



OLEPS

OFFICE OF LAW ENFORCEMENT PROFESSIONAL STANDARDS

Fourth Public Aggregate Misconduct Report *April 2016*



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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 on the New Jersey State Police's (State Police) misconduct investigations. These reports are required to include 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 for January 1 to December 31, 2014, and trends in misconducts from 2011 to 2014. The report provides an overview of the misconduct process as conducted by the State Police and details aggregated misconduct data for the reporting period. This report details the following: total number of cases opened within a given time period; the total number of misconduct cases closed within a given time period; the disposition for each closed case; and several other measures designed to more fully illustrate the State Police's internal disciplinary process.

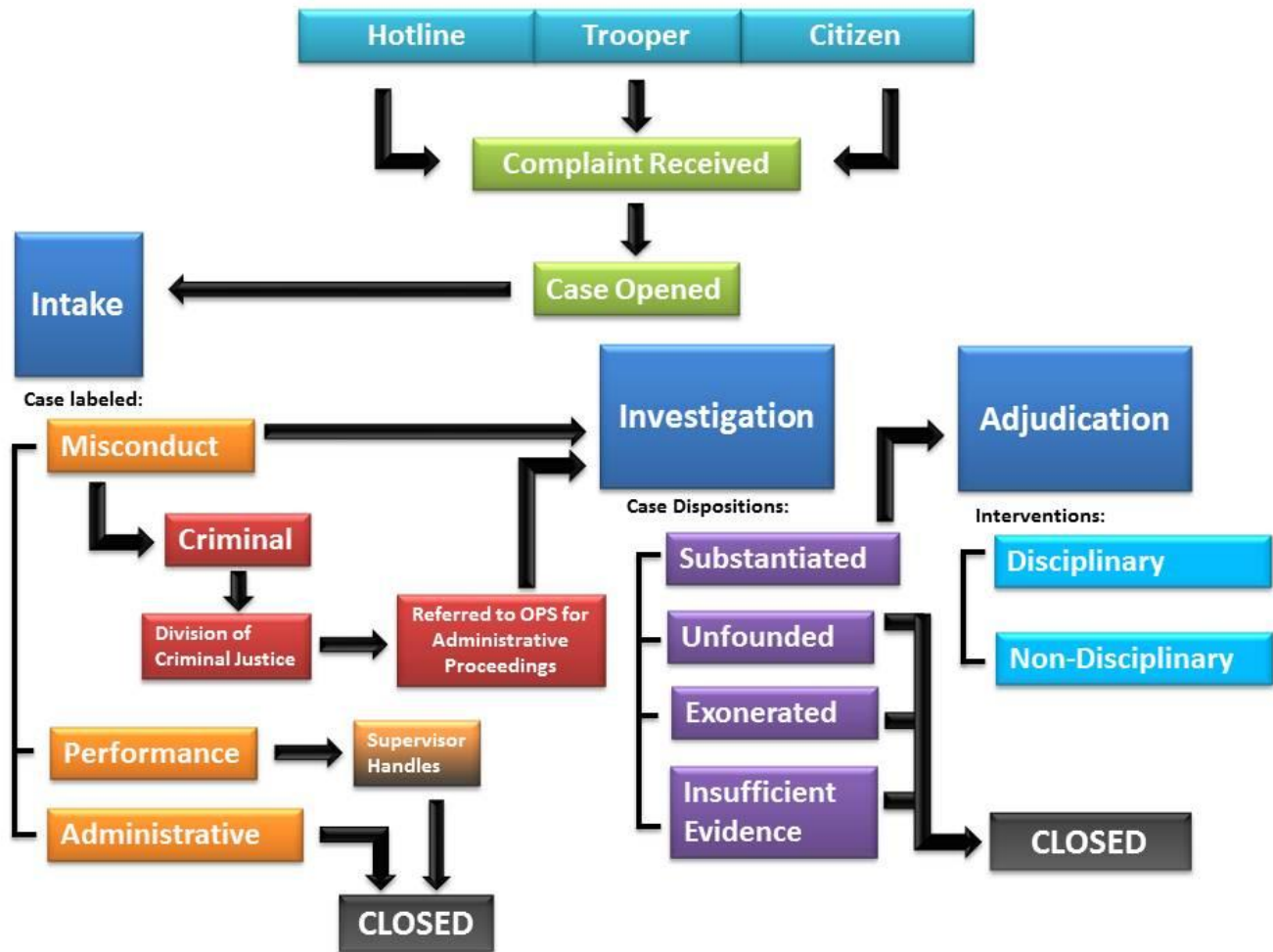
Publication of this report continues fulfillment of the requirements of the Act and OLEPS' goals of improving transparency, integrity, and awareness in law enforcement and the State Police.

Misconduct Process

The Office of Professional Standards (OPS) is the Division Unit tasked with investigating alleged misconduct of enlisted members of the State Police. The process of receiving a complaint to the closing of a misconduct case can be lengthy and is dependent upon a number of factors inherent in the complaint. Generally, when a complaint is received, OPS makes a determination of whether the complaint warrants an investigation. Once the investigation has begun, the specifics of the complaint and case dictate the process of the investigation, and ultimately, the disposition.

Figure One outlines the process for complaints received by OPS, detailing the process from receipt of complaint to final outcomes of cases.

Figure One: Workflow of the Office of Professional Standards



How are complaints received?

- Complaints or allegations of misconduct are received in a number of ways: a call may be received on the NJSP 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 any trooper, or another trooper may file a complaint/misconduct allegation against another trooper.

What happens to complaints?

- Regardless of the method received, all complaints are reviewed and assessed by OPS Intake staff. The Intake Unit reviews the complaint and can then make several determinations: to administratively close the case, label it as a criminal incident, a performance issue, or a misconduct case.
- A case is administratively closed when it is determined that there is no indication a trooper violated criminal laws, NJSP rules and regulations, or written orders. Administratively closed cases do not proceed any further.

- Performance issues are determined to be issues of job performance, best addressed by a trooper's supervisor within the chain of command.
- Criminal incidents are handled by the Division of Criminal Justice or local prosecutors' offices prior to OPS action.
- Misconduct cases are investigated internally by OPS.

Brief overview of the misconduct investigation process

- The misconduct investigation process is an attempt to determine whether the allegations of misconduct are true. These cases typically involve multiple allegations and may involve one or more troopers. Because allegations can be very specific (*i.e.*, disparate treatment v. racial profiling), the allegations are classified according to a classification system outlined in Appendix One.
- The investigation process may involve speaking with the individual who filed the complaint or any 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 deemed complete, OPS will apply one of the following dispositions based on a preponderance of evidence: substantiated, unfounded, exonerated, or insufficient evidence.¹ Substantiated cases are passed to the adjudication office within OPS to determine appropriate consequences of the misconduct.

Brief overview of adjudication process

- After a disposition has been assigned to a case following an investigation, the adjudication process begins. For a given case, a trooper may receive disciplinary or non-disciplinary interventions. These interventions are reviewed for legal sufficiency and must be based on the facts and circumstances of the case and the trooper's past misconduct history.²

Report Methodology

This report details the volume of activity handled by OPS for 2014. This report provides aggregate analysis on misconduct investigations opened in 2014. This report also provides an overview of misconduct, performance, and administrative cases that were closed in 2014, regardless of the date they were opened.

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.

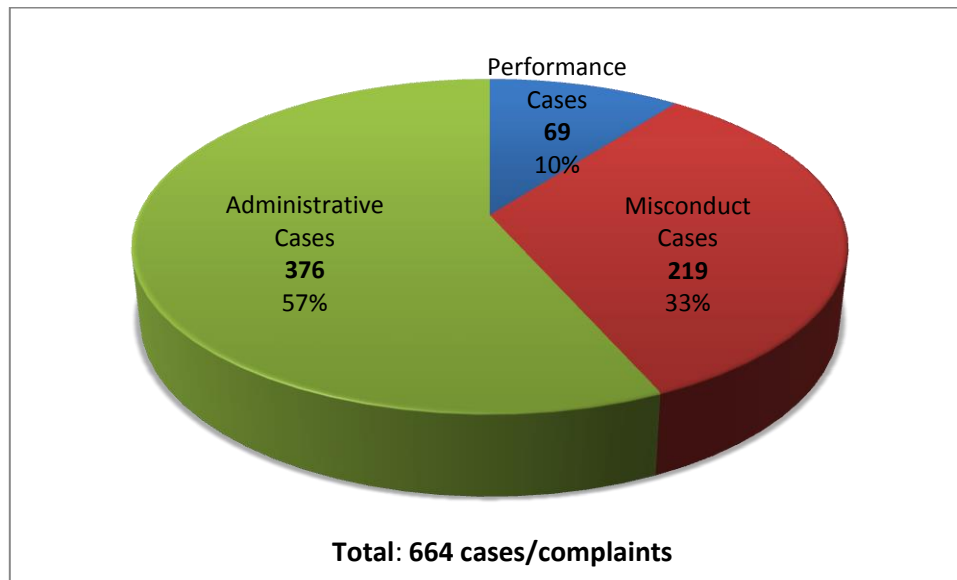
Insufficient evidence (formerly unsubstantiated) - where there is insufficient evidence to determine whether the alleged misconduct occurred.

² During this review, OLEPS has full access to the involved trooper's disciplinary history. This is evaluated in conjunction with the evidence developed by the investigation before disciplinary charges are filed and a penalty recommended.

Data

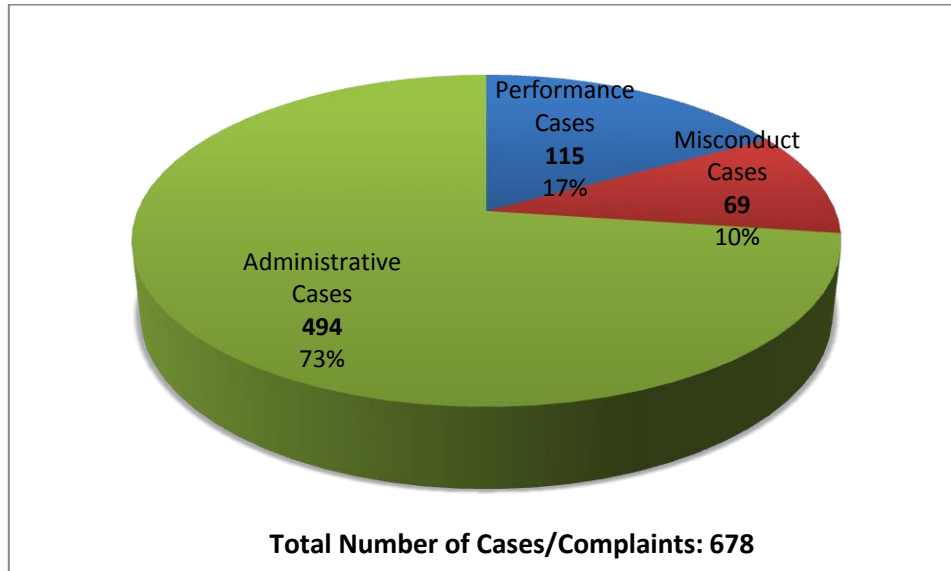
OLEPS collected data on all misconduct cases received, all misconduct cases closed, administrative cases closed, and performance investigations completed from January 1, 2014 to December 31, 2014. The requested information includes: the dates the incidents occurred; were received; were opened; date investigations were completed; and were closed. Also included are the allegations, allegation outcomes, classifications, and the number of troopers involved in each case. In 2014, OPS received a total of 664 complaints. Of these 664 complaints, 219 are misconduct cases, 376 administrative cases, and 69 performance cases.

Figure Two: Cases Opened in 2014



A case may be opened in a given year and closed in any subsequent year, dependent on the investigation, allegations, and principals. Consequently, the cases opened in 2014 were not necessarily the same cases closed in 2014. In 2014, OPS closed 678 cases/complaints. Similar to the volume of cases opened, the majority of closed cases, 73%, were identified as administrative cases. Less than 20% of closed cases were performance cases and only 10% of closed cases were misconduct cases. Thus, the bulk of cases closed are administrative or performance issues rather than misconduct cases.

Figure Three: Cases Closed in 2014

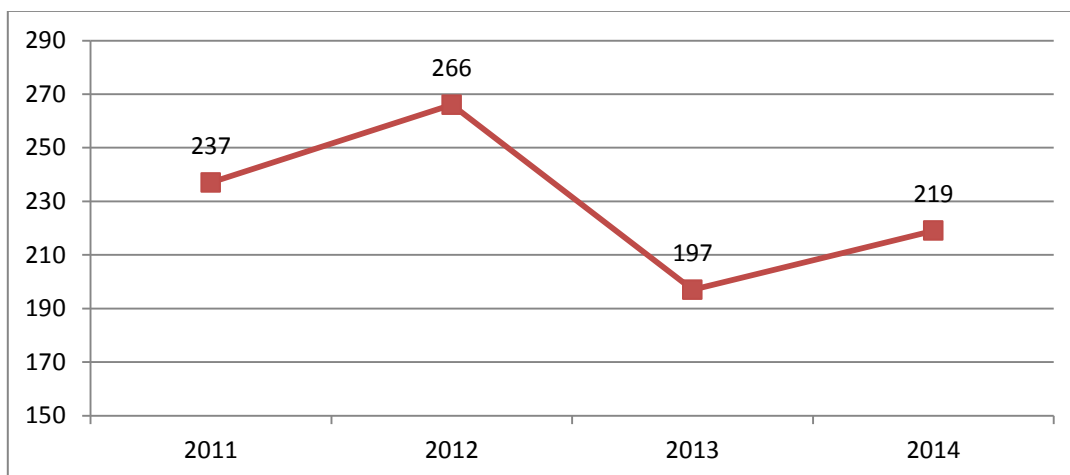


Analysis

Misconduct Cases Received in 2014

In 2014, OPS opened a total of 219 misconduct cases, a slight increase from the 197 misconduct cases opened in 2013. Figure Four depicts the trend of the number of misconduct investigations opened in each year. There were 219 misconduct cases opened in 2014, an 11% increase from 2013. This total number remains lower than the number opened in the previous four reporting periods. The increase is likely the result of the addition of several classes of new troopers in late 2013 and early 2014.

**Figure Four: Trends in the Number of Misconduct Cases Opened
2011-2014**



Misconduct cases are generated from complaints made from either external, internal, or anonymous sources to the State Police. Similar to the previous year, the majority of misconduct cases stem from external complaints, those made by citizens. In 2014, 132 misconduct cases (60%) originated in external complaints, while 87 misconduct cases (40%) developed from internal complaints. Figure Five shows the proportions of cases that are internally or externally generated by year. Compared to previous years, there was a higher proportion of internally generated complaints in 2014 than any previous reporting period.

Figure Five: Misconduct Cases Received By Source
 2011-2014

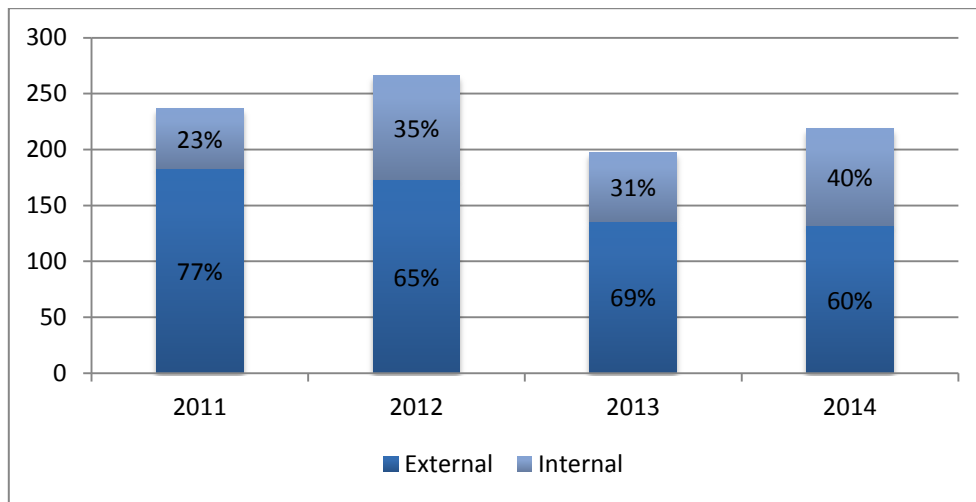


Figure Six depicts the number of misconduct cases OPS received by month, in 2014. The number of cases fluctuates each month with no discernable pattern. For example, OPS received 23 cases in June 2014 while only receiving 15 cases in March 2014.

Figure Six: Date Misconduct Cases Received
 2014

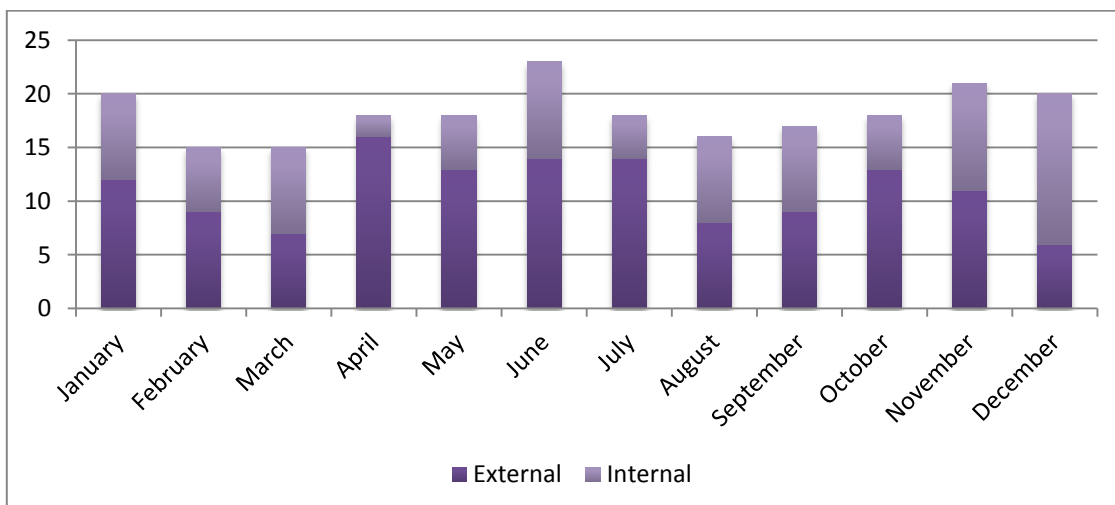
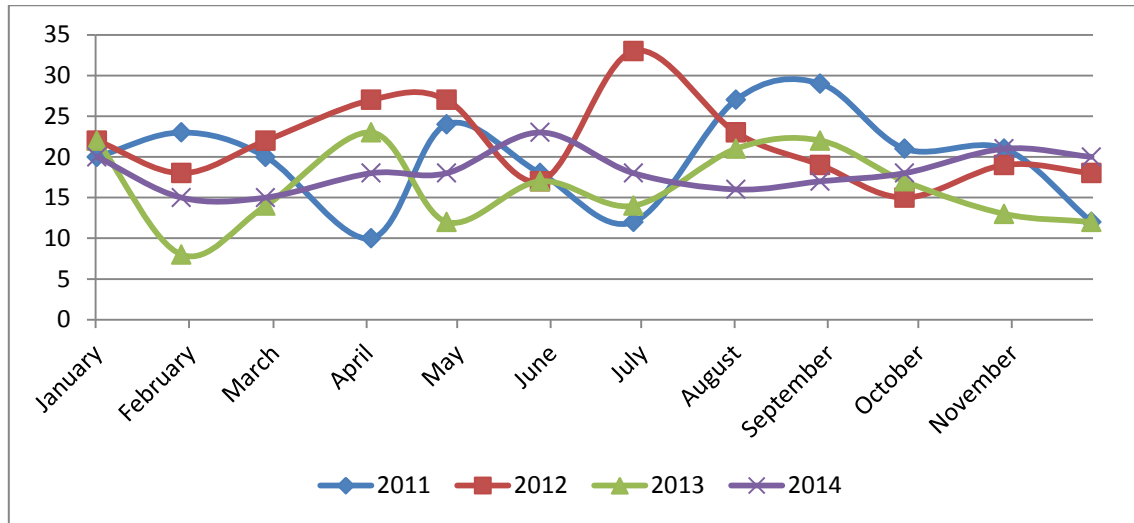


Figure Seven compares the dates of cases received in 2011, 2012, 2013, and 2014. Based on this figure, there does not appear to be any pattern of when OPS receives cases. For example, the highest number of cases received in a month in each year differs. In 2011, the highest number of cases was received in September, in July for 2012, in April for 2013, and in June for 2014. In 2014, the number of cases received each month was more consistent than in previous years.

Figure Seven: Misconduct Cases Received
 2011- 2014



*Case Status*³

The lifespan of misconduct cases varies depending on the circumstances of each case. Each case is unique, unveiling varying numbers of principals and allegations. Additionally, some cases are deemed priority and, as such, are opened and closed quickly, while other misconduct cases remain open. Of the 219 cases opened in 2014, as of April 2015, 45 cases had investigations that were completed. A review of the findings and adjudication were the only remaining steps of the investigative process. Sixty-four cases opened in 2014 were under supervisory review in the Investigation Bureau. Of cases not forwarded for supervisory review or adjudication, eight were suspended cases.⁴ The remaining 102 cases opened in 2014 are the only cases that remain under active investigation, a decrease from 114 cases in 2013.

³ All determinations of case status were made in April 2015 when the data were obtained from OPS and IAPro (Internal Affairs Professional, the database used by OPS to document and track cases).

⁴ Cases may become suspended due to pending criminal investigations or under legal review. These cases must remain suspended until the completion of the criminal review process.

Table One: Status of Misconduct Cases Opened

2014		
Status	Number of Cases	Number of Allegations
Active	102	293
Completed	45	69
Supervisory Review	64	156
Suspended	8	19
Total	219	537

Age of Cases

In general, it is possible for a misconduct case to be opened for an incident that occurred on that day or any day prior to the opened date. Therefore, allegations of misconduct received in 2014 by OPS can include incidents that occurred prior to 2014. The majority of cases opened in 2014 occurred within the same year; 167 misconduct cases opened in 2014 occurred at some point in 2014. Of the 219 misconduct cases opened in 2014, 18 cases occurred sometime prior to January 1, 2014. Of these 18 cases, more than half (11) occurred in the prior year. Additionally, there were 34 cases opened in 2014 that did not list a date of incident.⁵

Trooper Assignment

Troopers are assigned to a variety of stations, units, and administrative positions. Depending on the nature of the assignments, some troopers have more frequent and direct contact with the public, while other assignments are removed from public contact. Troopers with higher levels of citizen contact may be more likely to receive misconduct complaints than others by virtue of this contact. Accordingly, it is important to examine the number of complaints received by trooper assignment.

Table Two depicts the distribution of complaints across stations. The table indicates the number and percent of misconduct cases that named at least one trooper at each station as well as the number and percent of troopers named in any cases. The total numbers in this table are greater than the number of cases opened because each case may involve multiple troopers, and thus multiple stations can be involved in the same case. For this reason, the total number of troopers is also higher than the total number of cases.

The complaints are generally distributed evenly across stations. In the past, no single station accounted for more than 5% of the total number of misconduct cases received or total number of troopers named that year. However, in 2014, troopers assigned at Sussex station accounted for slightly more than 5% of the total number of troopers involved in misconduct cases opened in 2014. Sussex station had the highest number of troopers involved in a case, with 16 troopers (5.13%). This station also had a higher number of cases, 10, as compared to other stations. Moorestown station had the highest number of misconduct cases opened in 2014 with 12 (4.62%), and a comparatively high number of troopers, 14, involved in misconduct cases.

⁵ Dates of incidents may not be recorded because the complaint refers to multiple incidents or the case is the outcome of a previous investigation.

Table Two: Trooper Assignments on Date Complaint Received⁶
 2014

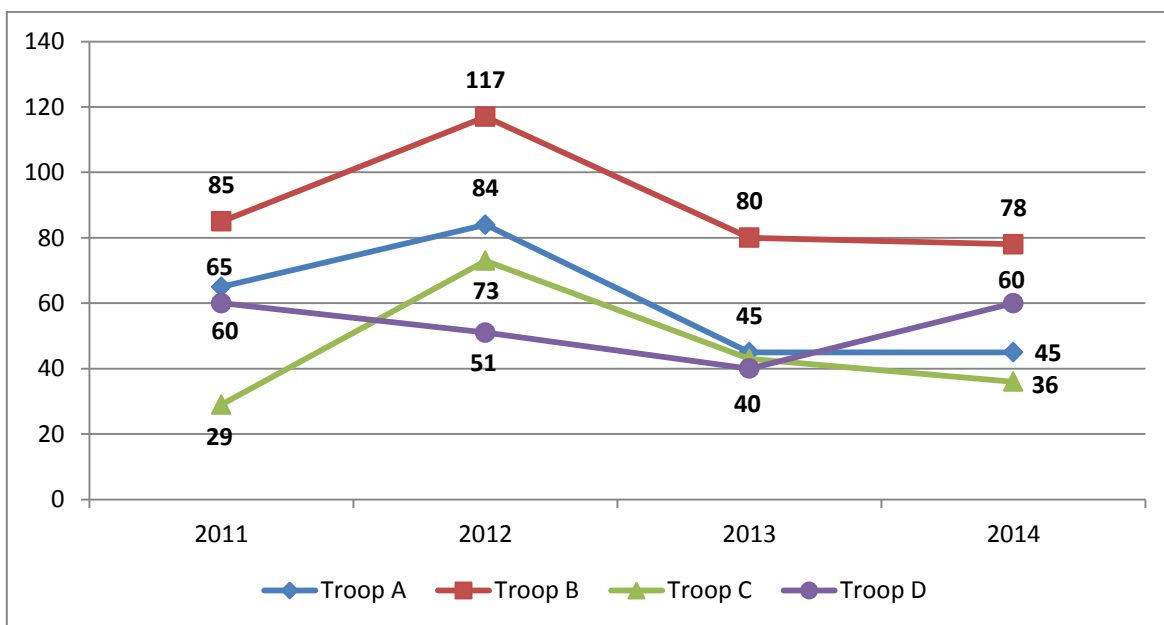
	Station	# of Cases	% of Cases	# of Troopers	% of Troopers
Troop A	Atlantic City	7	2.69%	8	2.56%
	Bellmawr	6	2.31%	8	2.56%
	Bridgeton	9	3.46%	10	3.21%
	Buena Vista	4	1.54%	8	2.56%
	Metro South	1	0.38%	1	0.32%
	Port Norris	1	0.38%	1	0.32%
	Woodstown	4	1.54%	5	1.60%
	Troop A Other	3	1.15%	4	1.28%
	Troop A Total	35		45	
Troop B	Hope	4	1.54%	6	1.92%
	Metro North	9	3.46%	13	4.17%
	Netcong	8	3.08%	10	3.21%
	Perryville	4	1.54%	4	1.28%
	Somerville	9	3.46%	12	3.85%
	Sussex	10	3.85%	16	5.13%
	Totowa	5	1.92%	5	1.60%
	Washington	1	0.38%	1	0.32%
	Troop B Other	8	3.08%	11	3.53%
Troop B Total	58		78		
Troop C	Bordentown	4	1.54%	4	1.28%
	Hamilton	6	2.31%	7	2.24%
	Kingwood	3	1.15%	3	0.96%
	Red Lion	5	1.92%	7	2.24%
	Tuckerton	1	0.38%	1	0.32%
	Troop C Other	11	4.23%	14	4.49%
	Troop C Total	30		36	
Troop D	Bass River	6	2.31%	9	2.88%
	Bloomfield	8	3.08%	8	2.56%
	Cranbury	4	1.54%	4	1.28%
	Holmdel	5	1.92%	6	1.92%
	Moorestown	12	4.62%	14	4.49%
	Newark	7	2.69%	7	2.24%
	Troop D Other	10	3.85%	12	3.85%
	Troop D Total	52		60	
Other	69	26.54%	76	24.36%	
Unknown	16	6.15%	17	5.45%	
Total	260		312		

⁶ Assignment on the date a complaint was received was used because it was more easily ascertainable and more available than the date of the actual incident for all cases. Additionally, the majority of troopers had the same assignment on the date of the incident and the date OPS received the complaint.

Generally, each station averaged about one trooper per case in cases opened in 2014. However, Buena Vista station had the highest number of troopers involved per case, 2. In 2014, Buena Vista station had eight troopers involved in four misconduct cases compared to 2013, where four troopers were involved in two cases. Sussex station also had a higher average, 1.6 troopers per case. These higher average numbers of troopers per case may speak to the policing methods used in these stations, the time of day the incidents occurred, the use of dual patrols, or requests for backup. Further, it is unknown whether a trooper is actively working at their assigned station, on a temporary detachment assignment, or overtime detail, at the time of the incident. Therefore, the concentration of cases at any given station is only a rough estimate and may not necessarily be indicative of station behavior, but rather other assignments.

Figure Eight depicts the trends in the number of individual troopers cited in cases for each troop. With the exception of Troop C, all troops experienced an increase in the number of troopers involved in misconduct cases from the previous reporting period.

Figure Eight: Trends in the Number of Troopers Involved Per Troop
2011-2014



As in previous reporting periods, Troop B continues to have the highest number of troopers involved in misconduct cases. In 2014 there were 78 troopers, 25% of all misconduct cases. Historically, Troop B conducts a high number of motor vehicle stops. Additionally, Troop B's patrol area encompasses an area with a larger and denser population compared to the rest of New Jersey. Thus, the higher number of troopers involved in misconduct cases may be reflective of staff, activity, and public interaction levels. Troop B also experienced a sizeable increase in the number of motor vehicle stops conducted in 2014. In contrast, Troop C had the least number of troopers, 36, involved in misconduct cases in 2014. In past reporting periods, Troop D had the fewest number of troopers involved in misconduct cases. However, Troop D experienced a 50% increase in the number of misconduct cases opened from 2013 to 2014. Figure Eight shows that increase makes Troop D as having the second largest number of troopers involved in misconduct cases.

In 2014, Troop B troopers had the largest proportion of troopers involved in misconduct cases, 25%. Troop B's proportions has ranged from a high of 38% to 25% from 2011 to 2014. Troop C troopers had the smallest proportion this reporting period, 18%. Troop C's proportion of troopers in misconduct cases has ranged from 12% to 22%. Troop A's proportion of troopers involved has decreased since 2011, however did experience a slight increase from 2013 to 2014.

A chi-square test was conducted to determine whether there were significant differences in the number of troopers involved in misconduct cases across troops. There were no statistically significant differences between any of the troops during this reporting period ($p=.01$), likely due to the small numbers of troopers involved in cases.

Case Complexity

The age of an investigation, from opening to closing, is dependent upon a number of factors. However, the complexity of a case is the most important and relevant feature of a case that impacts the investigation. The term "case complexity" in this report refers to the principals cited in a case (number of troopers), the number of allegations against each principal, and the total number of allegations in a case. Each case may involve any combination of number of troopers and number of allegations. In one case, there may be one allegation against multiple troopers or several allegations against each trooper involved.

Figure Nine: Number of Cases, Troopers, and Allegations
2014

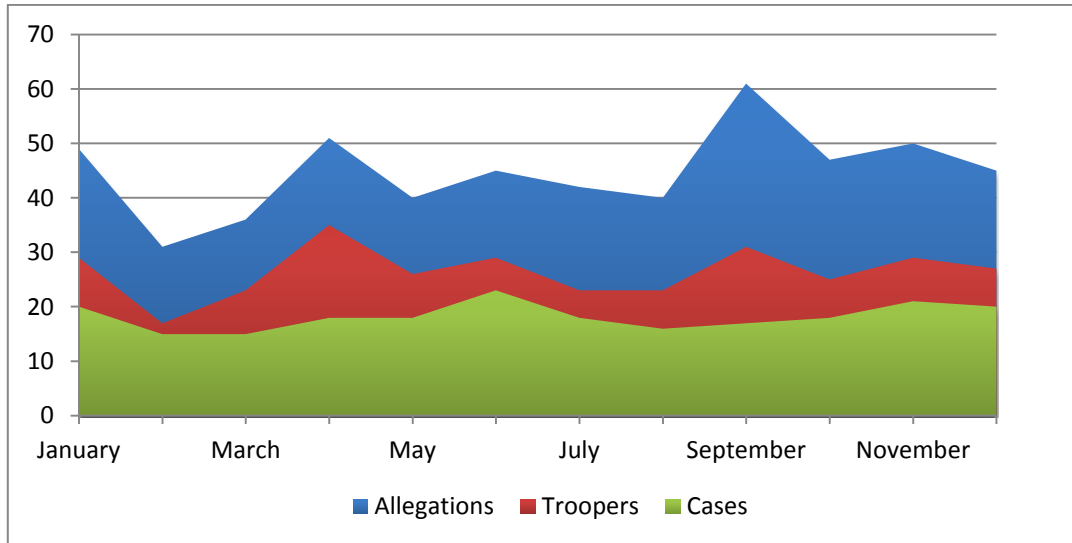


Figure Nine presents the number of cases, troopers involved, and allegations for each month in 2014. Since there can be multiple troopers and/or allegations in a given case, there are fewer cases than there are both troopers and allegations. Each individual trooper involved in a misconduct case can have one or more allegations against him/her. For example, in May 2014, OPS opened 18 cases involving 26 troopers with 40 allegations. 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 Ten: Trends of Allegations, Troopers, and Cases
2011-2014

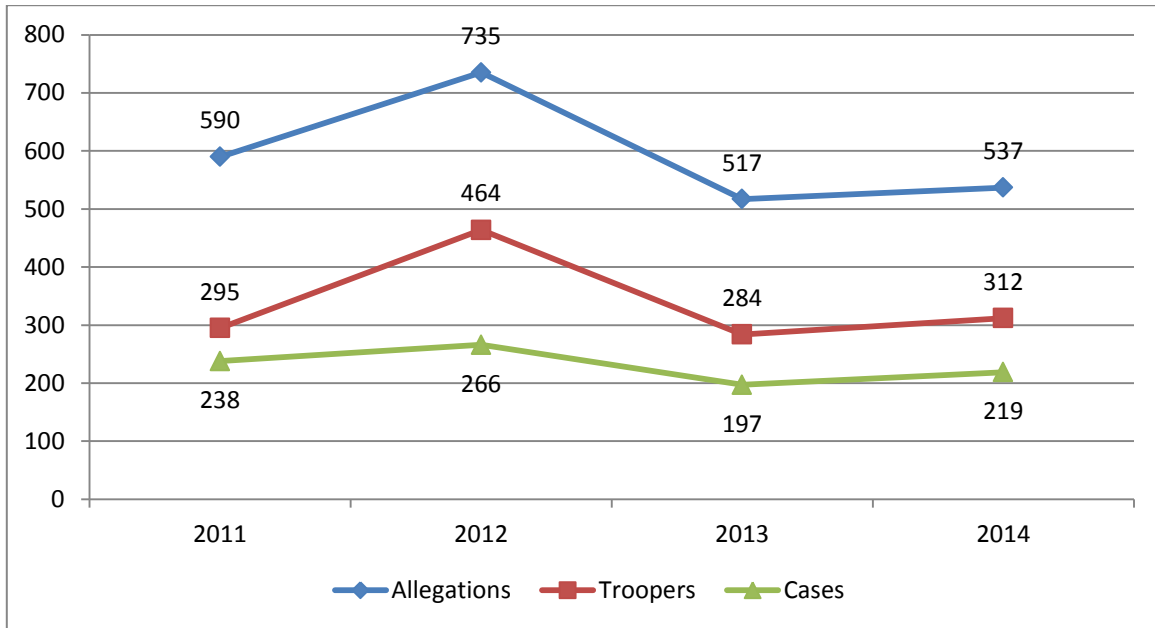


Figure Ten depicts the trends in number of allegations, troopers, and cases from 2011 to 2014. Since the number of misconduct cases increased for the current reporting period, it is expected that the number of allegations and troopers involved would also increase. The number of cases increased 11% from 2013 to 2014. As the number of cases increased this reporting period, so did the number of troopers and allegations. The number of troopers involved in misconduct cases increased 10% while the number of allegations increased 4%. This suggests that although there was an increase in the number of cases, the cases in 2014, on average, involved fewer allegations.

Allegations

In 2014, there were 537 total allegations of misconduct made in the 219 misconduct cases received by OPS. The number of allegations received by OPS always outnumbers the number of cases received and the number of troopers involved in each case. For example, in September 2014, OPS received 17 misconduct cases, which involved 31 troopers and had 61 allegations of misconduct. On average, there were 2.5 allegations of misconduct per case in 2014, similar to, but slightly less than the average of 2.6 misconduct allegations per case in 2013.

Figure Eleven: Allegations per Case
2014

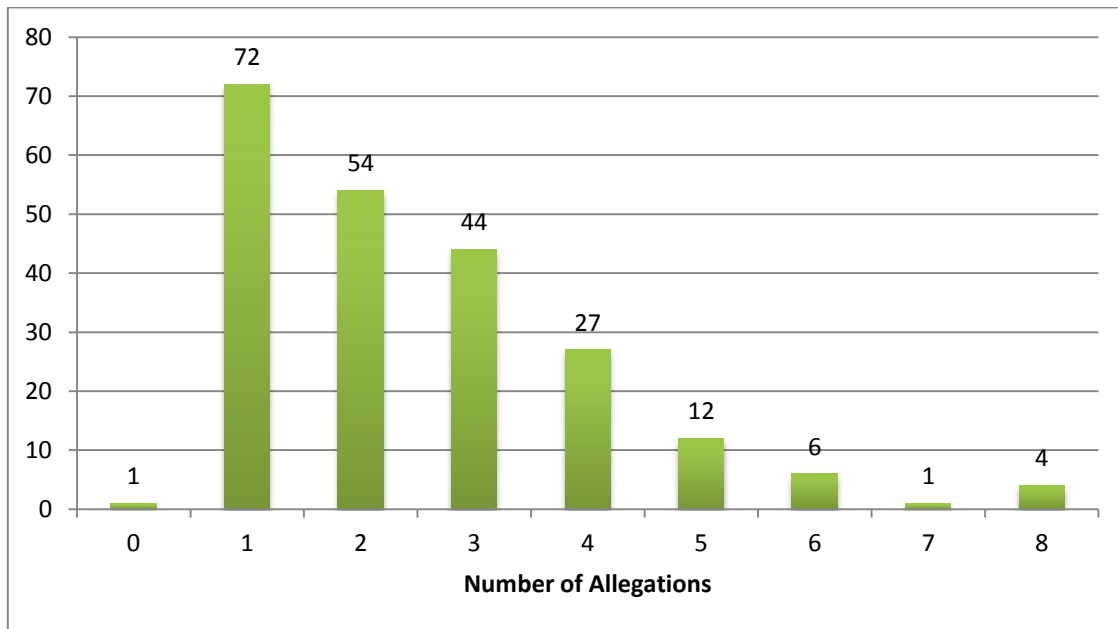


Figure Eleven depicts the total number of allegations per misconduct case. The majority of cases involve multiple allegations. Misconduct cases involving only one allegation totaled 72 cases. There were 50 cases that involved four or more allegations and four cases that involved eight allegations. There was one case with no allegations. Each case then, is fairly complex, involving multiple allegations and, each allegation requires an investigation. Throughout the life of a case, allegations may be added 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 levied by the complainant, but also those that may be added during the course of an investigation.

Troopers

There were a total of 312 troopers involved in misconduct cases received in 2014. Of these troopers, 32 were involved in more than one misconduct case. In the current reporting period, there were 27 troopers involved in two misconduct cases. There were four troopers that were involved in three misconduct cases, and one trooper involved in four misconduct cases in 2014.

Figure Twelve illustrates the trends in misconduct cases involving one trooper or multiple troopers. The proportion of cases involving multiple troopers has generally remained constant, about 27%. The exception to this is in 2012, where 39% of cases involved multiple troopers.

Figure Twelve: Trends in Number of Troopers per Case⁷
2011-2014

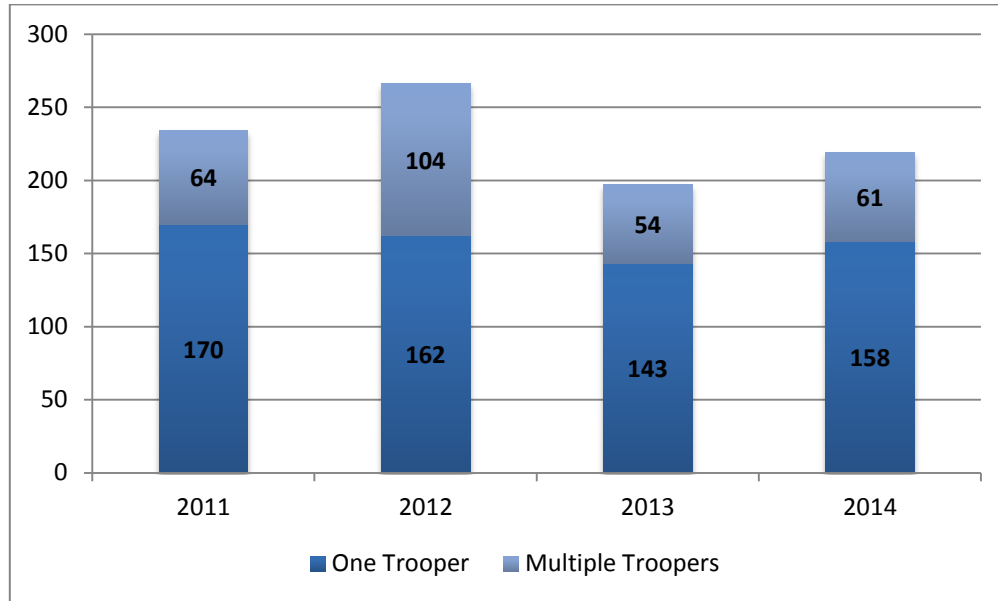
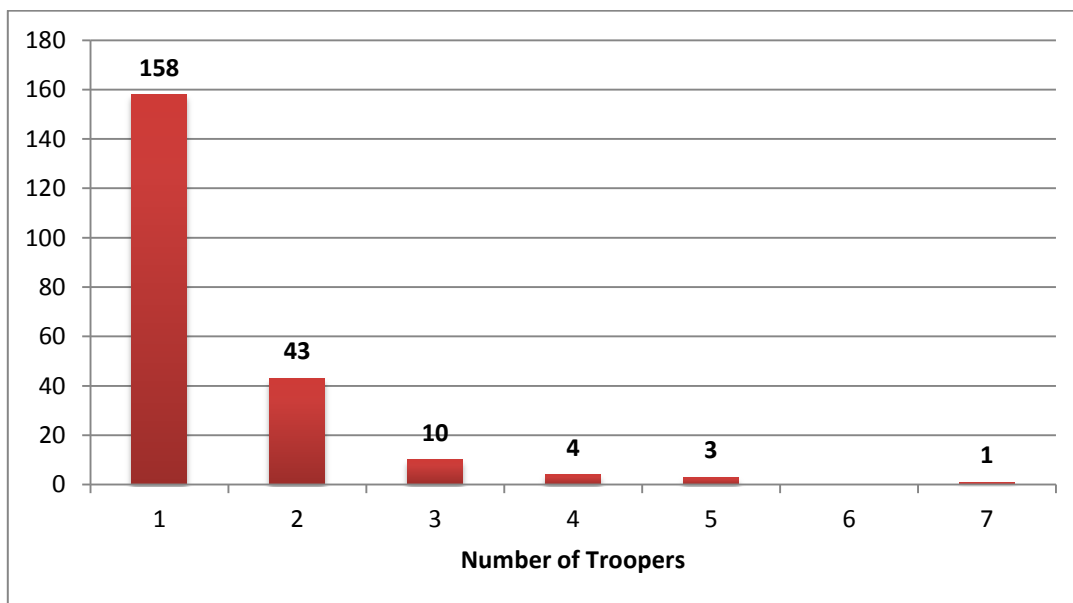


Figure Thirteen depicts the number of troopers involved in each misconduct case received in 2014. As noted previously, the majority of misconduct cases involve one trooper, 158 cases. The 61 cases with multiple troopers involved between two to seven troopers in each case. On average, there were 1.4 troopers involved per misconduct case in 2014, the same as 2013.

Figure Thirteen: Troopers per Case
2014



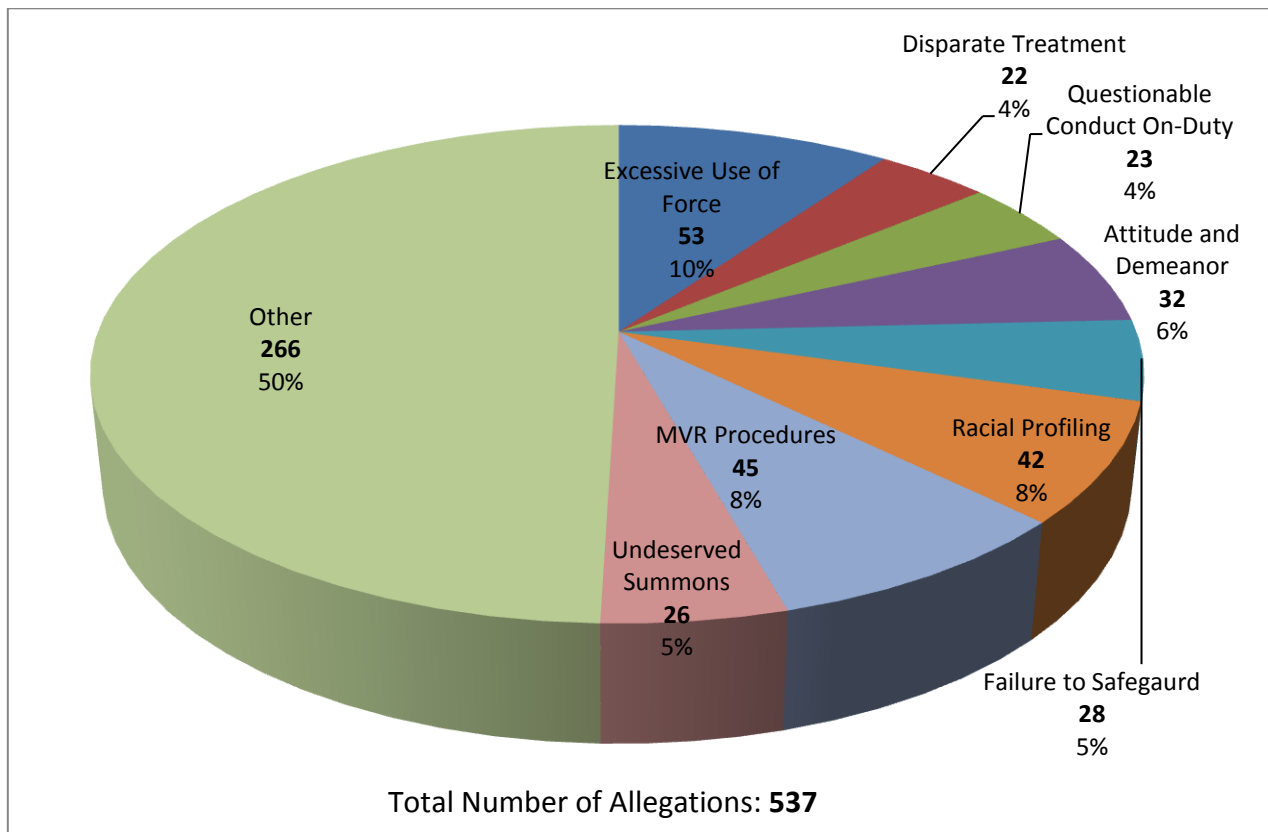
⁷ In 2014, one misconduct case had no troopers involved.

Types of Allegations

In each misconduct case, the allegation(s) levied against trooper(s) are unique to the circumstances of the incident. While there were 537 allegations made, there were only 62 allegation categories; each allegation appeared multiple times in the 219 cases. Because the number of cases increased, the number of allegations in 2014 also increased. There was an increase of 20 allegations in 2014 compared to 2013. However, the total number of unique allegations decreased by seven in the current reporting period.

Figure Fourteen depicts the frequencies of each allegation for cases opened in 2014. The category labeled as "Other" is a catch-all category that includes 266 miscellaneous allegations⁸ and is technically the most common allegation category. Within these 266 "Other" allegations are 51 distinct allegations, which roughly averages to five allegations for each category. Aside from this catchall category, the most common allegations are those pertaining to the use of force, 10%, disparate treatment and racial profiling, when combined, 12%, and MVR procedures, 8%. Allegations of questionable conduct on-duty, 4%, failure to safeguard, 5%, and undeserved summons, 5%, are less common.

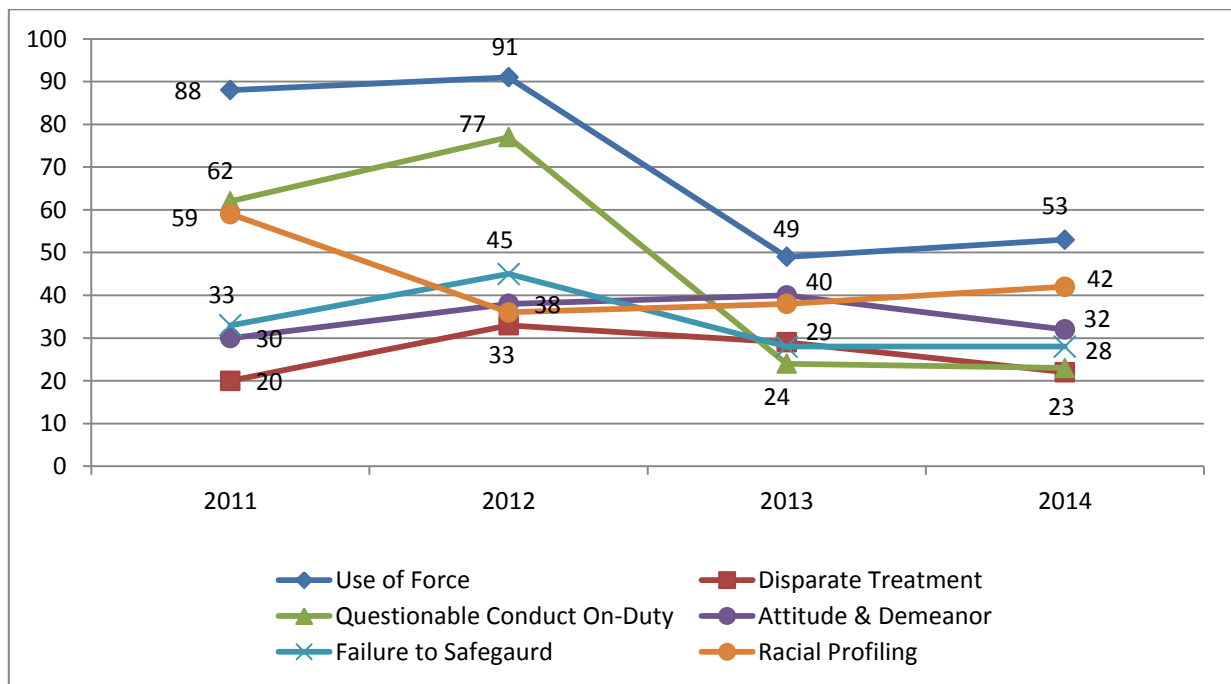
Figure Fourteen: Allegation Frequencies
2014



⁸ Other allegations can be found in Appendix One.

Figure Fifteen depicts the trends for the most common allegations found in misconduct cases. Although there was an overall increase in the number of allegations, some of the common misconduct allegations experienced a decrease from 2013 to 2014. There was a 24% decrease of disparate treatment, 20% decrease of attitude and demeanor, and 4% decrease of questionable conduct on-duty allegations. There was an 11% increase (two allegations) of racial profiling and an 8% increase in use of force (four allegations). The allegation category of failure to safeguard experienced no change from 2013 to 2014.

Figure Fifteen: Trends in Types of Allegations
 2011-2014



Figures Sixteen through Nineteen also depict trends for the most common allegations, by troop. For Troop A, excessive uses of force allegations have generally decreased from 2011 to 2014, while allegations of racial profiling have increased during the same time period. Allegations of excessive use of force in Troop B are among the most common allegations each reporting period. Allegations of racial profiling in Troop C have increased from 2011 to 2014 and remain one of the most common allegations, along with excessive use of force in 2014. The most common allegations in Troop D generally increased from 2011 to 2014. Allegations of attitude and demeanor, racial profiling, disparate treatment, and excessive use of force have all increased every reporting period from 2011 to 2014 in Troop D.

Figure Sixteen: Troop A Trends in Types of Allegations
 2011-2014

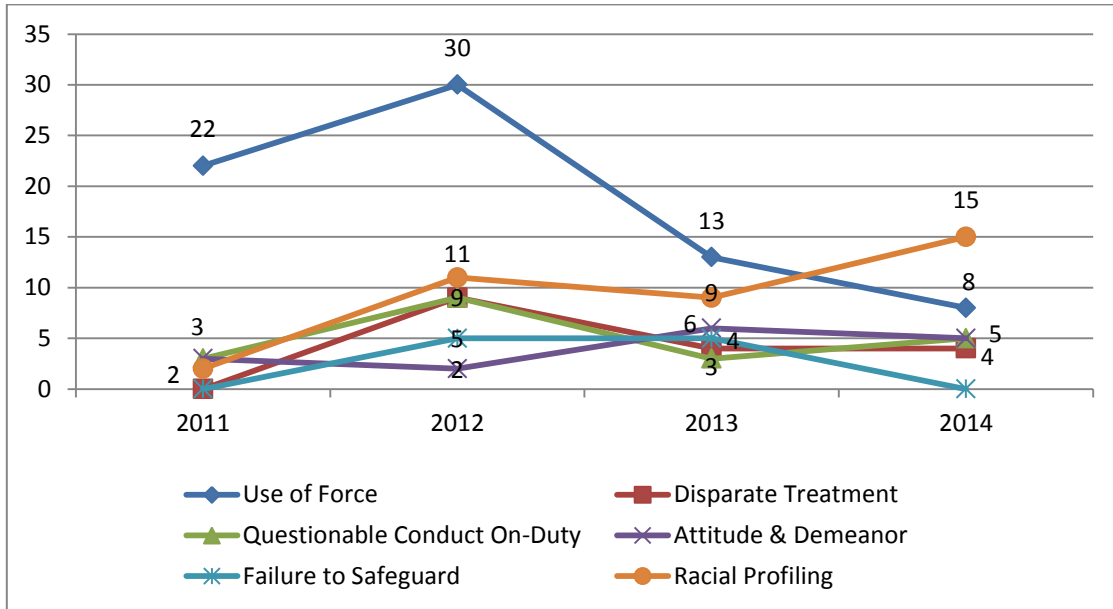


Figure Seventeen: Troop B Trends in Types of Allegations
 2011-2014

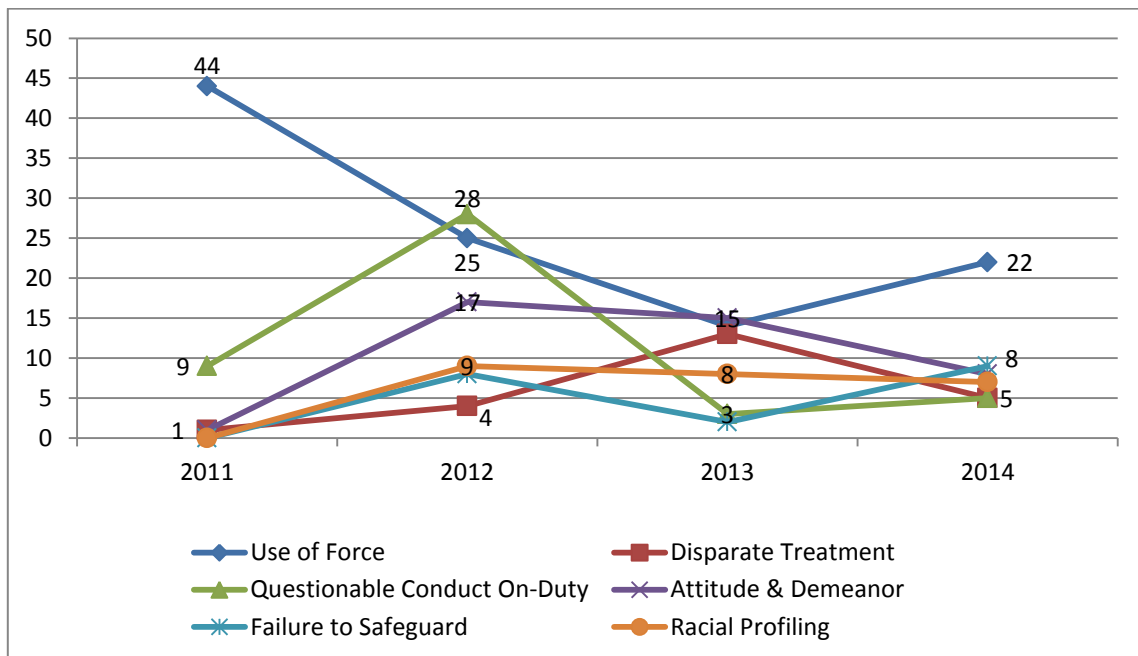


Figure Eighteen: Troop C Trends in Types of Allegations
 2011-2014

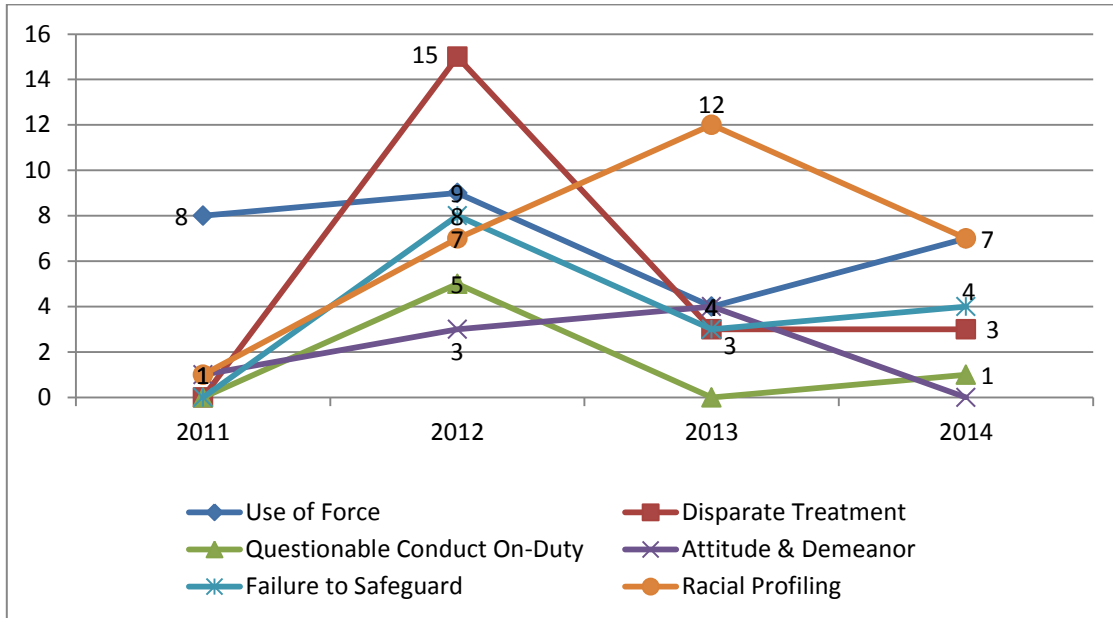


Figure Nineteen: Troop D Trends in Types of Allegations
 2011-2014

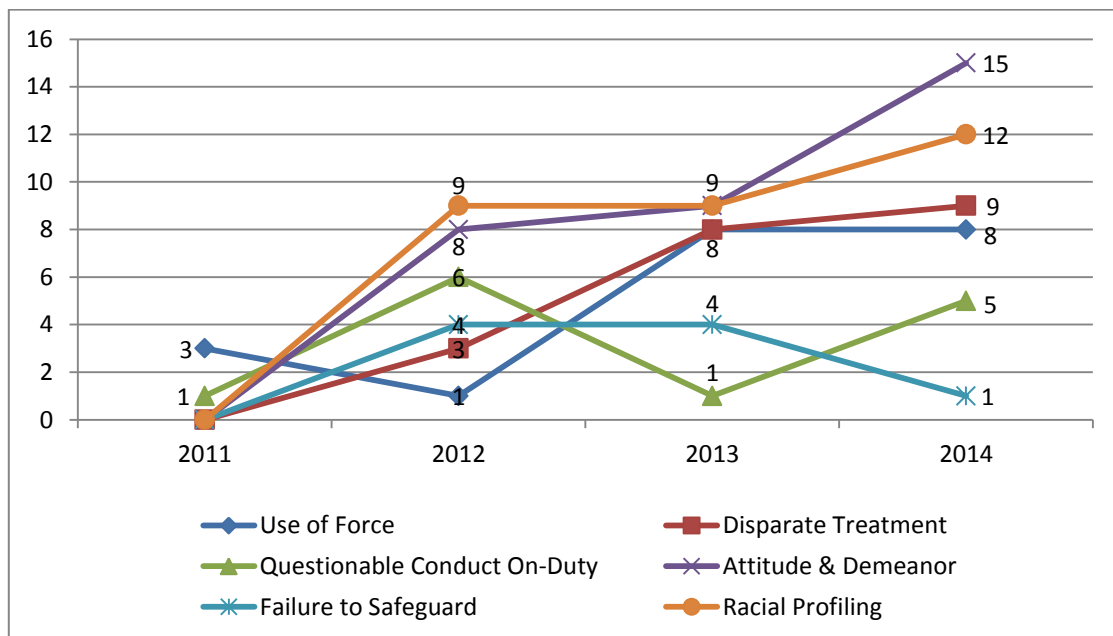
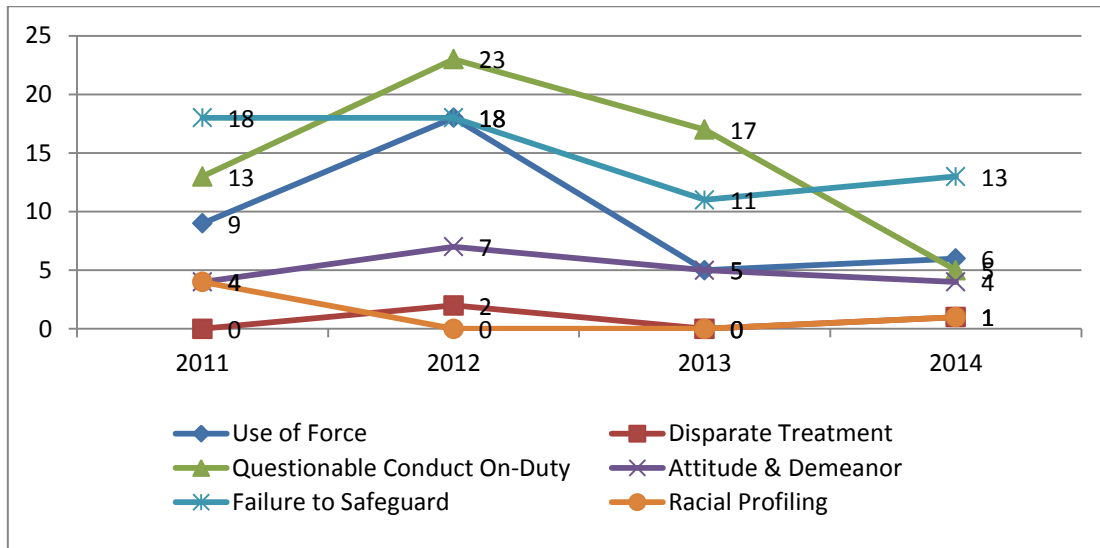


Figure Twenty depicts trends in allegations from troopers assigned outside of Field Operations. Allegations of questionable conduct on-duty have decreased from 2012 to 2014. Failure to safeguard is a the most common allegation for Other assignments⁹ in 2014.

Figure Twenty: Other Assignments Trends in Types of Allegations
 2011-2014



Misconduct Cases Closed in 2014

Misconduct Case Status

A misconduct case is determined to be closed after the investigation has been completed, it has been reviewed, a decision has been made as to whether the findings warrant disciplinary proceedings, and if required, discipline has been administered. In 2014, OPS closed 181 misconduct cases, compared to 203 in 2013. The majority of these cases were opened prior to 2014, but there were 31 cases that were opened and closed in 2014.

Table Three: Cases Closed
 2014

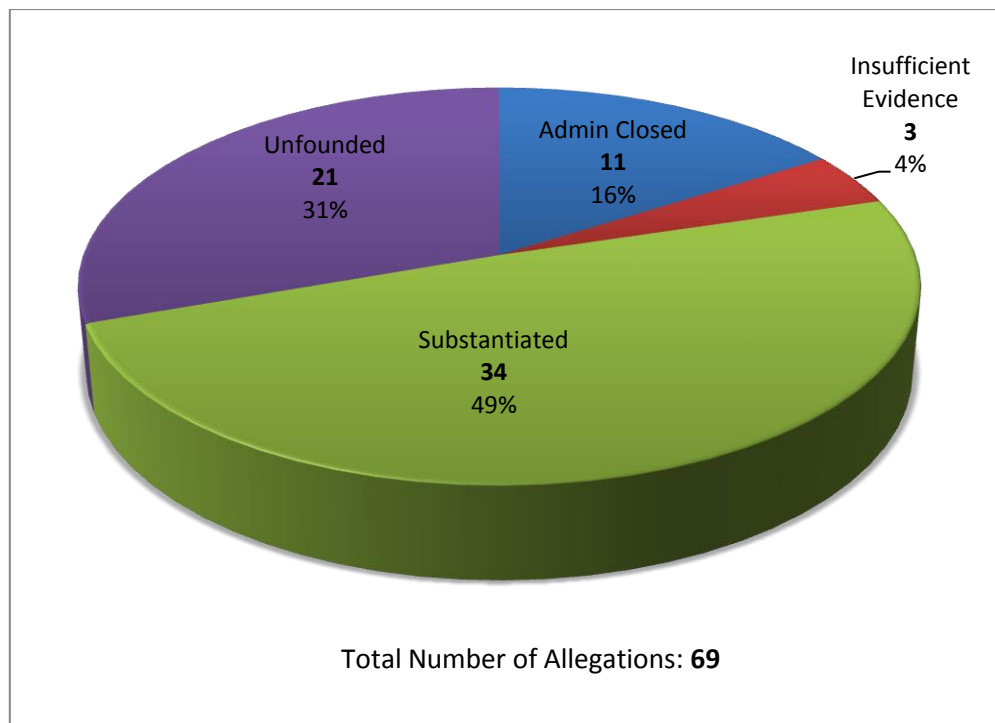
Year Opened	Number of Cases
2014	31
2013	68
2012	63
2011	13
2010	3
2009	2
2008	1
Total	181

⁹ Other assignments are any assignments outside of Field Operations.

Allegation Outcomes for 2014 Misconduct Cases¹⁰

Each allegation in a case is investigated to determine whether the allegation can be substantiated. For each allegation, OPS 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." Allegations are administratively closed 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 may conclude that there is insufficient evidence when, "there is insufficient evidence to determine whether the alleged misconduct occurred."

Figure Twenty-One: Allegation Outcomes for Completed Misconduct Cases
2014



While each case may involve multiple allegations, substantiation of even one allegation may result in disciplinary action. The data for this report were selected in April 2015. As of April, there were 69 allegations which were part of the 45 closed cases in 2014. Figure Twenty-One depicts the number and percentage of each outcome category for allegations in cases where the investigation has been completed. The majority of allegations in these completed cases against troopers were substantiated by evidence uncovered during investigations. Of the cases with completed investigations, there were 34 allegations substantiated, 21 unfounded, 11 were administratively closed, and three allegations were found to have insufficient evidence.

¹⁰ The cases analyzed in this section are only those that were opened in 2014.

The pattern of allegation outcomes for categories of allegations was examined to determine whether certain types of allegations were more likely to result in certain outcomes. Table Four presents allegation categories¹¹ and outcomes of allegations declared closed. Similar to past reporting periods, police procedure was the most common allegation category in 2014. Of cases with police procedure allegations, 26.32% of closed cases were substantiated, while 47.37% were unfounded. In 2014, all allegations categorized as administrative/fail to safeguard and half of employment obligations allegations were substantiated. However, allegations categorized as criminal were mostly unfounded.

Table Four: Allegation Categories and Outcomes
 2014

Category	Substantiated	Admin Closed	Insufficient Evidence	Unfounded	Total
Administrative/Fail to Safeguard	19	--	--	--	19
<i>% of cases</i>	100.00%				
Criminal	--	1	--	1	2
<i>% of cases</i>		50.00%		50.00%	
Employment Obligations	5	2	1	2	10
<i>% of cases</i>	50.00%	20.00%	10.00%	20.00%	
Police Procedure	10	8	2	18	38
<i>% of cases</i>	26.32%	21.05%	5.26%	47.37%	
Weapons	--	--	--	--	--
<i>% of cases</i>					
Total	34	11	3	21	69

¹¹ Administrative/Failure to Safeguard- Allegations involving an ID, equipment, Rules & Regulations, or computer in their possession anymore, either from misplacing, or leaving unattended, etc.

Criminal- Allegations involving violation of criminal law, statute, or regulation.

Employment Obligations- Allegations of lateness, failure to report to duty, improper conduct, etc.

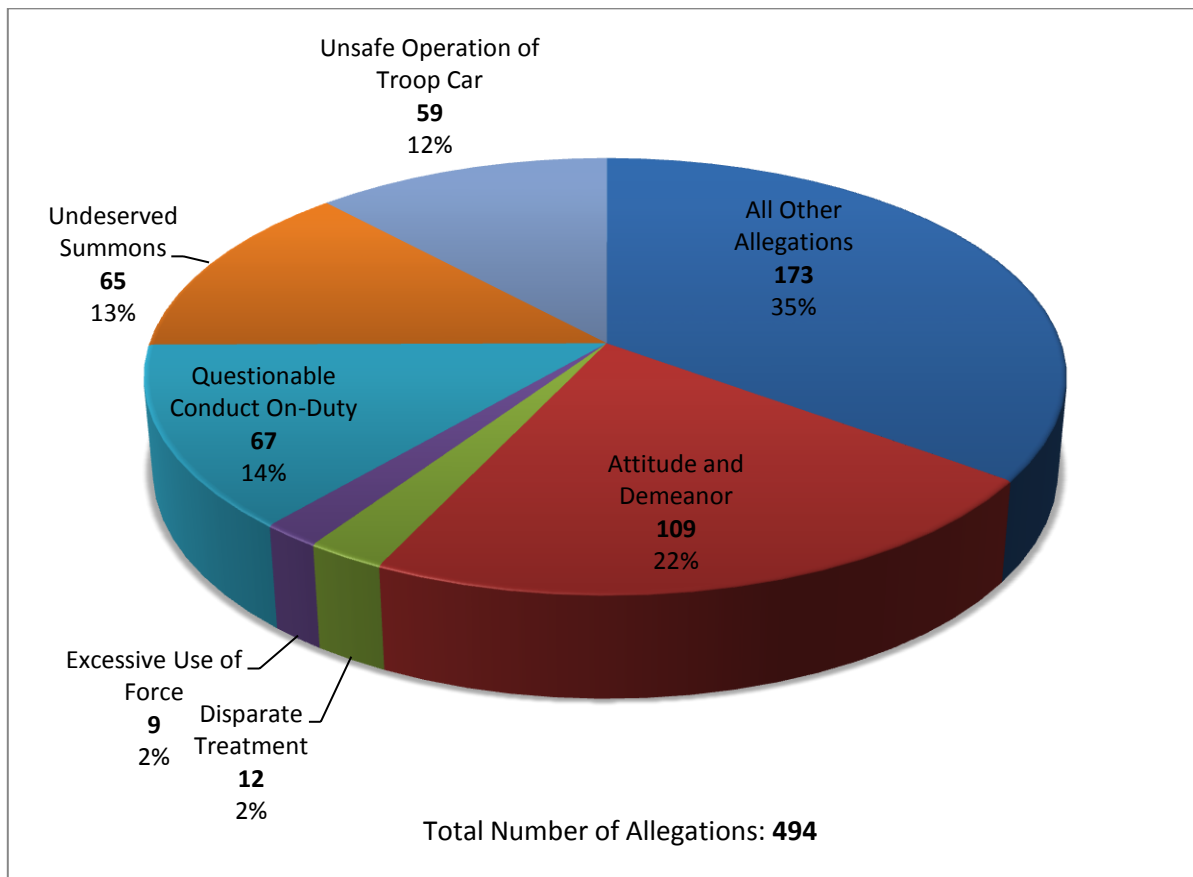
Police Procedures- Allegations of improper arrest, failure to notify citizen of right to file a complaint, failure to appear in court, failure to perform duty, etc.

Administrative Cases Closed in 2014

When an allegation is received by OPS, the intake office processes and labels the cases either "Misconduct", "Performance", "Administrative", or "Criminal." If a case is labeled an administrative issue, it does not require a full investigation and is closed as an administrative case.

In 2014, there were 417 administrative cases. These administratively cases are separate cases from the 219 misconduct cases OPS received in 2014. Of the 417 administrative cases, 361 cases included administrative allegations, while 56 cases did not involve any allegations. There were 438 troopers involved. However, only 415 troopers had allegations. In total, 494 allegations were made in the administrative cases. As depicted in Figure Twenty-Two, the most common allegations in administrative cases were for attitude and demeanor, questionable conduct on-duty, unsafe use of a troop car, and undeserved summons.

Figure Twenty-Two: Allegations in Administrative Cases
2014

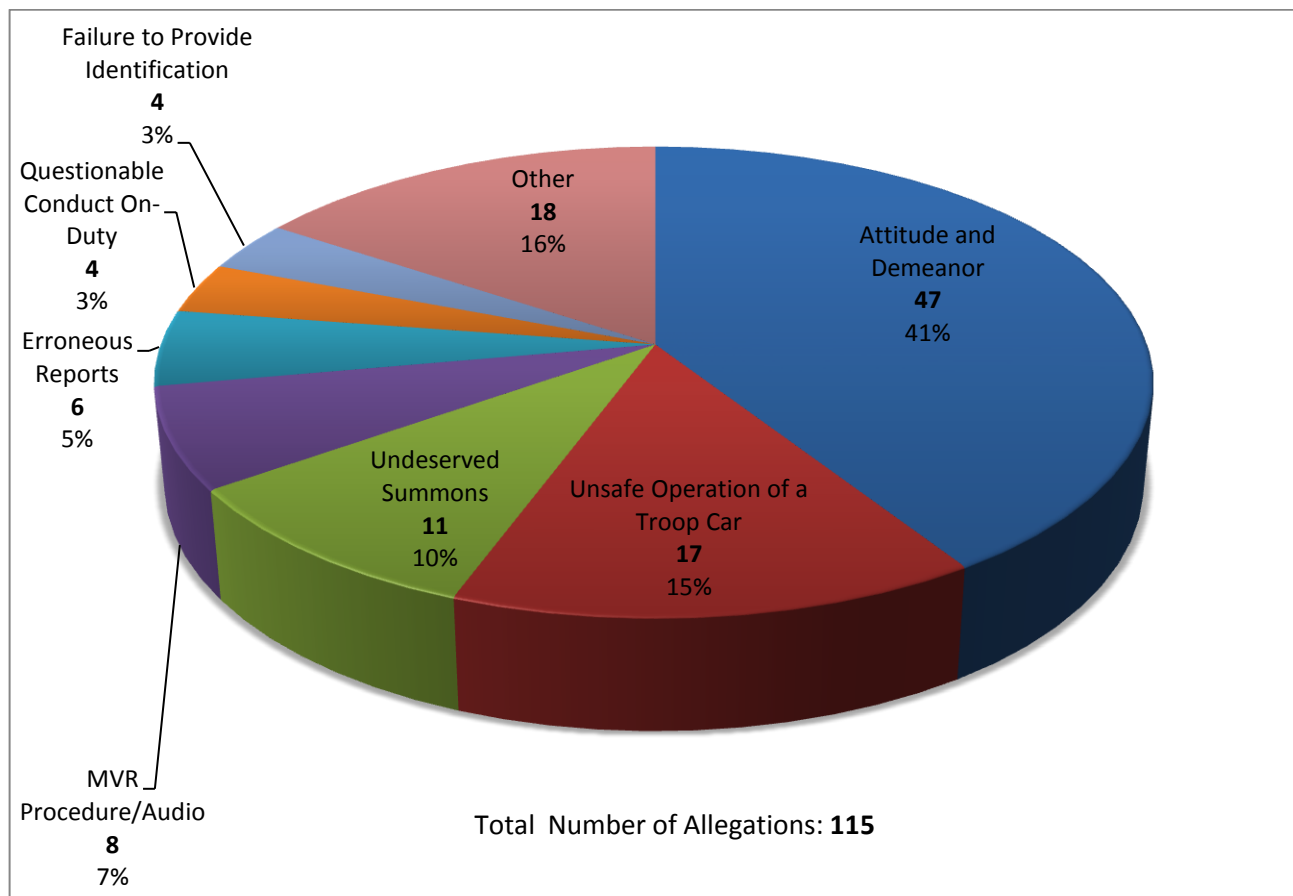


Performance Cases Closed in 2014

When a complaint is received by OPS and determined to be a minor infraction, the allegations are categorized as performance issues. Performance issues are then returned to the supervisors of the troopers involved in the allegations. Supervisors are required to complete a Performance Incident Disposition Report on the allegations detailing any corrective actions, if needed, taken to resolve the minor infraction(s) and the reports are returned to OPS.

In 2014, OPS received 69 complaints that were ultimately classified as performance cases. In the 69 performance cases, there were 115 allegations and 150 troopers involved. Figure Twenty-Three depicts the allegations in performance cases. The most common allegations were attitude and demeanor, unsafe operation of a troop car, undeserved summons, MVR procedures/audio, erroneous reports, questionable conduct on-duty, and failure to provide name and identification to a civilian.

Figure Twenty-Three: Allegations in Performance Cases
2014



Summary & Conclusions

This report illustrates the volume of activity handled by OPS. In 2014, OPS received a total of 664 complaints. These 664 cases were then categorized into 219 misconduct, 376 administrative, and 69 performance cases. This fourth report also includes discussion of misconduct trends from 2011 to 2014. Since the total number of misconduct cases increased, generally, all other categories of analysis indicated an increase as expected.

OPS opened 219 misconduct cases, more than the 197 opened in 2013. The majority of these cases involved multiple allegations and multiple troopers. Most commonly, cases involved allegations of violations of Police Procedures (see Appendix One for specific allegations). The complaints were alleged against troopers from various stations and units across the State Police. Of the cases opened in 2014 that were closed by the date of data selection, about half of the cases resulted in at least one substantiated allegation while just over thirty percent resulted in unfounded allegations, similar to the proportions of substantiated and unfounded allegations from cases closed in 2012 and 2013.

In addition, the frequencies of allegations in administrative and performance cases were reported. In 417 administrative cases, there were 494 allegations that involved 415 troopers. There were a total of 69 performance cases that involved 115 allegations and 150 troopers. Trends were not discussed for these types of cases, but will be explored in the next report.

Historically, the independent monitors mandated that the State Police should close as many misconduct cases as were opened in a given time period. Using that standard, OPS did not complete as many misconduct cases as received in 2014, 219 misconduct cases were opened while only 181 were closed. While the number of closed misconduct cases is roughly 82% of the number of cases that were opened, this proportion is lower than that noted in the previous reporting period.

Appendix One

Misconduct Allegation Categorization

Misconduct Allegation	Allegation Category
Failure to Safeguard- Division Property	Administrative/Fail to Safeguard
Failure to Safeguard- Issued Handcuffs	Administrative/Fail to Safeguard
Failure to Safeguard- NJSP Badge	Administrative/Fail to Safeguard
Failure to Safeguard- NJSP Duty Weapon	Administrative/Fail to Safeguard
Failure to Safeguard- NJSP Flashlight	Administrative/Fail to Safeguard
Failure to Safeguard NJSP ID	Administrative/Fail to Safeguard
Failure to Safeguard- Off-Duty Weapon	Administrative/Fail to Safeguard
Sexual Assault (Other)	Criminal
Simple Assault	Criminal
Simple Assault With Physical Force	Criminal
Theft	Criminal
Theft (Indictable)	Criminal
Abuse of Sick Leave	Employment Obligations
Alcohol Violations	Employment Obligations
Attempting to Use Position to Intimidate and Gain Favor	Employment Obligations
Consume Alcoholic Beverage(s) and Operate Troop Car	Employment Obligations
Disobey a Direct Order	Employment Obligations
Disobey a Written Order	Employment Obligations
Disorderly	Employment Obligations
Domestic Violence	Employment Obligations
Domestic Violence- Assault	Employment Obligations
Domestic Violence- Harassment	Employment Obligations
Domestic Violence- Terroristic Threats	Employment Obligations
Domestic Violence- Victim	Employment Obligations
Drinking on Duty	Employment Obligations
Erroneous Reports	Employment Obligations
Failure to Notify Division of Personal Knowledge of Prohibited Conduct by Another Trooper	Employment Obligations
Failure to Report For Duty	Employment Obligations
Failure to Report Motor Vehicle Accident	Employment Obligations
Falsification of Reports and Records	Employment Obligations
Gratuities, Rewards, Gifts	Employment Obligations
Hostile Work Environment	Employment Obligations
Improper Investigative Actions	Employment Obligations
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

Misleading Statements	Employment Obligations
Motor Vehicle Violations	Employment Obligations
Off-Duty Incident- Alcohol Related	Employment Obligations
Providing False Information on Any Log, Report, or Transmittal	Employment Obligations
Public Intoxication	Employment Obligations
Questionable Associations	Employment Obligations
Receiving Stolen Property	Employment Obligations
Reporting Requirements	Employment Obligations
Sexual Harassment	Employment Obligations
Shoplifting	Employment Obligations
Sleeping on Duty	Employment Obligations
Threats	Employment Obligations
Unauthorized Release of Information	Employment Obligations
Unauthorized Use/Access of Law Enforcement Databases	Employment Obligations
Uniform and Grooming Standards	Employment Obligations
Use of Position to Intimidate or Gain Favor	Employment Obligations
Violation of Traffic Law	Employment Obligations
Attitude and Demeanor	Police Procedure
Contempt of Court	Police Procedure
Culpable Inefficiency	Police Procedure
Culpable Inefficient Supervision	Police Procedure
Cursing	Police Procedure
Discouraging Civilian Complaint	Police Procedure
Disparaging Statements	Police Procedure
Disparate Treatment	Police Procedure
Excessive Use of Force	Police Procedure
Failure to Accept Civilian Complaint	Police Procedure
Failure to Call in Motor Vehicle Stop	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 Investigate Motor Vehicle Accident/Boat Accident	Police Procedure
Failure to Notify Citizen of Right to File Complaint	Police Procedure
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 Safeguard- Evidence	Police Procedure
Failure to Take Appropriate Police Action	Police Procedure
False Arrest	Police Procedure
Harassment	Police Procedure
Improper Care and Handling of Prisoner	Police Procedure

Improper Handcuffing	Police Procedure
Improper Handling of Evidence/Property	Police Procedure
Improper Handling of Firearms	Police Procedure
Improper Handling of Prisoner	Police Procedure
Improper Search	Police Procedure
Improper Supervision	Police Procedure
Inappropriate Actions- Off Duty	Police Procedure
Inappropriate Actions- On Duty	Police Procedure
Inappropriate Actions Towards Another Member	Police Procedure
Inappropriate Search Mechanics	Police Procedure
Leaving the Scene of a Motor Vehicle Accident	Police Procedure
MVR Procedure/Audio	Police Procedure
MVR Procedure/Pre-Op Check	Police Procedure
Questionable Conduct- Off Duty	Police Procedure
Questionable Conduct- On Duty	Police Procedure
Racial Profiling	Police Procedure
Unauthorized Person in Troop Car	Police Procedure
Unauthorized Use of Troop Transportation	Police Procedure
Undeserved Summons	Police Procedure
Undeserved Warning	Police Procedure
Unsafe Operation of Troop Car- Causing Damage	Police Procedure
Unsafe Operation of Trooper Car	Police Procedure
Use of Troop Car Off Duty	Police Procedure
Use of Troop Car Off Duty with Accident Involved	Police Procedure
Violation of State Statute	Police Procedure

Appendix Two

Misconduct Allegation Status by Station- 2014

Station	Total Substantiated	Total Unfounded	Total Insufficient Evidence	Total Open	Total Admin Closed
Atlantic City	--	--	--	16	--
Bass River	4	--	2	16	2
Bellmawr	--	6	--	6	--
Bloomfield	--	--	--	17	4
Bordentown	1	--	--	4	--
Bridgeton	--	--	--	24	2
Buena Vista	--	--	--	12	--
Cranbury	--	--	--	6	--
Hamilton	1	--	--	13	--
Holmdel	4	--	2	5	--
Hope	1	--	--	9	--
Kingwood	2	--	2	4	--
Metro North	1	2	--	24	--
Metro South	4	--	--	--	--
Moorestown	1	--	--	30	--
Netcong	2	2	--	15	1
Newark	5	3	1	8	--
Other	31	10	5	66	5
Perryville	2	--	--	--	2
Port Norris	2	--	--	--	--
Red Lion	3	--	--	15	--
Somerville	4	3	--	13	--
Sussex	6	--	3	21	1
Totowa	5	--	--	1	1
Troop A Other	5	--	--	3	1
Troop B Other	3	--	--	7	--
Troop C Other	2	--	1	20	--
Troop D Other	1	--	--	14	--
Tuckerton	--	--	--	2	--
Unknown	--	1	--	6	--
Washington	3	--	2	--	--
Woodstown	--	--	--	4	1
Grand Total	93	27	18	381	20

Common Misconduct Allegations by Station- 2014

Station	Total Force	Total Questionable Conduct On-Duty	Total Racial Profiling	Total Disparate Treatment	Total Attitude & Demeanor	Total Failure to Safeguard	Total Other
Atlantic City	3	--	4	1	2	--	6
Bass River	5	1	--	--	3	--	15
Bellmawr	1	5	2	--	--	--	4
Bloomfield	--	--	3	--	4	--	14
Bordentown	--	--	1	--	--	1	3
Bridgeton	1	--	3	2	2	--	18
Buena Vista	--	--	6	1	--	--	5
Cranbury	--	--	3	--	--	--	3
Hamilton	4	--	1	--	--	1	8
Holmdel	--	1	--	--	3	--	7
Hope	--	2	--	3	1	--	4
Kingwood	--	--	--	--	--	1	7
Metro North	5	1	2	--	--	1	18
Metro South	--	--	--	--	--	--	4
Moorestown	--	--	3	4	3	1	20
Netcong	6	--	1	--	--	--	13
Newark	--	3	--	1	1	--	11
Other	6	5	1	1	4	13	86
Perryville	2	--	--	--	--	2	--
Port Norris	--	--	--	--	--	--	2
Red Lion	2	--	1	--	--	--	15
Somerville	1	--	1	1	4	--	13
Sussex	8	--	--	1	2	2	18
Totowa	--	--	1	--	1	1	4
Troop A Other	2	--	--	--	1	--	6
Troop B Other	--	2	2	--	--	3	3
Troop C Other	1	1	4	3	--	1	13
Troop D Other	3	--	3	4	1	--	4
Tuckerton	--	--	--	--	--	--	2
Unknown	2	2	--	--	--	1	2
Washington	--	--	--	--	--	--	5
Woodstown	1	--	--	--	--	--	4
Grand Total	53	23	42	22	32	28	337

Misconduct Allegation Categories by Station- 2014

Station	Total Criminal	Total Police Procedure	Total Employment Obligation	Total Administrative/Fail to Safeguard
Atlantic City	--	15	1	--
Bass River	1	23	--	--
Bellmawr	1	11	--	--
Bloomfield	1	14	6	--
Bordentown	1	2	1	1
Bridgeton	1	20	5	--
Buena Vista	--	12	--	--
Cranbury	--	6	--	--
Hamilton	--	12	1	1
Holmdel	--	11	--	--
Hope	--	10	--	--
Kingwood	--	3	4	1
Metro North	--	19	7	1
Metro South	--	2	2	--
Moorestown	2	24	4	1
Netcong	1	15	4	--
Newark	--	15	1	--
Other	3	66	34	13
Perryville	--	2	--	2
Port Norris	--	--	2	--
Red Lion	--	11	7	--
Somerville	--	18	2	--
Sussex	--	28	1	2
Totowa	--	5	1	1
Troop A Other	--	5	4	--
Troop B Other	--	6	1	3
Troop C Other	1	17	4	1
Troop D Other	--	15	--	--
Tuckerton	--	--	2	--
Unknown	--	5	1	1
Washington	--	2	3	--
Woodstown	1	2	2	--
Grand Total	13	396	100	28

Appendix Three**Allegations in Administrative Cases by Station- 2014**

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	15	1	3	16	7	4	23	69
Atlantic City	1		1	1	1		3	7
Bellmawr	2	1			4	1	1	9
Bridgeton	1			4			5	10
Buena Vista	2				2	1	4	9
Metro South				4			2	6
Port Norris	2						4	6
Woodbine			2	3			2	7
Woodstown	5			1		1	2	9
Troop A Other	2			3		1		6
B	23			8	11	11	35	88
Hope	2			1	2	1	4	10
Netcong	3				1	2	3	9
Perryville	6			3	3	2	3	17
Somerville	5				3	3	4	15
Sussex	2			1	1		2	6
Totowa	1					1	5	7
Washington	1					1	1	3
Troop B Other	3			3	1	1	13	21
C	12	1		10	7	6	25	61
Bordentown	2				2	1	8	13
Hamilton	2	1		3	1	2	2	11
Kingwood	1					2	1	4
Red Lion	3			4	1		4	12
Tuckerton						1		1
Troop C Other	4			3	3		10	20
D	25	4		6	20	8	24	87
Bass River	2			3	3	3	3	14
Bloomfield	9	1		2	7	2	5	26
Cranbury		1			2	2	3	8
Holmdel	4				1	1	2	8
Moorestown	7	1			5			13
Newark	3			1	1		7	12
Troop D Other		1			1		4	6
Other	34	6	6	27	20	30	66	189
Total	109	12	9	67	65	59	173	494