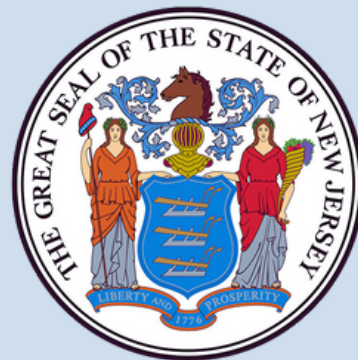


# NEW JERSEY STATE PAROLE BOARD

ANNUAL REPORT **2024**



**Chairman:** Samuel J. Plumeri, Jr.

**Vice Chairman:** Ronald L. Slaughter

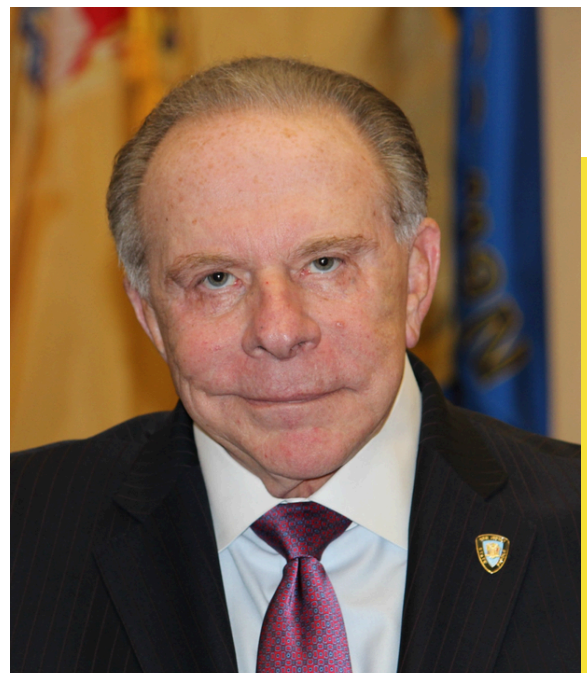
**Executive Director:** Dina I. Rogers, Esq.

**Chief, Division of Parole:** Kimberly Cavanaugh

**Director, Division of Release:** Carla M. Shabazz

## Board Members

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



Chairman Samuel J. Plumeri, Jr.

## Alternate Board Members

Kenneth Saunders  
Steven T. Yglesias

## New Jersey State Parole Board

# Agency Mission

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



## A Message from the Chairman

FY 2024 has introduced changes and new programs and initiatives within the Board. The Community Affairs Unit was developed which encompasses the Community Programs Section, the Reentry Section, the Research, Grants, and Internships Section, and the Public Information Office. The Reentry Section includes five new Social Worker Trainees whose goal is to assist parolees with housing, employment, education, medical, mental health and substance use services, Veterans services, and transportation. The Supporting the Path to Recovery grant program, developed with funding awarded to the Board in 2021, has exceeded the anticipated number of participants served and has gained national attention.

The Board recognizes the importance of supporting its employees as well as supporting parolees. The Board's EMPOWER Program bolsters Parole Officer wellness through a dedicated wellness officer, an increase in Resiliency Program Officers, and certified Grief Recovery Specialists. Additionally, the Board values diversity, equality, and inclusivity. The Board's LGBTQ Law Enforcement Liaisons and Office of Gender Responsive Services work together to identify trainings and community events to educate employees and the public, and bring together our female and LGBTQ+ reentry populations. Our Veterans Initiative Unit hosted a Veterans Response Team training event, which was recognized as the first paroling authority to do so by the Department of Veterans Affairs.

The Division of Parole held its first promotional ceremony in the Board's history during FY 2024. Recognizing and celebrating the promotions among law enforcement officers is crucial, as it acknowledges their dedication and achievements, boosts morale, and encourages continued excellence within the agency. This is especially relevant now, as FY 2024 ended with nearly 16,000 individuals under supervision.

Both the Board's sworn and civilian staff members have made courageous efforts over the past year to ensure that the Board's mission is being carried out in such a way that all parolees receive the highest quality services and guidance. Through agency events, regular and specialized trainings, community partnerships, and strong recruitment efforts, the Board is proud of the progress we have made in achieving our goals. The Board remains forward-looking to ensure a safer and healthier New Jersey for all.

Sincerely,

**Samuel J. Plumeri, Jr., Chairman**

New Jersey State Parole Board



# New Jersey State Parole Board

## Division of Release

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

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

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

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

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

## New Jersey State Parole Board

# Division of Release

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

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

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

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

## New Jersey State Parole Board

# Division of Release

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

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

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

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

## New Jersey State Parole Board

# Division of Release

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

## Victim Services Unit

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

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

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

# New Jersey State Parole Board Legal Support Unit



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

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

## Appeals

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



## New Jersey State Parole Board

# Revocation Hearing Unit

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

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

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

## Division of Parole

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

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

**15,892**

### **Offenders supervised by the Division of Parole at the end of FY 2024**

Parolees supervised include:

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

## New Jersey State Parole Board

# Division of Parole

The Division of Parole is managed by a command staff consisting of a Chief, Captains, Lieutenants, and Sergeants. In FY 2024, the Division of Parole hosted a Promotion Ceremony whereby a new Chief, four Captains, 14 Lieutenants, and 25 Sergeants were sworn in. These supervisors ensure that the mission of the State Parole Board is achieved with a high degree of professionalism.

In FY 2024, the Division of Parole held several trainings for new Sergeants and Lieutenants. Training included one full day, in-person training at the agency's Central Office location in Trenton and a series of two-hour virtual training sessions over the course of four months. Training topics included general leadership and management, Officer Wellness Awareness for Supervisors, and domestic violence. In total, 24 new Sergeants and 14 new Lieutenants participated. They received separate, additional training topics related to their respective level of supervisory needs. Additionally, they were also encouraged to attend outside agency ongoing leadership and management law enforcement trainings and to further their formal educational backgrounds through agency-sponsored tuition reimbursement of respective relevant higher education programs. Collectively, these trainings enhance leadership competencies and provide the skills necessary to be effective managers and to properly lead a diverse workforce.

**20**

### **Number of statewide Division of Parole operational units.**

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

## Division of Parole

### Investigation Management Office

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

### Parole Communications Center

The Parole Communications Center is the central hub of the Division of Parole's field operations. The Parole Communications Center is the radio dispatch center for the agency. There are currently 20 Communications Operators on staff. The PCC is operational 24 hours per day, seven days per week, 365 days per year. Communications Operators monitor and handle communications for the sworn staff. The supervisors from the Parole Response Team supervise the Communications Operators.

### Parole Response Team

The Parole Response Team assists all District Parole Offices with Global Positioning System (GPS) monitoring and any other Division of Parole matters outside of traditional work hours. The Parole Response Team consists of a Lieutenant, six Sergeants, 30 Parole Officers and an administrative support person. In addition to assisting with GPS monitoring and supervision issues for the other units within the Division of Parole, the Parole Response Team is responsible for the statewide inventory of GPS and Body Worn Camera equipment.

# New Jersey State Parole Board

## Division of Parole

### Parole Officer Recruit Training

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

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

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

During FY 2024, 47 Parole Officer Recruits graduated from academy classes, and two former law enforcement officers were also hired by the agency.

**Parole Officer Recruits sworn in  
on December 20, 2023.**



**Parole Officer Recruits sworn in  
on June 20, 2024.**



# New Jersey State Parole Board

## Division of Parole

### NJ LGBTQ Law Enforcement Liaisons

**Representatives of the State Parole Board's LGBTQ Law Enforcement Liaisons and the Law Enforcement Training and Recruitment Unit pictured at the Asbury Park Pride Parade on June 2, 2024 with Attorney General Matthew J. Platkin.**

*From left to right: Senior Parole Officer Rosaly Diaz, Senior Parole Officer Marquis Barron, Lieutenant Colleen O'Brien, Senior Parole Officer Sandra Caley, Attorney General Matthew J. Platkin, Senior Parole Officer Alexandra Bredael, Senior Parole Officer Brenda Payne, and Captain David Russo.*



The New Jersey LGBTQ Law Enforcement Liaisons are committed to fostering positive relationships between the LGBTQ community and law enforcement agencies within the State of New Jersey.

The mission of the LGBTQ Law Enforcement Liaison team is to ensure trust and promote a positive working relationship between law enforcement and the LGBTQ community through education and community outreach efforts. Moreover, the LGBTQ Law Enforcement Liaisons are a direct point of contact, partnering with community stakeholders and other government officials, to provide an internal resource and support to other law enforcement personnel, and to bridge any gaps that may exist between law enforcement and the community in which they serve.

Four State Parole Board sworn staff members are LGBTQ Law Enforcement Liaisons who regularly attend statewide meetings and participate in community outreach efforts.

In FY 2024, the State Parole Board held its second annual Pride Flag Ceremony, welcoming Pride Month and recognizing the invaluable contributions of LGBTQ+ identified law enforcement officers in the community and within their respective agencies. The State Parole Board's Liaisons, as well as members of the Law Enforcement Training and Recruitment Unit, also attended the Asbury Park Pride Parade on June 2, 2024. The Pride Parade celebrates the diversity of the LGBTQ+ community and calls for equity and justice for all.

# New Jersey State Parole Board

## Division of Parole

### EMPOWER Program for Parole Officer Wellness

In October 2023, the State Parole Board launched the Emotional and Mental Parole Officer Wellness Education and Resources (EMPOWER) Program. The EMPOWER Program provides much needed resources to Parole Officers statewide. The first initiative of the EMPOWER Program was the customization of the Lighthouse application, which is a tool for law enforcement agencies dedicated to officer wellness. The Lighthouse application customized for the State Parole Board provides information on 24/7 crisis hotlines, therapists who specialize in working with law enforcement (including Veterans and LGBTQ+ identified officers), podcasts centered around wellness, self-assessments to determine need for services, and a library with resources covering financial wellness, physical fitness, nutrition, work-life balance, and stress relief. The Lighthouse application is available for download on all agency-owned cell phones.



Additionally, the State Parole Board appointed one Senior Parole Officer as the agency's wellness officer. This officer has trained 31 new Resiliency Program Officers within the agency since January 2024. He has also attended quarterly Resiliency Program Officer and Master Resiliency Trainer meetings, as well as attended trainings on Crisis Communication, Crisis Intervention Team Training, and Question-Persuade-Refer (suicide prevention).

In April 2024, 15 State Parole Board employees (13 Resiliency Program Officers and two civilian staff members) completed Grief Recovery Method Certification Training. These individuals now serve as Grief Recovery Specialists for the agency.

## Division of Parole

### Veterans Initiative Unit

During FY 2024, the Veterans Initiative Unit continued to assist more than 1,000 Veteran parolees with resources and reentry programs. Specifically, the Veterans Initiative Unit placed 16 Veterans parolees in Department of Veterans Affairs-funded housing programs. The State Parole Board provided dozens of newly reentered Veterans with telephones or laptops through a grant from the Education and Health Centers of America - Incarcerated Veterans Initiative. Additionally, the Veterans Initiative Unit provided employment assistance, hygiene kits, and clothing (paid through grants from the Education and Health Centers of America - Incarcerated Veterans Initiative) to Veteran parolees as needed.

The Veterans Initiative Unit continues to work with government, non-profit, Veteran Service Organizations, and other stakeholders to provide new and unique resources to ensure the reentry success of our Veteran parolee population. This includes, but is not limited to, the tracking of all identified Veterans with a release or parole eligibility date, and helping to review for necessary housing and other applicable resources prior to release. The Veterans Initiative Unit utilizes proactive planning in conjunction with the New Jersey Department of Corrections, the Education and Health Centers of America - Incarcerated Veterans Initiative, and internally within the State Parole Board's Division of Release and Community Affairs Unit to establish an effective release plan prior to the Veteran's release from incarceration. The unified efforts of the State Parole Board's program ensure rates of recidivism of our Veteran population are consistently well below national averages, and ensure our support to these Veterans.

Among the highlights of the Veterans Initiative Unit during FY 2024 was the State Parole Board hosting a Veterans Response Team two-day training program in October 2023. The Veterans Response Team is a national Department of Veterans Affairs program, created in conjunction with the U.S. Department of Justice, that represents a best practice for law enforcement. The training instructs law enforcement officers on the unique stresses of military service and transition, provides de-escalation skills when encountering Veterans in crisis, and identifies appropriate Veteran referral resources. In attendance were representatives of the State Parole Board, New Jersey State Police, New Jersey Department of Corrections, Somerset County Sheriff's Office, and Monmouth County Prosecutor's Office. Veterans Response Team training affords the opportunity for all sworn staff who are Veterans of the U.S. Armed Forces, and who completed 40-hour Crisis Intervention Team training to receive certification as a Veterans Response Team Officer. The Department of Veterans Affairs indicated that the State Parole Board was the first paroling authority in the nation that they were aware of to host a Veterans Response Team training event.

# New Jersey State Parole Board

## Division of Parole

### Overdose Fatality Review Team Participation

Overdose Fatality Review Teams are present in all of New Jersey's 21 counties. These Teams review a selection of fatal overdose cases on a regular basis. In doing so, they identify any system gaps and/or ecological factors that may have contributed to each overdose, and develop local policy recommendations to prevent future overdose events. Participants include representatives from local hospitals, the medical examiner's office, health services, police departments, emergency services, prosecutor's offices, local health officers, substance use treatment providers, harm reduction specialists, and other community stakeholders.

Representatives of the State Parole Board, often Lieutenants from local District Parole Offices, have participated in several Overdose Fatality Review Teams. As of FY 2024, the State Parole Board has increased its presence and is now represented in nearly all Teams statewide.

### Efforts to Address Domestic Violence

In FY 2024, Chief Kimberly Cavanaugh joined the State's Domestic Violence Near Fatality and Fatality Review Board, marking the first time the State Parole Board has been represented in these discussions.

In December 2023 and April 2024, Parole Assessment Centers at Kintock Newark and Kintock Bridgeton, respectively, opened. Parole Assessment Centers serve to provide an array of assessments to parolees who otherwise are at risk of having revocation proceedings implemented. Many parolees referred to the Parole Assessment Centers are those who have violated an Order of Protection and/or a condition of supervision mandating that they refrain from contact with their victim(s), recently had a Temporary or Final Restraining Order filed against them, were arrested for a Domestic Violence related offense, or some combination of the above. Parolees referred to Parole Assessment Centers spend approximately two weeks in the evaluation and assessment phase before either being released back into the community or being referred for more intensive programming at a residential community program.

# New Jersey State Parole Board

## Community Affairs Unit

### Community Programs Section

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

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

### Office of Gender Responsive Services

The Office of Gender Responsive Services serves as a resource for staff and stakeholders, and oversees initiatives designed to understand and meet the unique needs of the female and LGBTQ+ reentry population. The Office of Gender Responsive Services administers ongoing education and training to ensure that the female and LGBTQ+ reentry populations are treated with dignity and respect. Community Programs Section staff also visited treatment programs across the State that serve LGBTQ+ populations.

In FY 2024, bags containing clothing, personal hygiene products, and/or cosmetics continued to be distributed to female parolees who were homeless, unemployed, or without financial support. Further, the Office of Gender Responsive Services created statewide and regional brochures listing LGBTQ+ healthcare providers and resources.





# New Jersey State Parole Board

## Community Affairs Unit

### Reentry Section

In FY 2024, the Reentry Section of the Community Affairs Unit was established in an effort to bolster resources throughout the State to be accessed by Parole Officers and by parolees. Members of the Reentry Section are dedicated to the successful reentry of parolees by providing information on local resources, identifying new service providers, and collaborating with community organizations, government agencies, employers, and other stakeholders to coordinate services and resources for parolees. Reentry Section staff participate in agency and community meetings, training sessions, and professional development activities to stay informed about best practices, emerging trends in reentry, and new providers.

In June 2024, the State Parole Board welcomed five Social Worker Trainees to the Reentry Section. Social Worker Trainees work directly with parolees and assist with obtaining emergency transient and stable housing, applying for Social Services benefits, identifying education, training, and employment opportunities, obtaining identification documents, scheduling mental health and/or substance use counseling appointments, accessing Veterans services, and transportation. The five Social Worker Trainees are located in District Parole Office #1 in Passaic, District Parole Offices #2 and #9 in Newark, District Parole Office #3 in Neptune, District Parole Office #6 in Trenton, and District Parole Office #10 in Bridgeton.

# New Jersey State Parole Board

## Community Affairs Unit

### Research, Grants, and Internships Section

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

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

In FY 2024, the Supporting the Path to Recovery Program expanded to Monmouth and Northern Ocean Counties. The Program previously served, and continues to serve, Essex, Camden, Mercer, Hunterdon, and Burlington Counties. By the end of FY 2024, 112 individuals had participated in the Supporting the Path to Recovery Program, thus exceeding Program goals. This includes 25 parolees who completed the Program successfully by the end of FY 2024 and 57 active cases at the end of FY 2024.

Members of the Research, Grants, and Internships Section attended the 2023 Comprehensive Opioid, Stimulant, and Substance Use Program National Forum. Section members were invited to speak about the Supporting the Path to Recovery Program in two breakout sessions. Further, members learned of best, evidence-based practices in preventing relapse and overdose events among reentry (and other) populations.

The Research, Grants, and Internships Section oversees the State Parole Board's Internship Program, which continues to provide meaningful internships to students expressing an interest in a potential career with the State Parole Board. During FY 2024, 44 interns participated in the program, and three interns were hired full-time after completing the program. Further, the Research and Grants Unit team attended multiple internship and career recruitment events in FY 2024.

## New Jersey State Parole Board Agency Events



### National Night Out August 6, 2023

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

*Pictured, from left to right:*

Senior Parole Officer Brejhan Doss, Senior Parole Officer Adalberto Bonilla, Senior Investigator Ebisike Chizorom, Senior Parole Officer Dai'Shon Munger, and Senior Parole Officer Linval Jones.

### Bring Your Child to Work Day April 27, 2024

In FY 2024, the State Parole Board hosted Bring Your Child to Work Day at the agency's Central Office location. Activities included CPR training, physical training, search for a missing dinosaur under supervision, K-9 demonstration, and visits from the Trenton Fire Department and Kona ice truck.

*Pictured, top:*

A child practices CPR under the instruction of Sergeant Deborah Malone.

*Pictured, bottom:*

Children locate the 'missing' dinosaur.

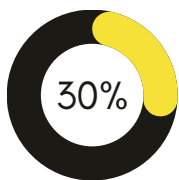


## Recruitment Efforts and Agency Diversity

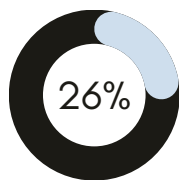
In FY 2024, the State Parole Board introduced its “Promoting Diversity in Law Enforcement Recruiting and Hiring” plan, which is available on the agency’s website. The State Parole Board seeks to have a diverse group of Parole Officers who are representative of the region we serve -- the State of New Jersey. To this end, the State Parole Board is committed to the recruitment and hiring of individuals from diverse backgrounds to ensure that our law enforcement officers continue to reflect the demographic makeup of the State.

During FY 2024, the State Parole Board participated in 63 law enforcement recruitment events, including the New Jersey Asian American Law Enforcement Officers Association Recruitment & Outreach Picnic, the U.S. Department of Labor Hiring Event for Individuals with Disabilities and Service Connected Veterans, the Philadelphia Police Department Diversity and Inclusion Career Fair, and the Brookdale Community College Minority Male Initiative.

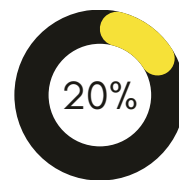
### Agency Diversity



Female  
Officers



Hispanic  
Officers



African  
American  
Officers



Representatives of the Law Enforcement Training and Recruitment Unit pictured in front of the State Parole Board’s Central Office location entrance.

From bottom left, clockwise, to bottom right: Senior Parole Officers Marquis Barron, Chevon Thomas, Dayna Diaz, and Miguel Perez.

# New Jersey State Parole Board

## Looking Forward

### Community Affairs Unit

By FY 2026, the Community Affairs Unit plans to place at least one Social Worker Trainee in each of the District Parole Offices. As Social Worker Trainees build networks of resources, the Unit plans to develop county-specific guidebooks that can be utilized by Parole Officers and parolees that list available, local resources such as shelters, food pantries, employment assistance, assistance obtaining documentation, mental health and substance use treatment providers, and faith-based organizations.

The Office of Gender Responsive Services plans to hold several trainings on working with female and/or LGBTQ+ identified parolees. The Office further plans to enhance services for women by adopting a female-specific risk-needs assessment.

The reentry simulation planned for FY 2024 has been rescheduled for FY 2025.

### Veterans Initiative

As the State Parole Board moves forward into FY 2025, the agency will remain committed to recognizing the service and sacrifice of our Veterans. The agency will support our Veterans by continuing to connect them to appropriate resources, and through networking with our valued Veteran service organization and law enforcement stakeholder partners. Together we can ensure successful outcomes for our Veteran parolees, or pro-active support to other Veterans in the community requiring help and resources. Thus, staying true to our agency mission of innovative reentry support and protecting the citizens of the State of New Jersey.



## Looking Forward: Agency Initiatives



The New Jersey State Parole Board is committed to being a leader in reentry nationwide. The Research and Grants Section will apply for a second round of funding under the Comprehensive Opioid, Stimulant, and Substance Use program award, and will continue to apply for other grant funding to offer parolees resources that have been demonstrated to be effective in bolstering successful reintegration, reducing recidivism, and increasing public safety.

### Employee Wellness

With the establishment of the EMPOWER Program in FY 2024, the State Parole Board began identifying trainings that will bolster resources for all Parole Officers which will help Resiliency Program Officers better assist their colleagues. In FY 2025, the State Parole Board will host ASIST Suicide Intervention training and will host a training on officer burnout and resiliency.

While civilian staff assist with the EMPOWER Program and have participated in wellness trainings, in FY 2025 the State Parole Board will establish a more robust civilian branch of the EMPOWER Program. Further, a civilian staff member who is a Certified Mental Health First Aid Instructor will offer one or more in-person or virtual Mental Health First Aid Certification trainings to interested agency employees.

### Additional Community Outreach

Continuing to educate the public about the State Parole Board is a priority of the agency. The State Parole Board plans to strengthen community relations by networking with other law enforcement groups, participating in local community events, and conducting outreach to teach students about parole.

# Appendix A

## Incarcerated Persons Parole Statistics (State)

<b>Initial Hearing</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Scheduled	3,543	3,388	4,458	<b>4,133</b>
Conducted	3,258	3,160	3,691	<b>3,513</b>
Referred to Panel	3,239	2,389	3,038	<b>2,938</b>
Recommended for APR		662*	641*	<b>574*</b>
<b>*Two-Member Panels</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Scheduled	4,208	3,507	4,127	<b>3,991</b>
Decided	3,376	3,090	3,682	<b>3,564</b>
APR Certified		747	721	<b>623</b>
Parole Denied	1,672	1,244	1,405	<b>1,389</b>
Parole Granted	1,704	1,099	1,556	<b>1,552</b>
<b>Three-Member Panels</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Decided Establish F.E.T.	43	26	20	<b>15</b>

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

## Appendix A

### Incarcerated Persons Parole Statistics (State), Continued

<b>Full Board</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Decided	25	30	49	<b>52</b>
Parole Denied	10	8	11	<b>13</b>
Parole Granted	15	22	38	<b>39</b>

## Appendix B

### Incarcerated Persons Parole Statistics (County)

<b>Panel Hearings</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Scheduled	438	491	568	<b>621</b>
Decided	365	401	444	<b>495</b>
Parole Denied	174	184	190	<b>232</b>
Parole Granted	191	217	254	<b>263</b>
Not Feasible	58	63	64	<b>126</b>

## Appendix C

### Legal Support Unit Statistics

<b>Types of Conditions Processed</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Community Supervision for Life	131	175	203	<b>212</b>
Electronic Monitoring	361	239	105*	<b>0*</b>
Curfew	316	459	397	<b>452</b>
GPS Monitoring	469	579	518	<b>566</b>
No Internet	50	108	61	<b>80</b>
No Social Networking	49	114	80	<b>112</b>

\*Electronic Monitoring was discontinued in May 2023.

## Appendix D

### Appeals Statistics

<b>Appeals Processed</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Full Board Appeals	803	549	605	<b>537</b>
Other	255	260	206	<b>210</b>

## Appendix E

### Revocation Hearing Unit Statistics

<b>Adult and Young Adult Panel Decisions</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
*Revocation Decisions	1,173	1,318	1,442	<b>1,477</b>
Continued on Parole	234	291	305	<b>347</b>
Parole Revoked	939	1,027	1,137	<b>1,130</b>

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



## Appendix F

### Division of Parole Statistics

Offender Supervision	FY 2021	FY 2022	FY 2023	FY 2024
General Parole Supervision	12,375	12,478	12,959	<b>12,792</b>
Community Supervision for Life	2,783	2,711	2,532	<b>2,525</b>
GPS Monitoring	300	283	362	<b>575</b>
Electronic Monitoring	132	104	18*	<b>0*</b>
Total Number Supervised	15,590	15,576	15,871	<b>15,892</b>

\*Electronic Monitoring was discontinued in May 2023.

## Appendix G

### Community Programs Participation Statistics

<b>Contracted Residential Community Programs</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Mutual Agreement Programs (MAP)	265	319	247	<b>253</b>
Stages to Enhancing Parolee Success (STEPS)	293	334	576	<b>760</b>
Reentry Substance Abuse Programs (RESAP)	534	761	914	<b>791</b>
Total Residential Placements	1,092	1,414	1,737	<b>1,804</b>
<b>Non-residential Community Programs</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>
Community Resource Centers (CRC)	1,052	953	1,337	<b>1,049</b>
MAP Outpatient	*3,391	*3,146	*3,366	<b>*3,394</b>

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

# New Jersey State Parole Board

## District Parole Offices

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

# New Jersey State Parole Board

## District Parole Offices

<u>District Parole Office</u>	<u>Telephone Number</u>	<u>Counties</u>
District Parole Office 17 Community Programs Supervision Unit 171 Jersey Street, Building # 2 P.O. Box 862 Trenton, NJ 08625	(609) 826-5319	All Counties
District Parole Office 18 Parole Communications Center 25 S. Stockton St., 4 <sup>th</sup> Floor Trenton, NJ 08608	(800) 668-7025	All Counties
District Parole Office 18 Parole Response Team 25 S. Stockton St., 4 <sup>th</sup> Floor Trenton, NJ 08608	(609) 376-0447	All Counties
District Parole Office 20 Office of Interstate Services 171 Jersey Street, Building # 2 P.O. Box 862 Trenton, NJ 08625	(609) 376-0235	All Counties



### **New Jersey State Parole Board**

Philip D. Murphy, Governor

Tahesha L. Way, Lieutenant Governor

Samuel J. Plumeri, Jr., Chairman

Ronald L. Slaughter, Vice Chairman

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