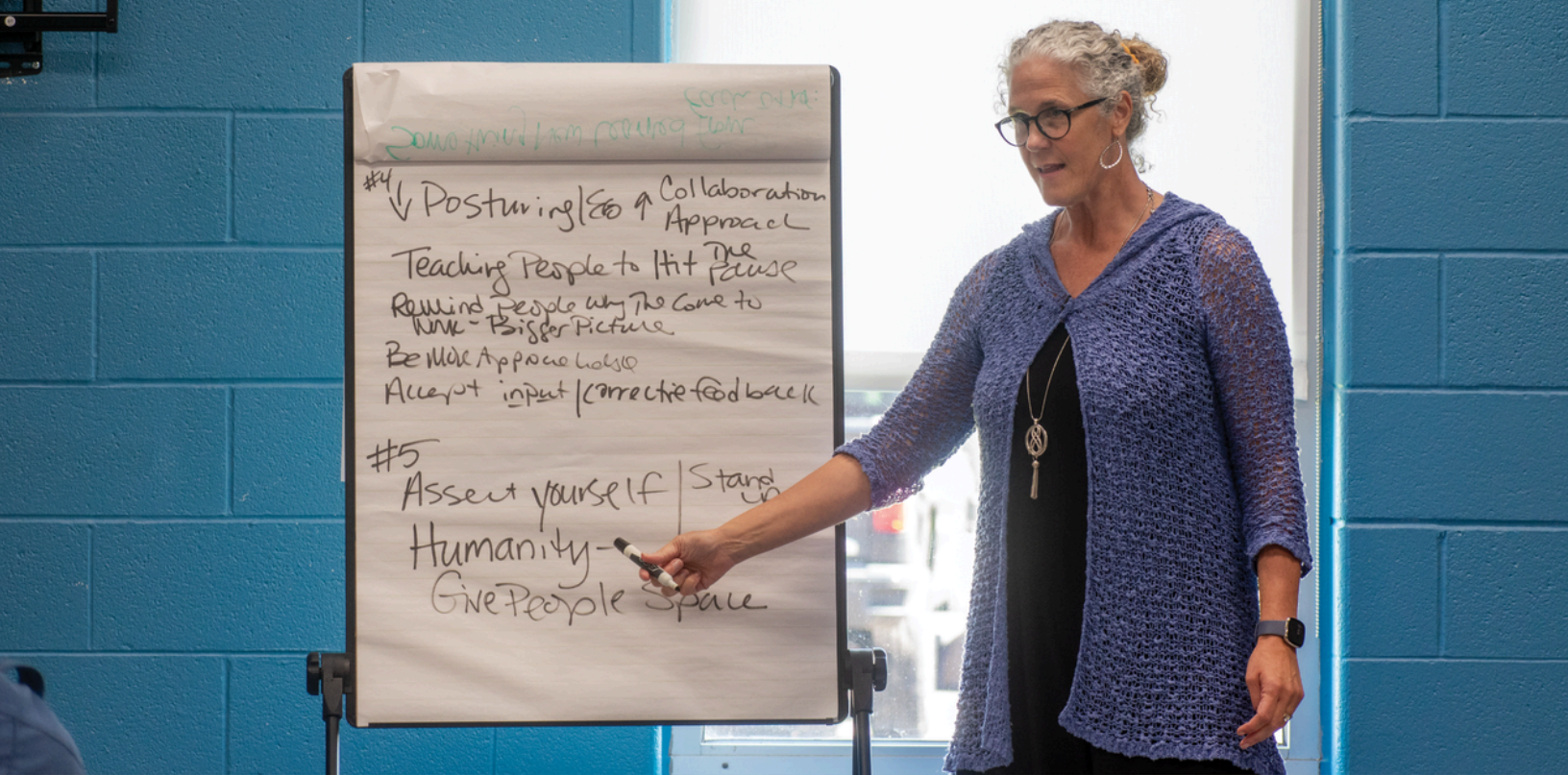
**10** institutional site visits conducted by CISM



In May, the NJDOC appointed a Wellness Coordinator, the first position of its kind, who is charged with developing and implementing programs and initiatives that will benefit all facets of staff wellness, including support to related committees at each correctional facility. The Wellness Coordinator organizes awareness events, gatherings, fundraising drives, and community outreach as a means to engage staff in activities that promote mental, emotional, and physical health. The wellness efforts focus on the eight dimensions of wellness: social, spiritual, physical, occupational, emotional, intellectual, environmental, and financial.

Part of the Wellness Coordinator's duties is to conduct regular wellness tours of all facilities. These tours offer opportunities to speak candidly with staff members and discuss potential ways in which the Department can improve and implement wellness resources for staff members. This has enabled updates in a number of areas, including services and programs, officer dining rooms, and exercise equipment.





**Commissioner Victoria L. Kuhn, Esq., established the Prevention of Self-Injurious Behavior Task Force, comprised of staff from various ranks and positions. The task force reviews current and best practices related to self-harm of staff and incarcerated persons. The task force submitted recommendations that include updated mental health messaging to both staff and the incarcerated population, peer-to-peer trainings, mental health resources, and digital applications that increase access to wellness content.**

**Wellness Rooms are operational at all correctional facilities and are utilized as spaces for staff to decompress from their facility's day-to-day activities.**







For the second year in a row, the NJDOC led and commanded the Honor Guard comprised of officers from several participating law enforcement agencies at the Special Olympics New Jersey Summer Games on The College of New Jersey campus.





# Safety & Security

In October, the Department appointed a new Deputy Commissioner, Erin Nardelli, who is tasked with heading the **Division of Operations** and ensuring the safe, orderly operations of all nine correctional facilities. Formerly the Division's Assistant Commissioner, she has focused on improving morale and wellness efforts to benefit both staff and the incarcerated population.

The **Capital Planning & Construction Unit** developed several trainings and procedures to maintain the safety and framework of our aging correctional facilities, some of which date back more than a century. The unit authored the *Lead Based Paint Operations and Maintenance Manual* and created a schedule for lead-based paint training seminars. By collaborating with other experts and professionals in the field, the unit crafted a comprehensive curriculum to educate staff on identifying, handling, and safely managing lead-based paint in a construction setting.

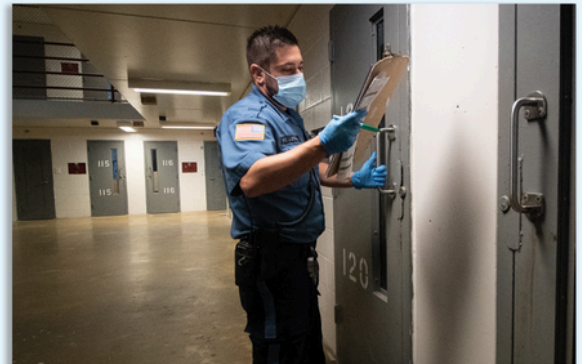
Additionally, the unit created a Legionella water-management program to ensure that all water used throughout the Department's institutions is safe and free from bacteria. This initiative involved collaborating with experts and health authorities to establish stringent monitoring, testing, and maintenance measures in order to mitigate Legionella risks.

The unit also helped to improve the Department's institutions by completing **71 percent** of all ongoing construction assignments. These projects ranged from roof and security booth restorations to generator installations, water main repairs, and fire alarm upgrades.

## Mail-Scan Pilot Program



The NJDOC piloted a mail-screening program at **South Woods State Prison** to assist in identifying parcels that are suspicious for illicit substances and to prevent their entering the facility.



## Facilities Realignment

The Department's former intake facility, the Central Reception and Assignment Facility, closed in 2021. As a result, **Garden State Correctional Facility (GSCF)** assumed intake of male incarcerated persons entering NJDOC custody.

During 2023, the Division of Operations realigned GSCF's Restorative Housing Unit (RHU) space in order to create additional Intake Housing. This enabled the Department to transport more individuals into the State's custody, **reducing the number of State-sentenced incarcerated persons in county jails from around 1,000 to under 300.**



The **Special Victims Unit (SVU)** within the **Special Investigations Division (SID)** plays a crucial role within the Department, serving as a utilitarian force dedicated to ensuring a culture of safety and protection at all facilities. SVU was established in May 2022 to investigate allegations of sexual assault, criminal sexual contact, sexual harassment, voyeurism, and PREA retaliation involving NJDOC staff and incarcerated persons. As of 2023, SID field units investigate sexual harassment claims for the prisons, freeing up SVU to focus on the most serious offenses. Additionally, each field unit includes an investigator who functions as the unit's PREA liaison and is responsible for investigating all allegations of sexual harassment that occur within their facility, keeping PREA statistics, attending PREA review meetings, and making referrals to SVU. SVU offices are regionalized across the state to ensure that unit investigators promptly respond to allegations and that its resources are best allocated. All investigators receive specialized training in sexual-abuse investigations with a victim-centered and trauma-informed approach.

SID additionally created a **Training and Recruitment Unit (TRU)** with the mission to arrange training specific to the work performed by SID, to recruit new staff, and to educate the public and other law enforcement agencies on the NJDOC. SID receives specialized training pertinent to their varied areas of coverage, including search and seizure, report writing, courtroom demeanor, internal affairs procedures, and forensic examinations. TRU is essential in ensuring that SID and the Department continue to exceed training requirements throughout the year.

**0 substantiated PREA allegations against staff for incidents that occurred in 2023**



The **Special Operations Group (SOG)** remains the Department's specialized response team, which provides frontline assistance for hazards affecting the State. SOG operates nearly a dozen different teams and initiatives for a variety of security, rescue, and crisis-management instances.

In October, the group's **Critical Incident Negotiations Team (CINT)** competed against a number of NJ-based crisis negotiations teams in an exercise that required teams to network, evaluate operational issues, and challenge each other through scenario-based roleplay activities. Teams were judged on communication, responses, and other performance measures, and the NJDOC's CINT team placed first for the fourth time in as many years.

In partnership with New Jersey State Police, SOG provides training to various state, county, and municipal agencies in the revered **Field Force Operations (FFO)**. This three-day course provides law enforcement and security officers with instruction in protest-type situations and actions, legal considerations, responsibilities of mobile field force teams, and safe and effective crowd-control methods. It includes a series of didactic, hands-on activities that allow responders to practice all of the learned skills in a realistic context.

Every New Jersey State Trooper is provided FFO training from SOG. Additionally, during 2023, SOG provided FFO instruction to law enforcement officers from various agencies, including the Bergen County Technical Rescue Task Force, Mercer County and Monmouth County Sheriff's offices, and the Port Authority of New York and New Jersey, as well as a number of local departments.



Instructed **more than 700**  
law enforcement officers  
in FFO courses during 2023



Assisted in **3** search-and-rescue  
events with local departments  
during 2023



Assisted New Jersey State Police  
to instruct **17** K-9s at the  
K-9 Training Academy

During the year, SOG conducted 27 additional training courses for agencies across the State. The curriculum covered incident management, active shooter situations, and search-and-rescue actions. SOG provided expertise to municipalities, counties, and other State agencies, and continues to increase training efforts.

SOG also doubled their presence within the New Jersey State Police Safety Response Team, now with 50 assigned staff members who comprise nearly half of the team, which is responsible for aiding agencies tasked with public order, search and rescue, and large-scale gatherings like sporting events and concerts.

The **New Jersey All-Hazards Incident Management Team (NJ-AHIMT)** was deployed nine times this year for events including the National Governors Association Conference and the Texas wildfires. SOG provides key support to NJ-AHIMT, which is operated by the New Jersey Office of Emergency Management and supplies incident management during national events that exceed a jurisdiction's or agency's capability or capacity.



# Incarcerated Persons

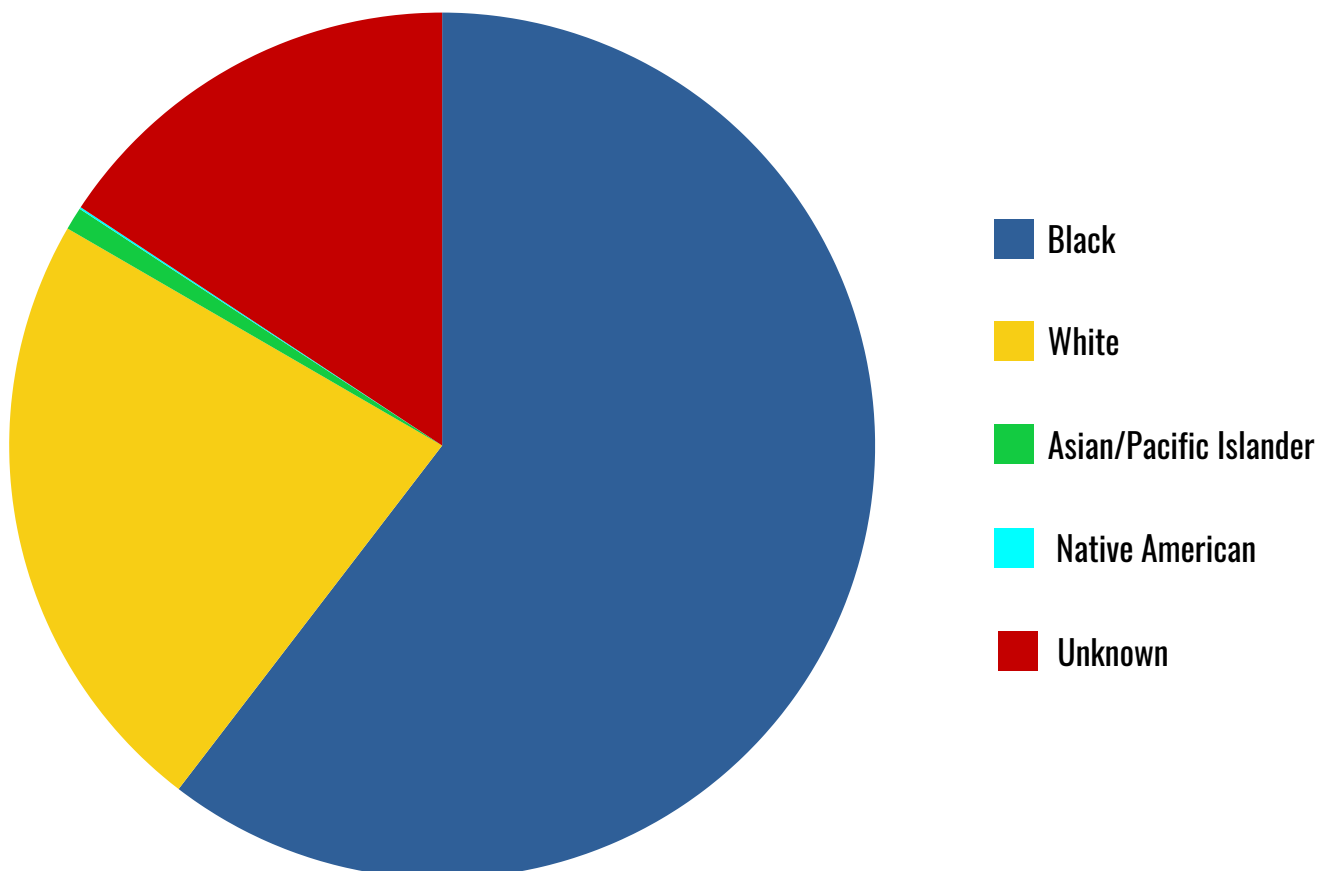
## Key Statistics

**Identifying and understanding population demographics and criminal justice statistics is imperative for devising effective strategies to overcome departmental hurdles and evaluating the efficacy of implemented reforms.**

The New Jersey Department of Corrections (NJDOC) meticulously records, analyzes, and utilizes statistics across various facets in order to guarantee that State and local resources are utilized efficiently and effectively. This ensures the safety and security of both staff and the incarcerated population, thereby upholding the highest standards of community reintegration and all-around safety across all institutions in the State of New Jersey.

The following data includes population, offense, and internal-events characteristics as of January 3, 2023, unless otherwise specified.

**Figure 1. Race per total population (12,987)**



As of January 2023, approximately 96.54 percent of the NJDOC’s total population was male; 3.5 percent was female. This includes individuals housed in correctional facilities and their satellite locations, Residential Community Reintegration Programs (RCRPs), and in county jails awaiting transfer to State custody.

Figure 2. Race per total population (12,987)

Race/Sex	Black	White	Asian/Pacific Islander	Native American	Unknown
Female	1.62%	1.33%	0.10%	0.00%	0.45%
Male	58.82%	21.62%	0.75%	0.07%	15.28%

Figure 3. Ethnicity per total population

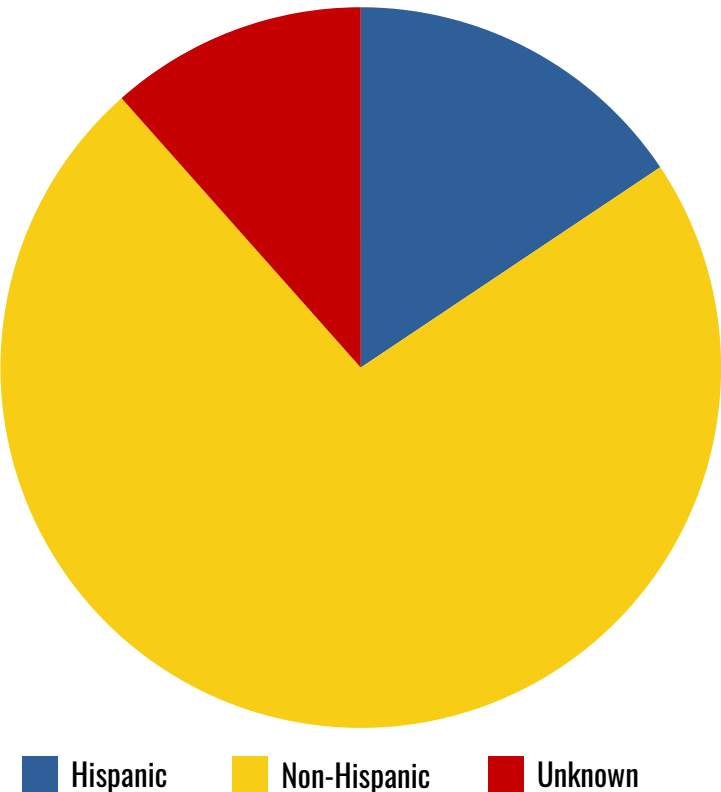


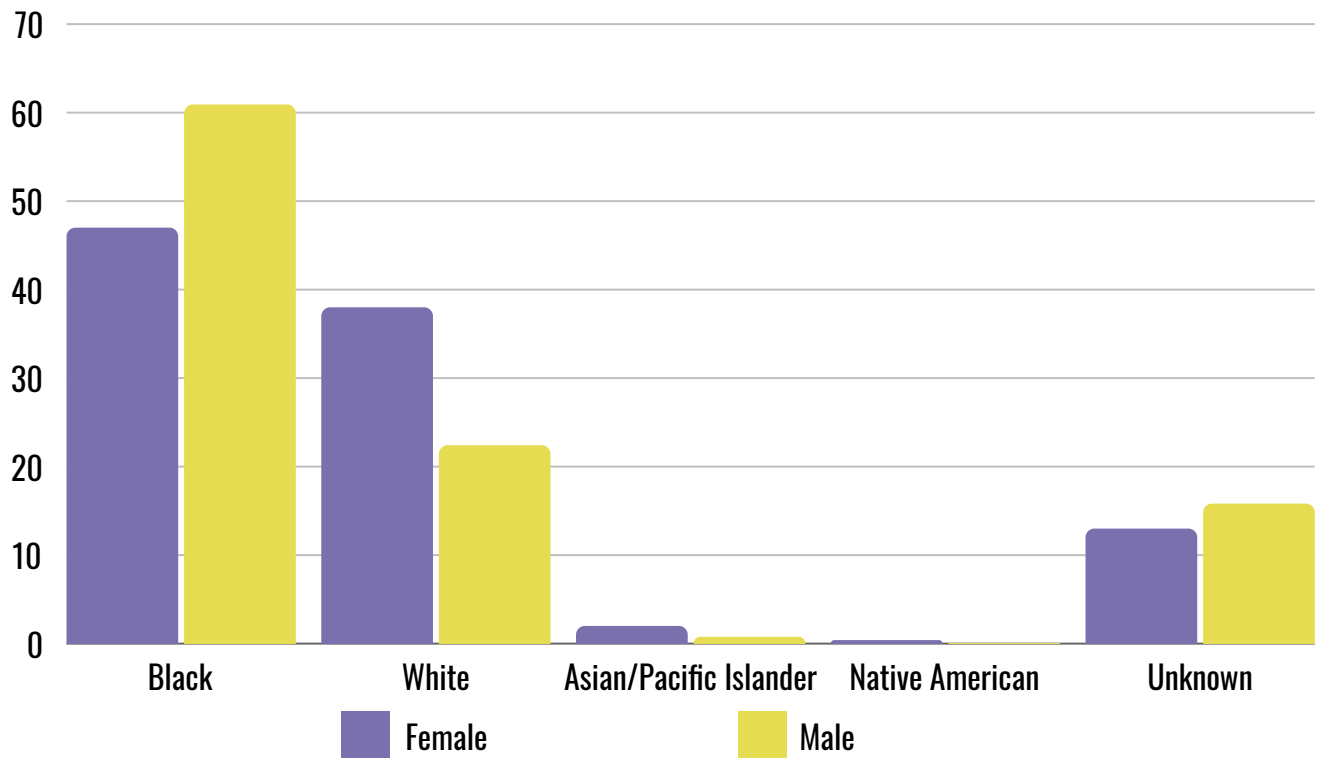
Figure 4. Ethnicity per total population

Ethnicity/Sex	Female	Male
Hispanic	0.52%	15.10%
Non-Hispanic	2.65%	70.20%
Unknown	0.26%	11.30%
Total	3.43%	96.60%

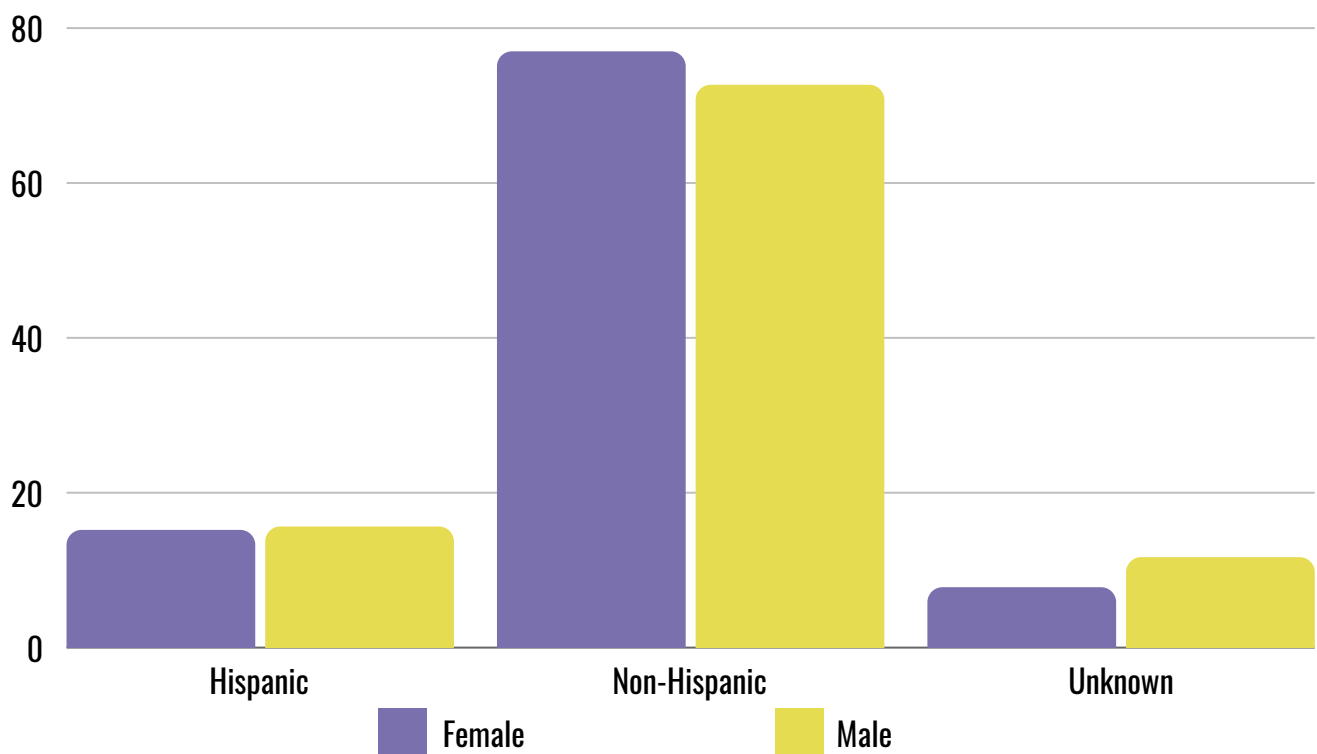


As of January 2023, the NJDOC facilitated the rehabilitation and reintegration of approximately 12,539 males and 448 females, who make up the following data.

**Figure 5. Race: Percentages within sex**



**Figure 6. Ethnicity: Percentages within sex**



Violent offenses accounted for approximately 71 percent of crime among all State-sentenced individuals in 2023; weapons offenses accounted for 12 percent; drug offenses accounted for 7 percent, and property offenses accounted for 4 percent.

Figure 7. Offense of conviction: males

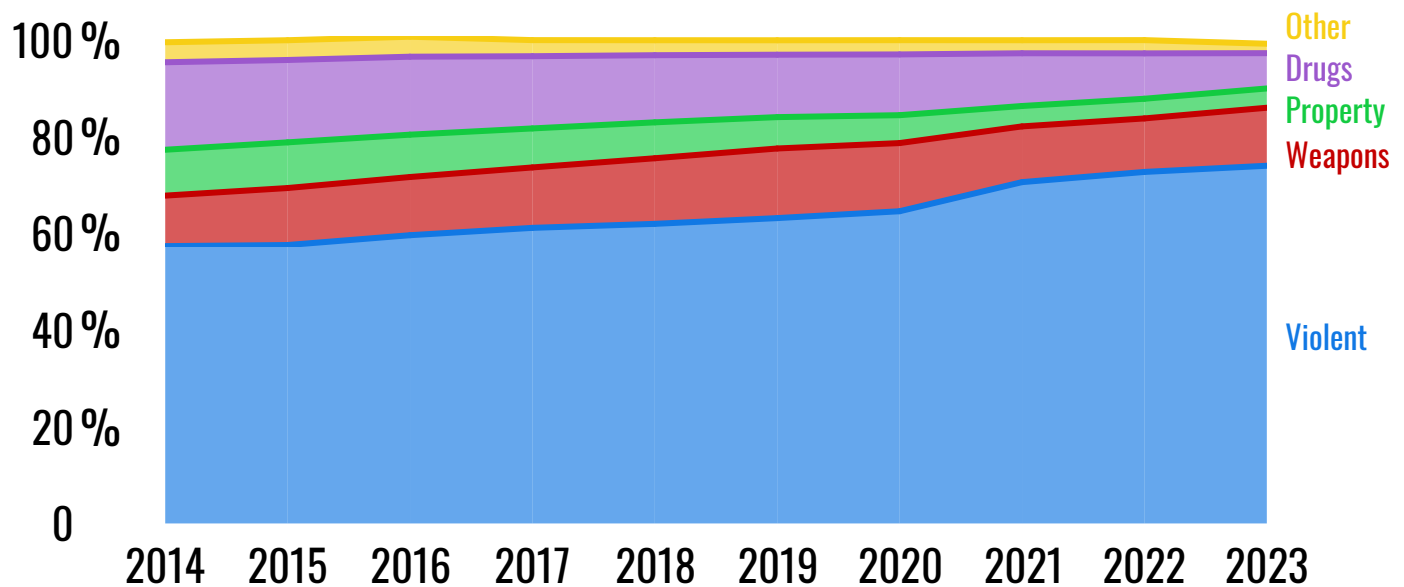
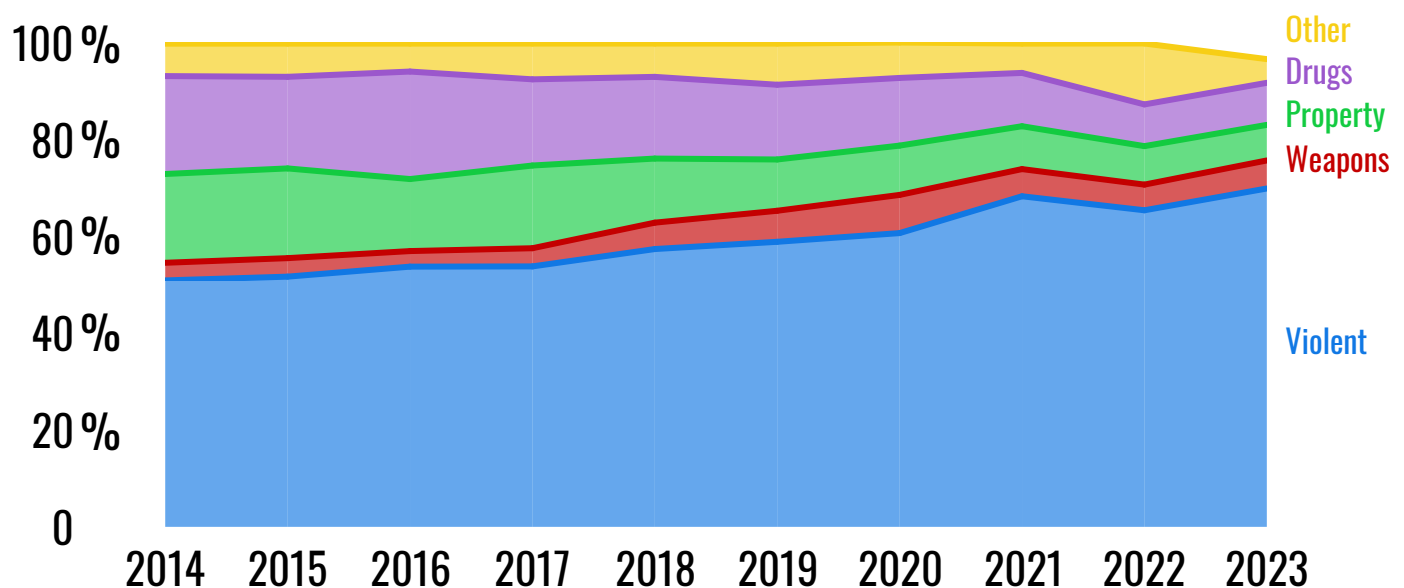


Figure 8. Offense of conviction: females



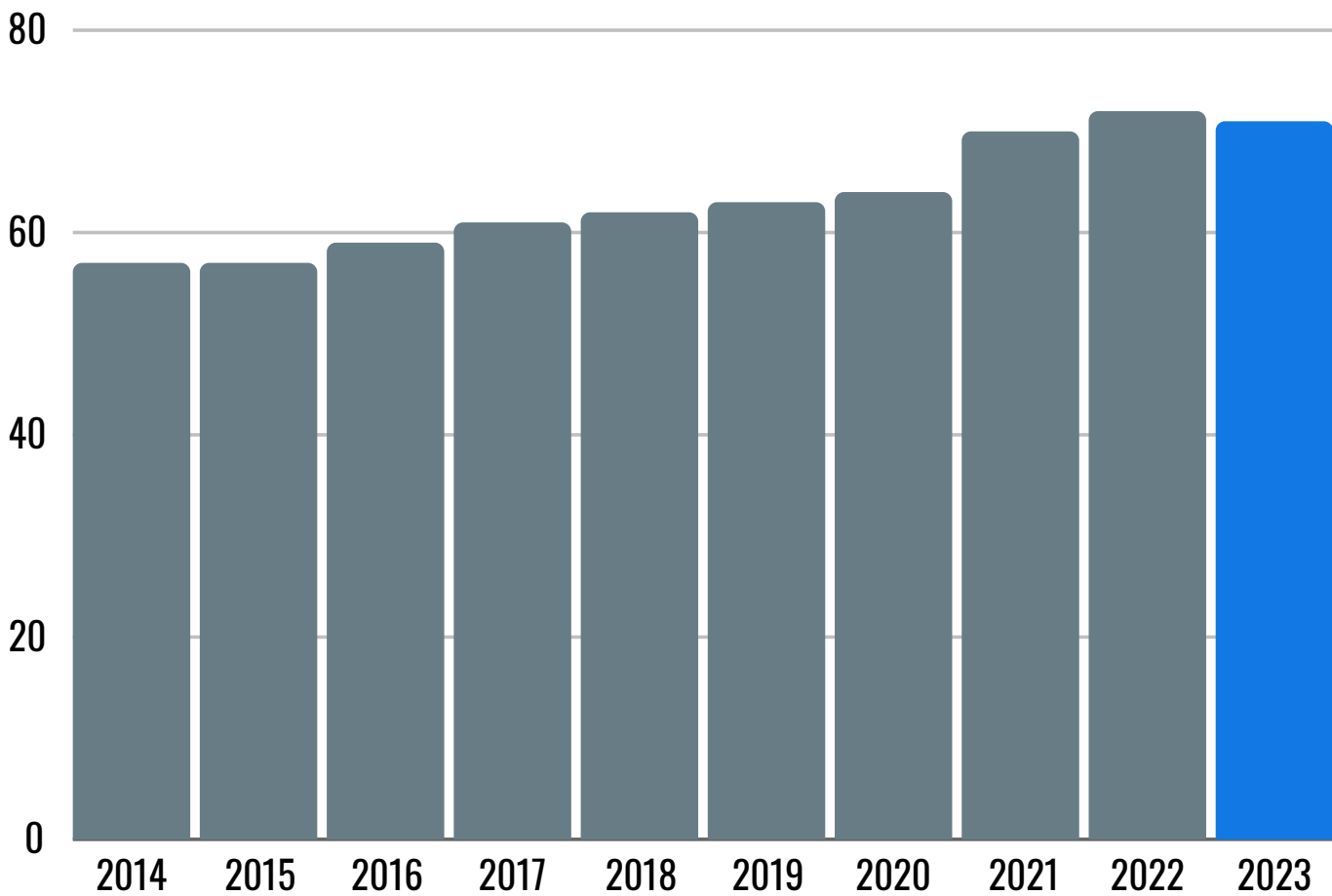


The percentage of State-sentenced individuals incarcerated for an offense of a violent nature declined one percent between 2022 and 2023. These crimes include, but are not limited to, homicide, manslaughter, assault, sexual assault, robbery, and domestic violence.

Figure 11. Offense of convictions per total population during 2023

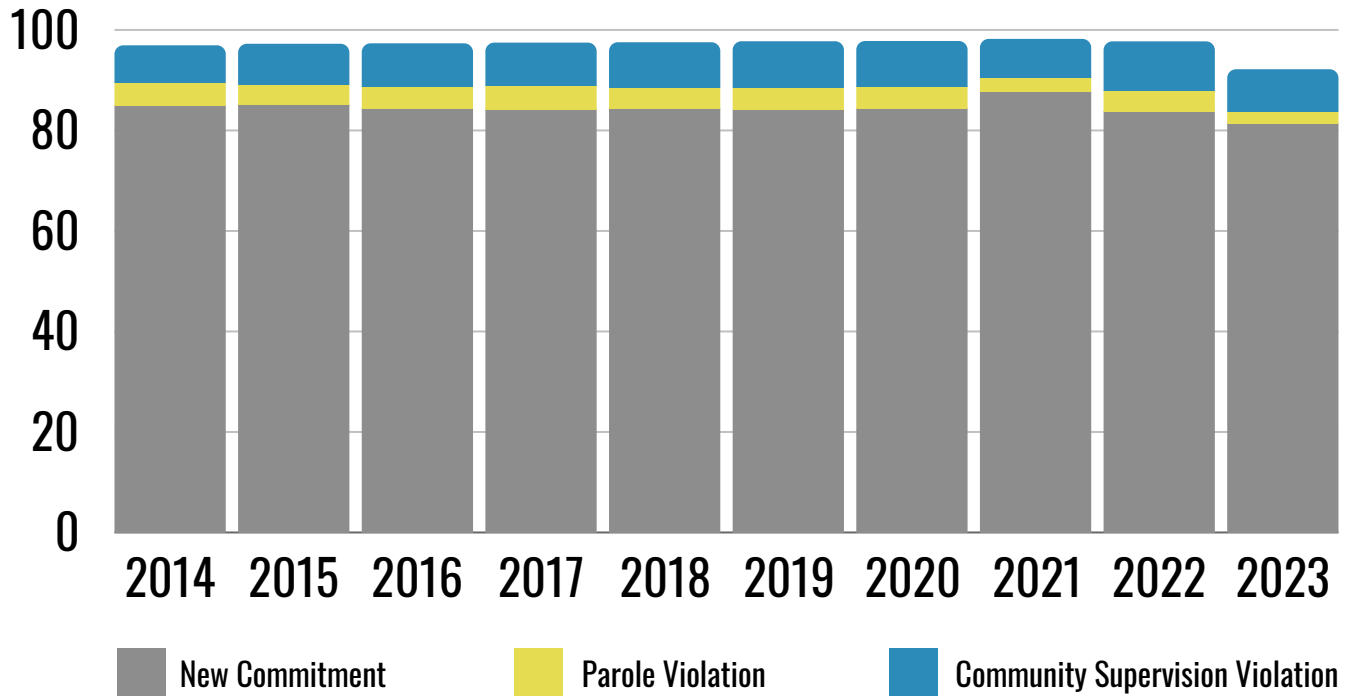
Violent	Weapons	Property	Drugs	Other
71%	12%	4%	7%	5%

Figure 12. Percentage of population incarcerated for a violent offense

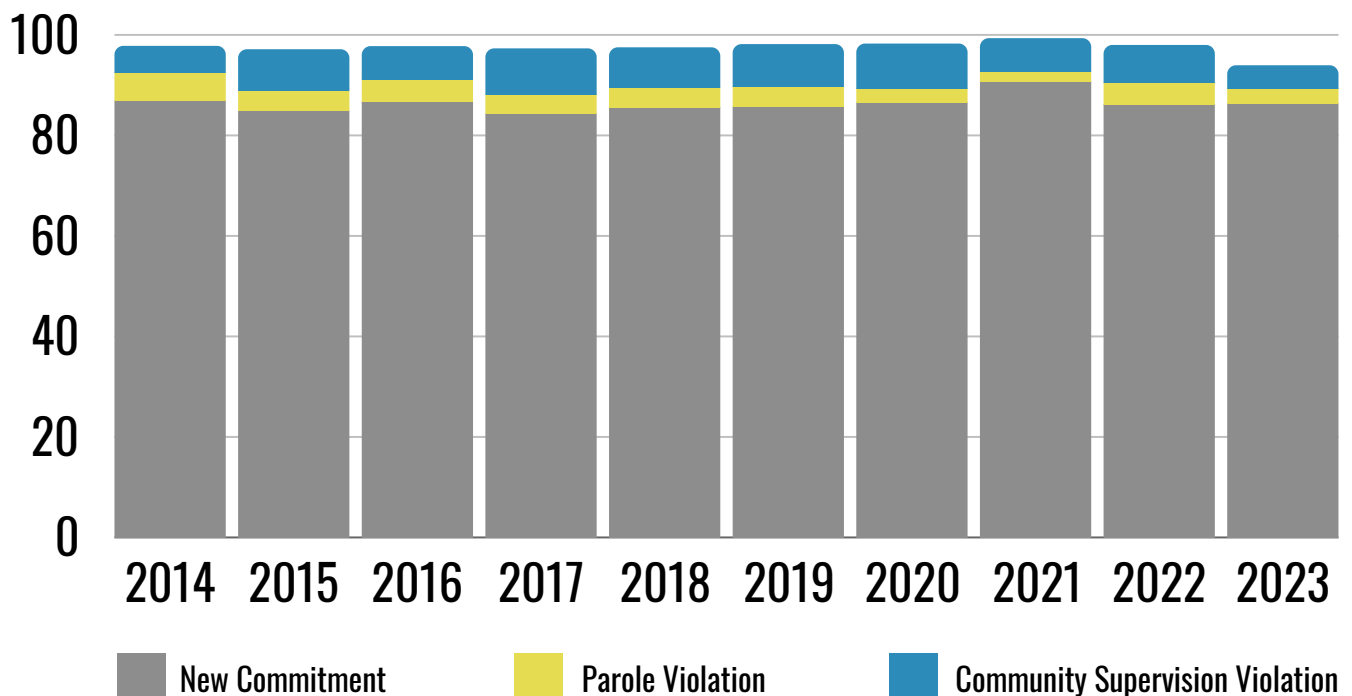


Admission of females into State correctional facilities on new commitments remained approximately 86 percent from 2022 to 2023, whereas admission on a new commitment for males decreased two percent to approximately 81.32 percent.

**Figure 13. State incarceration admission type: males**



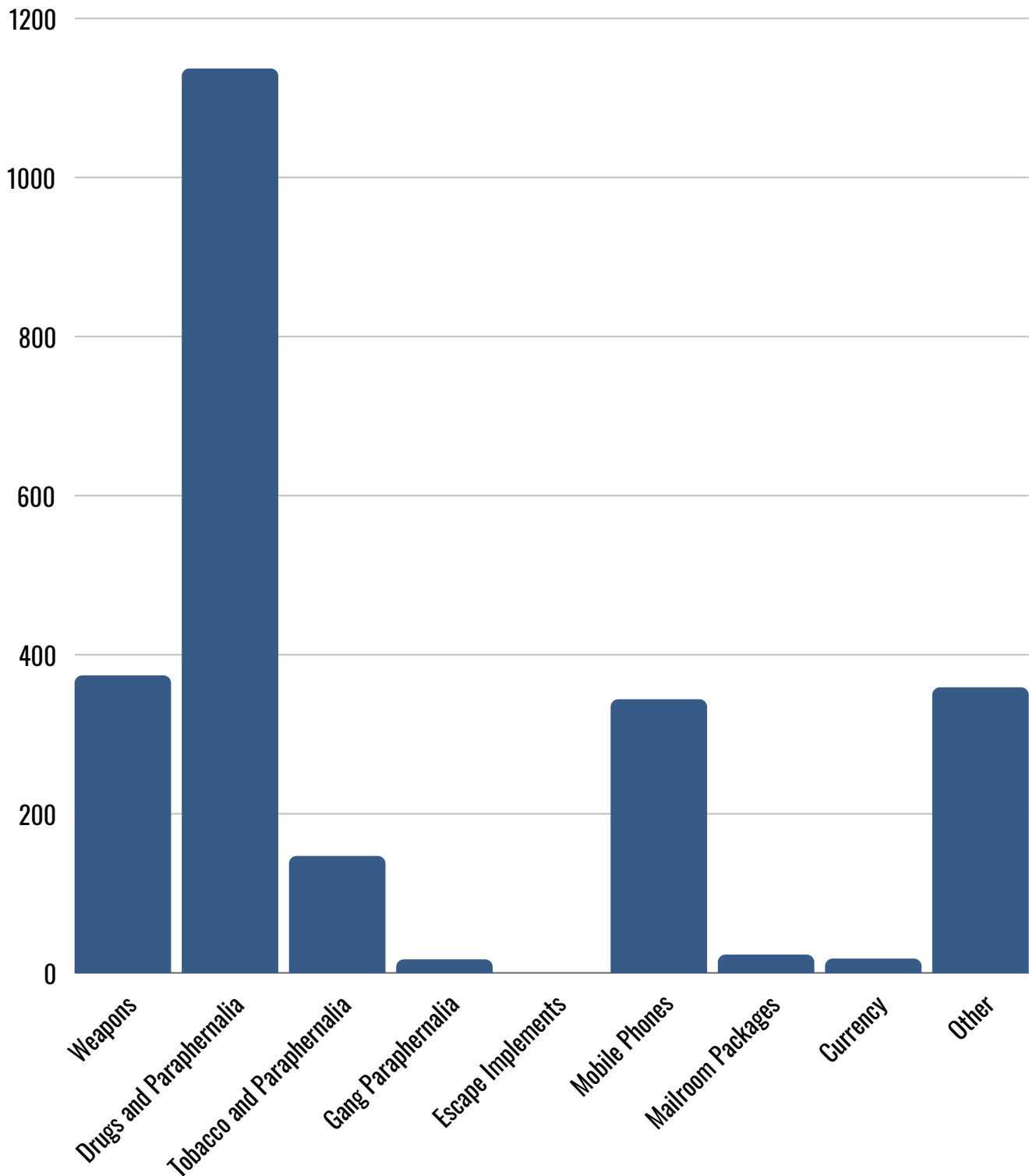
**Figure 14. State incarceration admission type: females**





During fiscal year (FY) 2023, a total of 2,419 pieces of contraband were discovered Department-wide, including in cells, common areas, and on persons.

**Figure 15. Contraband discovered in FY 2023**



**Note:** Data in above chart are displayed by fiscal year.

The median age among all persons incarcerated in State correctional facilities has remained 37 for the previous three years.

Figure 16. Median ages of total incarcerated population

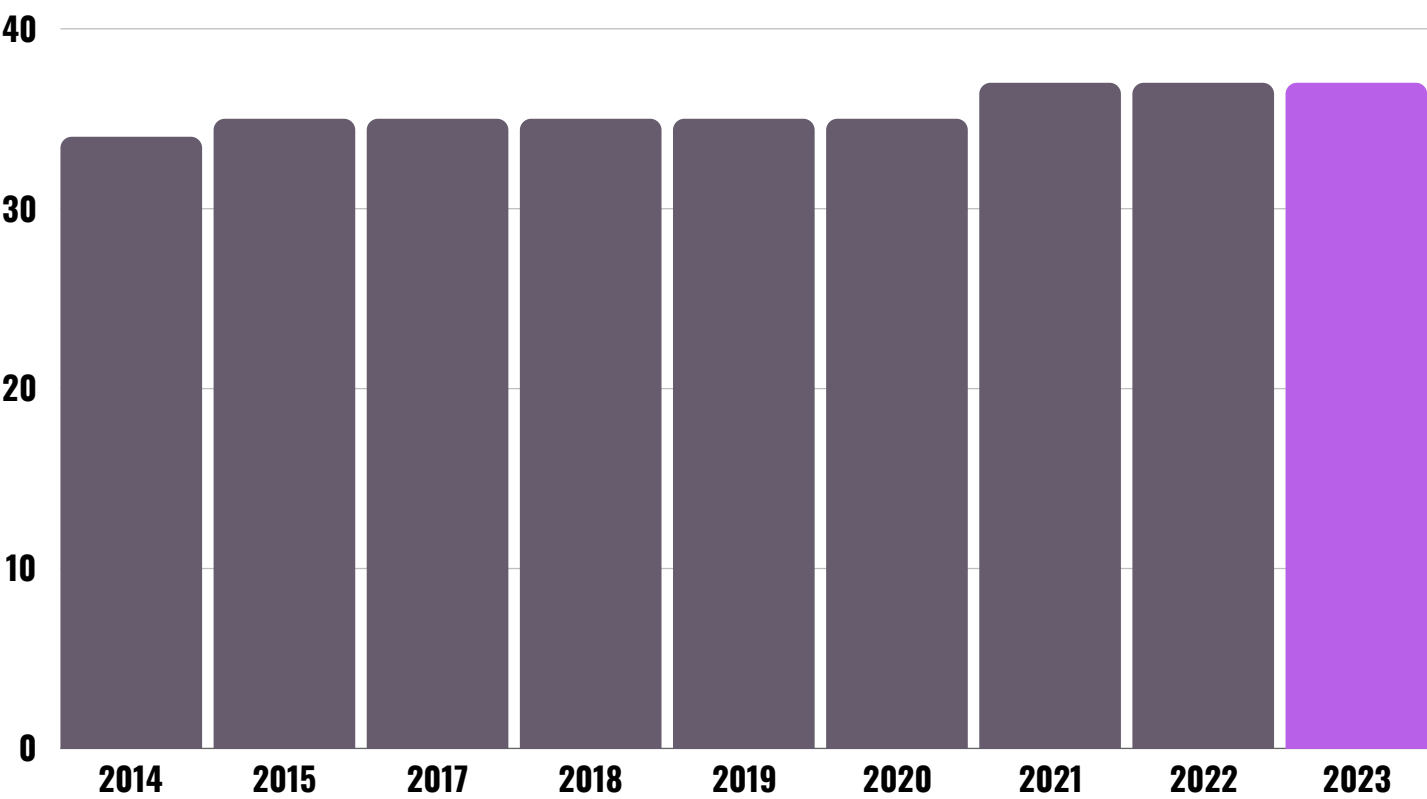


Figure 17. Median ages of incarcerated population by sex

Year	2014	2015	2017	2018	2019	2020	2021	2022	2023
Female	36	35	35	36	35	35	36	37	36
Male	34	35	35	35	35	35	37	37	39

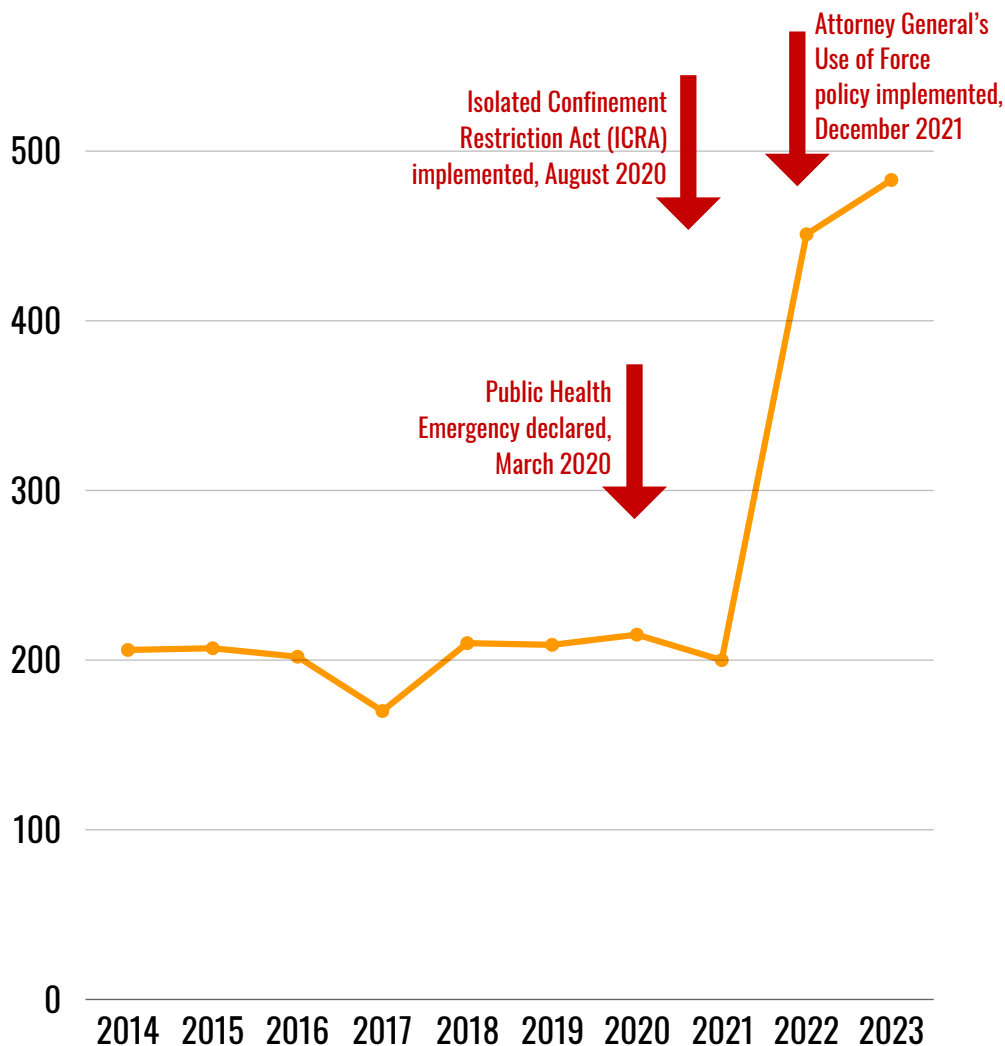


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assaults among  
incarcerated persons  
occurred in 2023.

There was an approximate 33.72-percent increase in assaults among the incarcerated population between 2022 and 2023. The number of assaults on staff by incarcerated persons jumped 125.5 percent between FY 2021 and FY 2022 and climbed an additional 7.07 percent in FY 2023.

Figure 17. Number of assaults on staff



**Note:** Data in above chart are displayed by fiscal year.

Figure 18

Fiscal Year	Assaults on Staff
2014	206
2015	207
2016	202
2017	170
2018	210
2019	209
2020	215
2021	200
2022	451
2023	483

# Facilities

## **Adult Diagnostic and Treatment Center**

P.O. Box 190  
Avenel, New Jersey 07001  
Middlesex County  
Year opened: 1976  
Population as of Dec. 31, 2023: 386

## **Bayside State Prison**

P.O. Box F-1  
Leesburg, New Jersey 08327  
Cumberland County  
Year opened: 1968  
Population as of Dec. 31, 2023: 1,273

## **East Jersey State Prison**

Lock Bag R  
Rahway, New Jersey 07065  
Middlesex County  
Year opened: 1896  
Population as of Dec. 31, 2023: 1,250

## **Edna Mahan Correctional Facility**

P.O. Box 4004  
Clinton, New Jersey 08809  
Hunterdon County  
Year opened: 1913  
Population as of Dec. 31, 2023: 387

## **Garden State Correctional Facility**

P.O. Box 11401  
Yardville, New Jersey 08620  
Burlington County  
Year opened: 1968  
Population as of Dec. 31, 2023: 1,015

## **Mid-State Correctional Facility**

P.O. Box 866  
Wrightstown, New Jersey 08562  
Burlington County  
Year opened: 1982  
Population as of Dec. 31, 2023: 634

## **New Jersey State Prison**

P.O. Box 861  
Trenton, New Jersey 08625  
Mercer County  
Year opened: 1836  
Population as of Dec. 31, 2023: 1,323

## **Northern State Prison**

P.O. Box 2300  
Newark, New Jersey 07114  
Essex County  
Year opened: 1987  
Population as of Dec. 31, 2023: 2,060

## **South Woods State Prison**

215 Burlington Road South  
Bridgeton, New Jersey 08302  
Cumberland County  
Year opened: 1997  
Population as of Dec. 31, 2023: 3,274





# New Jersey

## Department of Corrections

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