

***United States v. City of Newark, et al.,
Civil Action No. 16-1731 (MCA) (MAH)***

CONSENT DECREE

Independent Monitor - Seventh Quarterly Report

**Peter C. Harvey
Independent Monitor
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SEVENTH QUARTERLY REPORT
(July 1, 2018 to September 30, 2018)

I. EXECUTIVE SUMMARY OF SEVENTH QUARTER'S ACTIVITIES

This is Independent Monitor Peter C. Harvey's Seventh Quarterly Report, which comments on the City of Newark (the "City") and Newark Police Division's ("NPD") progress with Consent Decree reforms during the period from July 1 to September 30, 2018.

The exhibits attached to this Report provide summary charts that describe both the City's and NPD's work during this period:

Appendix A provides a list of this quarter's key Consent Decree events;

Appendix B sets forth NPD's Community Engagement Report for the second quarter of 2018, which summarizes NPD's community events and meetings for the period from April 1 through June 30;

Appendix C is a Compliance Chart, which assesses NPD's progress with Consent Decree tasks;

Appendix D provides the status of all of NPD's new or revised Consent Decree policies.

The Monitoring Team is pleased to report that NPD has nearly completed writing all of its Consent Decree-related policies. In the Eighth Quarterly Report, the Monitoring Team will list the new and revised policies that the NPD has actually *adopted* and *promulgated*, meaning, the policies that have been authorized by the Director of Public Safety and issued to NPD officers (as opposed to simply being approved for adoption by the Department of Justice ("DOJ") and the Monitoring Team).¹

¹ In most instances, until a General Order (policy) is *adopted* and *promulgated*, it is not an actual rule and officers are not required to follow the policy. For example, no disciplinary action may be taken against an

Regarding training, the Monitoring Team is also pleased to report that after this reporting period, NPD began training officers on two of the most critical Consent Decree policies that it has adopted: Use of Force; and Stops, Searches, and Arrests.² Significantly, NPD has begun to assess proactively its officers' deployment of in-car and body-worn cameras, and to mandate additional training for Supervisors who did not carry out their responsibilities consistent with NPD's policies. These are the type of management initiatives critical to a high-functioning police department.

NPD has also continued to make progress engaging the community it serves through policy forums, increased use of its Community Service Officers ("CSOs") to collect public comments on community priorities, and by developing (with technical assistance from the Monitoring Team) an electronic database to record and assess the efficacy of NPD's engagement efforts.

The Monitoring Team reiterates its position that NPD should complete its comprehensive staffing plan and modified deployment strategy, to ensure its deployments further community-oriented policing and other Consent Decree objectives. Developing and implementing a comprehensive staffing plan is overdue—under the Consent Decree, NPD was required to complete this task by December 2016. Such a plan will address the Newark community's concerns—expressed repeatedly in public meetings—that residents seek regular patrols at key hours of the day and night, and shorter (under 30 minutes) response times for service calls.

officer based upon a policy that has not been adopted and promulgated by the Director. Alternatively, a General Order (policy) can take effect if the General Order sets forth a specific effective date. In that case, the policy becomes effective on the specified date *after* it has been adopted (signed) by the Director.

² NPD began training officers on Use of Force and Stops, Searches, and Arrests after the policies were approved by DOJ and the Monitoring Team but before the policies were formally adopted by NPD.

Additionally, NPD's Training Division simply does not have the human resources to develop a modern police training infrastructure, which includes electronic maintenance of training records and a deep roster of qualified and effective trainers. The Monitoring Team has been impressed by many of the trainers that we have observed deliver Consent Decree Use of Force training and Stops, Searches, and Arrests training. However, the Monitoring Team notes that NPD still has only one curriculum developer on staff, and an insufficient number of full-time trainers for a department of its size. NPD's Training Division also requires clerical assistance to support its operations.

Lastly, the City and NPD should be preparing to implement the recommendations of an independent data and information technology consultant retained to review NPD's data systems. Currently, NPD's data systems are inadequate to meet Consent Decree requirements. These data systems are not capable of producing the information required to be delivered to the Independent Monitor for conducting certain audits required by the Consent Decree.

II. DETAILED STATUS UPDATES

A. NPD's Transition Towards Community-Oriented Policing

1. Self-Reported Community Engagement

Consent Decree Paragraph 17 requires NPD to "implement mechanisms to measure the breadth, extent, and effectiveness of community partnerships and problem-solving strategies, including officer outreach, particularly outreach to youth." Paragraph 18 requires NPD to prepare "quarterly reports on its community policing efforts," and Paragraph 19 requires NPD and the City to "implement practices to seek and respond to input from the community about this Agreement's implementation." Pursuant to Paragraph 20, all of these studies and reports must be made publicly available, and posted on NPD and City websites.

NPD continues to make progress toward compliance with these paragraphs. NPD has begun publishing quarterly reports of its community engagement efforts, and made better use of its website to provide relevant information to the public. On September 24, 2018, NPD posted to its website its second quarterly report on community engagement—covering the period from April 1 through June 30, 2018. (This Second Quarterly Report is attached to this Report as **Appendix B**, and posted to NPD’s website: <https://www.npdconsentdecree.org/>.)

Additionally, during this reporting period, the Rutgers Center on Policing, a member of the Monitoring Team, worked with NPD to develop a Community Policing Data Collection Tracking Tool, which will be used to assess how community policing issues or problems are being recorded, tracked, and resolved. This database will help streamline NPD’s community engagement efforts, inform its public reports, and guide NPD’s CSOs in each of NPD’s seven precincts.³

2. Positive Development in Engaging the Newark Community in the Policy Development Process

During the reporting period, NPD held three policy forums with the community to discuss its draft General Orders (policies) for (1) Use of Force Reporting, Investigation and Review and Internal Affairs: Complaint Intake & Investigation Process (July 19, 2018 at the Stephen N. Aduato Sports Complex), (2) Community Policing (August 23, 2018 at the Training, Recreation, and Education Center), and (3) First Amendment Right to Observe, Object to, and Record Police Activity (September 27, 2018 at the All Stars Project of New Jersey). While the Monitoring Team provided substantial technical assistance to NPD’s forum planning activities during the first two years of the Consent Decree, NPD has now taken the lead in

³ The Community Service Officers (CSOs) for each precinct are identified on the CDPU website at <https://www.npdconsentdecree.org/community-service-officers>.

preparing the substantive portions of the forums and the facilitated discussion sessions.

Comments collected during these forums by NPD and the New Jersey Institute for Social Justice (“NJISJ”), a member of the Monitoring Team, suggest community members recognize the effort that NPD is putting into listening and responding to community concerns. Indeed, these community meetings have proven to be a valuable opportunity for NPD officers to develop relationships with community members, and the engagement has been embraced by both community members and members of the Division. The Monitoring Team is very pleased to report NPD’s significant progress in this area.

3. NPD’s Staffing Assessment and Modified Deployment Strategy

Consent Decree Paragraph 15 requires that, by July 9, 2017, NPD must assess and revise its officer staffing assignments to support its transition towards community-oriented policing and problem-solving initiatives. NPD did not meet this deadline. However, on September 12, 2018, NPD did submit its staffing and allocation assessment to the Monitoring Team for review and comment. The Monitoring Team will make detailed comments about the staffing assessment in its next (Eighth) Quarterly Report, covering the period from October 1, through December 31, 2018.

B. Property and Evidence Management

Section X of the Consent Decree requires NPD to take “comprehensive efforts to prevent theft of property by officers.” These efforts include “maintaining policies and procedures for the intake, storage, and release of property.” *See* Consent Decree ¶ 110. NPD is also required to conduct periodic audits of its property room. *See* Consent Decree ¶ 111.

In the Fifth Quarterly Report (covering the period of January 1 through March 30, 2018) the Monitoring Team reported that NPD committed to forming a working group dedicated to consolidating and streamlining its property and evidence policies. During this reporting

period, the Monitor reviewed and provided comments on the two policies, “Property and Evidence Management” and “Property and Evidence Division” policies, which were generated by the working group. These two policies consolidated multiple separate property and evidence policies, and represent a substantial improvement over NPD’s former property policies. They clearly identify the responsibilities and procedures related to property and evidence intake, storage and management, including by providing detailed guidance on handling firearms, cash, and narcotics. The policies also memorialize the “Two-Officer Rule,” which requires at least two officers to inventory and transport property and evidence. Once adopted, these policies will be a valuable resource to officers in the Property Division and those handling evidence.

Also during the reporting period, NPD continued to conduct an inventory of all items stored at its permanent storage facility to identify and reduce its backlog of evidence. One of the central challenges facing the Property Division has been the retention of evidence long past the date on which the New Jersey Attorney General Guidelines require its destruction. As the quantity of materials stored by the Property Division perpetually increases, older, outdated property can degrade. This issue has been discussed in prior quarterly reports. (*See* First Quarterly Report § V(C)(2); Second Quarterly Report § IV(D)(2).) The Monitor will continue to report on this issue in future quarterly reports.

C. Internal Affairs

On July 6, 2018, the Monitoring Team approved the draft Intake and Investigation General Order (policy) for release to the public for comment and feedback. On July 19, 2018, the Monitoring Team and parties participated with community members in a policy forum hosted by NPD with support from NJISJ. At the forum, NPD and NJISJ led facilitated discussions with community members to solicit and discuss their input on the draft policy. NPD then revised the

policy, and submitted the revised policy to the Monitoring Team and DOJ for review. The Monitoring Team looks forward to NPD completing this critical Consent Decree policy.

Regarding training on internal affairs investigations, during this reporting period, NPD began working with DOJ and one of DOJ's vendors to develop internal affairs training materials. To aid this training, NPD also will develop a Standard Operating Procedure Manual, that will memorialize NPD's best practices for conducting investigations. The Monitoring Team looks forward to reviewing the training materials and manual.

The Monitoring Team also encourages NPD to address Consent Decree Paragraphs 117 and 118, which require NPD to conduct regular, targeted, and random integrity audits to identify and hold accountable officers or other employees who subvert the misconduct complaint process, such as by refusing to accept or discouraging the filing of complaints. The parties previously agreed that NPD would submit a written plan to carry out this audit function by September 1, 2018. NPD did not meet this September 1 deadline. Nor did it submit a draft plan or outline by the close of this reporting period. NPD has since reported that its written plan will be addressed in its Internal Affairs procedural manual, which is currently under development by DOJ's vendor. NPD has not yet provided a draft manual or plan to the Monitoring Team. Internal affairs is one of the most important areas of police reform. NPD must give its immediate attention to this area.

D. Body-Worn and In-Car Cameras

1. Expansion of Body-Worn and In-Car Camera Program

During this reporting period, NPD continued to deploy Body-Worn and In-Car Cameras across the Division. NPD reports that by the end of this period, 421 of NPD's 1,002 officers, detectives and sergeants had been trained on NPD's Body-Worn Camera and In-Car Camera policies and equipped with body-worn cameras. These include officers in the First,

Second, Fourth and Fifth Precincts, and the Municipal Arrests Processing Section. Expanding body-worn cameras into NPD's new prisoner processing facility adds a layer of transparency to areas that were previously not subject to video coverage, creating audio and video records of contact between officers and prisoners.

Additionally, a total of 65 patrol vehicles out of NPD's 307 marked patrol cars have been equipped with in-car cameras as of the close of this reporting period.

NPD was able to expand its body-worn and in-car camera program despite a number of technological issues with uploading complete videos, malfunctioning cameras, and technical "bugs" in its software updates.⁴ The Monitoring Team suggested to the City and NPD that, before deploying cameras in the field, NPD should conduct trial runs in a test environment, and develop a Division-wide protocol to ensure that NPD tests new technology before integrating it into daily operations. NPD agreed to implement this recommendation.

2. NPD's Internal Review of Body-Worn and In-Car Camera Usage and Records

As described in the Independent Monitor's previous (Sixth) Quarterly Report, NPD's Consent Decree and Planning Unit ("CDPU") conducted an internal review of NPD Supervisors' compliance with NPD's revised Body-Worn Camera and In-Car Camera policies to determine if Supervisors conducting compliance checks of officers were themselves in compliance with NPD's policies. While this internal review is not a substitute for the Monitoring Team's future audits of NPD's practices, the Monitoring Team commends NPD for this self-evaluation.

⁴ After the close of this reporting period, NPD experienced additional technical issues involving its body-worn cameras. For example, some body-worn cameras experienced issues with their memory cards, while others experienced corrupt or missing videos. NPD also experienced delays when attempting to play back videos retrieved from body-worn cameras because of buffering issues. NPD is engaged in ongoing work with its vendor to resolve these technical issues. As more information becomes available, the Monitor will report on these issues in future quarterly reports.

NPD's review evaluated: (1) whether the Desk Supervisor submitted a Body-Worn Camera Compliance Report⁵ during their shift to document the review of two videos; (2) whether the Body-Worn Camera Compliance Report was accurate; (3) whether the Field Supervisor submitted a Field Inspection Report⁶ during his/her respective tour of duty; and (4) whether the body-worn camera section of the Field Inspection Report was accurate.

As a result of this review, the CDPU developed an additional Body-Worn Camera training course specifically for Supervisors. The additional training focuses on addressing the deficiencies identified in NPD's review and emphasizes requirements in the Body-Worn Camera policy that are unique to Supervisors. NPD also modified its Field Inspection Report, clarifying prompts for information, in order to facilitate more accurate data collection. The Monitoring Team commends NPD for these remedial efforts, and hopes that its initiative extends to other areas of the Division.

E. Data Systems

The City and NPD decided not to expand their data systems capacity until after they had received the results of an independent consultant's comprehensive assessment of its existing technology. This consultant would interview NPD officers, review the efficacy, capacity and functionality of their existing data systems, and compare NPD's data systems to peer government agencies, including other police departments around the country. At the

⁵ Body-Worn Camera Compliance Reports are to be completed by a Desk Supervisor to document the Desk Supervisors' review of two randomly selected videos from each tour of duty. These reports document the Desk Supervisor's determination of whether an officer's actions, as captured on the recording, were legal and compliant with NPD policy.

⁶ Field Inspection Reports capture body-worn camera compliance data from a Supervisor's inspection of vehicle and foot patrol units during each tour. The reports record, for example, whether an officer entered an event number for every assignment found in the video archive and whether an officer correctly classified each video.

conclusion of its review, the consultant would issue a report to the City and NPD with a slate recommendations and cost projections.

In June 2018, the City officially retained the consultant. During this reporting period, the consultant completed its interviews of NPD personnel, including supervisors and rank and file officers, and developed an understanding of NPD's processes, goals, and priorities. After this reporting period, the consultant released its report, which the Monitoring Team will discuss in future quarterly reports. The City and NPD's ability to undergo the detailed audits required by the Consent Decree and to achieve compliance with the Consent Decree will depend in large part on the speed at which it can adopt the consultant's recommendations and its ability to produce the data required for Consent Decree audits.

F. Training Administration

NPD has made substantial progress administering training to NPD personnel based on the Use of Force and Stops, Searches, and Arrests training materials approved by both DOJ and the Monitoring Team. These are the substantive Consent Decree trainings that have the potential to ensure that officer behavior comports with the requirements of the United States Constitution, the New Jersey State Constitution, and NPD policy. The Monitoring Team looks forward to continuing to report on NPD's progress in this area. The following chart provides the status of NPD's progress with the critical Consent Decree-required trainings, as of the filing of this report.

Training	Status
Community-Oriented Policing ⁷	NPD reports that training has been administered to all applicable NPD officers.
Body-Worn and In-Car Cameras	NPD reports that all NPD officers have been trained on NPD's camera policies.
Use of Force	Training underway as of November 2018. NPD reports that all officers were trained by the end of March 2019.
Stops, Searches, and Arrests	Training underway as of December 2018. NPD reports that all officers will be trained by the end of April 2019.
Bias-Free Policing	NPD is in the process of retaining a vendor to develop its training materials. NPD expects to begin training on April 30, 2019.
Internal Affairs	NPD is developing an internal affairs investigations procedural manual in collaboration with DOJ's vendor. It will need to develop training materials based on this manual.
Property and Evidence Management	NPD needs to develop a procedural manual and training reflecting Consent Decree-compliant practices.

At the request of the Monitoring Team, NPD's Use of Force training incorporated videos from around the nation of police officers' use of force—some proper and some improper—to ensure that the course teaches real-world scenarios that NPD officers may encounter. NPD's use of force training vendor also filmed its own videos featuring community members and police officers, to be used as a teaching tool. Using interactive technology, trainers ask officers how they would handle each situation at various points throughout the video, the officers select their respective answers from the list of options, the technology posts the officers' anonymous responses, and the instructor discusses the officers' responses.

On September 25 and 26, 2018, NPD's Use of Force training vendor conducted a two-day program to train NPD's instructors, including the NPD Academy Captain, on how to

⁷ NPD administered Community-Oriented Policing training to its officers prior to completing its Community-Oriented Policing policy.

administer the training materials to the rest of NPD. Members of the Monitoring Team who attended these sessions noted that NPD trainer participation was active and conscientious. Although NPD expected to have administered training to all relevant officers by the end of February 2019, after the close of this reporting period, NPD reported that trainings were completed in March 2019. On March 15, 2019, the Monitoring Team sent a letter to the Parties, notifying them that the Monitoring Team will audit NPD's training records to determine whether they have delivered this (and other) Consent Decree trainings to all relevant NPD personnel. The Monitor will report on the results of this audit in future quarterly reports.

As reported in the prior (Sixth) Quarterly Report, the Monitor asked the New Jersey Attorney General's Office to detail several Assistant Attorneys General and Deputy Attorneys General to help NPD draft real-life scenarios based on New Jersey case law to be incorporated into NPD's Stops, Searches, and Arrests training. The Attorney General's Office agreed. On July 25, 2018, the Independent Monitor, members of the Monitoring Team, members of the CDPU and several Deputy Attorney Generals met for a kick-off meeting to discuss how the Deputy Attorney Generals could best assist NPD. In August, the Attorney generals provided scenarios to NPD for incorporation into the training.

In addition to the real-world scenarios, the training—developed in-house by NPD—uses modern educational philosophy and technology, including the use of “clickers,” which are small remote devices operated by NPD officers to provide anonymous answers to multiple choice questions presented during the training. These “clickers” provide instant information about how NPD officers responded to questions at various stages of the scenarios, permitting the instructor to reinforce the correct answer and explain why other answers are incorrect. The training is also strengthened by having a retired Assistant Prosecutor serve as an

instructor for the course, bolstering NPD's ability to provide legal background to officers. After the close of this reporting period, NPD continued to implement agency-wide stops, searches, and arrests, training. NPD expects to have administered training to all relevant officers by the end of April 2019.

Still, the Monitoring Team remains concerned—as it has been since the inception of the Consent Decree—about the staffing level of the Newark Training Division. While NPD has developed a core of instructors who are skilled in teaching the Use of Force and Stops, Searches, and Arrests training, NPD needs more highly skilled trainers. The number of full-time training staff is below what is required to ensure that the quality training required by the Consent Decree is developed, administered, and updated on a timely basis. Additionally, the Monitor has suggested—and continues to recommend—that NPD hire a Training Director, as described in the Monitor's Second-Year Reassessment,⁸ to oversee the development of all the training courses that the Department must implement to comply with the requirements of the Consent Decree. Currently, NPD uses a person of the rank of Captain to, as the City describes it, function as the Training Director. This methodology is insufficient for several reasons, including, (i) NPD has not adopted any requirements for a Training Director, (ii) this Captain has no defined annual training requirements and (iii) the Captain is not dedicated exclusively to training.

G. Independent Monitoring Team's Community Outreach

1. Community Events

Paragraph 186 of the Consent Decree requires the Monitor to hold community meetings to discuss the quarterly reports, inform the public about the implementation process,

⁸ See Independent Monitor's Second-Year Reassessment, Exhibit B, filed on October 12, 2018. Available at https://www.newarkpdmonitor.com/wp-content/uploads/2018/10/Second-Year-Reassessment_10.12.18.pdf.

and hear community perspectives of police interactions. As part of this outreach, the Monitor holds periodic community forums in different locations throughout Newark to discuss the City's and NPD's progress with achieving the Consent Decree's requirements, the Monitor's Quarterly Reports, and the Monitoring Team's work. On June 28, 2018, the Monitoring Team released its Fifth Quarterly Report covering the period from January 1 through March 31, 2018. On September 10, the Monitoring Team held a community event to discuss its Fifth Quarterly Report at New Community Corporation. NJISJ coordinated this event, which was attended by approximately 30 community members, as well as members of the Monitoring Team, NPD, and DOJ.

NPD should make a better effort to have the command staff and community service officers from the precinct in which the meeting is held attend the community meeting. Often, community members have comments and questions that can be addressed by precinct leadership. Additionally, these community meetings will give the commanders an opportunity to further develop their relationship with people who live and work within their precinct.

2. Surveys

The Consent Decree requires the Monitor to conduct an annual survey "of the Newark community's experience with and perceptions of NPD and public safety." (Consent Decree ¶¶ 22-23.) During this reporting period, the Monitoring Team engaged Suffolk University Political Research Center ("Suffolk") to carry out the Monitor's second probability survey of Newark residents, which consists of asking Newark residents about, among other things, their perceptions of their own safety, the safety of their neighborhoods, and NPD's responsiveness to their concerns. Suffolk is a nationally-recognized leader in political polling and research, and the Monitoring Team believes NPD, the City, and Newark residents will benefit greatly from their expertise. The Monitoring Team chose Suffolk after a competitive

bidding process, in which the Monitoring Team received written proposals from both university-affiliated research centers and private polling firms.

In September 2018, Suffolk, led by Director David Paleologos, began fielding survey responses in English, Spanish, and Portuguese. As of the end of this reporting period, survey administration was ongoing. The Monitoring Team looks forward to publishing the results of the second probability survey in its next Report.

III. APPENDICES

- A. Chronology of Key Events**
- B. NPD Community Engagement Report - Second Quarter 2018**
- C. Compliance Chart**
- D. Status of NPD's Consent Decree Policies**

Appendix A

Timeline (Meetings, Milestones and Events)**Monitoring Team's Seventh Quarterly Report — July 1, 2018 through September 30, 2018.**

Date	Event
July 6, 2018	DOJ and Monitoring Team approve NPD's Internal Affairs: Complaint Intake & Investigation Process policy for external review.
July 12, 2018	Second-year anniversary of the Consent Decree
July 12-16, 2018	51 st Anniversary of the Newark Rebellion
July 16, 2018	DOJ and Monitoring Team approve NPD's Community Policing policy for external review.
July 19, 2018	NPD hosts city-wide community meeting to seek community comment on NPD's draft Use of Force Reporting, Investigation and Review Policy and Complaint Intake & Investigation Process Policy.
July 25, 2018	Kick-Off meeting attended by the Independent Monitor, members of the Monitoring Team, members of the CDPU and several New Jersey Assistant Attorneys General to discuss collaboration to further develop NPD's Stop, Search and Arrest training.
August 23, 2018	NPD hosts city-wide community meeting to seek community comment on NPD's draft Community Policing Policy.
September 5, 2018	The Independent Monitor meets with NPD Commanders to discuss the Consent Decree process.
September 5, 2018	Status conference before the Honorable Madeline Cox Arleo, United States District Court Judge for the District of New Jersey.
September 10, 2018	The Monitoring Team, led by the New Jersey Institute for Social Justice, holds a "Meet the Monitor" event at the New Community Corporation to speak with Newark community members about the Consent Decree and discuss the Monitor's Fifth Quarterly Report.
September 20, 2018	DOJ and Monitoring Team approve NPD's Stop, Search and Arrest policies in principal.
September 21, 2018	DOJ and Monitoring Team approve NPD's Internal Affairs: Disciplinary Process and Matrix for external review.
September 21, 2018	DOJ and Monitoring Team approve NPD's Property and Evidence Division/Property and Evidence Management policies for external

	review.
September 24, 2018	NPD posts its second quarterly report on community engagement—covering the period from April 1 through June 30—online.
September 25 and 26, 2018	Force Concepts staff conducts a two day train-the-trainer program for 26 NPD trainers, including the NPD Academy Captain.
September 27, 2018	NPD hosts city-wide community meeting to seek community comment for NPD’s draft First Amendment policy.

Appendix B

**Consent Decree Compliance and Implementation
(through September 30, 2018)**

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I. DEFINITIONS

NPD's compliance with the deadlines set forth in the Consent Decree and the Second-Year Monitoring Plan will be assessed using the following categories: (1) not assessed, (2) initial development, (3) preliminary compliance, (4) operational compliance, (5) non-compliance, (6) administrative compliance, and (7) full compliance. Each of these terms is defined below.

1. Not Assessed

"Not Assessed" means that the Monitoring Team did not assess the Consent Decree provision during this reporting period. Acceptable reasons for why a requirement was not assessed may include that the deadline has not passed or some other substantive reason.

2. Initial Development

"Initial Development" means that during the auditing period, NPD has taken meaningful steps toward achieving compliance with a Consent Decree requirement that is not yet scheduled for completion. Initial Development will be noted only if NPD's efforts are consistent with established timeframes in the Monitoring Plan or Consent Decree. Where NPD was expected to have achieved at least Initial Development during the auditing period, and has not, NPD has been found not to be in compliance.

3. Preliminary Compliance

"Preliminary Compliance" means that during the reporting period, NPD has developed, and the Independent Monitor, DOJ, and City have approved, respective policies or standard operating procedures ("SOPs") and related training materials that are consistent with a Consent Decree requirement. This category only applies to SOPs and training.

4. Operational Compliance

“Operational Compliance” means that NPD has satisfied a Consent Decree requirement by demonstrating routine adherence to the requirement in its day-to-day operations or by meeting the established deadline for a task or deliverable that is specifically required by the Consent Decree or Monitoring Plan. NPD’s compliance efforts must be verified by reviews of data systems, observations from the Monitoring Team, and other methods that will corroborate its achievement. In this report, the Monitoring Team only will assess NPD for compliance with established deadlines.

5. Non-Compliance

“Non-Compliance” means that NPD has either made no progress towards accomplishing compliance, or has not progressed beyond Initial Development at the point in time when NPD is expected to have at least achieved Preliminary Compliance for the reporting period.

6. Administrative Compliance

“Administrative Compliance” means that during the auditing period, NPD has completed all necessary actions to implement a Consent Decree requirement, but General Compliance has not yet been demonstrated in NPD’s day-to-day operations.

7. Full Compliance

“Full Compliance” means that all Monitor reviews have determined that NPD has maintained Operational Compliance for the two-year period.

II. USE OF FORCE

Achievement	Deadline for Achievement	Status	Discussion
Develop Use of Force Policy: NPD will develop and implement a use of force policy or set of policies that cover all force techniques, technologies, and weapons that are available to NPD officers. The policy or policies will clearly define each force option and specify that unreasonable use of force will subject officers to discipline. (§§ 66-74)			
NPD will review and revise its current use of force policy or policies to ensure compliance with Consent Decree.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section II.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of policy	Preliminary Compliance	See Sixth Quarterly Report, Section II.
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policy	Preliminary Compliance	See Seventh Quarterly Report, Section II(F)(1).
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with Consent Decree.	45 days before training is implemented	Not Assessed	The deadline has not passed. The Monitor will assess this requirement in a future report.
NPD will provide the proposed testing for review.	30 days before training is implemented	Not Assessed	The deadline has not passed. The Monitor will assess this requirement in a future report.
Audit of NPD Firearms Certification Oversight (§§ 70-71, 74)			
NPD will provide resources for officers to maintain proper weapons certifications and will implement sanctions for officers who fail to do so. Officers will be prohibited from using	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance

USE OF FORCE Continued

Achievement	Deadline for Achievement	Status	Discussion
unauthorized weapons or ammunition. (¶¶ 70-71, 74)			audits.
NPD Use of Force Reporting and Investigation: NPD will adopt a use of force reporting system and a supervisor Use of Force Report, separate from the NPD's arrest and incident reports, and which includes individual officers' accounts of their use of force. (¶¶ 75-85)			
NPD will establish a mechanism by which use of force and citizen interaction complaints are reviewed by training staff to form the basis of changes in training to address the issues arising from these complaints.	September 30, 2018	Non-Compliance	N/A
NPD, in consultation with Monitor and DOJ, will categorize force into levels to report, investigate, and review each use of force. The levels will be based on the factors set forth in ¶ 77.	September 30, 2018	Non-Compliance	See Fifth Quarterly Report, Section III(A)(1).
NPD will establish a Serious Force Investigation Team ("SFIT") to review Serious Force Incidents, conduct criminal and administrative investigations of Serious Force incidents, and determine whether incidents raise policy, training, tactical, or equipment concerns. Lower or intermediate force incidents will be investigated by line supervisors. (¶¶ 78-84, 86-94)			
NPD will create and implement (1) a General Order establishing the AFIT to ensure sufficient staffing consistent with ¶ 92 of the Consent Decree; and (2) General Orders establishing line supervisors' responsibilities to investigate lower and intermediate use of force incidents.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section III(A)(1).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of General Orders	Initial Development	See Sixth Quarterly Report, Section III(A)(1)
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of General Orders	Preliminary Compliance	See Sixth Quarterly Report, Section III(B)(1).

USE OF FORCE Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will maintain a Use of Force Review Board (“UFRB”) to conduct timely, comprehensive and reliable reviews of all Intermediate and Serious Force incidents, in accordance with the requirements set forth in the Consent Decree. (§§ 88, 95, 96, 98, 102)			
NPD will create a General Order establishing the UFRB, ensure that it is staffed consistent with Consent Decree provisions, and ensure that the responsibilities assigned are consistent with Consent Decree provisions.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section III(A)(1).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required, which will provide the UFRB with 8 hours of training. (§§ 11, 97)	Within 60 days after approval of General Order	Initial Development	See Sixth Quarterly Report, Section III(A)(1)
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of General Order	Preliminary Compliance	See Sixth Quarterly Report, Section III(B)(1).
NPD’s UFRB will conduct timely, comprehensive, and reliable reviews of SFIT and Intermediate Force incidents and document its findings and recommendations. (§§ 13, 96-101)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will provide Monitor with Use of Force data for a baseline assessment.			
NPD will provide the Monitor with Use of Force data, including, but not limited to, field inquiry reports and incident reports.	June 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).

III. STOP, SEARCH AND ARREST

Achievement	Deadline for Achievement	Status	Discussion
NPD will revise policies in accordance with ¶¶ 25-42, 55-62 of the Consent Decree.			
NPD will begin training modules for the revised policies upon the Monitor and DOJ's approval of the revised policies.			
NPD will review and revise its current stop, search, and arrest policy or policies to ensure compliance with Consent Decree.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section III(A)(2).
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of policy	Initial Development	See Sixth Quarterly Report, Section III(B)(2).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the stop, search, and arrest policies or procedure and that the topic is incorporated into the in-service training required. (¶ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will develop a protocol to gauge retention of stop, search, and arrest training and approve testing mechanisms to ensure compliance with Consent Decree.	45 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will provide the proposed testing to the Monitor, DOJ and the City for review.	30 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this

STOP, SEARCH AND ARREST Continued

Achievement	Deadline for Achievement	Status	Discussion
			requirement in a future report.
Data Analysis Protocol: NPD will develop a protocol for comprehensive analysis of stop, search and arrest data, subject to the review and approval of the DOJ and Monitor. (§ 53)			
NPD will review its current data collection and analysis capacity and identify the gaps between its current capacity and the capacity required by the Consent Decree.	September 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).
NPD will develop categories and fields for capturing the data required by the Consent Decree. (§ 51-54)	September 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).
Data Report: NPD will issue a report summarizing and analyzing the data collected on its stops, searches, arrests, and uses of force. The report will also set forth the steps taken by the NPD to correct problems and build successes indicated by the data. (§ 168)			
NPD will provide a draft report to Monitor and Parties.	May 15, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(F)(1).
NPD will finalize the report based on feedback from the Monitor and Parties.	June 30, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(F)(1).
NPD will provide periodic reports to Monitor and Parties.	Yearly after June 30, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(F)(1).
NPD supervisors will take appropriate action to address any violations or deficiencies related to stops, detentions, searches, and arrests; maintain records; and identify repeat violators. (§ 48)			
NPD supervisors to take appropriate action to address violations or deficiencies in stops, detentions, searches, and arrests; maintain records; and identify repeat violators. (§ 48)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.

IV. COMMUNITY POLICING AND BIAS-FREE POLICING

Achievement	Deadline for Achievement	Status	Discussion
Community-Oriented Policing Policy: NPD will integrate concepts of community and problem-oriented policing into its policies. (Section V)			
NPD will review and revise its current community policing policy or policies to ensure compliance with Consent Decree.	May 15, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(A)(3).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or procedure and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with the Consent Decree.	45 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will provide the proposed testing for review.	30 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The

COMMUNITY POLICING AND BIAS-FREE POLICING Continued

			Monitor will assess this requirement in a future report.
Evaluation of Community Policing Protocol: By February 7, 2017, NPD will implement a protocol to periodically measure the breadth, extent, and effectiveness of its community partnerships and problem-solving strategies, including officer outreach, particularly outreach to youth.			
NPD will submit first drafts of its measurement mechanisms to the Monitor and DOJ for review.	March 31, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(A)(1).
NPD will submit a final draft of the measurement protocol.	May 5, 2018	Non-Compliance	See Seventh Quarterly Report, Section III(DA)(1).
NPD will begin implementing the measurement protocol.	May 10, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(A)(1).
NPD will prepare a publicly available report of its community policing efforts overall and in each precinct. (§ 18)	April 30, 2018	Initial Development	See Seventh Quarterly Report, Section II(A)(1).
Phase I: Community Policing: NPD will provide its officers training on the benefits and means to achieve effective community engagement. (§ 14)			
NPD will provide 8 hours of in-service training on community policing and problem-oriented policing methods and skills for all officers, including supervisors, managers and executives. (§ 14)	Within 60 days after approval of policy	Operational Compliance	Sixth Quarterly Report, Section III(B)(3).
Bias-Free Policing Training: NPD will provide its officers training on bias-free policing. (§ 11)			
NPD will provide all officers with a minimum of eight hours of comprehensive and interdisciplinary training on bias-free policing,			

COMMUNITY POLICING AND BIAS-FREE POLICING Continued

including implicit bias, procedural justice, and police legitimacy, within 180 days of the Operational Date, and at least four hours annually thereafter. (§ 63)			
NPD will provide drafts of new or revised training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policy	Non-Compliance	See Seventh Quarterly Report, Section II(F).
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with the Consent Decree.	45 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will provide the proposed testing for review.	30 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
Monitor, DOJ and City will provide NPD with feedback on proposed testing.	15 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with the Consent Decree.	45 days before training is implemented	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will conduct quarterly demographic analyses of its enforcement activities to ensure bias-free policing. (§ 65)			

COMMUNITY POLICING AND BIAS-FREE POLICING Continued

NPD will update its data systems so that it has the capacity to conduct demographic analyses of its enforcement activities.	September 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).
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V. PROPERTY AND EVIDENCE MANAGEMENT

Achievement	Deadline for Achievement	Status	Discussion
Implement Chain of Custody and Inventory Policy: The NPD will ensure that in all instances where property or evidence is seized, the responsible officer will immediately complete an incident report documenting a complete and accurate inventory of the property or evidence seized, and will submit the property or evidence seized to the property room before the end of tour of duty. (§§ 105, 110)			
NPD will create a chain of custody and inventory policy or policies to ensure compliance with § 110 of the Consent Decree.	May 1, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(B).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policies or procedures and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of policies	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will provide drafts of new or revised training plans or training curricula related to the requirements of the Consent Decree to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policies	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD Internal Review of Disciplinary Files: NPD will review the disciplinary histories of its officers who routinely handle valuable contraband or cash, especially those in specialized units, to identify any patterns or irregularities indicating potential risk of theft by officers. (§ 107)			
NPD will provide a report to the Monitor and supporting documents identifying officers handling contraband or cash.	July 1, 2018	Non-Compliance	N/A
Transfer of NPD officers: To the extent permitted by law and NPD's collective bargaining agreements, NPD officers identified as			

having a sustained complaint of theft, or two not sustained or unfounded complaints of theft occurring within one year, will be moved out of positions where those officers have access to money, property, and evidence. (§ 108)			
City legal department to review legal requirements and collective bargaining agreements regarding transfer of NPD officers consistent with § 108 of the Consent Decree.	Ongoing	Initial Development	See First Quarterly Report, Section V(C)(6).
NPD Audits: NPD will conduct and document periodic audits and inspections of the property room and immediately correct any deficiencies. (§ 111)			
NPD will conduct a complete audit of all firearms stored in the property and evidence room and other storage facilities.	July 1, 2018	Initial Development	See Seventh Quarterly Report, Section II(B).

VI. INTERNAL AFFAIRS: COMPLAINT INTAKE AND INVESTIGATION

Achievement	Deadline for Achievement	Status	Discussion
Transparent Complaint Process: NPD will revise its policies to prohibit practices that discourage complainants and witnesses from coming forward, including the requirements set forth in ¶ 115.			
NPD will review and revise its policies for releasing complaints and misconduct allegations to make such complaints and allegations publicly available and ensure compliance with the Consent Decree.	March 31, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(C).
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the Internal Affairs: Complaint Intake and Investigation policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will submit to the Monitor and DOJ its written plan for conducting and reporting on an integrity audit to identify officers/employees who refuse to accept or discourage the filing of misconduct complaints, fail to report misconduct or complaints, or provide false or misleading information about filing a misconduct complaint. (¶¶ 117-118)	September 1, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(C).

INTERNAL AFFAIRS: COMPLAINT INTAKE AND INVESTIGATION Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will take appropriate disciplinary actions against officers/employees who refuse to accept or discourage the filing of misconduct complaints, fail to report misconduct or complaints, or provide false or misleading information about filing a misconduct complaint, as set forth in ¶¶ 117-118.	Ongoing	Non-Compliance	See Sixth Quarterly Report, Section III(F)(2)(a).
NPD will create a training curriculum and/or training bulletins for police personnel, including dispatchers, to properly handle complaint intake, including how to provide complaint materials and information; the consequences for failing to take complaints; and strategies for turning the complaint process into positive police-civilian interaction. (¶ 116)			
NPD will provide drafts of new or revised training curricula to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the Internal Affairs: Complaint Intake and Investigation policy or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD and City, in collaboration with the civilian oversight entity or other community input, will develop and implement a program to publicize to the Newark Community how to make police misconduct complaints. (¶ 112)			
NPD and the City will revise and make forms and other materials outlining the complaint process and OPS contact information available on their website and appropriate government properties. (¶ 113)	June 1, 2018	Initial Development	See Fifth Quarterly Report, Section III(C)(4).

INTERNAL AFFAIRS: COMPLAINT INTAKE AND INVESTIGATION Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will accept all complaints, by all methods and forms detailed in ¶ 114.	Ongoing	Initial Development	See Fifth Quarterly Report, Section III(C)(4).
NPD will provide civilians, including complainants and witnesses to alleged police misconduct, with full access to NPD's complaint process. (¶ 115)	Ongoing	Initial Development	See Fifth Quarterly Report, Section III(C)(4).
NPD Misconduct Reporting and Investigation Process: NPD will require that all officers and employees report allegations of criminal behavior or administrative misconduct by another NPD officer toward a member of the public, that they may observe themselves or receive from another source, to a supervisor or directly to OPS for review and investigation. When a supervisor receives such allegations, the supervisor will promptly document and report this information to OPS. (¶ 119)			
NPD will investigate as a misconduct complaint any information or testimony arising in criminal prosecutions or civil lawsuits that indicate potential officer misconduct not previously investigated by NPD. (¶ 120)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will train OPS supervisors to conduct thorough and complete investigations that include conclusions and recommendations that are adequately supported by the evidence. (¶ 141)	September 1, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(B).
Complaint Classification Protocol: NPD will adopt a complaint classification protocol that is based on the nature of the alleged misconduct, in order to guide OPS in determining where a complaint should be assigned for investigation. (¶ 121)			
NPD will implement complaint classification protocol to ensure compliance with the Consent Decree.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section III(B)(6).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the protocol or procedure and that the topic is incorporated into the in-service training required.	Within 60 days after approval of protocol	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future

INTERNAL AFFAIRS: COMPLAINT INTAKE AND INVESTIGATION Continued

Achievement	Deadline for Achievement	Status	Discussion
			report.
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (¶ 11)	Within 60 days after approval of protocol	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.
NPD's OPS will investigate all allegations of Serious Misconduct as defined in the Consent Decree. (¶¶ 122)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD/OPS will submit to the Monitor and DOJ its written plan for monitoring and reporting on investigations referred to officers' precincts and specialized units for quality, objectivity and thoroughness, for identifying trends in investigative or leadership deficiencies, and for taking appropriate action if investigations are deficient. (¶ 124)	September 1, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(B)(6).
NPD's OPS will routinely monitor investigations referred to officers' precincts and specialized units for quality, objectivity and thoroughness, and take appropriate action if investigations are deficient. OPS will also identify trends in investigative or leadership deficiencies. (¶ 124)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will maintain a centralized numbering and tracking system for all misconduct complaints. (¶ 125)			
NPD will create a protocol to link an "event" number retrieved from the CAD, which enables NPD to provide a complainant with an identifying number in real time.	May 31, 2018	Initial Development	See Fifth Quarterly Report, Section III(C)(4).
NPD will use a case management system to ensure appropriate caseloads for OPS investigators and timely completion of investigations. (¶ 146)			

INTERNAL AFFAIRS: COMPLAINT INTAKE AND INVESTIGATION Continued

Achievement	Deadline for Achievement	Status	Discussion
NPD will use a case management system to track and maintain appropriate caseloads for OPS investigators and promote the timely completion of investigations by OPS. (§ 146)	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will require and provide appropriate training for OPS investigators upon their assignment to OPS, with refresher training at periodic intervals. At a minimum, NPD will provide 40 hours of initial training and eight hours additional in-service training on an annual basis. (§§ 147-148)			
NPD will review and revise its current OPS policy to require training of OPS investigators.	March 31, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(C).
NPD will provide drafts of new or revised training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policy	Not Assessed	The deadline had not passed by the end of this reporting period. The Monitor will assess this requirement in a future report.

VII. IN-CAR CAMERAS AND BODY-WORN CAMERAS

Achievement	Deadline for Achievement	Status	Discussion
In consultation with the DOJ and Monitor, NPD will develop a policy regarding footage and audio recordings from its in-car and body-worn cameras and a policy to designate which cars and officers will not be equipped with cameras or will be equipped with concealed cameras. (§§ 103-104)			
NPD will review and revise its current policy or policies to ensure compliance with the Consent Decree.	March 31, 2018	Preliminary Compliance	See Sixth Quarterly Report, Section III(A)(7).
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of policy	Preliminary Compliance	See Sixth Quarterly Report, Section III(B)(7).
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the Body-Worn Cameras and In-Car Cameras policies and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of the policy	Preliminary Compliance	See Sixth Quarterly Report, Section III(B)(7).
NPD will begin the work required to equip all marked patrol cars with video cameras and require all officers, except those set forth in §§ 103-104, to wear body cameras and microphones with which to record enforcement activity. (§ 103)			
NPD will conduct pilot program on body-worn cameras and develop recommendations for possible device implementation based on the results of the pilot.	Ongoing	Initial Development	See Sixth Quarterly Report, Section III(A)(7).

VIII. GENERAL OFFICER TRAINING

Achievement	Deadline for Achievement	Status	Discussion
<p>NPD will provide officers at least 40 hours of training to address changes in the law, or issues identified in complaints, or other means. NPD will provide additional training as necessary to address changes in the law, or issues identified through its review of use of force incidents, arrest reports, misconduct complaints, or other means. All training will be consistent with and incorporate current law, professional police standards and best practices. (§§ 9, 14)</p> <p>Note: The timelines for training requirements in other Sections of the Consent Decree (e.g., use of force, bias-free policing), are located in those Sections of this Chart.</p>			
NPD will review and revise its current General Orders to ensure compliance with the Consent Decree.	June 30, 2018		The status for training requirements for each Consent Decree area (e.g., use of force, bias-free policing), are located in those sections of this Chart.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policies or procedures and that the topic is incorporated into the in-service training required. (§ 11)	Within 60 days after approval of individual policies		The status for training requirements for each Consent Decree area (e.g., use of force, bias-free policing), are located in those sections of this Chart.
NPD will provide drafts of new or revised training plans or training curricula to the Monitor and DOJ for review and approval prior to implementation. (§ 11)	Within 60 days after approval of individual policies		The status for training requirements for each Consent Decree area (e.g., use of force, bias-free policing), are located in those sections of this

GENERAL OFFICER TRAINING Continued

Achievement	Deadline for Achievement	Status	Discussion
			Chart.
NPD will compile, and provide Monitor with, all current State and NPD curricula and course materials for new recruits.	March 31, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(B)(8).
NPD and Monitor will identify where State/NPD curricula differ from the Consent Decree.	April 24, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(B)(8).
NPD will maintain complete and consistent training records for all officers. (§ 12)			
NPD will develop a protocol to gauge retention of training and approve testing mechanisms to ensure compliance with Consent Decree.	45 days before training is implemented		The status for training requirements for each Consent Decree area (e.g., use of force, bias-free policing), are located in those sections of this Chart.
NPD will implement any necessary updates to its data storage system to retain training records as set forth in the protocol.	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will provide the necessary data to allow the Monitoring Team to conduct a baseline assessment of NPD's training records.	March 31, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(F).

IX. COMMUNITY ENGAGEMENT

NPD will assess and revise its staffing allocation and personnel deployment to support community policing and problem-solving initiatives, and will modify deployment strategies that are incompatible with community policing, such assessment and modified strategy to be provided to the DOJ and Monitor for approval. (§ 15)			
NPD will conduct review of its current staffing allocation and personnel deployment and develop a community policing strategy that involves all officers assigned to policing precincts, including the Community Policing Officers.	March 31, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(C)(2).
NPD will review and revise its current staffing allocation and personnel protocol to ensure compliance with the Consent Decree.	March 31, 2018	Non-Compliance	See Fifth Quarterly Report, Section III(C)(2).
NPD will identify what changes in personnel allocation will be made, if necessary, based on the staffing study.	April 30, 2018	Non-Compliance	See Sixth Quarterly Report, Section III(C)(2).

X. DATA SYSTEMS IMPROVEMENTS: EARLY WARNING AND RECORDS MANAGEMENT SYSTEMS

Achievement	Deadline for Achievement	Status	Discussion
Assessment of Current Data Systems: NPD will provide the Monitor with sample data to analyze its current data collection processes and NPD will engage a consulting firm to determine its data needs.			
NPD will provide sample data to the Monitor in each subject area where data collection/analysis is required so the Monitor can determine NPD data collection abilities (<i>i.e.</i> , “data baseline”).	June 30, 2018	Initial Development	See Sixth Quarterly Report, Section E.
NPD will engage an IT consulting firm to conduct an assessment and gap analysis to help NPD determine what systems need to be upgraded or replaced to enable NPD to meet the data collection and analysis requirements of the Consent Decree. This will include the development of high level requirements for a Records Management System (“RMS”).	September 30, 2018	Initial Development	See Seventh Quarterly Report, Section II(E).
Early Warning System: NPD will enhance its Early Warning System so as to comply with the requirements set forth in the Consent Decree. (§§ 156-165)			
NPD will develop and implement a data protocol describing information to be recorded and maintained in the Early Warning System. (§ 157)	September 30, 2018 for enhanced/current EWS	Non-Compliance	See Seventh Quarterly Report, Section II(E).
NPD will revise its use of EWS as an effective supervisory tool. To that end, the EWS will use comparative data and peer group analysis to identify patterns of activity by officers and groups of officers for supervisory review and intervention. (§ 158)	September 30, 2018 for enhanced/current EWS	Non-Compliance	See Seventh Quarterly Report, Section II(E).
Records Management System: NPD will revise its use and analysis of the RMS and the City will provide NPD with sufficient funding and personnel to implement and maintain the RMS. (§§ 162-163)			
NPD will provide the Monitor with sample data extracts from its current RMS solution.	September 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).
NPD will begin the procurement process for a new RMS.	September 30, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).

XI. CONSENT DECREE IMPLEMENTATION AND ENFORCEMENT

Achievement	Deadline for Achievement	Status	Discussion
The Monitor will conduct Outcome Assessments according to the requirements of ¶¶ 174-175.			
NPD will provide Monitor with data required by the Consent Decree. (¶ 174-175)	August 31, 2018	Non-Compliance	See Seventh Quarterly Report, Section II(E).

Appendix C

NEWARK POLICE DIVISION

Community Engagement Report Second Quarter - 2018



Consent Decree and Planning Division

Captain Brian O'Hara
Commander

September 2018

NEWARK POLICE DIVISION COMMUNITY ENGAGEMENT REPORT

Second Quarter – 2018



Introduction

The Newark Police Division (NPD) is committed to transparency in its procedures and performance and seeks opportunities to engage with the community. Additionally, it is the goal of the Newark Police Division to foster a true collaborative partnership through positive engagements and build public trust between the Division and the community. To achieve these goals, the Newark Police Division and its members shall approach all interactions with the public as opportunities to enhance the perception of law enforcement and build upon public trust. The following community engagement report has been prepared to reflect the period of **April 1, 2018 through June 30, 2018.**

Criteria

Paragraph 18 of the Consent Decree states

"Within 120 days of the Operational Date, and thereafter on a quarterly basis, NPD will prepare a publicly available report of its community policing efforts overall and in each precinct, including specific problems addressed and steps taken by NPD and the community toward their resolution".

Summary

Through the devotion and diligence of the precincts' Community Service Officers (CSO's), the Command Staff and through selfless dedication of the Community Affairs and Clergy Unit, many of the initiatives that were successful during the 1st Quarter of this year, were expanded upon and new partnerships were developed. The CSO's attended eighty-eight (88) community meetings during this quarter. In addition to the community meetings, the Division personnel participated and/or orchestrated numerous events.

NEWARK POLICE DIVISION COMMUNITY ENGAGEMENT REPORT

Second Quarter – 2018



Table No. 1 - Community Engagements Summary

Precinct	Community Meetings	Goal Oriented Encounters	Special Events	Problems Identified
1 st	12	79	17	6
2 nd	14	73	49	19
3 rd	29	37	21	20
4 th	8	3	7	2
5 th	16	9	14	17
6 th	9	8	1	4

First Precinct Qualitative Community Engagements

Community Service Officers: Police Officer J. Bright and Police Officer R. Thomas

- Ms. Blind Diva Pageant Press Release Party – 17 Academy St.
- Toast Off & Prom Day – 311 So. 10th St.
- End of School Year Cookout Fun – 50 Newton St.
- 14th Ave. School Visit
- Community Walk - So. 9th St.
- Community Service Clean Up Project – Court & Milk Blvd
- St. Benedict's Prep School – Spring Fling
- Internet & Online Safety Class – 180 South Orange Ave.
- Toast Off & Prom Day – 311 So. 10th St.
- NCC Residents Only Traffic Signs
- Community Walk – So. 10th St between 13th Ave. & South Orange Ave.
- Community Walk – So. 9th St. between 13th Ave. & South Orange Ave.
- Coffee with a Cop – 180 South Orange Ave.
- Bingo & Game Night – 180 South Orange Ave.
- Community Walk – So. 9th St.
- Neighborhood Community Policing Plan – 269-271 So. 9th St.

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- Neighborhood Community Policing Plan – Newark Fairmount Neighborhood Association
- Breakfast Celebration – 45-47 Hayes St.
- 1st Precinct Community Relations Council Meeting
- Community Walk – Kent St. & Brenner St.
- 1st Precinct Community Relations Council Meeting – 205 Spruce St.
- Captain Mos Hosts Community Policing Meeting with Habitat for Humanity
- 1st Precinct Community Meeting
- Comstat Community Engagements
- Habitat for Humanity – Neighborhood Community Policing Meeting
- 4th Of July Cookout – 1st Precinct
- Rebellion Park Clean Up – 15th Ave. & Springfield Ave.
- Reservoir Neighborhood Community Policing Plan
- Lunch with Summer Camp Students – JFK Creation Center
- Community Walk – So. 8th St.

Second Precinct Qualitative Community Engagements

Community Service Officers: Police Officer J. Molina and Police Officer T. Rich

- Commander's Community Engagement and Business Walk- 6th Avenue and North 5th Street
- Community Street Fair-55 - 57 Springdale Avenue
- Business Check/Business Talk Meet & Greet-453 and 449 Orange Street
- Taking Back Our Streets-Roseville Avenue and 2nd
- 2nd Precinct Council Meeting - Mount Pleasant Baptist Church 27 Lincoln Avenue
- Coffee with a Cop New Community Senior Citizens (aka NCC Associates)-180 South Orange Ave
- Tenant Association Monthly Meeting-Stephen Crane Elderly Tenant Association Community Room.
- Occupy the Block - Taking Back Our Streets - Oriental Village Broadway & 2nd Avenue
- Community Meeting - Forest Hill Community Association
- Senior Citizen Scams & Safety Tips - The North Ward Center 298 Mount Prospect Ave
- Commander's Walk - Roseville Avenue and 7th Avenue
- Fallen Officer's Son Graduation Day Roselle Park High School - Raymond A. Arocha
- B.A.N.D. Community Meeting at Urban League of Essex County located at 506 Central Avenue.
- Community Meeting 110 Broad Street Association
- The Roseville Neighborhood Association Community Meeting 285 Roseville Avenue

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Third Precinct Qualitative Community Engagements

Community Service Officers: Police Officer M. Silva and Police Officer C. Reed

- Portuguese Flag raising ceremony - Newark City Hall
- Bullying Presentation - East Side High School
- Lafayette Street School Career Day
- Youth Basketball Recreation - Hyatt Court and Terrell Homes
- Cleanup of Newark Riverfront Park.
- Community Meeting - Jesus O Lord Presbyterian Church Broad Street.
- Leaguers Preschool a Safety Presentation
- Oliver Street School Fun Day.
- Ironbound Little League Picnic at the Little League Field.
- Newark Riverfront Park walk along the Water and Arts Festival
- Newark Downtown District Monthly Meeting
- Business/Resident/PSE&G Walk (regarding better lighting) - Magazine Street and Ferry Street
- Community Walk - Napoleon Street and New York Avenue to Wilson Avenue.
- Community Walk - Ferry Street to Merchant Street to Union Street.
- Community Walk - Scott Street to Orchard Street.
- Block Watch Walk - Lafayette Street and Van Buren St to Jefferson St with members of the Ironbound Block Watch Association.
- Coffee with a Cop
- Community meeting - "Friends of Lincoln Park"

Fourth Precinct Qualitative Community Engagements

Community Service Officers: Police Officer A. Porter and Police Officer B. Burrows

- Captain Leroux conducted an inspection of 44 vacant units - 15th Avenue / South 18th Street
- Community Walk - Avon Avenue / South 10th Street
- Block Watch Meeting for Mead Street
- Community Walk and met with the patrons of Carnell's Barbershop, 289 16th Avenue
- Community Cleanup - 15th Ave / S 18th St with kids from IYO (International Youth Org.)
- Block Watch Meeting - 19th Avenue
- Kipp NJ Rise Academy - 21 Ashland Street
- Community Walk and met with Ms. Lynn at 426 South 17th Street
- Meet Bloomfield College baseball team - West Side Park
- Make-up with a Cop - 281 16th Avenue
- Assisted homeless woman at S.O.A. / Sanford Avenue in finding permanent shelter

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- Paint and Sip with a Cop - 2 Nevada Court
- Captain Leroux hosted children from the Leaguers School at the 4th Precinct
- Wash with a Cop - 309 16th Avenue

Fifth Precinct Qualitative Community Engagements

Community Service Officers: Police Officer G. Hines and Police Officer M. Muhammed

- Chadwick Avenue Community Walk
- Frelinghuysen / Chancellor Avenue Business Walk
- Grace West Manor Tenant Meeting (Monthly Meeting)
- Clinton Hill Meet & Greet Community Meeting
- Nairn Place Community Walk
- Newark Community Street Team Public Safety Round Table 400 Hawthorne Avenue
- S 17th & S 18th Neighborhood Community Meeting (Monthly Meeting)
- Leslie Street Block Association Meeting
- Weequahic Park Sports Authority Community Engagement
- Coffee with a Cop / Dunkin Donuts 257 Lyons Avenue
- Hansbury & Maple – Community Service Officer walks neighborhood
- 34th Renaissance Block Association Meeting
- Hunterdon Street-Peshine/Madison Avenue Community Walk
- 87 Chadwick Avenue Collaborated with Code Enforcement for Clean & Lien
- Hansbury Avenue Cookout
- South Ward Community Council Meeting (Monthly Meeting)
- Donald Bradley Center Community Meeting (Monthly Meeting)

Sixth Precinct Qualitative Community Engagements

Community Service Officers: Police Officer S. Okerchiri and Police Officer C. Corbett

- Neighborhood Walk and Talk - Marsac Pl/Ellery Ave/Sanford Pl/South Orange Ave/Sanford Ave
- Neighborhood Walk and Talk - Columbia Avenue/Isabella Avenue/Bradley Court
- Meet and Greet and Luncheon with the Residents - 425 Sanford Avenue-Saint Mary Villa
- Community/Neighborhood Free Shoe Donations Boylan Rec Center-916 South Orange Ave
- Community/Neighborhood Location Investigation - 104 Sanford Place/Residential Property
- Community Outreach/Church - 17 Alexander Street Shekinah Glory Church
- Westward District leaders Meeting - 998 South Orange Avenue Faith Christian Center
- UVSO (Unified Vailsburg Services Organization) Family Fun Day for kids - 475 Irvington Avenue

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- Sanford Place Block Association & Friends - 844 Sanford Avenue Igbo Anglican Church
- Neighborhood Walk and Talk - Columbia Avenue/N. Munn/Bradley Court/Cedar
- St. Mary's Villa Health Fair 425 Sanford Avenue - Saint Mary's Villa
- Unified Family Festival - Smith Street /South Orange Avenue
- Community/Neighborhood Location Investigation - Norwood, Sanford Place
- Deceased Raymond Arocho's son Graduation - Roselle Park High School
- Ivy Hill Neighborhood Monthly Meeting - 209 Ivy Street
- Community Outreach/A Journey from A to Z (Read a Book) - 75 Alexander Street (Library)
- Reorganized the 6th Pct Det. Morgan Community room with community - 491 Irvington Ave
- 87 Chadwick Avenue Collaborated with Code Enforcement for Clean & Lien
- Hansbury Avenue Cookout

Table No. 2 - Problems Identified

Precinct	Problem List – Steps for Resolution
1 st	Discussion of Auto thefts in lots in area- Active Investigation
1 st	Illegal Dumping on abandoned property – CSO visited Tax Dept. got ownership and reported to Code Enforcement.
1 st	Elderly Community Member lost his/her vehicle – Lieutenant drove individual until vehicle was located.
1 st	Raw Sewage erupting from abandoned house onto sidewalk – followed up with 4311 and Water Department
1 st	Request via Community Meeting for additional crossing guard – 3 way Stop Sign posted
1 st	Illegal Activity in Park – Active Investigation
2 nd	Quality of life concerns - Active Investigation
2 nd	General Complaint - Active Investigation
2 nd	Illegal Activity – Active Investigation
2 nd	Abandoned Trailers/Illegal Activity – Active Investigation
2 nd	Abandoned Home/Illegal Activity – Active Investigation
2 nd	Drug odors - Active Investigation

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2 nd	Possible Wanted Persons/Building Code Violations - Active Investigation
2 nd	Illegal Activities - Active Investigation
2 nd	Garbage not picked up – Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Abandoned House/Illegal Activity - Active Investigation
2 nd	Abandoned House/Cars and garbage - Active Investigation
2 nd	Abandoned House/Garbage - Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Abandoned Property - Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Garbage on Sidewalk – Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Partially Demolished Building - Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Quality of Life Concerns/Improper Parking – Parties Advised and Sent on Way
2 nd	Abandoned Vehicle - Active Investigation
2 nd	Quality of Life Complaint - Active Investigation
2 nd	Abandoned Property - Active Investigation (Complaint sent to city via MYNEWARK app)
2 nd	Garbage on Sidewalk – Active Investigation (Complaint sent to city via MYNEWARK app)
3 rd	Homeless Congregating in R.A. Brown Park – Scheduled cleanup of Park with residents
3 rd	Homeless Congregating in Hennessey Park – Scheduled cleanup of Park with residents
3 rd	Noise Complaints/Fights/Quality of life issues – Area made strenuous lookout for 3rd Precinct Personnel and Supervisors
3 rd	Parking Issues – Resolved with complainant
3 rd	Noise Complaint Bar – Establishment Investigated by A.B.C. – Completed - Checked OK
3 rd	Noise/Fights Complaint Bar – Establishment Investigated by A.B.C. – Completed – Bar Shut down
3 rd	Trash/Street Litter – Area checked OK
3 rd	Graffiti/Drug Paraphernalia – Sanitation Notified
3 rd	Commercial Overnight Parking preventing Garbage Pickup - Active Investigation
3 rd	Abandoned Property - Active Investigation (Code Enforcement Notified)

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3 rd	Noise Complaint/Religious Worship over loudspeaker - Active Investigation
3 rd	Not Enough Traffic Lights near School – Engineering Department Notified
3 rd	Abandoned Property - Active Investigation (Code Enforcement Notified)
3 rd	Double and Triple Parking - Active Investigation
3 rd	Night Time Car Racing - Active Investigation
3 rd	Noise Complaints - Active Investigation
3 rd	Quality of Life Issues at Abandoned Property – Code Enforcement Notified, Property Boarded up
3 rd	Vagrancy in Park – Monitored by Sheriffs and NPD
3 rd	Squatters in Abandoned Property – Made contact with property owner
3 rd	Quality of life concerns/Vagrancy – Active Investigation
4 th	Multiple locations Street Lights out – PSE&G notified - lights fixed
4 th	Garbage/Debris Several Locations – Complaint sent to city via 4311- areas cleaned
5 th	Loud Music - Active Investigation
5 th	Family member refuses to leave - Active Investigation
5 th	Police response/Rear door security - Active Investigation
5 th	Unsecured Building – Referred to Code Enforcement
5 th	Improper Parking - Addressed
5 th	Violation of Properties – Investigation Completed
5 th	Quality of life issues – location checked ok
5 th	Basketball Hoop/Loud Talking/Music/Drug use - Active Investigation
5 th	Parking violations/Drug sales - Active Investigation
5 th	Quality of Life/Drug Activity/Drinking in public/Littering - Active Investigation
5 th	MV Violations/Drug Activity - Active Investigation
5 th	Sneakers hanging from power lines – List created to remove same

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5 th	Quality of life issues, Illegal Dumping, Abandoned houses - Active Investigation
5 th	Quality of life issues, Drug Dealing, Over-weight trucks, Vacant home with squatters - Active Investigation
5 th	Absent Crossing Guards/Drug Dealing - Active Investigation
5 th	Drug Dealing, Quality of life issues, Police Barricades, Sneakers on wires, Trucks on Roadway and speeding vehicles - Active Investigations
5 th	Drug Dealing and Fire crackers - Active Investigation
6 th	Males Hanging out in front of Businesses - Active Investigation
6 th	Suspicious Vehicles Parked - Active Investigation
6 th	Parking Violations - Active Investigation
6 th	Street Lights not working - Active Investigation

Community/Clergy Affairs Unit

The Community / Clergy Affairs unit works hand in hand with the Community Service Officers in supplementing, organizing, and augmenting their community engagement efforts. Below is a list of various community engagement efforts that have undertaken during the second quarter of 2018.

The Public Safety Academy is an eight-week course where participants learn the basic functions and operations of the Police/Fire and OEM division. Participants must complete six of the eight scheduled classes. We started a class on March 6 and ended on April 23. Eighty-Seven (87) residents and clergy members graduated the program. This is our largest class ever having broken the previous record set in December 2017. We also instituted an alumni association of our participants. Approximately 60 alumni have chosen to continue to participate with us when called upon. They have been useful in disseminating all manner of Police community relations info and serve as volunteers at community events.

G.R.E.A.T. Program is an anti-bully program taught to grades 3-8 throughout the Newark School District. The program also teaches gang awareness as well as drug prevention. Currently GREAT is taught 5 days a week in schools throughout the city by detectives of our unit. GREAT Graduation was scheduled for June 15, 2018 where approximately 1,500 students attended the

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ceremony. Upon graduation the department treats all children to popcorn, soda and a movie at the Cityplex where they also receive a T-shirt.

Clergy Alliance- We currently have 76 clergy members that we actively collaborate with. We have a ride-along program in which clergy members respond out into the community (hospitals/senior homes) to offer prayer and other services to members of the community. We also host monthly meetings of our participants and provide them with services and opportunities to volunteer in other worthwhile projects. Clergy alliance members will receive training on hurricane preparedness on June 23, 2018.

Police Explorer Program is hosted by our unit twice a week where explores are given insight and instruction into what it is like to enter a career in the Police Division. They also compete against other local explorer posts. Currently The Explorer post boasts 22 members. These members also participate in competitions based on police training against other Police explorer posts. Police Explorers recently placed 3rd overall at the South Jersey Police Explorer competition. The undersigned and Executive Officer Latasha Taylor presented all participants with command citations in recognition of their achievement.

Block Watch Program - can be organized through the precinct community service officers as well as the community affairs/clergy unit. Our Block Watch program requires 7-10 people to start the program. It teaches members of the community crime safety tips, crime prevention and the proper reporting procedure for reporting a crime or incident. There are 69 registered block watch programs within the city with a Block watch creation drive underway.

There is currently one **School Resource Officer** assigned to each command. The School Resource officers are available to address any concerns within the schools. They also conduct safety presentations throughout the school year. We in the Community Clergy affairs unit also conduct safety presentations on **Stranger Danger, Gun Safety** and **Anti-Bullying**. Community requests are taken into account and our presentations can be tailored to whatever the requesting community stakeholder needs.

Coffee with a Cop is a program started in California that we have adopted in our city and have augmented it to include Pizza with a cop, Hero (sandwich) with a hero and Ice Cream with a Cop. These programs bring police officers and the community members they serve together—over coffee—to discuss issues and learn more about each other.

Community Service Officers and members of the Community/Clergy Affairs Unit visit Senior Citizen Housing and Nursing Homes to conduct the "**Paint and Sip**" program whereby Officers

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sit with the seniors and paint small art projects while sipping coffee and tea. (Paint and sips are ongoing and we are looking to collaborate with Newark Housing for future events.)

Hope One Cares Project: This program has been modeled after a similar program in Morris county. It is a mobile outreach vehicle bringing services to the addicted and afflicted and their families. Narcan training, rehab and recovery facilities, light refreshments served, CPR training and all manner of referrals provided.

Citywide all officers and Detectives of the Newark Police Division continue to break new ground with their imaginative approach and dedicated commitment to community policing.

CommUnity & Cops town hall-style meetings

During the 2nd Quarter, the Consent Decree and Planning Division hosted six (6) town hall-style meetings to solicit input from the community on the implementation of Consent Decree mandates. Below are the forums hosted during this period:

- The **Community Policing Policy** forum was held at the Jehovah Jireh Praise & Worship Center at 505 S. 15th Street, on April 4.
- A community forum on the **Stop Policy** was held on April 24, at the Jehovah Jireh Praise & Worship Center.
- A public demonstration on the use of the **Body Worn Camera and In Car Camera** was held at Nan Newark Tech World at 400 Hawthorne Avenue on April 26.
- The community vetted the **Search Policy** during a panel discussion at the Waterfront Sports, Arts & Entertainment Center at 2 Grafton Avenue on May 2.
- On May 9, the **Arrest Policy** was the subject of a forum hosted at the Sports Club Portuguese at 55 Prospect Street.
- The 6th Precinct was the site of a community discussion on the implementation of the **Consent Decree** on June 5.

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Staffing Assessment Newark Police Division

The Newark Police Division (NPD) commissioned the Urban League of Essex County to conduct a staffing study of the department in compliance with the Consent Decree. The Consent Decree requires the NPD to “assess and revise its staffing allocation and personnel deployment to support community policing and problem-solving initiatives, and modify any deployment strategy that is incompatible with effective community-oriented policing.”

Staffing Assessment Summary

The Newark Police Department needs additional personnel to support its community policing and problem-solving initiatives. If the department wants Precinct Patrol officers to have adequate time to engage the community and work on problem solving projects, it needs 247 additional officers assigned to the precincts. In addition, it needs six additional detectives assigned to investigate Part 1 Crimes.



City of Newark Department of Public Safety
Police Division
Consent Decree and Planning Division



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Appendix D

STATUS OF NPD'S CONSENT DECREE POLICIES

The following chart notes the status of each Consent Decree policy.

GO#	Subject	Consent Decree Provision	Status	Date Adopted by NPD
GO 17-06	Bias-Free Policing	Paragraph 5		September 19, 2017 (Effective September 19, 2017)
GO 18-05	Body Worn Cameras	Paragraph 104		June 5, 2018 (Effective June 5, 2018)
GO 18-06	In-Car Cameras	Paragraph 104		June 5, 2018 (Effective June 5, 2018)
GO 18-20	Use of Force	Paragraphs 66-67		November 8, 2018 (Effective January 1, 2019)
GO 18-21	Use of Force Reporting, Investigation and Review	Paragraphs 66-67		November 8, 2018 (Effective January 1, 2019)
GO 18-22	Firearms and Other Weapons	Paragraphs 66-67		November 8, 2018 (Effective January 1, 2019)

GO#	Subject	Consent Decree Provision	Status	Date Adopted by NPD
GO 18-14	Consensual Citizen Contacts and Investigatory Stops (“Stops”)	Paragraph 5; Section VI		December 31, 2018 (Effective January 10, 2019)
GO 18-15	Searches With or Without a Search Warrant (“Searches”)	Paragraph 5; Section VI		December 31, 2018 (Effective January 10, 2019)
GO 18-16	Arrests With or Without an Arrest Warrant (“Arrests”)	Paragraph 5; Section VI		December 31, 2018 (Effective January 10, 2019)
GO 18-13	Community Policing	Section V		April 4, 2019 (Effective April 4, 2019)
GO 18-24	Property and Evidence Division/Property and Evidence Management	Paragraph 110	Final approval from the Independent Monitor on March 20, 2019.	April 3, 2019 (Effective April 3, 2019) (Property and Evidence Division only)
	Internal Affairs: Complaint Intake & Investigation Process	Section XI	Undergoing review with the Department of Justice and	

GO#	Subject	Consent Decree Provision	Status	Date Adopted by NPD
			Independent Monitor.	
GO 18-26	Internal Affairs: Disciplinary Process and Matrix	Section XIII	Final approval from the Independent Monitor on February 25, 2019.	
GO 19-03	LGBTQ Community & Police Interactions ¹	N/A		April 3, 2019 (Effective April 3, 2019)
	First Amendment Right to Observe, Object to, and Record Police Activity ²	N/A	Undergoing review with the Department of Justice and Independent Monitor.	

¹ Although the Consent Decree requires NPD to “operate without bias based on any demographic category,” *see* Consent Decree § VII, it does not require a standalone policy to address the LGBTQIA community. To help institutionalize its practices, NPD decided to draft a policy dedicated to its stop, search, and arrest of these community members.

² The Consent Decree requires NPD to respect the public’s First Amendment right and prohibits officers from taking certain actions to discourage the exercise of these rights. Consent Decree ¶¶ 55-62. It does not expressly require NPD to create standalone policy to this end, but NPD endeavored to do so.