



Internal Affairs Report

Submitting Agency: NJ State Parole Board

Reporting Period: January 1st - December 31st

Internal Affairs: 2025 Snapshot

Top-line facts and figures for Internal Affairs cases closed in 2025

	# allegations	# initial allegations sustained	# other allegations sustained	# all other dispositions
Criminal violation	0	0	0	0
Differential treatment	1	0	0	1
Excessive force	4	0	0	4
Improper arrest	0	0	0	0
Improper entry	1	1	0	0
Improper search	0	0	0	0
Domestic violence incident (non-criminal)	1	0	0	1
Demeanor	11	0	0	11
Other rule violation	38	21	0	17
TOTAL	56	22	0	34

Distribution of sources for complaints closed in 2025

	Anonymous	Agency	Civilian
#	0	17	39
%	0%	30%	69%



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Frequency of discipline by type for complaints closed in 2025

<i>Frequency of discipline by type for complaints closed in 2025</i>	
Oral reprimand or performance notice	12
Written reprimand or written warning	3
Monetary fine or loss of pay	0
Suspension without pay	4
Separated while IA pending	0
Demotion or loss of promotion opportunity	0
Discharge from employment	0
Training, coaching, or counseling	1
Loss of time	0
None	1
TOTAL	21

2025 Summary

Total Pending from Prior Years	0
Total Opened	61
Total Closed	56
Total Sustained	22
Total All Other Dispositions	34
Total >180 Days	0
Total Pending at end of 2025	5



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2025: Cases Opened and Closed, All Allegations

Complaints OPENED by Most Serious Initial Allegation

	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
Most serious <i>initial</i> allegation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Criminal violation	0	0	0	1	0	0	1	0	0
Differential treatment	0	0	0	0	1	0	0	1	0
Excessive force	0	0	0	0	4	0	0	1	0
Improper arrest	0	0	0	0	0	0	0	0	0
Improper entry	0	0	0	1	0	0	1	0	0
Improper search	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	1	0	0	1	0	0
Demeanor	0	0	0	0	11	0	0	1	0
Other rule violation	0	0	0	15	27	0	1.2	1.04	0



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	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
Most serious <i>initial</i> allegation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
TOTAL	0	0	0	18	43	0	1.17	1.02	0



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Complaints CLOSED by Most Serious Initial Allegation

Most serious <i>initial</i> allegation	Top-line numbers			Source of Complaint			Criminal Outcome				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Criminal violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Differential treatment	1	28	0	0	1	0	0	0	0	0	0	0	1	0
Excessive force	4	48.5	0	0	4	0	0	0	0	0	2	0	0	2
Improper arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Improper entry	1	114	0	1	0	0	0	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	1	36	0	1	0	0	0	0	0	0	0	0	0	1
Demeanor	11	37	0	0	11	0	0	0	0	0	3	1	7	0
Other rule violation	38	61.37	1	15	23	0	0	0	0	0	1	2	10	4
TOTAL	56	55.55	1	17	39	0	0	0	0	0	6	3	18	7



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2025: Cases Closed, All Allegations

Comparison of Initial and Sustained Allegations

Most serious <i>initial</i> allegation	Total Initial Allegations	Total Sustained by Most Serious Sustained Allegation									Total All Other Dispositions
		Excessive Force	Improper Arrest	Improper Entry	Improper Search	Criminal Violation	Differential Treatment	Demeanor	Domestic Violence	Other Rule Violation	
Criminal violation	0	0	0	0	0	0	0	0	0	0	0
Differential treatment	1	0	0	0	0	0	0	0	0	0	1
Excessive force	4	0	0	0	0	0	0	0	0	0	4
Improper arrest	0	0	0	0	0	0	0	0	0	0	0
Improper entry	1	0	0	1	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	1	0	0	0	0	0	0	0	0	0	1
Demeanor	11	0	0	0	0	0	0	0	0	0	11
Other rule violation	38	0	0	0	0	0	0	0	0	21	17
TOTAL	56	0	0	1	0	0	0	0	0	21	34



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Most serious <u>sustained</u> allegation	Internally Sustained Source of Complaint			Average # Sustained Complaints / Source of Complaint			Criminal Sustained Complaints Source of complaint			Average Length (days) Disposition of most serious allegation	
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Sustained	All Other Dispositions
Criminal violation	0	0	0	0	0	0	0	0	0	0	0
Differential treatment	0	0	0	0	0	0	0	0	0	0	28
Excessive force	0	0	0	0	0	0	0	0	0	0	48.5
Improper arrest	0	0	0	0	0	0	0	0	0	0	0
Improper entry	1	0	0	1	0	0	0	0	0	114	0
Improper search	0	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0	0	0	0	0	0	0	36
Demeanor	0	0	0	0	0	0	0	0	0	0	37
Other rule violation	13	8	0	1.2 3	1.75	0	0	0	0	80.86	37.29
TOTAL	14	8	0	1.2 1	1.75	0	0	0	0	82.36	38.21



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2025: Cases Opened and Closed, Alleged Other Rule Violations

Complaints OPENED by Alleged Other Rule Violation

Most serious <i>alleged</i> rule violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	0	0	0	0	3	0	0	1	0
DUI/DWI on duty	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0
False Documentation/F alsifying A Report	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	0	0	0	0	0	0	0	0
Improper supervision or failure to supervise	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	0	0	0	2	0	0	2.5	0	0
Neglect of duty	0	0	0	0	3	0	0	1	0



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Most serious <i>alleged</i> rule violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
DUI or DWI off duty	0	0	0	0	1	0	0	1	0
Preventable MV accident	0	0	0	0	0	0	0	0	0
Vehicular pursuit policy violation	0	0	0	0	0	0	0	0	0
Use of force policy violation	0	0	0	0	0	0	0	0	0
BWC/MVR Violation	0	0	0	0	0	0	0	0	0
Attendance issues	0	0	0	0	0	0	0	0	0
Loss of or failure to safeguard agency property	0	0	0	3	0	0	1	0	0
Other departmental rule violation	0	0	0	10	20	0	1	1.05	0
Totals	0	0	0	15	27	0	1.4	1.63	0



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Complaints CLOSED Categorized by Alleged Other Rule Violation

Most serious <i>alleged</i> rule violation	Total closed	Top-Line Numbers		Source of Complaint			Criminal Outcome				Internal Disciplinary Outcome			
		Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Drug test failure	3	6.67	0	0	3	0	0	0	0	0	0	0	0	3
DUI/DWI on duty	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0
False Documentation/Falsifying A Report	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Improper supervision or failure to supervise	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	2	74.5	0	2	0	0	0	0	0	0	0	0	0	0
Neglect of duty	3	24	0	0	3	0	0	0	0	0	0	0	3	0
DUI or DWI off duty	1	58	0	0	1	0	0	0	0	0	0	0	0	0
Preventable MV accident	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vehicular pursuit policy violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0



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Most serious <i>alleged</i> rule violation	Total closed	Top-Line Numbers		Source of Complaint			Criminal Outcome				Internal Disciplinary Outcome			
		Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Use of force policy violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BWC/MVR violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Attendance issues	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Loss of or failure to safeguard agency property	3	50.33	0	3	0	0	0	0	0	0	0	1	0	0
Other departmental rule violation	26	72.38	1	10	16	0	0	0	0	0	1	1	7	1
Totals	38	61.37	1	15	23	0	0	0	0	0	1	2	10	4



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2025: Cases Closed, Alleged Other Rule Violations

SUSTAINED Complaints by Sustained Other Rule Violation

Most serious <i><u>sustained</u></i> rule violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	0	0	0	0	0	0	0	0	0
DUI/DWI on duty	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0
False Documentation/F alsifying A Report	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	2	0	0	3.5	0	0	0	0
Improper supervision or failure to supervise	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	1	0	0	1	0	0	0	0	0
Neglect of duty	0	0	0	0	0	0	0	0	0
DUI or DWI off duty	0	0	0	0	0	0	0	0	0
Preventable MV accident	0	0	0	0	0	0	0	0	0



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Most serious <u>sustained</u> rule violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Vehicular pursuit policy violation	0	0	0	0	0	0	0	0	0
Use of force policy violation	0	0	0	0	0	0	0	0	0
BWC/MVR violation	0	1	0	0	1	0	0	0	0
Attendance issues	0	0	0	0	0	0	0	0	0
Loss of or failure to safeguard agency property	2	0	0	2.5	0	0	0	0	0
Other departmental rule violation	10	5	0	1	1.2	0	0	0	0
Totals	13	8	0	1.23	1.75	0	0	0	0



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Initial allegations resulting in a sustained charge, by alleged other rule violation

Most serious <i>initial</i> alleged rule violation	# complaints		Average case length (days)	
	Disposition of most serious initial allegation		Disposition of most serious initial allegation	
	Sustained	All Other Dispositions	Sustained	All Other Dispositions
Drug test failure	0	3	0	6.67
DUI/DWI on duty	0	0	0	0
EEO	0	0	0	0
False Documentation /Falsifying A Report	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	0	0	0
Improper supervision or failure to supervise	0	0	0	0
Insubordination or disobeying an order	2	0	74.5	0
Neglect of duty	0	3	0	24
DUI or DWI off duty	1	0	58	0



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Most serious <i>initial</i> alleged rule violation	# complaints		Average case length (days)	
	Disposition of most serious initial allegation		Disposition of most serious initial allegation	
	Sustained	All Other Dispositions	Sustained	All Other Dispositions
Preventable MV accident	0	0	0	0
Vehicular pursuit policy violation	0	0	0	0
Use of force policy violation	0	0	0	0
BWC/MVR violation	0	0	0	0
Attendance issues	0	0	0	0
Loss of or failure to safeguard agency property	2	1	57	37
Other departmental rule violation	16	10	86.06	50.5
Totals	21	17	80.86	37.29



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2025: Cases Opened and Closed, Alleged Criminal Violations

Complaints OPENED Categorized by Alleged Criminal Violation

Most serious <i>alleged</i> criminal violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	1	0	0	1	0	0
Assault	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0
False Documentation	0	0	0	0	0	0	0	0	0



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Most serious <i>alleged</i> criminal violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
/Falsifying A Report									
Other criminal violation	0	0	0	0	0	0	0	0	0
Totals	0	0	0	1	0	0	1	0	0



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Complaints CLOSED Categorized by Alleged Criminal Violation

Most serious alleged criminal violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0	0	0	0	0	0
False Documentation/Falsifying A Report	0	0	0	0	0	0	0	0	0	0	0	0	0	0



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Most serious <i>alleged</i> criminal violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Other criminal violation	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2025: Cases Closed, Alleged Criminal Violations

SUSTAINED Complaints Categorized by Alleged Criminal Violation

Most serious <i>sustained</i> criminal violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0



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Most serious <i>sustained</i> criminal violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Domestic violence	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0
False Documentation/Falsifying A Report	0	0	0	0	0	0	0	0	0
Other criminal violation	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Initial allegations resulting in a sustained charge, by alleged criminal violation



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Most serious <u>alleged</u> criminal violation	# complaints		Average case length (days)	
	Disposition of most serious allegation		Disposition of most serious allegation	
	Sustained	All Other Dispositions	Sustained	All Other Dispositions
Sexual assault / Criminal sexual violation	0	0	0	0
Domestic violence	0	0	0	0
Assault	0	0	0	0
Harassment or stalking	0	0	0	0
Theft	0	0	0	0
Property damage or criminal mischief	0	0	0	0
False Documentation/Falsifying A Report	0	0	0	0
Other criminal violation	0	0	0	0
Totals	0	0	0	0



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2025: Discipline Issued

Discipline by most serious sustained allegation

All allegations	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Discharge From Employment	Training, coaching, or counseling	Loss of time	None	Total disciplined
Criminal violation	0	0	0	0	0	0	0	0	0	0	0
Differential treatment	0	0	0	0	0	0	0	0	0	0	0
Excessive force	0	0	0	0	0	0	0	0	0	0	0
Improper arrest	0	0	0	0	0	0	0	0	0	0	0
Improper entry	1	0	0	0	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0	0	0	0	0	0	0	0
Demeanor	0	0	0	0	0	0	0	0	0	0	0
Other rule violation	11	3	0	4	0	0	0	1	0	1	9
ALL ALLEGATIONS TOTAL	12	3	0	4	0	0	0	1	0	1	21
	Rule violations										
Drug test failure	0	0	0	0	0	0	0	0	0	0	0
DUI/DWI on duty	0	0	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0	0	0



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<i>All allegations</i>	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Discharge From Employment	Training, coaching, or counseling	Loss of time	None	Total disciplined
False Documentation/Falsifying A Report (Non-Criminal)	0	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	1	0	1	0	0	0	0	0	0	2
Improper supervision or failure to supervise	0	0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	0	0	0	1	0	0	0	0	0	0	1
Neglect of duty	0	0	0	0	0	0	0	0	0	0	0
DUI or DWI off duty	0	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	0	0	0	0	0	0	0	0	0	0	0
Vehicular pursuit policy violation	0	0	0	0	0	0	0	0	0	0	0
Use of force policy violation	0	0	0	0	0	0	0	0	0	0	0
BWC/MVR violation	1	0	0	0	0	0	0	0	0	0	1



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<i>All allegations</i>	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Discharge From Employment	Training, coaching, or counseling	Loss of time	None	Total disciplined
Attendance issues	0	0	0	0	0	0	0	0	0	0	0
Loss of or failure to safeguard agency property	2	0	0	0	0	0	0	0	0	0	2
Other departmental rule violation	8	2	0	2	0	0	0	1	0	1	14
ALL RULE VIOLATIONS SUBTOTAL	11	3	0	4	0	0	0	1	0	1	20
<i>Criminal violations</i>											
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0	0	0



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<i>All allegations</i>	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Discharge From Employment	Training, coaching, or counseling	Loss of time	None	Total disciplined
False Documentation/Falsifying A Report	0	0	0	0	0	0	0	0	0	0	0
Other criminal violation	0	0	0	0	0	0	0	0	0	0	0
ALL CRIMINAL VIOLATIONS SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0