

## PROFESSIONAL STANDARDS EXECUTIVE SUMMARY GLOUCESTER COUNTY

The mission of the Gloucester County Prosecutor's Office, Professional Standards Unit, is the review and investigation of complaints alleging police misconduct, as well as the administration of Gloucester County's random drug testing policy for sworn law enforcement officers. The Professional Standards Unit is staffed by a Lieutenant and a Detective who report directly to Acting County Prosecutor Christine Hoffman and the Acting Chief of Detectives Thomas Gilbert.

The following report contains a statistical summary for reports of police misconduct in Gloucester County for 2019. In addition, the report provides statistics for the disposition of those complaints, as well as comparison data for 2018 and 2019.

### Number of Complaints Filed

#### Complaints Filed – All Gloucester County Law Enforcement Agencies

A total of 304 internal affairs complaints were investigated by Gloucester County law enforcement agencies during 2019. Of these 304 complaints:

- 182 (59.9%) complaints originated from citizens
- 119 (39.1 %) complaints originated from within the law enforcement agencies
- 3 (01.0%) complaints were reported anonymously

As in years past, the most common reported complaint was in the "Other Rule Violation" category (164 complaints investigated).

### Number of Complaints Disposed and Administrative Dispositions

270 out of 304 complaints reached a disposition. A majority (94 cases / 34.8%) of the internal affairs investigations completed in 2019 were concluded as "Exonerated." The remaining dispositions are as follows:

- Administratively Closed- 14 cases (5.2%)
- Not Sustained - 56 cases (20.7%)
- Sustained - 85 cases (31.5%)
- Unfounded - 21 cases (7.8%)

### Criminal Dispositions

During calendar year 2019, there was one internal affairs investigations that resulted in criminal complaints being issued against one Gloucester County law enforcement officer. The complaint issued was:

#### Investigation 1

(5 Counts) 2C: 30-2a; Official Misconduct

(1 Count) 2C: 28-5A (1); Tampering with witnesses and informant

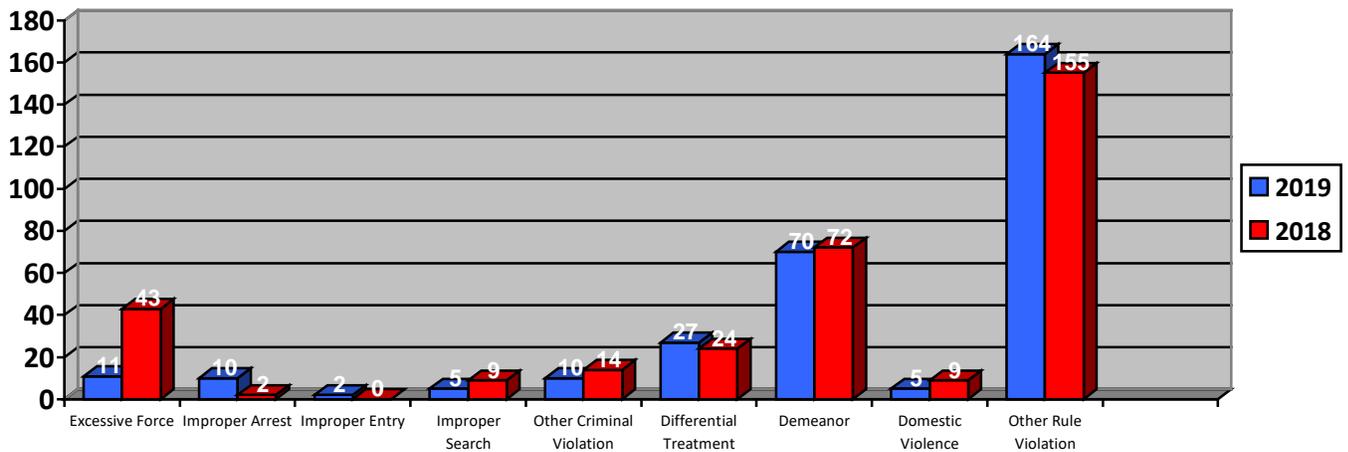
## Significant Fines or Suspensions

There were no internal affairs cases in 2019 that resulted in sanction of ten days or more being assessed to a Gloucester County law enforcement officer.

### 2018-2019 Internal Affairs Summary Report Comparison and Trends

This review is based on data collected and compared from the 2018 and 2019 Internal Affairs Summary Reports. During 2018, Gloucester County law enforcement agencies investigated a total of 328 internal affairs complaints. In 2019, these agencies investigated a total of 304 internal affairs complaints, an overall **DECREASE of 7.3%**. The two-year average shows that **62.6%** originated from citizen complaints, **36.3%** from within the law enforcement agencies, and the remaining **1.1%** were reported anonymously.

#### Complaints Filed 2018 – 2019 – All Gloucester County Law Enforcement Agencies



The statistical data for reporting years 2018 and 2019 shows that the majority of internal affairs investigations completed were concluded as “Exonerated” and the most common reported complaint to be in the “*Other Rule Violation*” category. Additionally, the statistical data shows the comparative increase/decrease of Internal Affairs complaints received in 2019:

#### Complaints Filed 2018 – 2019 – All Gloucester County Law Enforcement Agencies

	<u>2018</u>	<u>2019</u>	
• Demeanor	72	70	↓ Decrease of -02
• Differential Treatment	24	27	↑ Increase of +03
• Domestic Violence	09	05	↓ Decrease of -04
• Excessive Force	43	11	↓ Decrease of -32
• Improper Arrest	02	10	↑ Increase of +08
• Improper Entry	00	02	↑ Increase of +02
• Improper Search	09	05	↓ Decrease of -04
• Other Criminal Violation	14	10	↓ Decrease of -04
• Other Rule Violation	155	164	↑ Increase of +09

The Gloucester County Prosecutor’s Office Professional Standards Unit is currently utilizing the Infoshare Internal Affairs module to monitor each municipality’s Internal Affairs case index. The Gloucester County Prosecutor’s Office, Professional Standards Unit, is tasked with completing the municipal law enforcement agencies quarterly report on (January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, and October 1<sup>st</sup>). The quarterly report focuses on complaints of Excessive Force, Differential Treatment and Domestic Violence. In addition to the

statistics, the Gloucester County Prosecutor's Office requires the following information be entered into the Infoshare Internal Affairs module in order for the Professional Standards Unit to have access to all internal affairs complaints in Gloucester County.

- Subject officer's name
- Complainant's name
- Date of complaint
- Type of complaint
- Internal Affairs case number and case disposition (if applicable)

The revised Attorney General Directive 2019-5: Internal Affairs Policy & Procedures (IAPP) incorporates the requirement that each police department must establish and maintain an "early warning system" protocol (AG Directive 2018-3), to identify officers whose conduct is or may become problematic. The revised IAPP requires coordination with the department's Internal Affairs function in order to ensure that minor episodes of misconduct do not escalate to more serious disciplinary issues. As a result, the continuous monitoring of the Infoshare Internal Affairs module and the completion of the quarterly report was designed to address the possibility of multiple complaints against an individual officer. It also allows the Gloucester County Prosecutor's Office to recognize any trends or concerns regarding an officer before the annual report is filed in January.

Even though some of the percentages noted above indicate increases in particular categories, based on the quarterly data collected during 2019, there is no evidence to suggest any apparent trends or patterns of behavior amongst Gloucester County law enforcement officers. The increases in the Differential Treatment, Improper Arrest, Improper Entry and the Other Rule Violation categories may be correlation to citizens being more vigilant and aware of the Internal Affairs process in New Jersey. This is in part due to better communication between Gloucester County law enforcement and citizens, increased media coverage, and outreach efforts to help educate the public by community organizations.

In Gloucester County, approximately 34% of cases that reached a disposition were concluded as "Exonerated." The implementation and utilization of Body Worn Cameras by most agencies and officers is believed to have contributed to the increase in exonerated complaints filed against officers. Body Worn Cameras can serve to discourage both law enforcement and civilians from providing false information about the circumstances of an encounter, and they sometimes vindicate an officer falsely accused of misconduct.

### **Recommendations & Goals for New Calendar Year**

In 2020, the Gloucester County Prosecutor's Office will continue to conduct an annual Internal Affairs training course for Gloucester County law enforcement officers at Rowan College. The training was well attended and very well received in 2019. The training is scheduled for May 26-27 and will provide the most recent information regarding Attorney General Directive 2019-5: Internal Affairs Policy and Procedures (IAPP). The Gloucester County Prosecutor's Office plans to conduct its Internal Affairs training course annually.

In 2020, the Gloucester County Prosecutor's Office will also continue to host the Gloucester County Internal Affairs Forum. The forum was created so that all municipal Internal Affairs officers can meet on a quarterly basis to discuss current internal affairs issues and developments in Gloucester County as well as statewide. It continues to garner strong participation from local agencies and has become a valuable resource for Gloucester County's Internal Affairs officers. The forum's primary goal is to ensure that internal affairs investigations in Gloucester County are conducted thoroughly, comprehensively and in compliance with the Attorney General's guidelines. It often provides internal affairs related training during which guest speakers have discussed internal affairs topics such as recent case law and trending issues in the field of internal affairs investigations. As a result, on March 12, 2020 Acting Prosecutor Christine Hoffman presented an informational briefing to all Chiefs and Internal Affairs officers in Gloucester County regarding Internal Affairs Directive 2019-6: Brady/ Giglio. In addition, per the revised IAPP, the Division of Criminal Justice will provide "training-the-trainer" courses for county prosecutors personnel responsible for internal affairs training. In return, the

Gloucester County Prosecutors Office, Professional Standards Unit, will ensure that officers in the county assigned to an Internal Affairs unit complete the required training.

In 2020, Gloucester County law enforcement agencies will still be required to utilize the Infoshare Internal Affairs module to document all internal affairs complaint information (case index) received by the agency and their respective dispositions. Starting in 2017, we requested local municipalities utilize the InfoShare Internal Affairs module to formally apply for cases to be reviewed by and to receive assignments from the Gloucester County Prosecutor's Office. This process has been implemented in order to maintain the confidentiality of the internal affairs investigative process as well as to ensure that all necessary information is shared between our agencies. The module also serves as a case management system and an early warning flagging mechanism if the local agency chooses to use it for those purposes.

As in years past, the Gloucester County Prosecutor's Office continues to work closely with each municipal agency's Internal Affairs Unit throughout the year to monitor and ensure that each and every internal affairs complaint is accepted and thoroughly investigated in compliance with the Attorney General's guidelines.