

OLEPS

OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS

Seventh Public Aggregate Misconduct Report February 2019



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Table of Contents

| | |
|--|----|
| Introduction..... | 2 |
| Misconduct Process | 2 |
| Report Methodology | 4 |
| Data..... | 5 |
| Analysis..... | 7 |
| Misconduct Cases Received in 2017 | 8 |
| Complaint Source..... | 8 |
| Case Status | 11 |
| Age of Cases | 11 |
| Case Assignment | 11 |
| Case Complexity | 14 |
| Allegations | 16 |
| Troopers | 17 |
| Types of Allegations..... | 19 |
| Misconduct Cases Closed in 2017 | 24 |
| Misconduct Case Status..... | 24 |
| Allegation Outcomes for 2017 Misconduct Cases..... | 24 |
| Administrative Cases Closed in 2017 | 26 |
| Performance Cases Closed in 2017 | 27 |
| Summary & Conclusions..... | 28 |
| Appendix One | 29 |
| Appendix Two..... | 33 |
| Appendix Three..... | 36 |

Introduction

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

This Aggregate Misconduct Report discusses the volume of misconduct investigations opened from January 1, 2017 to December 31, 2017, misconduct cases closed in 2017, administrative cases closed in 2017, performance cases closed in 2017, and trends in misconduct case volume from 2011 to 2017. The report provides an overview of the State Police misconduct process and details aggregated misconduct data for the reporting period. This report details the following: the total number of cases opened within a given period, the total number of misconduct cases closed within a given period, the disposition for each closed case, the volume of troopers in each case, the volume of allegations in each case, the type of allegations in each cases, and several other measures designed to more fully illustrate the State Police's internal disciplinary process.

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

Misconduct Process

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

While OPS' primary responsibility is the investigation of allegations of misconduct, the office also handles other State Police matters. These other matters include: monitoring the progress of alleged violations of Equal Employment Opportunity (EEO), compliance incidents, Shooting Reviews, tracking uses of force, management of reviews generated when a member is involved in two uses of force in one year (2-in-1s), management of reviews generated when a member is involved in three misconduct cases in two years (3-in-2s), and the coordination of Open Public Records Act (OPRA) requests for State Police. The receipt and investigation of allegations of misconduct, however, remain the focus of OPS.

Figure One outlines the processing of complaints OPS received, from the receipt of each complaint to the outcome of the case.

Figure One: Process of Allegations of Misconduct



How are complaints received?

- OPS receives complaints or allegations of misconduct in a number of ways—a call may be received on the State Police complaint line, a citizen may contact OPS or OLEPS to file a complaint, a citizen may fill out a complaint form and provide it to a trooper, one trooper may file a complaint/misconduct allegation against another trooper, or a trooper may self-report an action or inaction of misconduct.

What happens to complaints?

- OPS Intake staff review and assess all complaints, regardless of the method received and regardless of who initiated the complaint. The Intake Unit reviews the complaint and can then render several determinations: administratively close the case or label it as a criminal incident, a performance issue, a non-reportable incident, or a misconduct case.
- A case is administratively closed after OPS determines there is no indication a trooper's behavior, performance, or non-performance violated criminal laws, State Police rules and regulations, or written orders. Administratively closed cases do not proceed any further.
- If OPS determines that a misconduct case may implicate criminal activity, OPS refers the matter to either the Division of Criminal Justice (DCJ) or the local prosecutor. DCJ or a local prosecutor's office may pursue or decline to pursue criminal charges. OPS suspends the

administrative misconduct investigation until the conclusion of the investigation. This also occurs if a trooper is arrested.

- Performance issues are determined to be issues of job performance, best addressed by a trooper's supervisor.
- Non-reportable incidents involve issues in performance or non-performance that does not violate NJSP rules and regulations, criminal or civil laws, or the state or national constitution. OPS documents and records these incidents for administrative purposes.
- OPS internally investigates all allegations classified as misconduct cases.

Brief overview of the misconduct investigation process

- The misconduct investigation process attempts to determine whether misconduct allegations are true. These cases typically involve multiple allegations and may involve one or more troopers. Because allegations can be specific (*i.e.*, disparate treatment versus racial profiling), OPS classifies them according to the classification system outlined in Appendix One.
- The investigation process may involve speaking with the individual who filed the complaint or witnesses to the event that led to the complaint. Investigations may also require reviews of reports and documentation of the incident (*i.e.*, motor vehicle stop reports, investigation reports, arrest reports, recordings etc.). Once an investigation is complete, OPS applies one of the following dispositions based on a preponderance of evidence: substantiated, unfounded, exonerated, or insufficient evidence.¹ OPS' adjudication office receives substantiated cases to determine the appropriate discipline for the misconduct.

Brief overview of adjudication process

- After OPS assigns a disposition to a case, the adjudication process begins. In every case, a trooper receives either disciplinary or non-disciplinary action. If discipline is imposed, the Office of the Attorney General reviews the completed investigation for legal sufficiency and determines whether the preponderance of evidence supports the conclusion of the investigation and whether the discipline imposed is appropriate and proportionate. In determining whether the proposed discipline is proportionate to the substantiated misconduct, the attorney reviewing the case has full access to the trooper's past disciplinary history and the history and penalty of troopers who have committed similar misconducts.²

Report Methodology

¹ Substantiated - a preponderance of the evidence shows that a member violated State Police rules, regulations, protocols, standard operating procedures, directives, or training.

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

Exonerated - a preponderance of the evidence shows that the alleged conduct did occur, but did not violate state police rules, regulations, standard operating procedures, directives, or training.

Insufficient evidence (formerly unsubstantiated) - where there is insufficient evidence to determine, whether the alleged misconduct occurred.

² During this review, OLEPS has full access to the involved trooper's disciplinary history. In conjunction with the evidence developed by the investigation before there are disciplinary charges and a penalty recommended, there is an evaluation of the trooper's disciplinary history.

This report details the volume of activity OPS handled in 2017. This report provides aggregate analysis on misconduct investigations opened in 2017. It also provides an overview of misconduct, performance, and administrative cases closed in 2017, regardless of the date opened.

Data

OLEPS collected data on all complaints received from January 1, 2017 to December 31, 2017. This data included all misconduct cases opened and closed, all administrative cases opened and closed, all performance investigations opened and closed, and all non-reportable incidents opened and closed. Specifically, this report focuses on the following information for each misconduct case: the date the incident occurred, the date OPS received the complaint, the date OPS opened the case, the principals and allegations, the allegation classifications and outcomes, the investigation's completion date (if applicable), and the date OPS closed the investigation.

As noted in Figure One, complaints made to OPS are labeled and investigated in a variety of ways. Though there may be a file of a complaint with OPS, not all complaints are labeled as a misconduct investigation. Complaints not labeled as a misconduct investigation undergo a different process. As noted previously, the focus of this report is the volume of misconduct cases, that is, those cases identified as involving some form of misconduct. To understand this volume, it is necessary to know the true volume of incidents received by OPS.

Figure Two: Annual Incident Volume
1998-2017

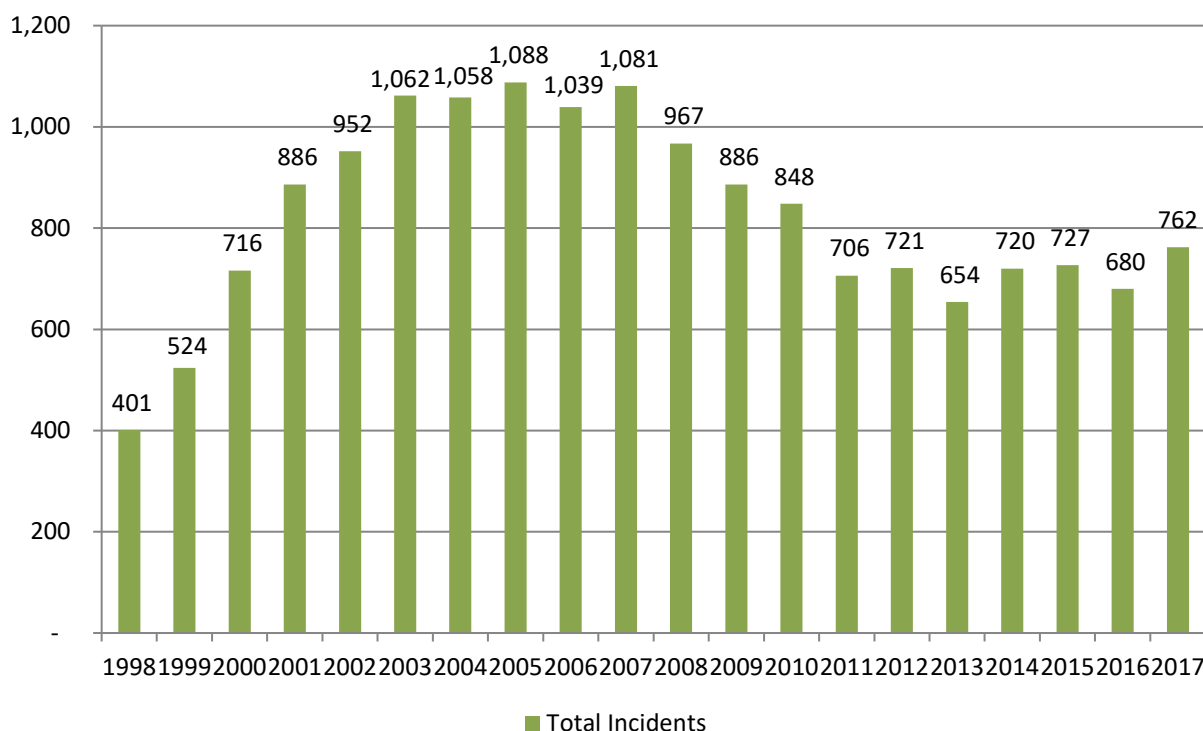
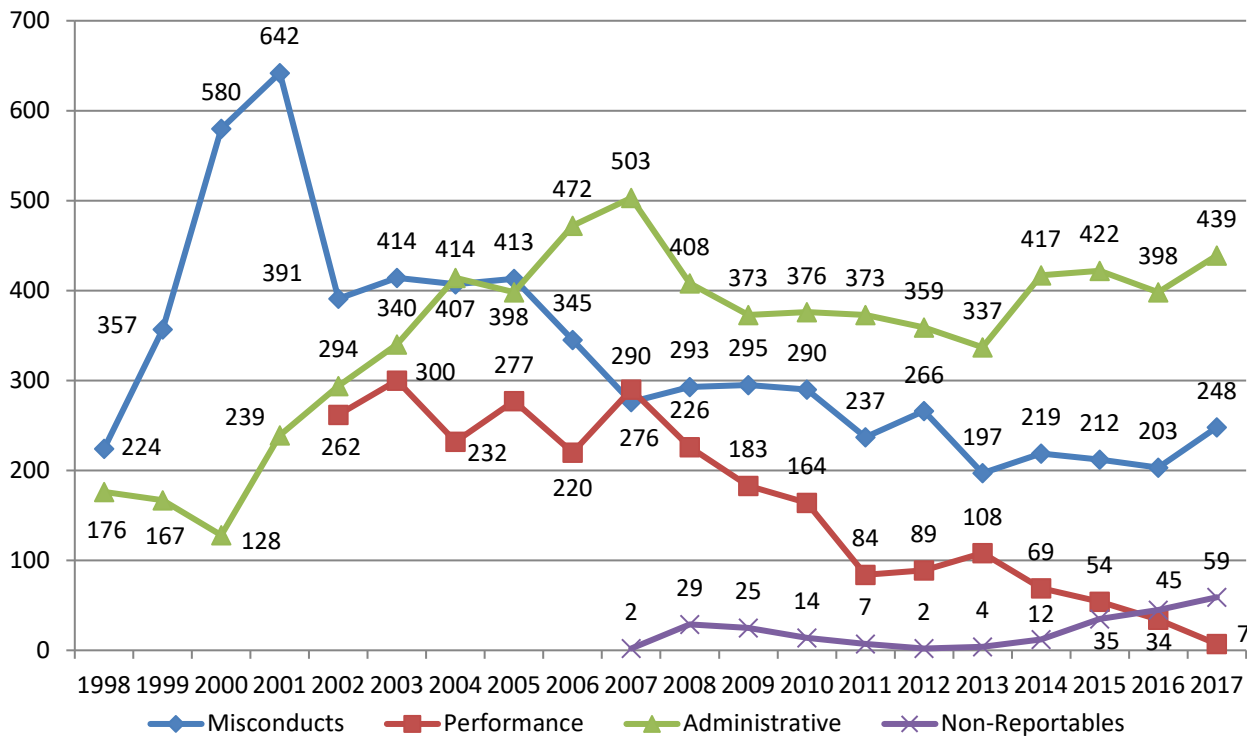


Figure Two depicts the volume of all OPS incidents from 1998 through 2017. As shown, the volume of incidents OPS received peaked in the early to mid-2000's and decreased since. In 2017, OPS received 762 incidents, a 12% increase from the 680 incidents reported to OPS in 2016. The 762 incidents OPS reviewed in 2017 reflect all cases/incidents with the potential to develop into a misconduct. It does not

reflect OPS' total workload for Open Public Records Act (OPRA) requests, uses of force and accompanying reviews.

There are multiple categorizations of complaints received due to the varying natures of complaints. Complaints may involve allegations of prohibited behavior, violations of administrative rules, and events where reports are required but do not reflect misconduct on the part of the trooper (*supra* at 3-4). These categories—Misconducts, Performance, Administrative, and Non-Reportable incidents—are depicted in Figure One and defined above. Figure Three details the volume of these incidents³ from 1998 to 2017.

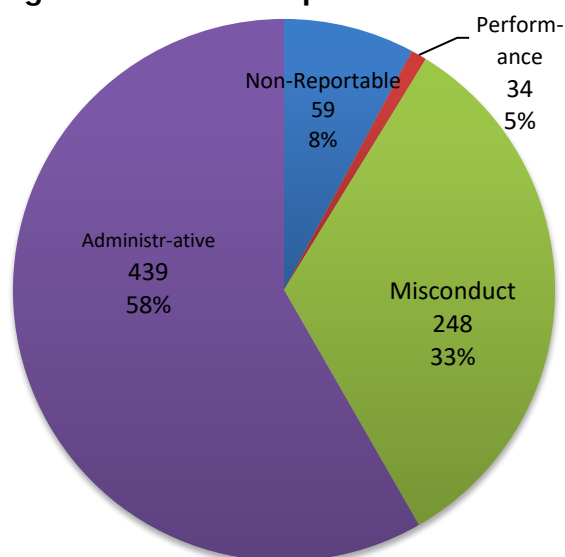
Figure Three: Annual Complaint Volume by Type
1998-2017



This report focuses on incidents that have the potential to be a misconduct case. Thus, the most relevant categories of cases are misconduct cases, performance cases, administrative cases, and non-reportable incidents. As noted in Figure Two, the volume of incidents reported to OPS increased in 2017. However, the change in each incident type varied in direction and magnitude. As seen in Figure Three, from 2014 to 2016, the volume of misconduct cases steadily decreased and then increased in 2017. During this same period, including 2017, the number of cases classified as non-reportable incidents increased. The volume of administrative cases increased from 2013 to 2017, with the exception of a slight decrease in 2016. The number of performance cases continued to decrease in 2017, dropping to the lowest volume since the inception of this category in 2002. Despite the decrease in this category, the total number of cases in all other categories increased in 2017, as depicted in Figure Two.

³ Figure Three depicts the four largest categories described previously – misconduct, administrative, performance, and non-reportable incidents. There are two additional categories, EEO and shooting complaints not reflected in Figure Three but which are included in the total number of incidents (762). The Aggregate Misconduct Report only discusses the cases that have the potential to develop into a misconduct case (753).

Figure Four: Cases Opened in 2017

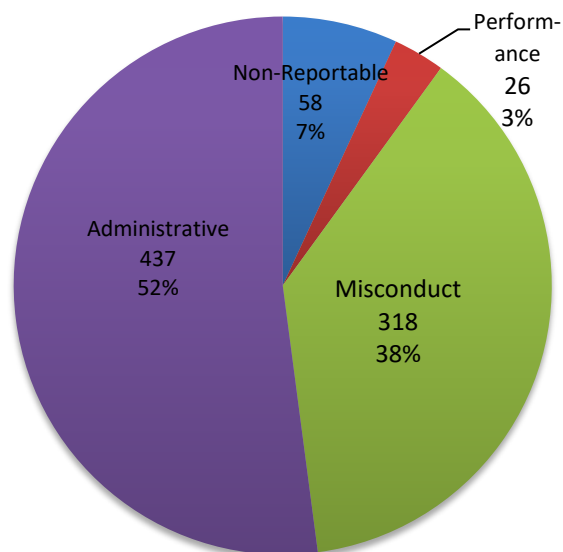


As previously indicated, OPS opened 762 cases in 2017. Figure Four, however, depicts only the cases discussed in this report, or the true number of cases with the potential to develop into a misconduct case. Of the 753 cases OLEPS assessed, 439 (58%) were administrative cases, 248 (33%) were misconduct cases, 59 (8%) were non-reportable incidents, seven (1%) were performance cases, five (1%) were shooting cases, and four (1%) were EEO cases. As shown in Figure Four, administrative and misconduct cases accounted for the majority of cases opened in 2017.

Depending upon the investigation, allegations, and principals, a case may open in one year and close in a subsequent year. Consequently, cases opened in 2017 were not necessarily closed in 2017. In 2017, OPS closed 839 misconduct, administrative, performance, and non-reportable cases/complaints. Similar to the volume of cases opened, the majority of closed cases, 437 (52%), were administrative cases, 318 (38%) were misconduct cases, 58 (7%) were non-reportable incidents, and 26 (3%) were performance cases.

Overall, in 2017, the volume of cases OPS handled increased. This context is necessary for understanding the analysis that follows, which focuses primarily on the misconduct cases OPS handled in 2017.

Figure Five: Cases Closed in 2017



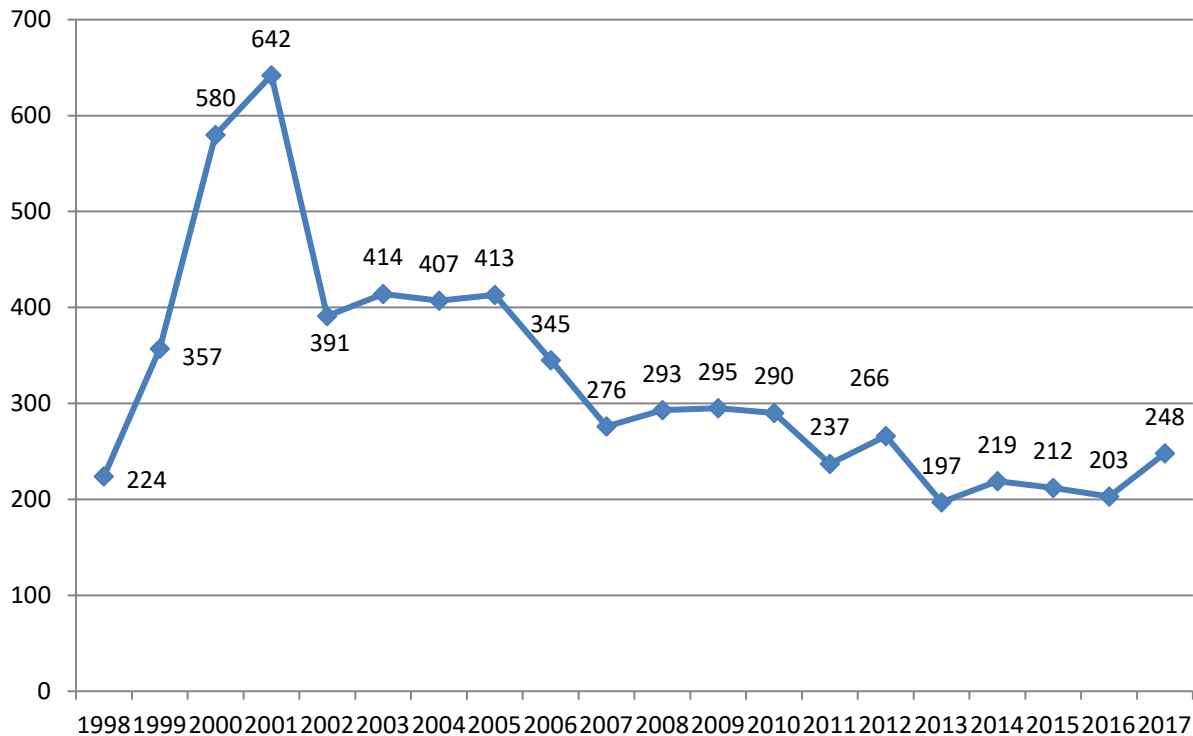
Analysis

The following analysis depicts the trends and volume in misconduct, performance, and administrative cases OPS handled in 2017.

Misconduct Cases Received in 2017

Figure Six depicts the trend of the number of misconduct investigations opened each year from 1998 to 2017. As noted previously, OPS opened 248 misconduct cases in 2017, a 22% increase from the 203 cases opened in 2016.

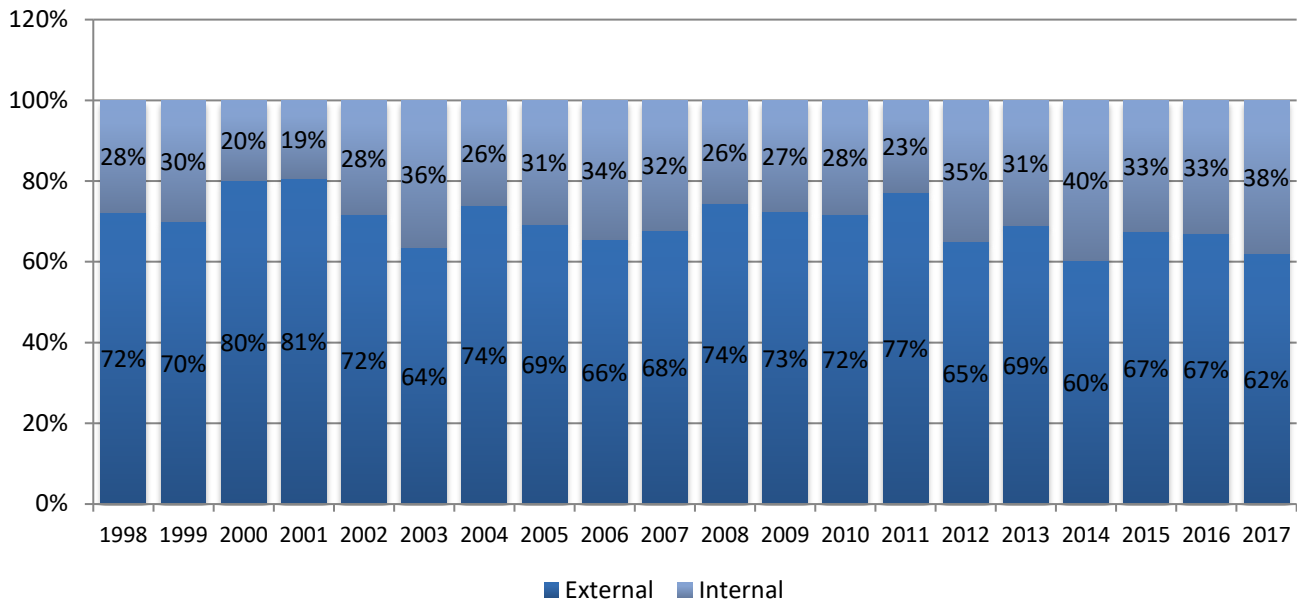
Figure Six: Trends in the Number of Misconduct Cases Opened
1998-2017



Complaint Source

Complaints made from a citizen or “external” source, from within State Police or an “internal” source, or from an anonymous source to State Police generate misconduct cases. Similar to the previous year, the majority of misconduct cases opened in 2017 stem from external complaints. In 2017, 154 misconduct cases (62%) originated from external complaints, while 94 misconduct cases (38%) developed from internal complaints. Figure Seven depicts the proportion of cases internally or externally generated for each year since 1998. As shown across all years, the majority of cases, between 60% and 81%, originate from external complaints. A smaller proportion of misconduct cases, between 19% and 40%, stem from internally generated complaints.

Figure Seven: Misconduct Cases Received By Source
1998-2017



Trooper assignments involve a variety of stations, units, and administrative positions. Depending on the nature of their assignments, some troopers have more frequent and direct contact with the public, while others have minimal public contact. Most complaints generate from external sources rather than from within State Police. Thus, troopers with higher levels of citizen contact may be more likely to receive misconduct complaints than those with less public contact. In 2017, nearly 70% of misconduct complaints involving troopers assigned to road stations generated from external sources, or the public. In contrast, only 42% of misconduct cases involving troopers assigned to non-road stations generated from external sources. OLEPS conducted a chi-square test to determine whether this difference was statistically significant. The results indicated that there was a significant difference in the volume of externally generated complaints at road versus non-road stations, ($\chi^2=18.96$, $p<.001$, two-tailed). Further, given the high significance value, a one-tailed test, would also be significant ($p<.005$), indicating that there were more externally generated complaints at road stations than non-road stations.

Figure Eight depicts the number of misconduct cases OPS received by month during 2017. The number of cases fluctuated each month with no discernable pattern. In 2017, OPS received the largest volume of cases in March, followed by October, then January and July. January and July had an equal number, 23, of complaints received. External complaints generated the majority of misconduct cases across all months, with the exception of June.

Figure Eight: Date Misconduct Cases Received
2017

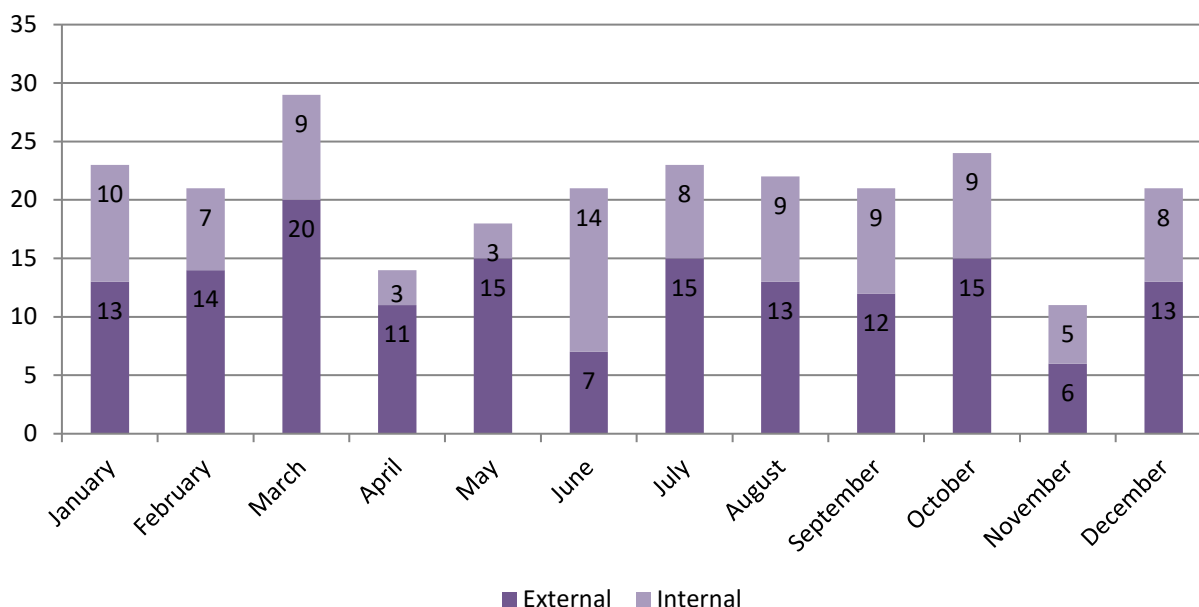
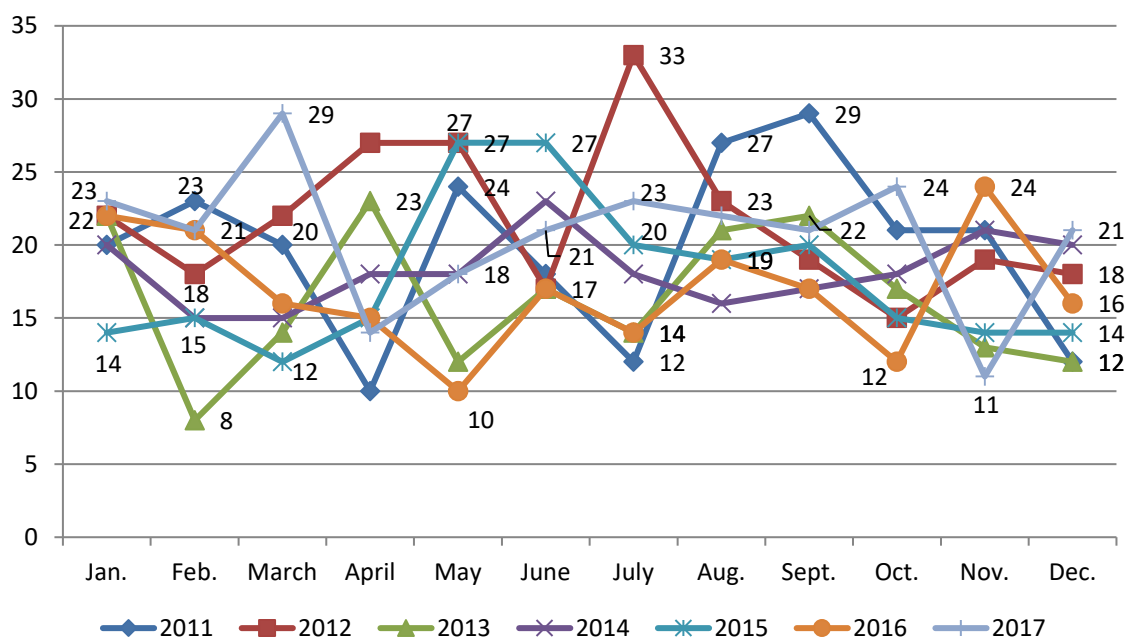


Figure Nine compares the volume of misconduct cases received each month of the year for 2011 to 2017. Based on this figure, no consistent monthly pattern appears. The largest monthly volume of cases received differs across years. The largest volume of misconduct cases received was in July 2011, followed by September 2011, March 2017, April and May 2012, May and June 2015, and August 2011. The number of cases received each month was the most consistent in 2014.

Figure Nine: Misconduct Cases Received
2011- 2017



Case Status⁴

The length of time between when OPS opens a misconduct case until OPS closes the case varies depending on the circumstances of each case. Each case is unique, resulting in a varying number of principals and allegations. Additionally, some cases deemed “priority” might open and close more quickly than other cases. As of May 2018, OPS completed 122 of the 248 cases opened in 2017. Thirty-five cases opened in 2017 were under supervisory review⁵ in the Investigation Bureau, meaning a review of the findings and adjudication were the only remaining steps of the investigative process. Of the cases not forwarded for supervisory review or adjudication, five were suspended as of May 2018.⁶ The remaining 86 cases were opened in 2017 remained under active investigation as of May 2018. This volume is larger than the number and proportion of active cases in 2016 (66 cases) when the Sixth Aggregate Misconduct Report was written.

**Table One: Status of Misconduct Cases Opened
2017**

| Status | Number of Cases | Number of Allegations |
|-------------------------------|----------------------------|----------------------------------|
| Active | 86 | 393 |
| Completed | 122 | 349 |
| Supervisory Review | 35 | 192 |
| Suspended | 5 | 40 |
| Total | 248 | 974 |

Age of Cases

OPS opens a misconduct case for an incident that occurred that day or any previous day. Therefore, allegations of misconduct OPS received in 2017 can include incidents that occurred prior to 2017. Of the 248 misconduct cases opened in 2017, 152 stemmed from incidents that occurred in 2017. Twenty-two cases resulted from an incident that occurred prior to January 1, 2017, including 15 cases from incidents that occurred in 2016. Additionally, there were 74 misconduct cases opened in 2017 that did not list a date of incident.⁷

Case Assignment

Table Two depicts the distribution of cases and number of troopers named in complaints in 2017 across stations. The table indicates the number and percent of troopers named in a misconduct case for each station in 2017, and the number of cases listed for that station according to IAPro.⁸

⁴ OLEPS finalized all determinations of case status on May 9, 2018 for the data used in this report and in OPS' 2017 Annual Report.

⁵ All completed investigations undergo a supervisory review.

⁶ Case suspensions may be due to pending criminal investigations or criminal legal review. These cases must remain suspended until the completion of the criminal case or criminal legal review process.

⁷ OPS may not record incident dates because the complaint may refer to multiple incidents, the case is born out of the outcome of a previous investigation, or because the case is opened because of a notification of civil action.

⁸ The station listed for each case is the location at which the incident occurred, regardless of the assignment of the troopers involved.

Table Two: Station Distributions of Cases, Troopers, & Allegations⁹
2017

| | Station | Cases | | Troopers | | Allegations | |
|---------|----------------------|------------|--------|------------|--------|-------------|--------|
| | | # | % | # | % | # | % |
| Troop A | Atlantic City | 5 | 2.02% | 12 | 2.69% | 32 | 3.29% |
| | Bellmawr | 6 | 2.42% | 8 | 1.79% | 25 | 2.57% |
| | Bridgeton | 7 | 2.82% | 13 | 2.91% | 31 | 3.18% |
| | Buena Vista | 5 | 2.02% | 13 | 2.91% | 21 | 2.16% |
| | Metro South | 3 | 1.21% | 28 | 6.28% | 85 | 8.73% |
| | Port Norris | 4 | 1.61% | 9 | 2.02% | 18 | 1.85% |
| | Woodbine | 3 | 1.21% | 7 | 1.57% | 19 | 1.95% |
| | Woodstown | 5 | 2.02% | 5 | 1.12% | 12 | 1.23% |
| | Troop A Other | 3 | 1.21% | 9 | 2.02% | 18 | 1.85% |
| | Troop A Total | 41 | | 104 | | 261 | |
| Troop B | Hope | 2 | 0.81% | 2 | 0.45% | 4 | 0.41% |
| | Netcong | 7 | 2.82% | 12 | 2.69% | 20 | 2.05% |
| | Perryville | 7 | 2.82% | 10 | 2.24% | 18 | 1.85% |
| | Somerville | 10 | 4.03% | 12 | 2.69% | 26 | 2.67% |
| | Sussex | 6 | 2.42% | 7 | 1.57% | 8 | 0.82% |
| | Totowa | 7 | 2.82% | 14 | 3.14% | 28 | 2.87% |
| | Washington | 5 | 2.02% | 7 | 1.57% | 14 | 1.44% |
| | Troop B Other | 3 | 1.21% | 12 | 2.69% | 30 | 3.08% |
| | Troop B Total | 47 | | 76 | | 148 | |
| Troop C | Bordentown | 7 | 2.82% | 15 | 3.36% | 26 | 2.67% |
| | Hamilton | 10 | 4.03% | 13 | 2.91% | 30 | 3.08% |
| | Kingwood | 10 | 4.03% | 18 | 4.04% | 33 | 3.39% |
| | Red Lion | 2 | 0.81% | 3 | 0.67% | 5 | 0.51% |
| | Tuckerton | 2 | 0.81% | 3 | 0.67% | 13 | 1.33% |
| | Troop C Other | 10 | 4.03% | 25 | 5.61% | 50 | 5.13% |
| | Troop C Total | 41 | | 77 | | 157 | |
| Troop D | Bloomfield | 10 | 4.03% | 10 | 2.24% | 24 | 2.46% |
| | Cranbury | 6 | 2.42% | 12 | 2.69% | 49 | 5.03% |
| | Galloway | 6 | 2.42% | 16 | 3.59% | 26 | 2.67% |
| | Holmdel | 5 | 2.02% | 9 | 2.02% | 15 | 1.54% |
| | Moorestown | 3 | 1.21% | 6 | 1.35% | 14 | 1.44% |
| | Newark | 8 | 3.23% | 10 | 2.24% | 18 | 1.85% |
| | Troop D Other | 6 | 2.42% | 10 | 2.24% | 18 | 1.85% |
| | Troop D Total | 44 | | 73 | | 164 | |
| | Other | 70 | 28.23% | 111 | 24.89% | 234 | 24.02% |
| | Unknown | 5 | 2.02% | 5 | 1.12% | 10 | 1.03% |
| | Total | 248 | | 446 | | 974 | |

The distribution of cases across stations was generally consistent. In the past, no single station accounted for more than 5% of the total number of misconduct cases received or the total number of troopers named that year. In the current period, with the exception of "Other," no station accounted for more than 5% of all misconduct cases opened in 2017. Historically, the same had been true for troopers

⁹ State Police determines the station assignment based on where the incident generating the complaint occurred, regardless of the assignment of the troopers named within the case.

named in cases. However, in the current period, 6.28% of all troopers were involved in cases originating at Metro South Station. Troopers involved in cases originating at Troop C's "Other" stations were cited in 5.61% of all cases opened in 2017. The pattern for allegations varied slightly from the case and trooper pattern. While the largest proportion of allegations were in cases originating at Metro South Station (8.73% of all allegations), two other stations, Troop C "Other" and Cranbury, each accounted for more than 5% of all allegations. The largest proportions of cases, troopers, and allegations cited in 2017 misconduct cases were for those assigned to non-road stations, labeled as "Other."

Figure Ten: Trends in the Number of Troopers Involved Per Troop
2011-2017

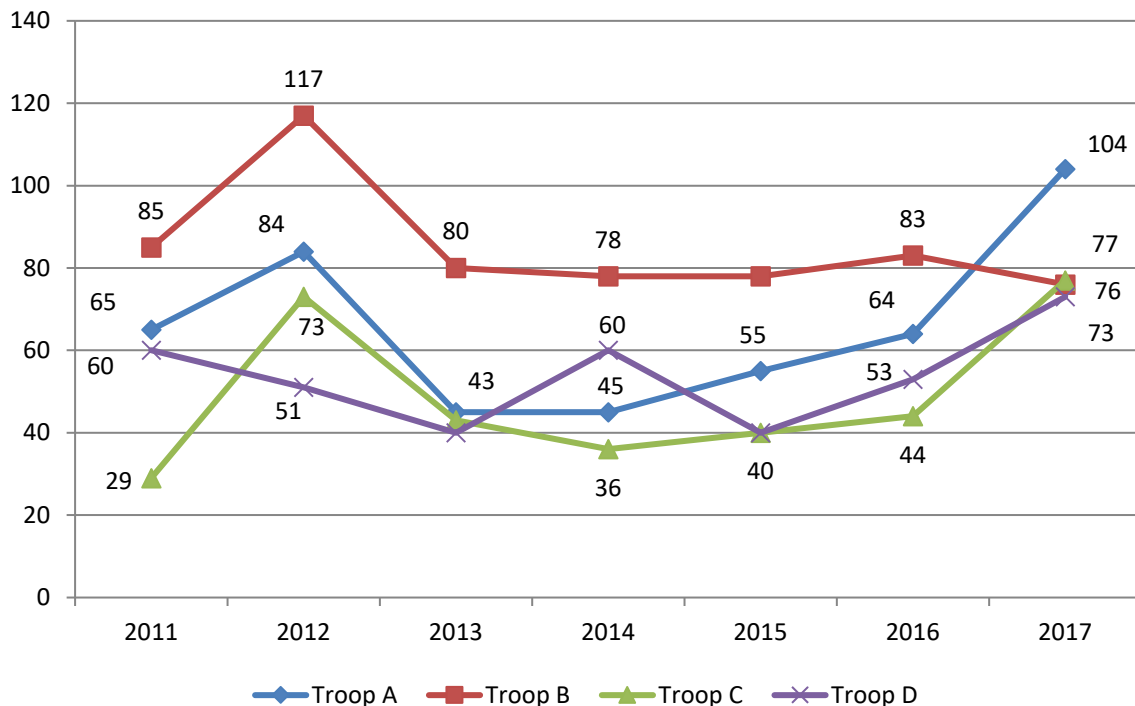


Figure Ten depicts the trend in the number of troopers cited in opened misconduct cases for each troop. Though the volume of misconduct cases increased from 2016 to 2017 for all Troops except B, the magnitude of change varied across troops. There was a 63% increase in troopers involved in opened misconduct cases for Troop A, a 75% increase for Troop C, and a 38% increase for Troop D. The number of troopers cited in cases originating in Troop B decreased 8% from 2016 to 2017.

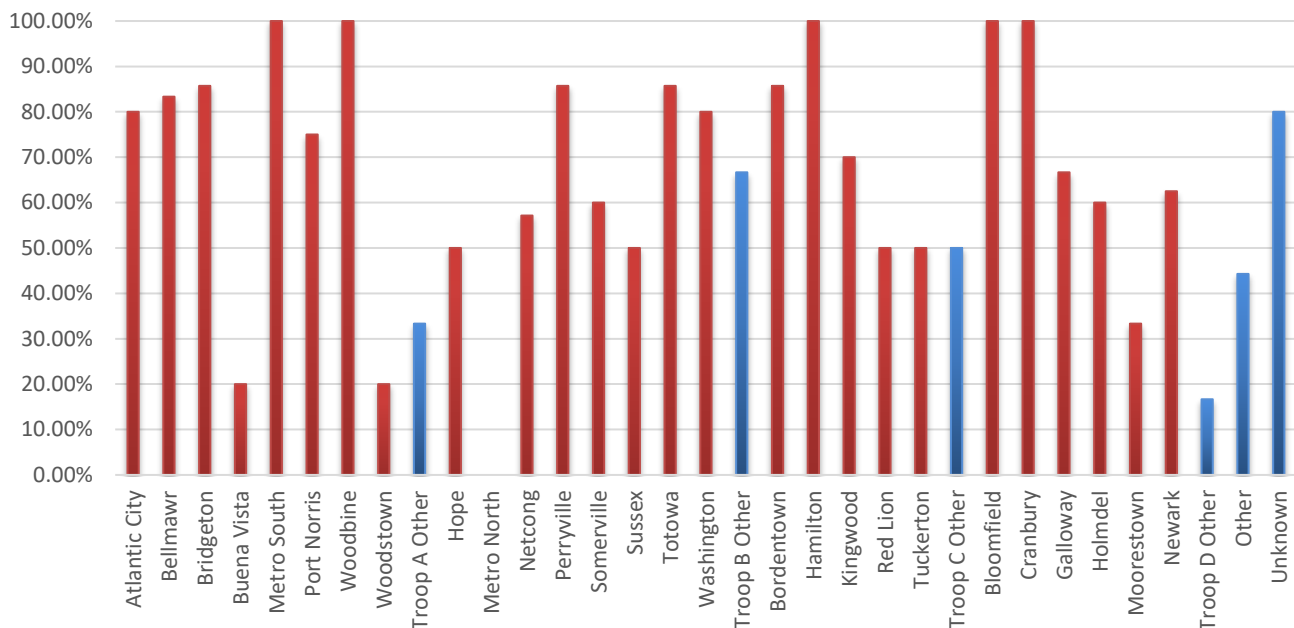
Inconsistent with previous reporting periods, the largest proportion of troopers named in misconduct cases received in 2017 were from incidents originating in Troop A. In 2017, Troop A's misconduct cases named 104 troopers, 23% of all troopers named in misconduct complaints received in 2017. Historically, Troop B had the largest proportion of troopers involved in misconduct cases. In 2017, Troop B's misconduct cases named 76 troopers, 17% of all troopers involved in misconduct cases this year. Troop C's misconduct cases named 77 troopers, the second largest number of troopers involved in misconduct cases and 17% of all cases. In contrast, Troop D's misconduct cases involved the fewest troopers in 2017, 73 troopers, or 16%.

OLEPS conducted a chi-square test to determine whether there were significant differences in the number of troopers involved in misconduct cases across troops. There were statistically significant

differences between troops in the current reporting period. As mentioned, cases originating at Troop A accounted for 32% of the total number of troopers involved in a misconduct case. Cases originating in Troop A involved a larger number of troopers per case, an average of 2.5 troopers per case for 2017. In 2017, there were 43 troopers involved in only seven cases in Troop A, driving the considerably larger average number of troopers per case. There were 1.6 troopers per case in Troop B, 1.9 troopers per case in Troop C, and 1.7 troopers per case in Troop D.

As mentioned previously, given the volume of public interactions at road stations, the volume of external complaints should be larger at road stations than non-road stations. The chi-square test determined that there were significantly more externally generated complaints at road than non-road stations. Figure Eleven depicts the proportion of externally generated complaints for all stations. Road stations appear in red and non-road stations appear in blue.

Figure Eleven: Proportion of Externally Generated Cases by Station
2017



Nearly 70% of cases at road stations generated externally, while only 42% at non-road stations stemmed from external complaints. Across troops, this proportion was consistent. However, at some stations, more than 75% of cases originated from external complaints. All cases (100%) originating at Metro South, Woodbine, Hamilton, Bloomfield, and Cranbury stations originated from external complaints. At seven other road stations, 80% or more of all cases generated from external complaints.

Thus, while the distribution of cases appears fairly even across stations, there was a concentration of both troopers and allegations at some stations. Though the total misconduct cases for road stations and non-road stations appear consistent, the source of these cases, external or internal, varies.

Case Complexity

The age of an investigation, from opening to closing, is dependent on a number of factors. The complexity of a case, however, is the most relevant feature of a case that affects the investigation

length. The term “case complexity” in this report refers to the number of principals cited in a case (number of troopers), the number of allegations against each principal, and the total number of allegations in a case. In one case, there may be one allegation against multiple troopers or several allegations against each trooper involved. The complexity of a case is dependent upon the number of troopers and allegations within each case, since each individual trooper and each allegation require investigation.

Figure Twelve: Number of Cases, Troopers, and Allegations
2017

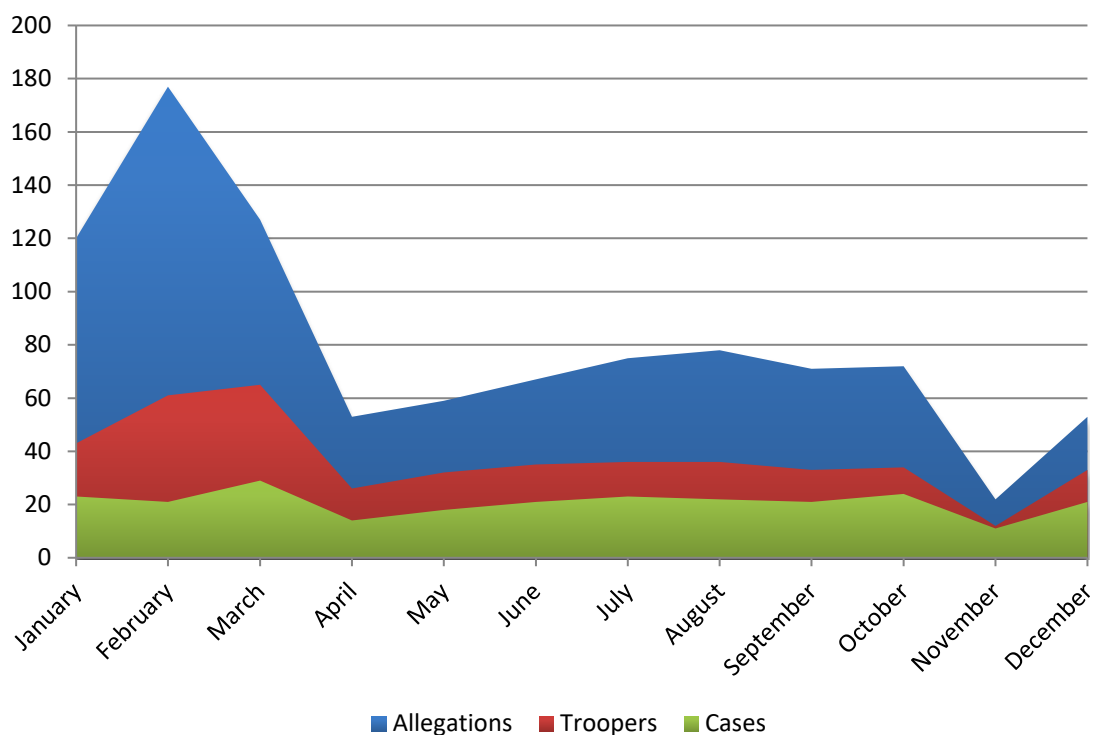


Figure Twelve presents the number of cases, troopers involved, and allegations for cases opened in each month in 2017. Since there can be multiple troopers and/or allegations in a given case, there were fewer cases than there were both troopers and allegations. Each individual trooper involved in a misconduct case can have one or more allegations against him/her. For example, in February 2017, OPS opened 21 cases involving 61 troopers and 177 total allegations. In 2017, misconduct cases involved an average of 1.8 troopers per case and an average of 2.15 allegations per trooper.

Figure Thirteen: Trends of Allegations, Troopers, and Cases
2011-2017

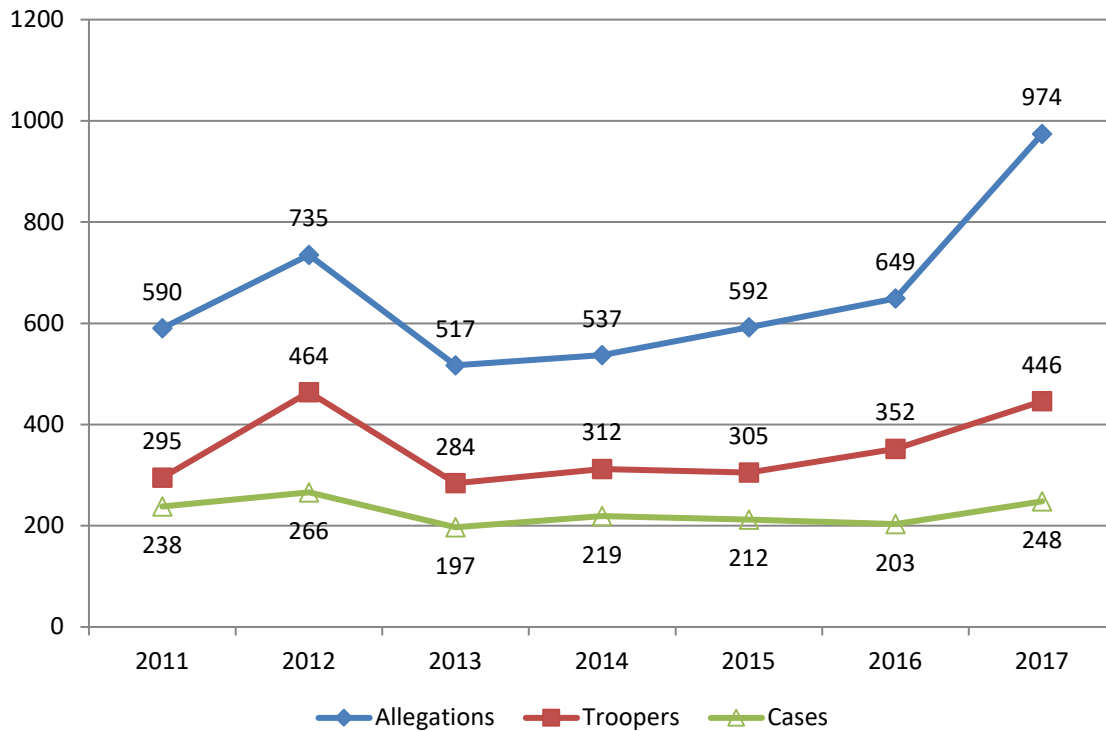


Figure Thirteen depicts the trends in the number of allegations, troopers, and cases from 2011 to 2017. Consistent with the increase in the number of misconduct cases opened, the number of troopers and the number of allegations also increased, but to varying magnitudes. The volume of cases opened increased 22% (45 cases), the volume of troopers cited in cases opened in 2017 increased 27% (94 additional troopers), and the volume of allegations cited increased 50% (325 additional allegations). On average, then, there were more allegations per case in 2017 compared to previous years.

Allegations

There were 974 total allegations of misconduct in the 248 misconduct cases OPS opened in 2017, an increase of 325 allegations from the previous year. On average, there were 3.9 allegations of misconduct per case in 2017. Since 2014, the average number of allegations per misconduct case increased from 2.5 allegations per case in 2014, to an average of 2.8 allegations per case in 2015, to an average of 3.2 allegations per case in 2016.

Figure Fourteen: Allegations per Case
2017

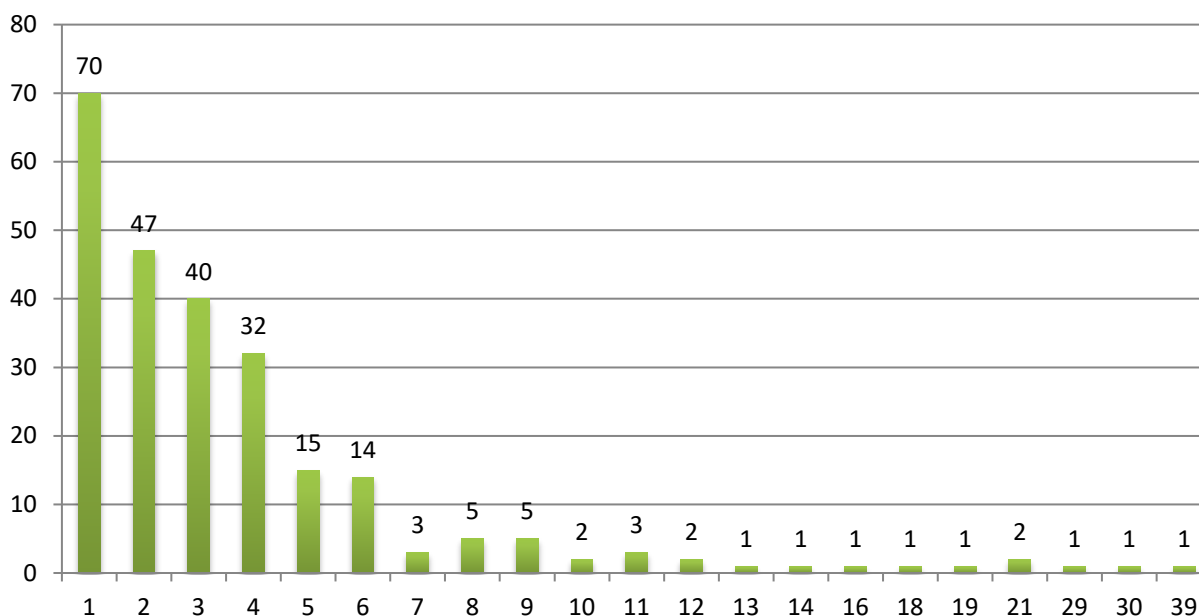


Figure Fourteen depicts the distribution of the total number of allegations per misconduct case received in 2017. The majority of cases involve multiple allegations. There were 70 misconduct cases that involved one allegation and 178 cases involving multiple allegations. Specifically, 47 cases involved two allegations, 40 cases involved three allegations, and 91 cases involved four or more allegations. Five cases involved 21 or more allegations. Two of these cases had 21 allegations, one case had 29 allegations, one case had 30 allegations, and one case had 39 allegations. Throughout the life of a case, OPS may add additional allegations based on the facts and circumstances surrounding the incident. Thus, the total number of allegations in a case is not only reflective of the allegations of the complainant, but also the addition of those added during the course of an investigation.

Troopers

There were 446 troopers involved in the 248 misconduct cases received in 2017. Figure Fifteen illustrates the trends in misconduct cases involving one trooper or multiple troopers. One hundred fifty five cases involved only one trooper and 93 cases involved multiple troopers. Prior to 2016, the proportion of cases involving multiple troopers remained generally constant, about 27%. However, in 2016, this proportion was 33%. In 2017, 37.5% of cases involved multiple troopers, while 62.5% of all misconduct cases opened involved only one trooper.

Figure Fifteen: Trends in Number of Troopers per Case
2011-2017

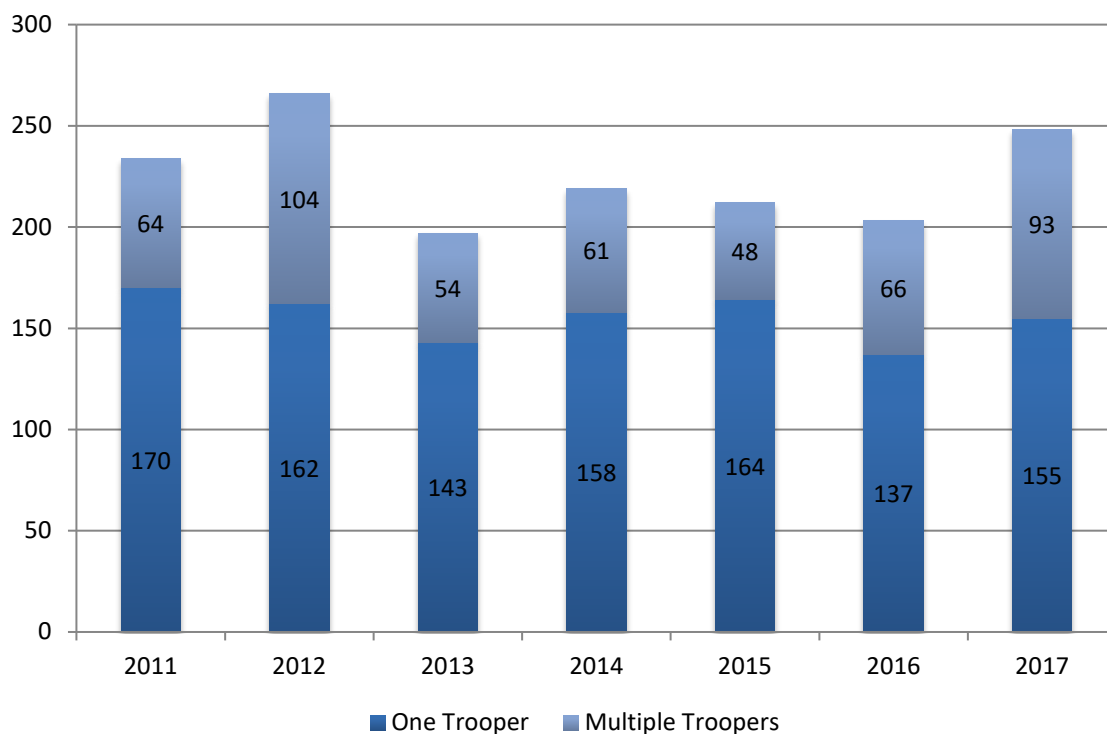


Figure Sixteen: Troopers per Case
2017

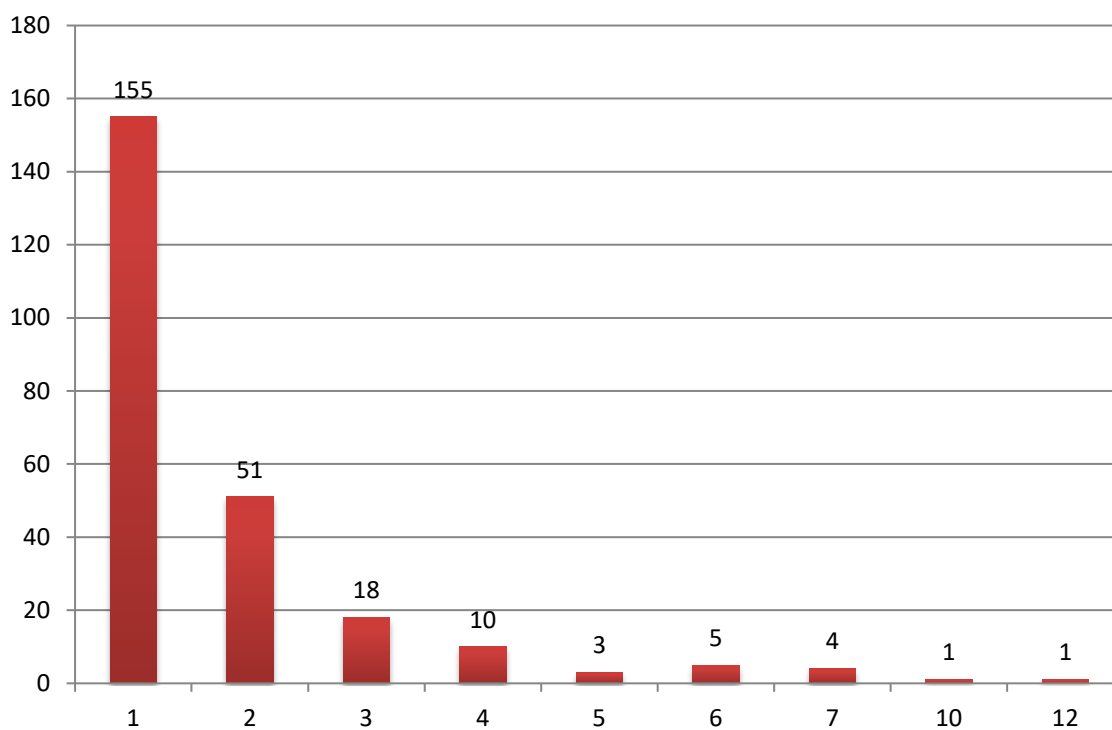


Figure Sixteen depicts the number of troopers involved in misconduct cases received in 2017. As noted previously, the majority of misconduct cases involved one trooper. Of the 248 misconduct cases received, 155 cases involved one trooper. The 93 cases with multiple troopers involved between two and 12 troopers per case. There were 51 cases involving two troopers, 18 cases involving three troopers, 10 cases involving four troopers, and 14 cases involving five or more troopers. On average, there were 1.8 troopers involved per misconduct case in 2017, slightly greater than the 1.7 troopers involved per misconduct case in 2016, and the 1.4 troopers per cases noted from 2013 through 2015.

Types of Allegations

In each misconduct case, the allegation(s) against a trooper(s) are unique to the circumstances of the incident. Despite the 22% increase in the number of cases in 2017, the number of allegations increased by 50% or 325 allegations in 2017. While there were 974 allegations in 2017, there were only 123 unique allegations in 2017. The total number of unique allegations increased from 106 in the in 2016 and 85 in 2015.

Figure Seventeen: Allegation Frequencies

2017

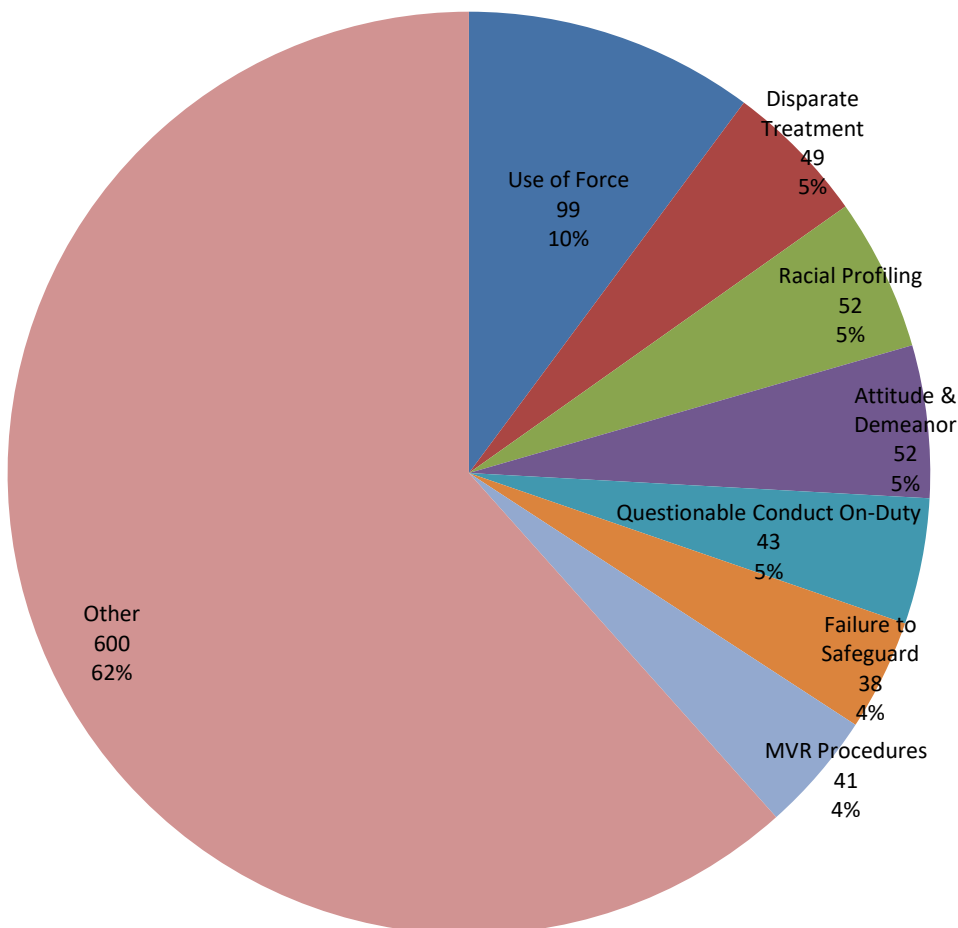
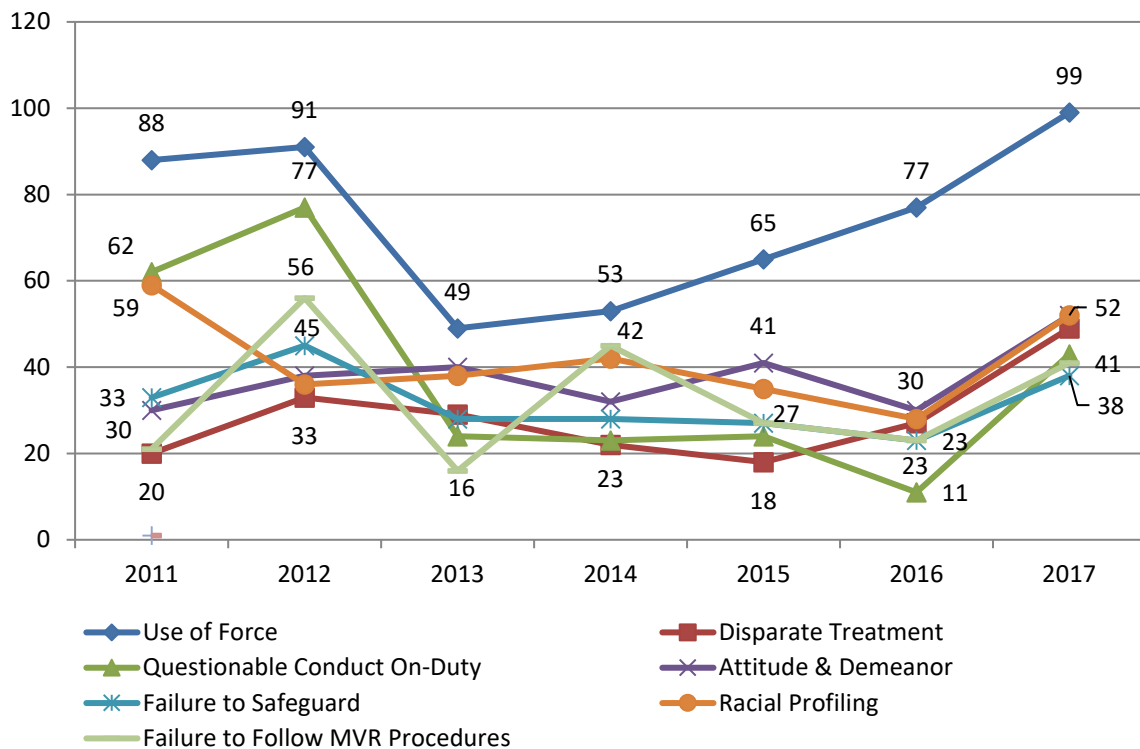


Figure Seventeen depicts the frequencies of each allegation made in misconduct cases opened in 2017. As previously indicated, there were 974 allegations made in the 248 misconduct cases received this year. The category labeled "Other" is a catchall category that includes 600 miscellaneous allegations and was technically the most common allegation category. This category contains 108 unique allegations cited fewer than 30 times each. Aside from this catchall category, the most common allegations were the use of force (10%); disparate treatment and racial profiling (when combined 10%); attitude and demeanor (5%); and questionable conduct on duty (5%). The volume of allegations of racial profiling

and attitude and demeanor was the same (52 each). Allegations of failure to follow MVR procedures (4%) and failure to safeguard (4%) were less common.

Figure Eighteen depicts the trends for the most common allegations cited in misconduct cases. Consistent with the overall increase in the number of allegations from 2016 to 2017, the volume of the most common allegations also increased. There was a 78% increase in allegations pertaining to MVR procedures (18 additional allegations). There was a 291% increase in allegations of questionable conduct on duty (32 additional allegations). There was also an 86% increase in allegations of racial profiling (24 additional allegations). The largest change in the number of allegations since 2016 pertained to questionable conduct on-duty. There were 11 allegations in 2016 and 43 in 2017. Allegations pertaining to use of force steadily increased since 2013. In these four years, the volume of force allegations increased 102%.

Figure Eighteen: Trends in Types of Allegations
2011-2017



Figures Nineteen through Twenty-Three¹⁰ depict trends for the most common allegations by case assignment. For Troop A, all types of allegations increased from 2016 to 2017. However, over the past six years, trends vary across allegation types. Excessive uses of force allegations fluctuated from 2011 to a low of eight allegations in 2014 and increased steadily to 36 allegations in 2017. Allegations of attitude and demeanor also increased from a low of two allegations in 2012 to 16 allegations in 2017. Allegations for failure to follow MVR procedures increased notably in Troop A, from four allegations in 2016 to 18 allegations in 2017.

¹⁰ There are 10 allegations not included in Figures Nineteen through Twenty-Three as the station of the troopers with those 10 allegations is unknown.

Figure Nineteen: Troop A Trends in Types of Allegations
2011-2017

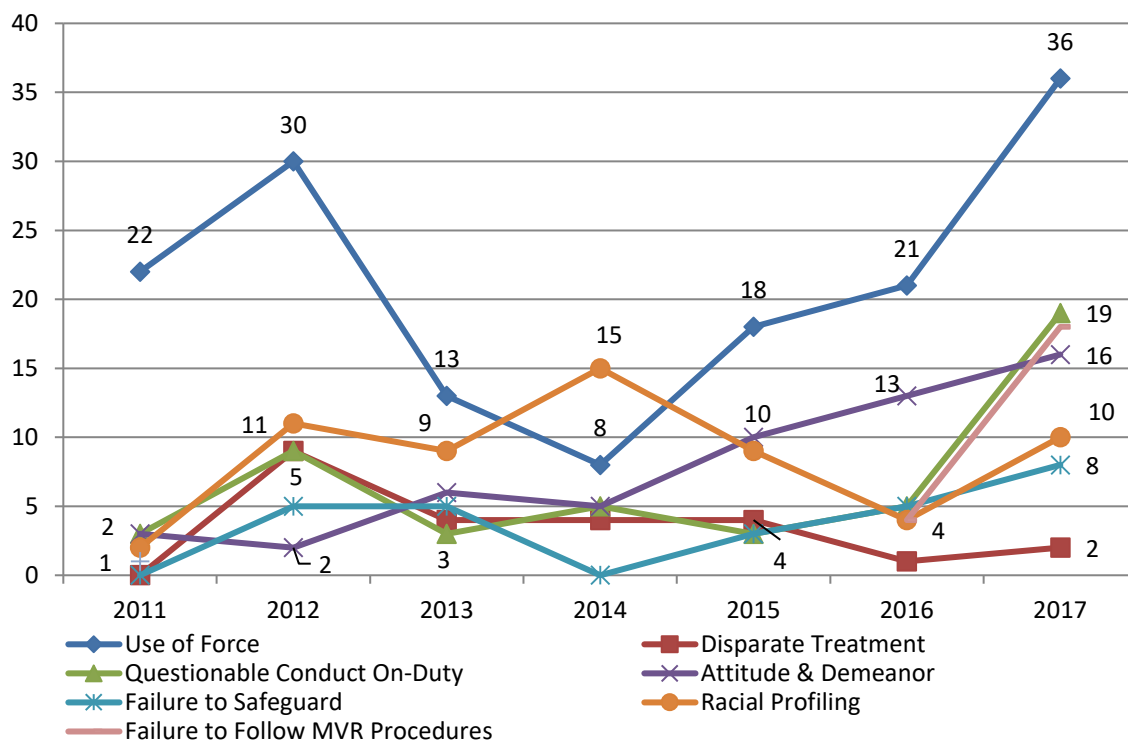
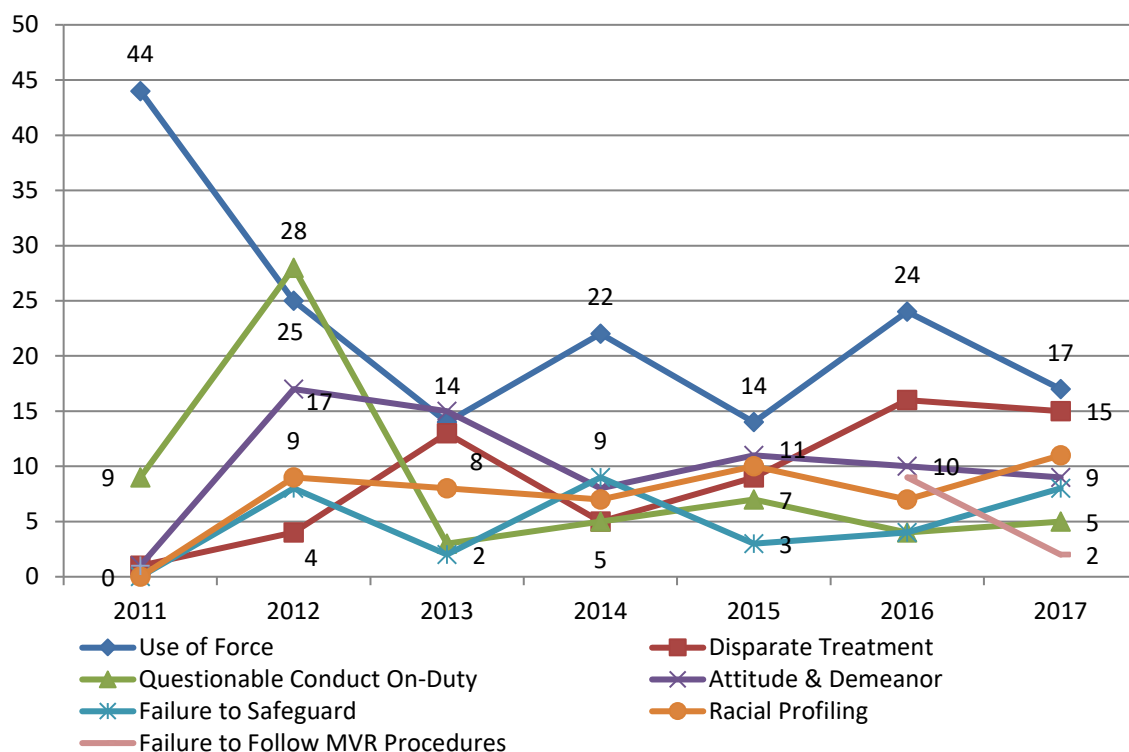


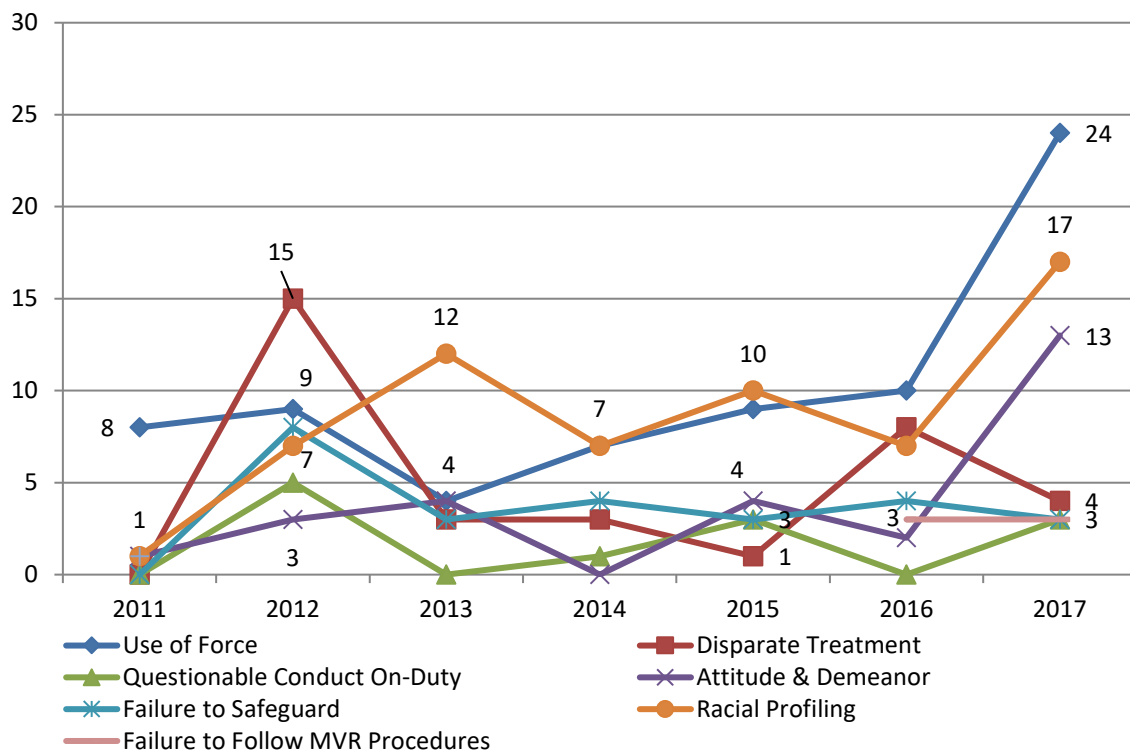
Figure Twenty: Troop B Trends in Types of Allegations
2011-2017



Allegations of excessive use of force in Troop B were one of the most frequent allegations each reporting period. The volume of excessive use of force allegations peaked in 2011 at 44 allegations. Since then, the volume has fluctuated, most recently decreasing from 24 allegations in 2016 to 17 in 2017. Allegations of disparate treatment in Troop B have generally increased from zero allegations in 2011 to 15 allegations in 2017. All other types of allegations in Troop B were generally cited in 10 or fewer misconduct cases.

Allegations of racial profiling in Troop C increased from the previous reporting period to the current, from seven in 2016 to 17 in 2017. Allegations of use of force also increased from 10 allegations to 24 in the current reporting period. Allegations of attitude and demeanor in Troop C increased since the previous reporting period, from two in 2016 to 13 in 2017.

Figure Twenty-One: Troop C Trends in Types of Allegations
2011-2017



In Troop D, allegations of disparate treatment increased from one allegation in 2016 to 15 in 2017. Allegations of failure to follow motor vehicle stop procedures increased from five allegations in 2016 to 16 in 2017. Allegations of use of force, questionable conduct on-duty, attitude and demeanor, and racial profiling increased slightly in Troop D since the previous reporting period while the remaining allegations decreased slightly.

Figure Twenty-Three depicts trends in allegations from troopers assigned outside of road stations. Allegations pertaining to use of force were most common in 2016 and 2017. However, the number of use of force allegations decreased from 22 allegations in 2016 to 15 in 2017. Allegations of disparate treatment increased, from one allegation in 2016 to 13 allegations in 2017. Allegations for failure to safeguard also increased, from five allegations in 2016 to 14 in the current reporting period. Allegations for attitude and demeanor, racial profiling, and theft all increased slightly.

Figure Twenty-Two: Troop D Trends in Types of Allegations
2011-2017

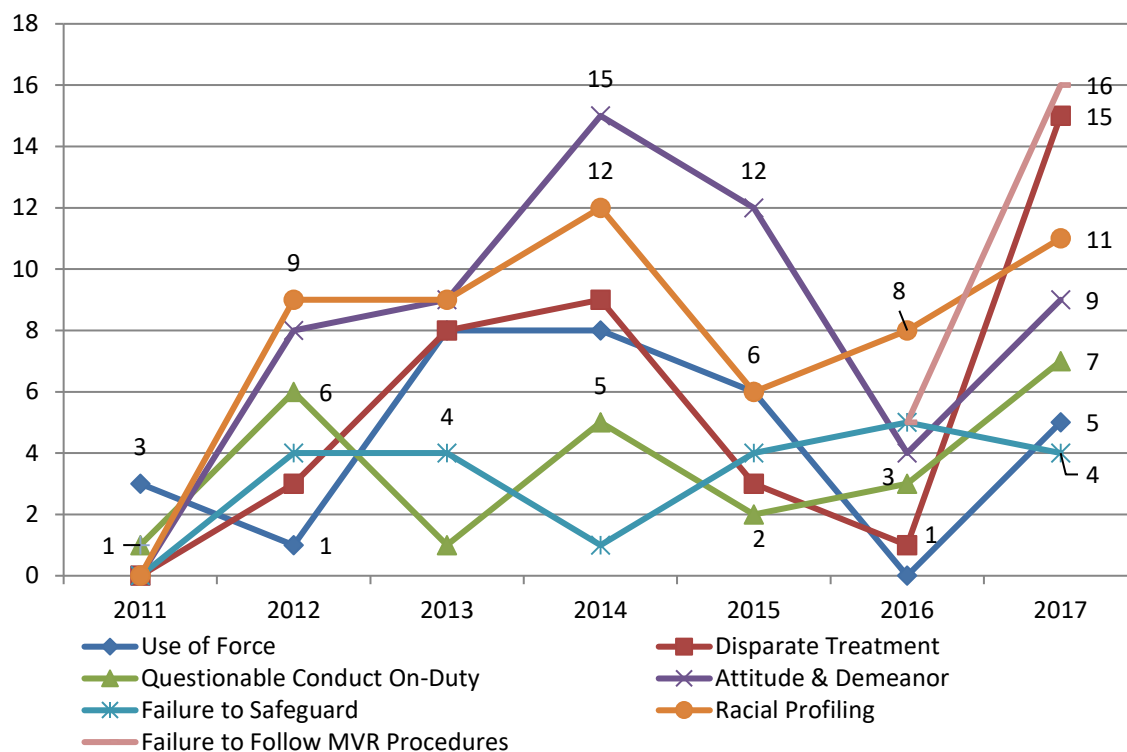
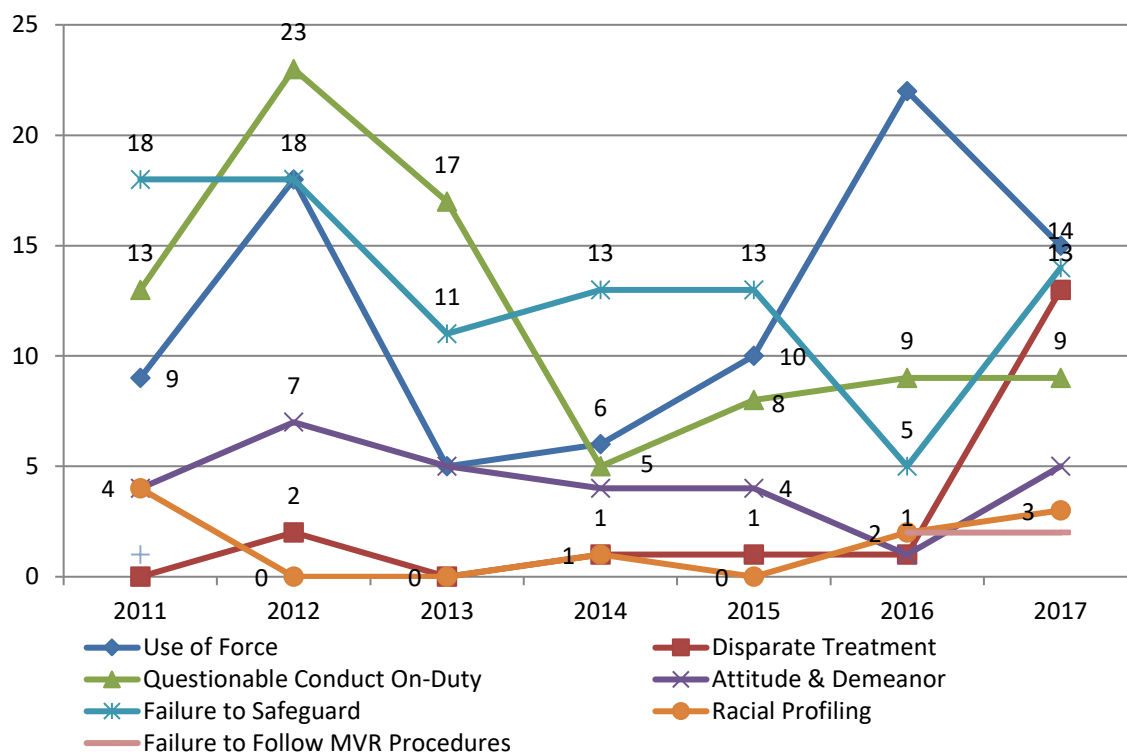


Figure Twenty-Three: Other Assignments Trends in Types of Allegations
2011-2017



Misconduct Cases Closed in 2017

Misconduct Case Status

A misconduct case closes after the investigator completes the investigation, a supervisor completes a review, OPS determines whether the findings warrant disciplinary proceedings, and State Police administers discipline. In 2017, OPS closed 318 misconduct cases, compared to 242 in 2016. The majority of these cases opened prior to 2017. Seventy-seven cases opened and closed in 2017.

Table Three: Cases Closed
2017

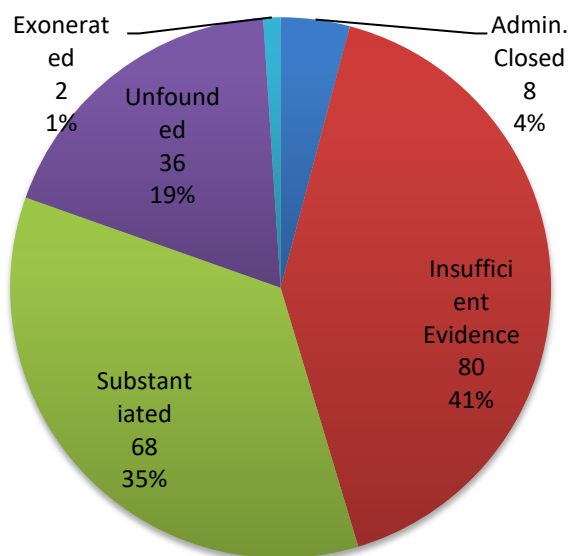
| Year Opened | Number of Cases |
|--------------------|------------------------|
| 2017 | 77 |
| 2016 | 122 |
| 2015 | 65 |
| 2014 | 19 |
| 2013 | 10 |
| 2012 | 19 |
| 2011 | 4 |
| 2009 | 1 |
| 2005 | 1 |
| Total | 318 |

Allegation Outcomes for 2017 Misconduct Cases¹¹

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

¹¹ The cases analyzed in this section are only those opened in 2017.

Figure Twenty-Four: Allegation Outcomes for Completed Misconduct Cases
2017



While each case may involve multiple allegations, substantiation of even one allegation may result in disciplinary action. There were 194 allegations cited in the 77 misconduct cases opened and closed in 2017. Figure Twenty-Four depicts the number and percentage of outcomes of allegations for these misconduct cases. Of the cases with completed investigations, 80 allegations resulted in insufficient evidence (41%), 68 allegations were substantiated (35%), 36 allegations were unfounded (19%), eight allegations were administratively closed (4%), and two were exonerated (1%).

Table Four: Allegation Categories and Outcomes
2017

| Category | Substantiated | Admin Closed | Insufficient Evidence | Unfounded | Exonerated | Total |
|----------------------------------|---------------|--------------|-----------------------|-----------|------------|------------|
| Administrative/Fail to Safeguard | 28 | 1 | 0 | 0 | 0 | 29 |
| <i>% of cases</i> | 41.18% | 12.50% | 0.00% | 0.00% | 0.00% | 14.95% |
| Criminal | 2 | 0 | 4 | 1 | 0 | 7 |
| <i>% of cases</i> | 2.94% | 0.00% | 5.00% | 2.78% | 0.00% | 3.61% |
| Employment Obligations | 15 | 2 | 8 | 3 | 0 | 28 |
| <i>% of cases</i> | 22.06% | 25.00% | 10.00% | 8.33% | 0.00% | 14.43% |
| Police Procedure | 19 | 5 | 65 | 28 | 2 | 119 |
| <i>% of cases</i> | 27.94% | 62.50% | 81.25% | 77.78% | 100.00% | 61.34% |
| Other | 4 | 0 | 3 | 4 | 0 | 11 |
| <i>% of cases</i> | 5.88% | 0.00% | 3.75% | 11.11% | 0.00% | 5.67% |
| Total | 68 | 8 | 80 | 36 | 2 | 194 |

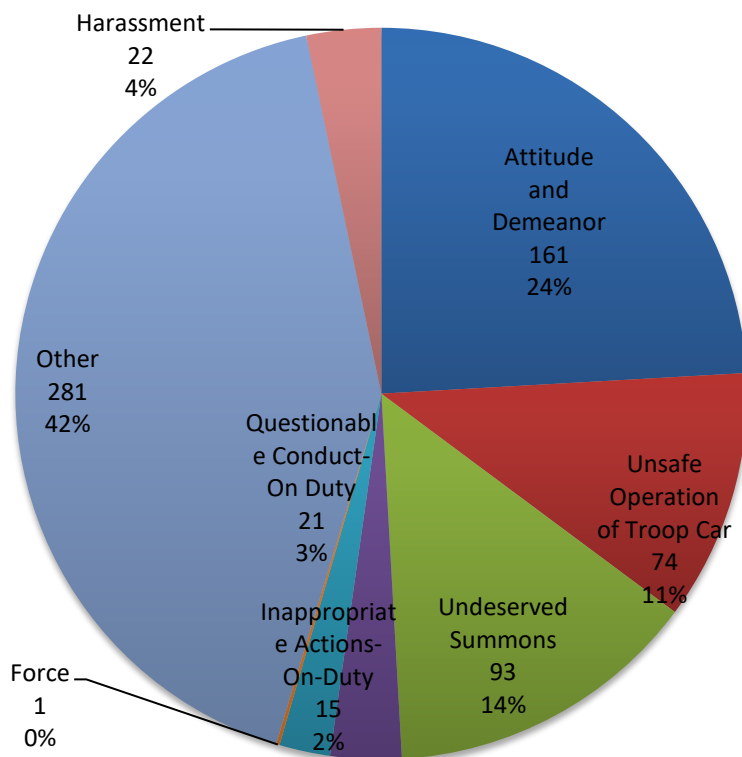
OLEPS examined the pattern of outcomes for allegation categories to determine whether certain types of allegations were more likely to result in certain outcomes. Table Four depicts the outcome of allegations by allegation category for closed cases. Cases that classified as administrative or failure to safeguard include allegations involving misuse or loss of identification, equipment, rules & regulations, or a computer that is no longer in their possession. Criminal allegations involve violations of criminal law, statute, or regulation. Employment obligations involve allegations of lateness, failure to report for duty, improper conduct, etc., while police procedures involve allegations of improper arrest, failure to notify citizen of right to file a complaint, failure to appear in court, failure to perform duty, etc. Lastly, cases that classified as other include allegations that do not fall in one of the first three classifications.

Similar to previous reporting periods, police procedure was the most common allegation category in 2017. Of allegations which were substantiated, 27.94% pertained to police procedure, 22.06% involved allegations categorized as employment obligations, and 41.18% were categorized as administrative/failure to safeguard. Of the allegations administratively closed (eight allegations), 62.50% pertained to police procedure, 25% pertained to employment obligations, and 12.50% pertained to administrative/failure to safeguard. Of the allegations resulting in insufficient evidence, 81.25% pertained to police procedure, 10% pertained to employment obligations, and 5% pertained to allegations categorized as criminal. Of unfounded allegations, 77.78% pertained to police procedure, and 11.11% pertained to other conduct.

Administratively Closed Cases in 2017

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

Figure Twenty-Five: Allegations in Administrative Cases
2017



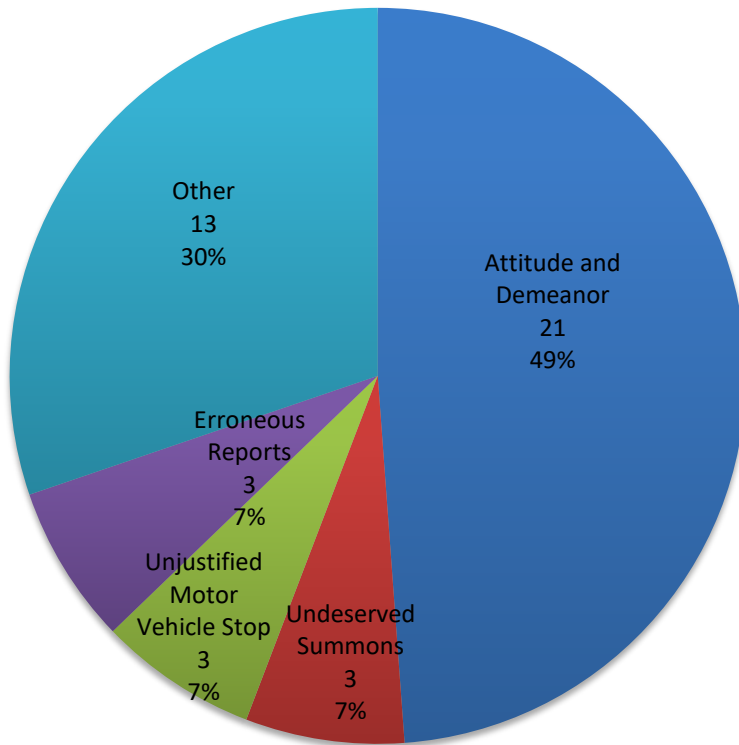
In 2017, OPS administratively closed 437 cases. Of these 437 cases, 432 cases included administrative allegations and five cases did not involve any allegations. There were 487 troopers involved in these administratively closed cases. However, only 485 troopers had allegations.¹² Figure Twenty-Five depicts the allegations in administrative cases closed in 2017. In total, there were 668 allegations in these cases. Excluding allegations categorized as "Other," the most common allegations in administratively closed cases were attitude and demeanor (24%), followed by undeserved summons (14%) and unsafe operation of a troop car, including unsafe operation of a troop car causing damage (11%).

¹² OLEPS noted two administrative cases where there were no allegations listed for at least one trooper listed on the case and four cases with no troopers or allegations listed at all, which are not included in Figure Twenty Five

Performance Cases Closed in 2017

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

Figure Twenty-Six: Allegations in Performance Cases
2017



In 2017, OPS closed 26 complaints classified as performance cases. These 26 performance cases cited a total of 43 allegations and 31 troopers.¹³ Figure Twenty-Six depicts the allegations in performance cases closed in 2017. Excluding allegations categorized as "Other," the most common allegations in these performance cases were attitude and demeanor (49%); undeserved summons (7%), erroneous reports (7%), and unjustified motor vehicle stop (7%).

¹³ There was one performance case closed for which there was no allegation or trooper listed, which is not included in this reported number.

Summary & Conclusions

This report illustrates the volume of activity OPS handled in 2017. OPS opened 762 cases in 2017. These 762 cases resulted in 248 misconduct cases, 439 administrative cases, seven performance cases, four EEO cases, five shooting cases, and 59 non-reportable incidents. This seventh report also includes discussion of misconduct trends from 2011 to 2017.

OPS opened 248 misconduct cases in 2017, slightly more than the 203 opened in 2016. Most commonly, misconduct cases involved allegations of violations of Police Procedures (see Appendix One for specific allegations). OLEPS did not note any patterns to the location of complaints across State Police Troops, stations, and units. Of the misconduct cases with completed investigations, 51% of allegations resulted in insufficient evidence, 30% resulted in at least one substantiated allegation, while 15% of allegations were unfounded.

In addition, this report presented frequencies of allegations in closed administrative and performance cases. In 439 administratively closed cases, the most common allegations involved attitude and demeanor, followed by undeserved summons, and unsafe operation of a troop car. In the seven performance cases closed this year, the most common allegations involved attitude and demeanor, followed by undeserved summons, unjustified motor vehicle stop, and erroneous reports.

To gauge the productivity of OPS and timeliness of investigations, the State Police should close as many cases as it opened in a given calendar year. In 2017, OPS exceeded this goal, opening 248 and closing 318 misconduct cases.

Appendix One

Misconduct Allegation Categorization

| Misconduct allegation | Allegation category |
|---|------------------------|
| Abuse of sick leave | Employment Obligations |
| Assault by auto | Criminal Conduct |
| Attempting to use position to intimidate and gain favor | Employment Obligations |
| Attitude and demeanor | Police Procedure |
| Burglary w/ forcible entry | Criminal Conduct |
| Careless driving | Criminal Conduct |
| Civil/constitutional rights violation | Other |
| Conflict of interest | Employment Obligations |
| Consume alcoholic beverage(s) and operate troop car | Employment Obligations |
| Criminal mischief | Police Procedure |
| Culpable inefficiency | Police Procedure |
| Culpable inefficient supervision | Police Procedure |
| Cursing | Police Procedure |
| Disobey a direct order | Employment Obligations |
| Disobey written order | Employment Obligations |
| Disparaging statements | Police Procedure |
| Disparate treatment | Police Procedure |
| Disparate treatment non protected status | Police Procedure |
| Domestic violence | Employment Obligations |
| Domestic violence assault | Criminal Conduct |
| Domestic violence criminal mischief | Criminal Conduct |
| Domestic violence harassment | Criminal Conduct |
| Domestic violence terroristic threats | Criminal Conduct |
| Drinking on duty | Employment Obligations |
| Driving while intoxicated | Criminal Conduct |
| Driving while under the influence | Criminal Conduct |
| Driving with open container of alcohol | Criminal Conduct |
| Drug abuse violations | Criminal Conduct |
| Erroneous reports | Employment Obligations |
| Escape from custody | Police Procedure |
| Excessive use of force | Police Procedure |
| Failure to accept civilian complaint | Police Procedure |
| Failure to appear in court | Police Procedure |
| Failure to call in MV stop | Police Procedure |
| Failure to carry duty weapon | Weapons |
| Failure to document in station record / cad | Police Procedure |
| Failure to document patrol chart | Police Procedure |
| Failure to facilitate medical treatment | Police Procedure |
| Failure to follow MVR procedures | Police Procedure |

| | |
|---|-------------------------------------|
| Failure to follow radio procedures | Police Procedure |
| Failure to notify citizen of right to file complaint | Police Procedure |
| Failure to notify division of personal knowledge of prohibited conduct by another trooper | Employment Obligations |
| Failure to notify the division of information to which the division would take cognizance | Police Procedure |
| Failure to perform duty | Police Procedure |
| Failure to provide a compliment/complaint form | Police Procedure |
| Failure to provide name and identification upon civilian request | Police Procedure |
| Failure to report for duty | Employment Obligations |
| Failure to report mv accident | Other |
| Failure to safeguard | Administrative/Failure to Safeguard |
| Failure to safeguard body armor | Administrative/Failure to Safeguard |
| Failure to safeguard division property | Administrative/Failure to Safeguard |
| Failure to safeguard evidence | Administrative/Failure to Safeguard |
| Failure to safeguard id | Administrative/Failure to Safeguard |
| Failure to safeguard issued handcuffs | Administrative/Failure to Safeguard |
| Failure to safeguard NJSP badge | Administrative/Failure to Safeguard |
| Failure to safeguard NJSP duty weapon | Administrative/Failure to Safeguard |
| Failure to safeguard NJSP id | Administrative/Failure to Safeguard |
| Failure to safeguard NJSP weapons | Administrative/Failure to Safeguard |
| Failure to safeguard portable radio | Administrative/Failure to Safeguard |
| Failure to take appropriate police action | Police Procedure |
| False arrest | Police Procedure |
| Falsification of reports and records | Employment Obligations |
| Gratuities, rewards, gifts | Employment Obligations |
| Harassment | Police Procedure |
| Hostile work environment | Employment Obligations |
| Hostile work environment gender discrimination | Other |
| Illegal search | Other |
| Improper arrest | Other |
| Improper handcuffing | Police Procedure |
| Improper handling of evidence/property | Police Procedure |
| Improper handling of prisoner | Police Procedure |
| Improper investigative actions | Employment Obligations |
| Improper search | Police Procedure |
| Improper supervision | Police Procedure |
| Improper use of division computer | Administrative/Failure to Safeguard |
| Inappropriate actions off duty | Police Procedure |
| Inappropriate actions on duty | Police Procedure |
| Inappropriate actions towards another member | Police Procedure |
| Inappropriate search mechanics | Police Procedure |
| Inappropriate social media posting | Other |

| | |
|---|-------------------------------------|
| Insubordination | Employment Obligations |
| Intentional false reports | Employment Obligations |
| Intentional false statements | Employment Obligations |
| Intentionally providing false information during a misconduct investigation | Employment Obligations |
| Interfering with an internal investigation | Employment Obligations |
| Leaving the scene of mv accident | Criminal Conduct |
| Left assigned area or post without permission | Police Procedure |
| Misleading reports | Employment Obligations |
| Misleading statements | Employment Obligations |
| Misrepresentation and endorsements | Employment Obligations |
| Motor vehicle violations | Employment Obligations |
| NVR procedure / audio | Other |
| MVR procedure / pre op check | Other |
| Off duty incident alcohol related | Employment Obligations |
| Providing false information on any log, report, or transmittal | Employment Obligations |
| Providing false information to the communications center | Other |
| Questionable associations | Employment Obligations |
| Questionable conduct off duty | Police Procedure |
| Questionable conduct on duty | Police Procedure |
| Racial profiling | Police Procedure |
| Reporting requirements | Employment Obligations |
| Sex on duty | Other |
| Sexual harassment | Employment Obligations |
| Simple assault | Criminal Conduct |
| Terroristic threats | Criminal Conduct |
| Theft | Criminal Conduct |
| Threats | Employment Obligations |
| Unauthorized employment | Other |
| Unauthorized person in troop car | Police Procedure |
| Unauthorized release of information | Employment Obligations |
| Unauthorized use of division computer | Administrative/Failure to Safeguard |
| Unauthorized use of troop transportation | Police Procedure |
| Undeserved summons | Police Procedure |
| Undeserved warning | Police Procedure |
| Unjustified motor vehicle stop | Other |
| Unprofessional conduct toward other law enforcement officers | Employment Obligations |
| Unsafe / improper stop procedures | Other |
| Unsafe operation of troop car | Police Procedure |
| Unsafe operation of troop car causing damage | Police Procedure |

| | |
|---------------------------|------------------------|
| Use of CDS | Criminal Conduct |
| Use of troop car off duty | Police Procedure |
| Violation of criminal law | Criminal Conduct |
| Violation of traffic law | Employment Obligations |

Appendix Two

Misconduct Allegation Status by Station of Opened Cases in 2017

| Station | Total Substantiated | Total Unfounded | Total Insufficient Evidence | Total Exonerated | Total Open | Total Admin Closed |
|--------------------------|---------------------|-----------------|-----------------------------|------------------|------------|--------------------|
| Atlantic City Expressway | 0 | 5 | 5 | 0 | 21 | 0 |
| Bellmawr | 3 | 7 | 3 | 0 | 8 | 0 |
| Bloomfield | 3 | 2 | 4 | 0 | 8 | 0 |
| Bordentown | 1 | 0 | 2 | 0 | 20 | 1 |
| Bridgeton | 0 | 1 | 6 | 0 | 14 | 0 |
| Buena Vista | 0 | 4 | 2 | 0 | 13 | 0 |
| Cranbury | 2 | 0 | 4 | 0 | 37 | 0 |
| Galloway | 0 | 1 | 4 | 1 | 16 | 0 |
| Hamilton | 0 | 1 | 1 | 0 | 25 | 0 |
| Holmdel | 0 | 0 | 0 | 0 | 15 | 0 |
| Hope | 0 | 0 | 3 | 0 | 0 | 1 |
| Kingwood | 0 | 0 | 1 | 0 | 20 | 3 |
| Metro North | 0 | 0 | 0 | 0 | 0 | 0 |
| Metro South | 0 | 0 | 0 | 0 | 55 | 0 |
| Moorestown | 0 | 0 | 0 | 0 | 14 | 0 |
| Netcong | 1 | 0 | 0 | 0 | 15 | 0 |
| Newark | 4 | 1 | 3 | 0 | 2 | 0 |
| Other | 41 | 5 | 16 | 1 | 141 | 2 |
| Perryville | 0 | 1 | 5 | 0 | 6 | 0 |
| Port Norris | 0 | 0 | 0 | 0 | 4 | 0 |
| Red Lion | 0 | 0 | 0 | 0 | 1 | 0 |
| Somerville | 2 | 1 | 3 | 0 | 20 | 0 |
| Sussex | 2 | 0 | 1 | 0 | 4 | 0 |
| Totowa | 0 | 2 | 5 | 0 | 20 | 0 |
| Troop A Other | 1 | 0 | 0 | 0 | 17 | 0 |
| Troop B Other | 0 | 0 | 0 | 0 | 30 | 0 |
| Troop C Other | 2 | 2 | 2 | 0 | 42 | 0 |
| Troop D Other | 1 | 0 | 0 | 0 | 12 | 0 |
| Tuckerton | 0 | 0 | 0 | 0 | 13 | 0 |
| Washington | 2 | 1 | 2 | 0 | 4 | 1 |
| Woodbine | 0 | 2 | 8 | 0 | 9 | 0 |
| Woodstown | 3 | 0 | 0 | 0 | 9 | 0 |
| UNKNOWN ¹⁴ | 0 | 0 | 0 | 0 | 10 | 0 |
| Grand Total | 68 | 36 | 80 | 2 | 625 | 8 |

¹⁴ In two cases (with seven total allegations), the station could not be determined because the case file did not have a unit/station number listed.

Common Misconduct Allegations by Station Opened in 2017

| Station | Total Force | Total Questionable On-Duty | Total Racial Profiling | Total Disparate Treatment | Total Attitude & Demeanor | Total Failure to Safeguard | Total Failure to Follow MVR Procedures | Total Improper Search | Total Undeserved Summons | Total Other |
|---------------------|-------------|----------------------------|------------------------|---------------------------|---------------------------|----------------------------|--|-----------------------|--------------------------|-------------|
| Atlantic City Expwy | 4 | 1 | 1 | 0 | 1 | 1 | 2 | 0 | 0 | 22 |
| Bellmawr | 3 | 0 | 0 | 1 | 2 | 1 | 3 | 0 | 1 | 14 |
| Bloomfield | 0 | 0 | 2 | 6 | 3 | 0 | 0 | 0 | 2 | 11 |
| Bordentown | 0 | 0 | 3 | 1 | 3 | 0 | 1 | 0 | 2 | 16 |
| Bridgeton | 2 | 2 | 6 | 1 | 0 | 2 | 1 | 0 | 2 | 15 |
| Buena Vista | 1 | 0 | 0 | 0 | 3 | 0 | 4 | 1 | 0 | 12 |
| Cranbury | 1 | 0 | 5 | 7 | 2 | 0 | 2 | 0 | 2 | 30 |
| Galloway | 0 | 1 | 2 | 1 | 0 | 0 | 5 | 1 | 0 | 16 |
| Hamilton | 2 | 0 | 7 | 1 | 3 | 0 | 0 | 0 | 2 | 15 |
| Holmdel | 3 | 2 | 0 | 1 | 1 | 0 | 2 | 0 | 1 | 5 |
| Hope | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 |
| Kingwood | 3 | 3 | 3 | 1 | 5 | 0 | 1 | 1 | 1 | 15 |
| Metro North | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Metro South | 18 | 16 | 0 | 0 | 6 | 0 | 3 | 0 | 0 | 42 |
| Moorestown | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 11 |
| Netcong | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 15 |
| Newark | 0 | 0 | 1 | 4 | 2 | 4 | 3 | 0 | 1 | 3 |
| Other | 18 | 11 | 1 | 11 | 6 | 14 | 2 | 0 | 1 | 170 |
| Perryville | 2 | 1 | 3 | 2 | 2 | 0 | 1 | 0 | 2 | 5 |
| Port Norris | 6 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 9 |
| Red Lion | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 3 |
| Somerville | 1 | 1 | 4 | 1 | 1 | 1 | 0 | 0 | 2 | 15 |
| Sussex | 1 | 0 | 1 | 1 | 0 | 2 | 1 | 0 | 0 | 2 |
| Totowa | 3 | 2 | 0 | 2 | 1 | 1 | 1 | 0 | 1 | 17 |
| Troop A Other | 1 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 0 | 12 |
| Troop B Other | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 25 |
| Troop C Other | 16 | 1 | 4 | 0 | 1 | 4 | 1 | 6 | 1 | 16 |
| Troop D Other | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 0 | 1 | 12 |
| Tuckerton | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Unknown | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Washington | 2 | 0 | 3 | 1 | 4 | 1 | 0 | 0 | 0 | 3 |
| Woodbine | 6 | 0 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 7 |
| Woodstown | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 9 |
| Grand Total | 99 | 43 | 52 | 49 | 52 | 38 | 41 | 9 | 25 | 566 |

Misconduct Allegation Categories by Station in 2017

| Station | Total Criminal | Total Police Procedure | Total Employment Obligation | Total Administrative/Fail to Safeguard | Total Weapons |
|--------------------------|-----------------------|-------------------------------|------------------------------------|---|----------------------|
| Atlantic City Expressway | 1 | 22 | 4 | 2 | 0 |
| Bellmawr | 2 | 16 | 1 | 1 | 0 |
| Bloomfield | 1 | 20 | 3 | 0 | 0 |
| Bordentown | 2 | 15 | 5 | 0 | 0 |
| Bridgeton | 0 | 23 | 1 | 2 | 1 |
| Buena Vista | 3 | 12 | 5 | 0 | 0 |
| Cranbury | 9 | 32 | 1 | 0 | 0 |
| Galloway | 2 | 15 | 6 | 0 | 0 |
| Hamilton | 0 | 23 | 3 | 0 | 0 |
| Holmdel | 2 | 12 | 0 | 0 | 0 |
| Hope | 0 | 3 | 0 | 1 | 0 |
| Kingwood | 0 | 26 | 4 | 0 | 0 |
| Metro North | 0 | 0 | 0 | 0 | 0 |
| Metro South | 11 | 65 | 1 | 0 | 0 |
| Moorestown | 1 | 10 | 3 | 0 | 0 |
| Netcong | 2 | 12 | 5 | 1 | 0 |
| Newark | 0 | 14 | 0 | 4 | 0 |
| Other | 23 | 121 | 69 | 13 | 0 |
| Perryville | 0 | 16 | 0 | 0 | 0 |
| Port Norris | 5 | 13 | 0 | 0 | 0 |
| Red Lion | 0 | 4 | 1 | 0 | 0 |
| Somerville | 1 | 19 | 5 | 1 | 0 |
| Sussex | 0 | 5 | 0 | 3 | 0 |
| Totowa | 2 | 20 | 1 | 1 | 0 |
| Troop A Other | 1 | 12 | 4 | 1 | 0 |
| Troop B Other | 1 | 17 | 12 | 0 | 0 |
| Troop C Other | 2 | 37 | 4 | 4 | 0 |
| Troop D Other | 0 | 8 | 6 | 1 | 0 |
| Tuckerton | 3 | 5 | 4 | 0 | 1 |
| Unknown | 3 | 5 | 2 | 0 | 0 |
| Washington | 0 | 11 | 0 | 1 | 0 |
| Woodbine | 1 | 15 | 2 | 0 | 0 |
| Woodstown | 1 | 2 | 6 | 3 | 0 |
| Grand Total | 79 | 630 | 158 | 39 | 2 |

Appendix Three

Allegations in Closed Administrative Cases by Station in 2017

| Station | Attitude and Demeanor | Disparate Treatment | Excessive Use of Force | Questionable Conduct On-Duty | Undeserved Summons | Unsafe Operation of Troop Car | All Other Allegations | Total |
|----------------|-----------------------|---------------------|------------------------|------------------------------|--------------------|-------------------------------|-----------------------|------------|
| A | 16 | 0 | 0 | 5 | 9 | 3 | 58 | 91 |
| Atlantic City | 2 | 0 | 0 | 0 | 1 | 0 | 6 | 9 |
| Bellmawr | 2 | 0 | 0 | 0 | 2 | 2 | 10 | 16 |
| Bridgeton | 1 | 0 | 0 | 3 | 0 | 0 | 13 | 17 |
| Buena Vista | 2 | 0 | 0 | 0 | 2 | 0 | 5 | 9 |
| Metro South | | 0 | 0 | 0 | 1 | 1 | 1 | 3 |
| Port Norris | 2 | 0 | 0 | 1 | 0 | 0 | 8 | 11 |
| Woodbine | 3 | 0 | 0 | 0 | 2 | 0 | 6 | 11 |
| Woodstown | | 0 | 0 | 1 | 1 | 0 | 4 | 6 |
| Troop A Other | 4 | 0 | 0 | 0 | 0 | 0 | 5 | 9 |
| B | 58 | 2 | 1 | 7 | 32 | 26 | 87 | 213 |
| Hope | 5 | 0 | 0 | 0 | 4 | 1 | 6 | 16 |
| Metro North | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Netcong | 7 | 0 | 0 | 1 | 4 | 7 | 11 | 30 |
| Perryville | 8 | 0 | 0 | 0 | 2 | 3 | 13 | 26 |
| Somerville | 10 | 0 | 0 | 0 | 7 | 4 | 20 | 41 |
| Sussex | 2 | 0 | 0 | 0 | 5 | 1 | 11 | 19 |
| Totowa | 20 | 0 | 1 | 3 | 6 | 4 | 15 | 49 |
| Washington | 4 | 2 | 0 | 3 | 2 | 1 | 7 | 19 |
| Troop B Other | 2 | 0 | 0 | 0 | 2 | 5 | 4 | 13 |
| C | 31 | 0 | 0 | 4 | 21 | 9 | 54 | 119 |
| Bordentown | 8 | 0 | 0 | 0 | 9 | 2 | 12 | 31 |
| Hamilton | 11 | 0 | 0 | 2 | 6 | 4 | 18 | 41 |
| Kingwood | 4 | 0 | 0 | 0 | 1 | 1 | 4 | 10 |
| Red Lion | 5 | 0 | 0 | 1 | 2 | 2 | 7 | 17 |
| Tuckerton | 1 | 0 | 0 | 0 | 2 | 0 | 5 | 8 |
| Troop C Other | 2 | 0 | 0 | 1 | 1 | 0 | 8 | 12 |
| D | 40 | 0 | 0 | 1 | 28 | 10 | 47 | 126 |
| Galloway | 5 | 0 | 0 | 0 | 1 | 2 | 4 | 12 |
| Bloomfield | 8 | 0 | 0 | 0 | 7 | 3 | 8 | 26 |
| Cranbury | 6 | 0 | 0 | 0 | 3 | 1 | 12 | 22 |
| Holmdel | 3 | 0 | 0 | 0 | 2 | 0 | 6 | 11 |
| Moorestown | 4 | 0 | 0 | 1 | 5 | 1 | 4 | 15 |
| Newark | 5 | 0 | 0 | 0 | 5 | 1 | 5 | 16 |
| Troop D Other | 9 | 0 | 0 | 0 | 5 | 2 | 8 | 24 |
| Other | 5 | 0 | 0 | 0 | 2 | 6 | 27 | 41 |
| Unknown | 11 | 0 | 0 | 4 | 1 | 18 | 45 | 80 |
| Total | 161 | 2 | 1 | 21 | 93 | 72 | 318 | 670 |