

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

CONSENT DECREE

Independent Monitor - Twentieth Quarterly Report

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Independent Monitor  
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TWENTIETH QUARTERLY REPORT  
(October 1, 2021 to December 31, 2021)

**I. EXECUTIVE SUMMARY OF TWENTIETH QUARTER’S ACTIVITIES  
(OCTOBER 1, 2021 – DECEMBER 31, 2021)<sup>1</sup>**

This is the Twentieth Quarterly Report from Independent Monitor Peter C. Harvey regarding the reforms that both the City of Newark (the “City”) and Newark Police Division (“NPD”) agreed to implement as set forth in the Consent Decree between the City and the United States Department of Justice (“DOJ”). This Quarterly Report covers the period from October 1, 2021 to December 31, 2021. By agreement with the Parties to the Consent Decree, this will be the last Quarterly Report issued by the Independent Monitor. From January 1, 2022 onwards, reports will be issued on a semi-annual basis (every six months) rather than quarterly, by agreement with the parties.

In this Quarterly Report, the Monitoring Team discusses the results of the following audits: (1) *second* Body-Worn Camera; (2) *first* In-Car Camera audit; and (3) *third* Training Records audit. This Report also provides an update on the Monitoring Team’s *first* Property and Evidence Management audit and upcoming *first* Searches audit and *first* Bias-Free Policing audit as well as NPD’s development of an Internal Affairs Manual.

**II. DETAILED STATUS UPDATES**

**A. *Second* Body-Worn Camera and *First* In-Car Camera Audits**

The Monitoring Team has completed its *second* audit of NPD’s compliance with certain provisions of the Consent Decree relating to Body-Worn Cameras (“BWC”) and its *first*

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<sup>1</sup> Unless otherwise stated, the City’s and NPD’s progress with respect to Consent Decree tasks, as described in this Quarterly Report, reflects developments as of September 30, 2021.

audit of NPD's compliance with Consent Decree provisions relating to In-Car Cameras ("ICC"). The audit covered the period from June 1, 2021 to June 30, 2021.

For this audit, the Monitoring Team analyzed whether (1) NPD's BWC and ICC policies contained the provisions required by the Consent Decree; (2) NPD demonstrated routine adherence to its own BWC and ICC policies in its day-to-day operations; and (3) NPD has equipped all patrol cars with ICC systems as required by the Consent Decree.

With respect to the first component of the audit, namely, NPD's BWC and ICC policies, the Monitoring Team reviewed NPD's *General Order 18-05, Body-Worn Cameras*, dated October 22, 2019 and *General Order 18-06, In-Car Cameras*, dated June 5, 2018. The Monitoring Team previously approved these General Orders and determined that they incorporate each of the relevant Consent Decree policy requirements related to BWC and ICC.

The second component of this audit addressed whether NPD had demonstrated routine adherence to its own BWC and ICC policies. The Monitoring Team considered whether all video footage reviewed met the four (4) BWC Objectives, described in this audit as ***BWC Compliance*** (*i.e.*, Activation, Deactivation, Categorization, and Notification) and the three (3) ICC Objectives, described in this audit as ***ICC Compliance*** (*i.e.*, Activation, Deactivation, and Availability of video for rear-seat transports).

Regarding BWC compliance, in this audit, NPD was compliant in its BWC practices in three (3) out of the four (4) objectives assessed. NPD met the 95% compliance threshold with respect to *Activation* (95.11%), *Deactivation* (100.00%), and *Categorization* (98.04%). However, NPD did not achieve compliance with respect to its *Notification* practices, attaining a score of 78.57%.



Since NPD has achieved compliance (at least 95%) in the categories of *Categorization* and *Deactivation*—its on-the-street conduct on a day-to-day basis—for two consecutive audits, NPD will be relieved from assessment of these particular objectives in future audits.

Summary of BWC Audit Findings by Objective				
Objective No.	Objective Description	Number of Videos Meeting Objective	Number of Videos Assessed	Percentage of Videos Meeting Objective
1.	Activation: Was the BWC activated according to policy?	253	266	95.11%
2.	Deactivation: Was the BWC deactivated according to policy?	255	255 <sup>2</sup>	100.00%
3.	Categorization: Was the video categorized according to policy?	250	255	98.04%
4.	Notification: Was the subject notified that the camera is recording at the earliest opportunity that is safe and feasible?	121	154	78.57%

Regarding ICC compliance, NPD achieved compliance for one (1) out of the three (3) objectives assessed. NPD met the 95% compliance threshold with respect to *Deactivation* (100%). However, NPD did not achieve compliance with respect to *Activation* (84.34%), or with respect to *Availability Of Video For Rear-Seat Transports* (50%).

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<sup>2</sup> The number of videos assessed for Activation (266) differs from the amount assessed for Deactivation and Categorization (255) by 11 because there were 11 instances in which the officer failed to activate the camera at all. Thus, there was no video to assess for Deactivation or Categorization in those 11 instances.

Summary of ICC Audit Findings by Objective				
Objective No.	Objective Description	Number of Videos Meeting Objective	Number of Videos Assessed	Percentage of Videos Meeting Objective
1.	Activation: Was the ICC activated according to policy?	140	166	84.34%
2.	Deactivation: Was the ICC deactivated according to policy?	140	140	100.00%
3.	When subject(s) were transported, were video and audio available for review?	2	4	50.00%

The third component of this audit involved the physical inspection of marked vehicles for ICC installation. The results of the Monitoring Team's physical inspection at two separate NPD precincts is described in this audit as *Vehicle Inspection Compliance*. For the physical vehicle inspection component, if any vehicle did not have an ICC installed, that vehicle was determined to be non-compliant.

The Monitoring Team determined that out of 26 vehicles inspected, only one (1) vehicle was *not* equipped with an in-car camera (96.15% compliance). Thus, NPD is compliant with Consent Decree Paragraph 103 as it relates to vehicle inspection under the compliance threshold of 95%.<sup>3</sup>

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<sup>3</sup> The Monitoring Team's Vehicle Inspection in this first ICC audit, conducted in July 2021, was a visual inspection only. The Visual Inspection ensured that a camera system was installed in the vehicle. In the next audit, a functional test will be added to the Vehicle Inspection, wherein an NPD employee will be asked to demonstrate that the system in each randomly selected vehicle is functioning properly. Furthermore, in the Monitoring Team's next audit of NPD's ICC practices, NPD will be deemed compliant with Consent Decree Paragraph 103 as it relates to Vehicle Inspection only if 100% of NPD patrol vehicles inspected include functioning ICC systems.

## **B. *Third Training Records Audit***

The Monitoring Team has completed its *third* audit of NPD's compliance with certain provisions of the Consent Decree relating to Training Records. Specifically, the Monitoring Team assessed whether NPD is in compliance with Consent Decree Paragraphs 9, 12, and 173. The audit covered a ten month period, from March 1, 2020 to December 31, 2020.

The Monitoring Team analyzed whether NPD: (1) administered Bias-Free Policing training to relevant personnel (*see* Consent Decree Paragraph 173)<sup>4</sup> and (2) maintained physical training records and related materials in its training unit (*see* Consent Decree Paragraph 12). This Training Records Audit did not assess whether NPD's Fair and Impartial Policing Training addresses the components set forth in Consent Decree Paragraph 63(a)-63(h). When the Monitoring Team conducts the first Bias-Free Policing audit, it will assess NPD's compliance with Paragraph 63, including whether NPD has incorporated the required components into its training.

With respect to the first component of this audit—whether NPD officers administered the required Bias-Free Policing Training to relevant personnel—the Monitoring Team found that 194 out of 200 officers assessed (97%) had been issued a Bias-Free Policing training certificate,<sup>5</sup> meaning that the officers *had* attended the training *and* passed the post-training assessment or received remedial instruction. Under the Monitoring Team's audit methodology, NPD would achieve compliance with the Consent Decree's training records requirements only if at least 95% of all officers in the sample had received the required trainings

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<sup>4</sup> This audit assessed whether NPD has trained all relevant personnel with respect to Bias-Free Policing because that training was administered after the Monitoring Team's completion of the *second* Training Records Audit.

<sup>5</sup> At the time NPD provided this training, several of the officers who did not complete the training were not on full-time duty but, rather, were assigned to "Light Duty."

during the audit period. Thus, the Monitoring Team determined that NPD has successfully administered Bias-Free Policing training to relevant members.

For the second component of this audit—NPD’s maintenance of training records—the Monitoring Team found NPD to be in compliance. All training records and materials reviewed by the Monitoring Team were accessible and maintained in a satisfactory manner. In light of the impact of the COVID-19 pandemic on NPD’s ability to administer in-service training, the Monitoring Team did not assess NPD’s compliance with Consent Decree Paragraph 9, relating to the administration of in-service training. Instead, the Monitoring Team will review NPD’s performance in early 2022, once NPD has implemented the mandates set forth in Director’s Memorandum 21-427. The Monitoring Team will supplement this Audit Report with its findings from that assessment.

#### **C. *First Property and Evidence Management Audit***

The Monitoring Team has completed its *first* audit of NPD’s compliance with certain provisions of the Consent Decree relating to Property and Evidence Management. Specifically, the Monitoring Team assessed whether NPD is in compliance with Consent Decree Paragraphs 105, 110, and 111. The audit covered the period from May 1, 2021 to June 30, 2021. The Monitoring Team has met with the parties to discuss the findings of the audit, and will issue the audit report in the near future.

#### **D. *Upcoming Audits***

On July 13, 2021, pursuant to Consent Decree Paragraphs 173 and 180, the Monitoring Team provided NPD with notice that the Monitoring Team would conduct its *First Searches* audit. The Monitoring Team has begun this audit, but was significantly delayed in its ability to complete it. The Monitoring Team was unable for a period of time to meet with NPD personnel in person due to a surge in the COVID-19 pandemic resulting from the *Omicron*



variant. As a result, the Monitoring Team endeavored to review NPD's "search" activity remotely, but could not do so, in part, because of NPD's failure to timely provide the relevant body-worn camera and in-car camera footage. Additionally, NPD reports that it encountered technical difficulties in uploading its documents and video footage to a secure "read-only" web portal for the Monitoring Team's examination due to the volume of documents and videos that needed to be reviewed for the audit. Part of the delay was also caused by the Monitoring Team inadvertently requesting documents for an incorrect date range. The Monitoring Team will consider whether changes to its audit schedule will be necessary as a result of these delays.

On December 1, 2021, pursuant to Consent Decree Paragraphs 173 and 180, the Monitoring Team provided NPD with notice that the Monitoring Team would conduct its First Bias Free Policing audit. This audit will cover the period from July 1, 2021 up to and including November 30, 2021. The Independent Monitoring Team will audit NPD's compliance with Paragraphs 63 through 65 of Section VII of the Consent Decree, titled, "Bias-Free Policing." Section VII requires, among other things, that "NPD will deliver services that are equitable, respectful, and free of unlawful bias, in a manner that promotes broad community engagement and confidence in the Division." Section VII further requires that NPD "operate without bias based on any demographic category and in accordance with the rights, privileges, or immunities secured and protected by the Constitution and laws of the United States."

#### **E. Internal Affairs Manual**

During this reporting period, the Monitoring Team held several meetings with NPD to discuss the development of NPD's Internal Affairs Manual ("IA Manual"). During these meetings, the Monitoring Team provided NPD with substantive feedback regarding its drafting and revision of the IA manual. During a meeting on December 20, 2021, NPD personnel tasked with developing the IA Manual indicated that they would finalize a draft and circulate the

completed version to the Monitoring Team for review. The Monitoring Team received the finalized draft from NPD on April 5, 2022. The manual was submitted to Director O'Hara on April 19, 2022 for approval.

### **III. APPENDICES**

- A. Compliance Chart**
- B. *Second* Body-Worn Camera and First In-Car Camera Audit Report**
- C. *Third* Training Records Audit Report**

# APPENDIX A

**Consent Decree Compliance and Implementation**  
**(March 30, 2016 to April 28, 2022)**



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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.

## **8. Effective Date**

The “Effective Date” is March 30, 2016. *See* Consent Decree, Section II(4)(s).

## **9. Operative Date**

The “Operational Date” is July 12, 2016. *See* Consent Decree, Section II(4)(ff).

## II. General Officer Training

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement <sup>1</sup>	Status	Discussion
NPD will provide officers at least 40 hours of in-service training each year.	¶ 9	Within two years of the Effective Date (March 30, 2018) and then annually thereafter	Ongoing	See Twentieth Quarterly Report, Appendix D.
NPD will provide training to officers regarding the requirements of the Consent Decree, and the timeline for their implementation.	¶ 10	Within 90 days of the Operational Date (October 10, 2016)	Full Compliance	See First Quarterly Report, Section IV(B).
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 individual policies	N/A	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 maintain complete and consistent training records for all officers.	¶ 12	Within two years of the Effective Date (March 30, 2018) <sup>2</sup>	Full Compliance	See Twentieth Quarterly Report, Appendix D.

<sup>1</sup> Deadlines in the Compliance Chart reflect the original deadlines set forth in the Consent Decree. The deadlines do not reflect deadlines established as part of the First or Second-Year Monitoring Plans.

<sup>2</sup> Consent Decree Paragraph 5 provides that “NPD will develop comprehensive and agency-wide policies and procedures that are consistent with and incorporate all substantive requirements of this Agreement. Unless otherwise noted, NPD will develop and implement all such policies, procedures, and manuals within two years of the Effective Date.”



### III. Community Engagement and Civilian Oversight (including Community Policing)

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will review and revise its current community policing policy or policies to ensure compliance with Consent Decree.	§ V; ¶ 5	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
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	Administrative Compliance	See Sixteenth Quarterly Report, Appendix C.
<b>Civilian Oversight (¶ 13)</b>				
The City will implement and maintain a civilian oversight entity.	¶ 13	Within 365 days of the Effective Date (March 30, 2017)	Administrative Compliance	See Fifteenth Quarterly Report, Section II(C).
<b>Community Engagement Measures and Training (¶¶ 14-21)</b>				
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, and at least 4 hours annually thereafter.	¶ 14	July 9, 2017	Administrative Compliance	See Sixteenth Quarterly Report, Appendix C.
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. NPD's assessment and modified strategy must be approved by the DOJ and Monitor.	¶ 15	July 9, 2017	Administrative Compliance	See Eighteenth Quarterly Report, Appendix D.
NPD will assign two officers to each precinct to work with residents to identify and address communities' priorities, and who are not assigned to answer calls for service except in exigent circumstances.	¶ 16	Pending completion of the assessment required in ¶ 15	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.

**Community Engagement and Civilian Oversight (including Community Policing) Continued**

<b>Achievement</b>	<b>Consent Decree Paragraph</b>	<b>Consent Decree Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will implement mechanisms to measure the breadth, extent, and effectiveness of its community partnerships and problem-solving strategies, including officer outreach, particularly outreach to youth.	¶ 17	Within 210 days of the Operational Date (February 7, 2017)	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.
NPD will prepare a publicly available report of its community policing efforts overall and in each precinct.	¶ 18	Within 240 days of the Operational Date March 9, 2017	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.
NPD and the City will implement practices to seek and respond to input from the community about the Consent Decree's implementation. Such practices may include direct surveys, comment cards and town hall meetings.	¶ 19	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.
All NPD studies, analyses, and assessments required by this Agreement will be made publicly available, including on NPD and City websites, in English, Spanish, and Portuguese, to the fullest extent permitted under law.	¶ 20	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.
NPD will implement a policy to collect and maintain all data and records necessary to facilitate transparency and wide public access to information related to NPD policies and practices, as permitted by law.	¶ 21	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix D.

**Community Engagement and Civilian Oversight (including Community Policing) Continued**

<b>Achievement</b>	<b>Consent Decree Paragraph</b>	<b>Consent Decree Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD and the City will cooperate with the design and conduct of the Monitor's surveys by, for example, helping to organize focus groups of officers and obtaining and providing previous survey instruments and data. The reports of the baseline and annual surveys will be provided to the Court and be publicly distributed and available on the City's and NPD's websites.	¶ 24	N/A	Non-Compliance	See Eighteenth Quarterly Report, Appendix D.

#### IV. Stops, Searches, and Arrests

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Investigatory Stops and Detentions (§§ 25-28)</b>				
NPD will review and revise its current stop, search, and arrest policy or policies to ensure compliance with Consent Decree, consistent with Paragraphs 25-28.	¶ 5	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Nineteenth Quarterly Report, Appendix C.
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	Administrative Compliance	See Sixteenth Quarterly Report, Appendix C.
NPD will train officers to use specific and individualized descriptive language in reports or field inquiry forms.	¶ 26	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Nineteenth Quarterly Report, Appendix C.
<b>Searches (§§ 29-34)</b>				
NPD will review and revise its current stop, search, and arrest policy or policies to ensure compliance with Consent Decree, consistent with Paragraphs 29-34.	¶ 5	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
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	Preliminary Compliance	See Sixteenth Quarterly Report, Appendix C.



## Stops, Searches, and Arrests Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Arrests (§§ 35-42)</b>				
NPD will review and revise its current stop, search, and arrest policy or policies to ensure compliance with Consent Decree, consistent with Paragraphs 35-42.	¶ 5	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
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	Preliminary Compliance	See Sixteenth Quarterly Report, Appendix C.
<b>Stop, Search, and Arrest Training (§§ 43-50)</b>				
NPD will provide 16 hours of training to all NPD personnel on the First and Fourth Amendments, including the topics set forth in ¶ 43 of the Consent Decree, and at least an additional 4 hours on an annual basis thereafter.	¶ 43	November 1, 2017	Preliminary Compliance	See Nineteenth Quarterly Report, Appendix C.
NPD supervisors will 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.
<b>Stop, Search, and Arrest Data Collection and Review (§§ 51-54)</b>				
NPD will modify its procedures as set out below to collect and preserve stop, search, and arrest data sufficient to determine the nature and scope of demographic disparities in stop and search practices, as well as which stop, search, and arrest practices are most effective and efficient.	¶ 51	Within two years of the Effective Date (March 30, 2018)	Initial Development	See Nineteenth Quarterly Report, Appendix C.

## Stops, Searches, and Arrests Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will implement use of data collection form, in written or electronic report form, to collect data on all investigatory stops and searches, as approved by the DOJ and Monitor.	¶ 52	September 9, 2017	Initial Development	See Nineteenth Quarterly Report, Appendix C. <sup>3</sup>
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	Within two years of the Effective Date (March 30, 2018)	Initial Development	See Nineteenth Quarterly Report, Appendix C. In May 2021 NPD developed protocol for comprehensive analysis of Stop, Search, and Arrest data.
NPD will ensure that all databases comply fully with federal and state privacy standards governing personally identifiable information. NPD will restrict database access to authorized, identified users who will be permitted to access the information only for specific, legitimate purposes.	¶ 54	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Nineteenth Quarterly Report, Appendix C.
<b>First Amendment Right to Observe, Object to, and Record Officer Conduct (¶¶ 55-62)</b>				
NPD will require or prohibit officer conduct to comply with ¶¶ 55-62 of the Consent Decree.	¶¶ 55-62	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Nineteenth Quarterly Report, Appendix C.

<sup>3</sup> The Monitoring Team understands that after the relevant Audit Period in the First Stop Audit, NPD implemented a revised Stop Report to collect data on all investigatory stops and searches.

## V. Bias-Free Policing

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will review and revise its current bias-free policing policy to ensure compliance with Consent Decree, consistent with Section VII.	¶ 5	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
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 Ninth Quarterly Report, Appendix C.
NPD will provide all NPD personnel with a minimum of eight hours of training on bias-free policing, including implicit bias, procedural justice, and police legitimacy, and at least four hours annually thereafter.	¶ 63	July 1, 2017	Preliminary Compliance	See Ninth Quarterly Report, Appendix C.
NPD will prohibit officers from considering any demographic category when taking, or refraining from taking, any law enforcement action, except when such information is part of an actual and credible description of a specific suspect in an ongoing investigation that includes other appropriate non-demographic identifying factors. NPD will also prohibit officers from using proxies for demographic category, including language ability, geographic location, mode of transportation, or manner of dress.	¶ 64	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
NPD will conduct quarterly demographic analyses of its enforcement activities to ensure officer, unit and Division compliance with the bias-free policing policy.	¶ 65	Within two years of the Effective Date (March 30, 2018) and then Quarterly thereafter.	Non-Compliance	See Fourth Quarterly Report, Section III(B)(4).

## VI. Use of Force

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Use of Force Policy (§§ 66-70)</b>				
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 consistent with §§ 66-70. The policy or policies will clearly define each force option and specify that unreasonable use of force will subject officers to discipline.	¶ 66	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the use of force policy or procedure and that the topic is incorporated into the in-service training required.	¶ 11	Within 60 days after approval of policy	Administrative Compliance	See Sixteenth Quarterly Report, Appendix C.
NPD will provide resources for officers to maintain proper weapons certifications and will implement sanctions for officers who fail to do so.	¶ 70	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits/reviews.
<b>Use of Firearms (§§ 71-74)</b>				
NPD will develop and implement a use of firearms policy consistent with §§ 71-74.	¶ 5	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the use of force policy or procedure and that the topic is incorporated into the in-service training required.	¶ 11	Within 60 days after approval of policy	Administrative Compliance	See Sixteenth Quarterly Report, Appendix C.

## Use of Force Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
Officers will be prohibited from using unauthorized weapons or ammunition in connection with or while performing policing duties. In addition, all authorized firearms carried by officers will be loaded with the capacity number of rounds of authorized ammunition.	¶ 71	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will prohibit officers from discharging a firearm at a moving vehicle unless a person in the vehicle is immediately threatening the officer or another person with deadly force.	¶ 72	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will prohibit officers from unholstering or exhibiting a firearm unless the officer reasonably believes that the situation may escalate to create an immediate threat of serious bodily injury or death to the officer or another person.	¶ 73	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will require that officers successfully qualify at least twice a year with each firearm they are authorized to use or carry while on duty.	¶ 74	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
<b>Use of Force Reporting and Investigation (¶¶ 75-85)</b>				
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	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will require that officers notify their supervisor as soon as practicable following any reportable use of force.	¶ 76	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.

## Use of Force Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
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.	¶ 77	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
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	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
Every level of force reporting and review will include the requirements set forth in ¶ 79.	¶ 79	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
Upon arrival at the scene, the supervisor will identify and collect evidence sufficient to establish the material facts related to use of force, where reasonably available.	¶ 80	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
All officers who used force above Low Level will provide an oral Use of Force statement in person to the supervisor on the scene prior to the subject’s being booked, or released, or the contact otherwise concluded, unless impractical under the circumstances.	¶ 81	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
Pursuant to policy and as necessary to complete a thorough, reliable investigation, supervisors will comply with the requirements of ¶ 82.	¶ 82	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.

## Use of Force Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
Supervisors will investigate and evaluate in writing all uses of force for compliance with law and NPD policy, as well as any other relevant concerns.	¶ 83	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
Supervisors' documentation of the investigation and evaluation will be completed within 72 hours of the use of force, unless the supervisor's commanding officer approves an extension.	¶ 84	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
NPD will analyze the data captured in officers' force reports and supervisors' investigative reports on an annual basis to identify significant trends, to correct deficient policies and practices, and to document its findings in an annual report that will be made publicly available pursuant to Section XV of the Consent Decree.	¶ 85	Within two years of the Effective Date and annually thereafter (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
<b>Use of Force Review (¶¶ 86-89)</b>				
The chain-of-command supervisor reviewing the investigative report will ensure that the investigation is thorough, complete, and makes the necessary and appropriate findings of whether the use of force was lawful and consistent with policy. Each higher-level supervisor in the chain of command will review the investigative report to ensure that it is complete, the investigation was thorough, and that the findings are supported by a preponderance of the evidence.	¶ 86	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.

## Use of Force Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
A supervisor should ensure that additional investigation is completed when it appears that additional relevant and material evidence may assist in resolving inconsistencies or improve the reliability or credibility of the findings.	¶ 87	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
When the precinct or unit commander finds that the investigation is complete and the evidence supports the findings, the investigation file will be forwarded to the Use of Force Review Board.	¶ 88	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
<b>Reporting and Investigation of Serious Force Incidents (¶¶ 90-94)</b>				
NPD will create a multi-disciplinary Serious Force Investigation Team (“SFIT”) to conduct both the criminal and administrative investigations of Serious Force incidents, and to determine whether these incidents raise policy, training, tactical, or equipment concerns. SFIT will operate consistent with ¶¶ 91-94.	¶¶ 90-94	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C. <sup>4</sup>
NPD will develop and implement a SFIT training curriculum and procedural manual. NPD will ensure that officers have received, read and understand their responsibilities pursuant to the General Order establishing the AFIT and General Orders establishing line supervisors’ responsibilities to investigate lower and intermediate use of force incidents and that the topic is incorporated into the in-service training required.	¶¶ 11, 90	Within 60 days after approval of policies	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.

<sup>4</sup> NPD has created an All Force Investigation Team (“AFIT”) to address this Consent Decree requirement.



## Use of Force Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Use of Force Review Board (§§ 95-102)</b>				
NPD will implement a General Order establishing the Use of Force review Board (“UFRB”), ensure that it is staffed consistent with the Consent Decree provisions, and ensure that the responsibilities assigned are consistent with Consent Decree provisions.	§§ 95-102	Within two years of the Effective Date (March 30, 2018)	Administrative Compliance <sup>5</sup>	See Eighteenth Quarterly Report, Appendix C.
NPD’s UFRB will conduct timely, comprehensive, and reliable reviews of all Intermediate and Serious Force incidents. The UFRB also will conduct the administrative review of incidents in which the ECPO has completed an investigation pursuant to New Jersey Attorney General Directive 2006-05.	§§ 95-102	Ongoing	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
Each member of the UFRB will receive a minimum of eight hours of training on an annual basis, including legal updates regarding use of force and the Training Section’s current use of force curriculum.	§ 97	Within 60 days after approval of policies	Administrative Compliance	See Eighteenth Quarterly Report, Appendix C.
The NPD will include the civilian oversight entity in the review of completed SFIT investigations, as permitted by law.	§ 101	Within two years of the Effective Date (March 30, 2018)	Not Assessed	The Monitor will assess this requirement during a future compliance audit/review.

<sup>5</sup> NPD has not yet been able to implement Consent Decree Paragraph 101, which requires the Division to “include the civilian oversight entity in the review of completed SFIT investigations, as permitted by law.” That deficiency results not from any failure by NPD, but rather due to ongoing litigation brought by the Fraternal Order of Police (FOP), a Newark police union.

## VII. In-Car and Body-Worn Cameras

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will develop, implement and maintain a system of video recording officers' encounters with the public with body-worn and in-car cameras. NPD will develop a policy to designate which cars and officers are exempt from the general in-car and body-worn camera requirements and a policy regarding footage and audio recordings from its in-car and body-worn cameras.	Section IX, ¶¶ 103-104	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Twentieth Quarterly Report, Appendix C.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the policy or policies and that the topic is incorporated into the in-service training required.	¶ 11	Within 60 days after approval of policy	Administrative Compliance	See Twentieth Quarterly Report, Appendix C.
NPD will equip all marked patrol cars with video cameras, and require all officers, except certain officers engaged in only administrative or management duties, to wear body cameras and microphones with which to record enforcement activity.	¶ 103	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Twentieth Quarterly Report, Appendix C.

### VIII. Theft (including Property and Evidence Management)

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
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	Within two years of the Effective Date (March 30, 2018)	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will conduct regular, targeted, and random integrity audits to detect and deter theft by officers. NPD will employ tactics such as increased surveillance, stings, and heightened scrutiny of suspect officers' reports and video-recorded activities.	¶ 106	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will conduct periodic reviews of 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	Ongoing	Non-Compliance	The Monitor will assess this requirement during compliance audits.

### Theft (including Property and Evidence Management) Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
To the extent permitted by law and NPD's collective bargaining agreements, NPD will transfer officers with any sustained complaint of theft, or two not sustained or unfounded complaints of theft occurring within one year, out of positions where those officers have access to money, property, and evidence. Aspects of officers' disciplinary histories that relate to honesty and integrity will be considered in making decisions regarding reassignment, promotions, and similar decisions.	¶ 108	Ongoing	Initial Development	See First Quarterly Report, Section V(C)(6).  The Monitor will assess this requirement during compliance audits.
NPD will report all theft allegations to the New Jersey Department of Law and Public Safety and will continue to report such allegations to the Essex County Prosecutor. Officers who have been the subject of multiple theft allegations will be identified as such in said reports.	¶ 109	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will create a chain of custody and inventory policy or policies to ensure compliance with ¶ 110 of the Consent Decree.	¶¶ 5; 110	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.  The Monitor will assess this requirement during compliance audits.
NPD will ensure that officers have received, read and understand their responsibilities pursuant to the chain of custody and inventory policy or policies and that the topic is incorporated into the in-service training required.	¶ 11	Within 60 days after approval of policies	Non-Compliance	See Ninth Quarterly Report, Appendix C.

**Theft (including Property and Evidence Management) Continued**

<b>Achievement</b>	<b>Consent Decree Paragraph</b>	<b>Consent Decree Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will conduct and document periodic audits and inspections of the property room and immediately correct any deficiencies.	¶ 111	Ongoing	Initial Development	See Seventh Quarterly Report, Section II(B)

## IX. Internal Affairs: Complaint Intake and Investigation

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Complaint Process (§§ 112-120)</b>				
NPD will create an Internal Affairs: Complaint Intake and Investigation policy or policies to ensure compliance with Section XI of the Consent Decree.	¶ 5, Section XI	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	
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.	¶ 11	Within 60 days after approval of policy	Non-Compliance	See Ninth Quarterly Report, Appendix C.
The City and NPD, in collaboration with the civilian oversight entity or other community input, will develop and implement a program to effectively publicize to the Newark community how to make misconduct complaints.	¶ 112	Within 365 days of the Operational Date (July 12, 2017)	Not Assessed	
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	Within two years of the Effective Date (March 30, 2018)	Initial Development	See Fifth Quarterly Report, Section III(C)(4).
NPD will accept all complaints, by all methods and forms detailed in ¶ 114.	¶ 114	Ongoing	Initial Development	See Fifth Quarterly Report, Section III(C)(4).

## Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will provide civilians, including complainants and witnesses to alleged police misconduct, with full access to NPD's complaint process. 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.	¶ 115	Ongoing	Initial Development	See Eighth Quarterly Report, Section II(D)(2).
NPD will train all police personnel, including dispatchers, to properly handle complaint intake; the consequences for failing to take complaints; and strategies for turning the complaint process into positive police-civilian interaction.	¶ 116	Within 180 days of the Operational Date (January 8, 2017)	Non-Compliance	
NPD will conduct regular, targeted, and random integrity audits to identify officers or other 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	Ongoing	Non-Compliance	See Seventh Quarterly Report, Section II(C).
NPD will review the results of the audits conducted pursuant to ¶ 117 and take appropriate action to remedy any problematic patterns or trends.	¶¶ 117-118	Ongoing	Not Assessed	See Sixth Quarterly Report, Section III(F)(2)(a).

## Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
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	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Ninth Quarterly Report, Appendix D.
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.
<b>Complaint Classification and Assignment of Investigative Responsibility (¶¶ 121-125)</b>				
NPD will adopt and implement 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	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	See Fifth Quarterly Report, Section III(A)(5).
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 protocol	Non-Compliance	
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.



## Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD shall develop a protocol for determining whether other complaints will be assigned to the subject officer's supervisor, the precinct's Integrity Compliance Officer, or retained by OPS for an administrative investigation. OPS will also determine whether the misconduct complaint warrants a referral to federal or state authorities for a criminal investigation.	¶ 123	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	
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 identify trends in investigative or leadership deficiencies.	¶ 124	Ongoing	Non-Compliance	See Sixth Quarterly Report, Section III(B)(6).
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	Within two years of the Effective Date (March 30, 2018)	Initial Development	See Fifth Quarterly Report, Section III(C)(4).
<b>Misconduct Complaint Investigation (¶¶ 126-136)</b>				
NPD will review and revise its policies for releasing complaints and misconduct allegations to incorporate the requirements set out in ¶¶ 126-136.	¶¶ 126-136	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	

## Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
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 protocol	Non-Compliance	
<b>Parallel Administrative and Criminal Investigations of Officer Misconduct (¶¶ 137-140)</b>				
If after a reasonable preliminary inquiry into an allegation of misconduct, or at any other time during the course of an administrative investigation, the OPS has cause to believe that an officer or employee might have engaged in criminal conduct, the OPS will refer the matter to the ECPO, DOJ, or other law enforcement agency as appropriate.	¶ 137	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
Notwithstanding the referral and unless otherwise directed by the prosecutive agency, NPD will proceed with its administrative investigations. Under no circumstances will OPS compel a statement from the subject officer without first consulting with the Chief or Director and with the prosecuting agency.	¶ 138	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will not automatically end its administrative investigation in matters in which the prosecuting agency declines to prosecute or dismisses after initiation of criminal charges. Instead, NPD will require investigators to conduct a complete investigation and assessment of all relevant evidence.	¶ 139	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will work with DOJ, the ECPO, and the New Jersey Attorney General's Office as appropriate to improve its processes for investigations of use of force incidents and referrals of complaints of police misconduct for criminal investigation.	¶ 139	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.

## Internal Affairs: Complaint Intake and Investigation Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Review and Analysis of Investigations (§§ 141-143)</b>				
NPD will train OPS supervisors to ensure that investigations are thorough and complete, and that investigators' conclusions and recommendations that are not adequately supported by the evidence will not be approved or accepted.	¶ 141	Within 60 days after approval of policy	Non-Compliance	
NPD will develop and implement a protocol for regular supervisory review and assessment of the types of complaints being alleged or sustained to identify potential problematic patterns and trends.	¶¶ 142-143	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	
<b>Staffing and Training Requirements (§§ 144-149)</b>				
Within 30 days of the Operational Date, NPD will review staffing of OPS and ensure that misconduct investigators and commanders possess appropriate investigative skills, a reputation for integrity, the ability to write clear reports with recommendations supported by the evidence, and the ability to assess fairly and objectively whether an officer has committed misconduct.	¶¶ 144, 145	Within 30 days of the Operational Date (August 11, 2016)	Operational Compliance (achieved after deadline)	See Second Quarterly Report.
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	Within two years of the Effective Date (March 30, 2018)	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	Within 60 days after approval of protocol and annually thereafter	Non-Compliance	

**Internal Affairs: Complaint Intake and Investigation Continued**

<b>Achievement</b>	<b>Consent Decree Paragraph</b>	<b>Consent Decree Deadline for Achievement</b>	<b>Status</b>	<b>Discussion</b>
NPD will improve OPS' complaint tracking and assessment practices in accordance with ¶ 149.	¶ 149	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Eighth Quarterly Report, Section II(C).

## X. Compliance Reviews and Integrity Audits

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<p>NPD will conduct integrity audits and compliance reviews to identify and investigate all officers who have engaged in misconduct including unlawful stops, searches, seizures, excessive uses of force; theft of property or other potential criminal behavior; racial or ethnic profiling and bias against lesbian, gay bisexual and transgender persons.</p> <p>The integrity audits will also seek to identify officers who discourage the filing of complaints, fail to report misconduct or complaints, or otherwise undermine NPD's integrity and accountability systems.</p>	¶¶ 150, 151	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	NPD has begun to conduct some integrity audits (e.g., body-worn cameras, and stops). See Seventh Quarterly Report, Section II(D)(2).

## XI. Discipline

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will adopt policies that are consistent and fair in their application of officer discipline, including establishing a formal, written, presumptive range of discipline for each type of violation.	Section XIII	Within two years of the Effective Date (March 30, 2018)	Preliminary Compliance	
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 guidance	Non-Compliance	See Ninth Quarterly Report, Appendix C.
NPD will apply discipline for sustained allegations of misconduct based on the nature and severity of the policy violation and defined mitigating and aggravating factors, rather than the officer's identity, rank or assignment; relationship with other individuals; or reputation in the broader community.	¶ 152	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will implement disciplinary guidance for its personnel that addresses the topics addressed in ¶ 153 of the Consent Decree.	¶ 153	Within 90 days of the Operational Date (October 10, 2016)	Non-Compliance	
NPD will establish a unified system for reviewing sustained findings and applying the appropriate level of discipline pursuant to NPD's disciplinary guidance.	¶ 154	Within two years of the Effective Date (March 30, 2018)	Not Assessed	The Monitor will assess this requirement during compliance audits.
NPD will conduct annual reviews of its disciplinary process and actions.	¶ 155	Annually	Non-Compliance	

## XII. Data Systems Improvement

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Early Warning System (§§ 156-161)</b>				
NPD will enhance its Early Warning System (“EWS”) to support the effective supervision and management of NPD officers.	¶ 156	Within one year of the Effective Date (March 30, 2017)	Non-Compliance	See Ninth Quarterly Report, Section II(A).
City will provide sufficient funding to NPD to enhance its EWS.	¶ 156	Within one year of the Effective Date (March 30, 2017)	Non-Compliance	See Ninth Quarterly Report, Section II(A).
NPD will develop and implement a data protocol describing information to be recorded and maintained in the EWS.	¶ 157	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Ninth Quarterly Report, Section II(A).
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.	¶ 158-160	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Ninth Quarterly Report, Section II(A).
NPD will continue to use its current IAPro software's alert and warning features to identify officers for intervention while further developing and implementing an EWS that is fully consistent with this Agreement.	¶ 161	Ongoing	Not Assessed	The Monitor will assess this requirement during compliance audits.
<b>Records Management System (“RMS”) (§§ 162-163)</b>				
NPD will revise its use and analysis of its RMS to make efficient and effective use of the data in the System and improve its ability to interface with other technology systems.	¶ 162	Within two years of the Effective Date (March 30, 2018)	Non-Compliance	See Ninth Quarterly Report, Section II(A).

### Data Systems Improvement Continued

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
City will provide sufficient funding and personnel to NPD so NPD can revise its use and analysis of its Record Management System.	¶ 163	N/A	Non-Compliance	See Ninth Quarterly Report, Section II(A).



### XIII. Transparency and Oversight

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
NPD will make its policies publicly available, and will regularly report information regarding officer use of force; misconduct complaints; and stop/search/arrest data.	¶ 164	Ongoing	Not Assessed	
NPD will work with the civilian oversight entity to overcome impediments to the release of information consistent with law and public safety considerations.	¶ 165	N/A	Not Assessed	
On at least an annual basis, NPD will issue reports, summarizing and analyzing the stop, search, arrest and use of force data collected, the analysis of that data, and the steps taken to correct problems and build on successes.	¶¶ 85, 168	Annually	Non-Compliance	

#### XIV. Consent Decree Implementation and Enforcement

Achievement	Consent Decree Paragraph	Consent Decree Deadline for Achievement	Status	Discussion
<b>Consent Decree Implementation Unit</b>				
The City and NPD will form an interdisciplinary unit to facilitate the implementation of the Consent Decree.	¶ 196	Within 180 days after the Effective Date (September 26, 2016)	Operational Compliance	
The City implementation unit will file a status report with the Court, delineating the items set forth in the Consent Decree.	¶ 197	Within 180 days after the Effective Date (September 26, 2016) and every six months thereafter	Operational Compliance	

# APPENDIX B

**Report of the Independent Monitor's Second Audit of the City of Newark's and Newark  
Police Division's Body-Worn Cameras and First Audit of In-Car Cameras**

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This Audit Report presents the findings of the Independent Monitor, Peter C. Harvey, regarding the Independent Monitoring Team’s *second* audit of the City of Newark’s (the “City’s”) and Newark Police Division’s (“NPD’s”) compliance with Consent Decree requirements relating to Body-Worn Cameras (“BWC”), and *first* audit of compliance with requirements related to In-Car Cameras (“ICC”).

## I. Reviewers

The following members of the Independent Monitoring Team participated in this audit:

Linda Tartaglia, Rutgers University Center on Policing  
Daniel Gomez, Lieutenant, Los Angeles Police Department (ret.)  
Maggie Goodrich, Esq., Chief Information Officer, Los Angeles Police Department (ret.)  
Roger Nunez, Sergeant, Los Angeles Police Department  
Roselyn Parks, Ph.D., Rutgers University Center on Policing  
Wayne Fisher, Ph.D., Rutgers University Center on Policing  
Jonathan Norrell, Rutgers University Center on Policing

## II. Introduction

Paragraph 173 of the Consent Decree instructs the Independent Monitoring Team, led by Independent Monitor Peter C. Harvey, to audit the City’s and NPD’s compliance with Consent Decree reforms.<sup>1</sup> Pursuant to Consent Decree Paragraph 180, by letter on May 28, 2021, the Independent Monitor issued notice to the City, NPD and United States Department of Justice (“DOJ”) (collectively, the “Parties”), that the Monitoring Team would conduct its *second* audit of NPD’s use of Body-Worn Cameras and *first* audit of NPD’s use of In-Car Cameras to assess NPD’s compliance with relevant provisions of the Consent Decree. Specifically, the Monitoring Team notified the Parties that it intended to assess whether NPD is in compliance with Section IX of the Consent Decree (*see* **Appendix A**).

As a general matter, Section IX of the Consent Decree requires NPD to, in part:

- Develop, implement, and maintain a system of video recording officers’ encounters with the public with body-worn and in-car cameras.
- Equip its patrol cars with cameras pursuant to Consent Decree requirements (Consent Decree Paragraph 103).
- Require all officers, with certain exceptions, to wear body-worn cameras and microphones to record enforcement activity (Consent Decree Paragraph 103).
- Develop and implement policies regarding body-worn cameras and in-car cameras that align with and fulfill Consent Decree requirements, including Consent Decree Paragraph 104(a) – 104(i).

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<sup>1</sup> Paragraph 173 of the Consent Decree requires the Monitor to “conduct reviews or audits as necessary to determine whether the City and NPD have implemented and continue to comply with the requirements” of the Consent Decree.

### III. Review Period

In this audit, the Monitoring Team reviewed BWC and ICC videos from June 1, 2021 up to and including June 30, 2021 (the “Audit Period”). The Monitoring Team reviewed video footage while onsite at NPD from July 19 through July 23, 2021.

### IV. Executive Summary

This report contains the results of the Monitoring Team’s *second* audit of NPD’s compliance with Consent Decree requirements relating to body-worn cameras, and *first* audit relating to NPD’s compliance with Consent Decree requirements related to in-car cameras. To that end, the Monitoring Team analyzed whether: (1) NPD’s BWC and ICC policies contained the provisions required by the Consent Decree; (2) NPD demonstrated routine adherence to its own BWC and ICC policies in its day-to-day operations; and (3) NPD has equipped all patrol cars with ICC systems as required by the Consent Decree.

For the first component of this audit, namely, NPD’s BWC and ICC policies, the Monitoring Team reviewed NPD’s *General Order 18-05, Body-Worn Cameras*, dated October 22, 2019 (*see Appendix B*) and *General Order 18-06, In-Car Cameras*, dated June 5, 2018 (*see Appendix C*). The Monitoring Team previously approved these General Orders and determined that they incorporate each of the relevant Consent Decree policy requirements related to BWC and ICC.

The second component of this audit addressed whether NPD had demonstrated routine adherence to its own BWC and ICC policies. The Monitoring Team considered whether all video footage reviewed met the four (4) BWC Objectives, described in this audit as **BWC Compliance** (*i.e.*, Activation; Deactivation; Categorization; and Notification) and the three (3) ICC Objectives, described in this audit as **ICC Compliance** (*i.e.*, Activation; Deactivation; and Availability of video for rear-seat transports).

Regarding BWC compliance, in this audit, NPD was compliant in its BWC practices in three (3) out of the four (4) objectives assessed. NPD met the 95% compliance threshold with respect to Activation (95.11%), Deactivation (100.00%), and Categorization (98.04%). However, NPD did not achieve compliance with respect to its Notification practices, attaining a score of 78.57%. Since NPD has achieved compliance (at least 95%) in the categories of Categorization and Deactivation for two consecutive audits, NPD will be relieved from assessment of these particular objectives in future audits.

The Monitoring Team’s next (third) BWC audit will focus solely on the two objectives in which NPD has yet to achieve two consecutive compliance scores: Activation and Notification.

Regarding ICC compliance, NPD has achieved compliance for one (1) out of the three (3) objectives assessed. NPD met the 95% compliance threshold with respect to Deactivation (100%). However, NPD did not achieve compliance with respect to Activation (84.34%), or for the Availability of video for rear-seat transports (50%). Of course, rear seat transports are important since persons who are arrested usually are transported in the rear seat of a NPD vehicle.

The third component of this audit involved the inspection of marked vehicles for ICC installation. The results of the Monitoring Team’s physical inspection at two NPD precincts

is described in this audit as ***Vehicle Inspection Compliance***. For the physical vehicle inspection component, if any vehicle did not have an ICC installed, that vehicle was determined to be non-compliant.<sup>2</sup>

The Monitoring Team determined that out of 26 vehicles inspected, only one (1) vehicle was *not* equipped with an in-car camera (96.15% compliance). Thus, NPD is compliant with Consent Decree Paragraph 103 as it relates to vehicle inspection under the proposed compliance threshold of 95%.<sup>3</sup>

This table provides an overview of NPD's compliance in the Monitoring Team's *Second BWC* and *First ICC* Audit.

Overview of 2 <sup>nd</sup> BWC / 1 <sup>st</sup> ICC Audit Results		
Audit Subject	Consent Decree Paragraph(s)	Compliance
<b>Policies</b>	Paragraphs 103 and 104	Yes.
<b>BWC Compliance</b>  <i>Did NPD meet the four objectives for body-worn cameras?</i>	Paragraphs 103 and 104	No. <b>(Requirement: 95%)</b> <i>Breakdown by objective:</i> Activation: Yes (95.11%) Deactivation: Yes (100.00%) Categorization: Yes (98.04%) <b>Notification: No (78.57%)</b>
<b>ICC Compliance</b>  <i>Did NPD meet the three objectives for in-car cameras?</i>	Paragraph 103	No. <b>(Requirement: 95%)</b> <i>Breakdown by objective:</i> <b>Activation: No (84.34%)</b> Deactivation: Yes (100.00%) <b>Availability for Review when subject(s) transported: No (50.00%)</b>
<b>Vehicle Inspection Compliance</b>  <i>Did NPD equip patrol cars with cameras?</i>	Paragraph 103	Yes.

<sup>2</sup> The Monitoring Team's Vehicle Inspection in this first ICC audit, conducted in July 2021, was a visual inspection only. The Visual Inspection ensured that a camera system was installed in the vehicle while having minimal impact on NPD patrol operations occurring at the time of the inspection. In the next audit, a functional test will be added to the Vehicle Inspection, wherein an NPD employee will be asked to demonstrate that the system in each randomly selected vehicle is functioning properly.

<sup>3</sup> While the 95% compliance rate for Vehicle Inspection is in line with the methodology proposed for this audit, the Consent Decree does require that **all** patrol vehicles be equipped with ICC systems. As detailed below in the ICC compliance results, there were 18 instances in which a camera could not be activated because the vehicle did not contain an ICC system. In the Monitoring Team's next audit of NPD's ICC practices, NPD will only be deemed compliant with Consent Decree Paragraph 103 as it relates to Vehicle Inspection if 100% of NPD patrol vehicles inspected include functioning ICC systems.



## V. Analysis

### A. NPD's BWC and ICC Policies

The Consent Decree requires NPD to implement policies directing officers on correct procedures relevant to BWC and ICC use (*see* Consent Decree Section IX, Paragraphs 103 and 104). Prior to this audit, the Monitoring Team reviewed NPD's BWC and ICC policies: General Order 18-05, *Body-Worn Cameras* (*see* **Appendix B**) and General Order 18-06, *In-Car Cameras* (*see* **Appendix C**). The Monitoring Team determined that NPD's policies contain the relevant Consent Decree requirements. (The full list of these requirements can be found in **Appendix D**). As such, NPD has achieved compliance with the BWC and ICC policy requirements of the Consent Decree.<sup>4</sup>

### B. BWC and ICC Compliance Review

Pursuant to the Monitoring Team's request, NPD provided a list of all event numbers associated with all call types that would have necessitated BWC activation during the Audit Period (June 1 through June 30, 2021). The list totaled 16,973 event numbers. The Monitoring Team then selected and shared with NPD a random sample of cases from this list. Out of a total population of 16,973 event numbers, the Monitoring Team selected 131 event numbers for review (*see* **Appendix E** for the complete list of events). The 131 event numbers resulted in a sample of 432 videos (BWC and ICC combined) to be reviewed because some events contained multiple videos in instances where more than one officer and/or vehicle responded.

To determine whether NPD complied with its BWC and ICC policies, the Monitoring Team analyzed all (i) BWC videos and (ii) ICC videos for the 131 events in the sample.

#### i. BWC Compliance Results

To determine whether NPD achieved BWC Compliance, the Monitoring Team analyzed whether each video complied with the requirements of General Order 18-05. The Monitoring Team assessed BWC Compliance by determining whether each video met the following four (4) objectives where applicable:

1. *Activation* – Was the BWC activated according to NPD policy?
2. *Deactivation* – Was the BWC deactivated according to NPD policy?
3. *Categorization* – Was the video categorized appropriately, as required by NPD policy? (*e.g.*, vehicle stop, pedestrian stop, etc.)

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<sup>4</sup> The Monitoring Team notes that Consent Decree Paragraph 104(i) requires "[S]upervisors to review videos of incidents involving use of force and consent searches." General Order 18-21, *Use Of Force Reporting, Investigation And Review*, Section VII.A-C satisfies this requirement with respect to use of force incidents and while General Order 18-15, *Searches With or Without a Search Warrant* requires NPD Supervisors to review a random selection of videos of searches, it does not explicitly require Supervisors to review video from all incidents involving a consent search. The Monitoring Team recommends that NPD consider modifying its General Order pertaining to Searches to explicitly require Supervisors to review video of events involving consent searches.

4. *Notification* – Was the subject notified by the officer that he/she was being recorded, pursuant to NPD policy?

While the Monitoring Team provides a compliance rate per objective, NPD must achieve a compliance rate of 95% for *all four* BWC objectives to achieve compliance with the BWC portion of the audit.

Below is a summary of BWC audit findings by Objective.

Summary of BWC Audit Findings by Objective				
Objective No.	Objective Description	Number of Videos Meeting Objective	Number of Videos Assessed	Percentage of Videos Meeting Objective
1.	Activation: Was the BWC activated according to policy?	253	266	95.11%
2.	Deactivation: Was the BWC deactivated according to policy?	255	255 <sup>5</sup>	100.00%
3.	Categorization: Was the video categorized according to policy?	250	255	98.04%
4.	Notification: Was the subject notified that the camera is recording at the earliest opportunity that is safe and feasible?	121	154	78.57%

The results of this second BWC audit show a commendable improvement over the first audit with respect to NPD's Activation practices—wherein NPD scored 90.74%—as well as continued (and improved) compliance in NPD's Deactivation and Categorization procedures.

In contrast, NPD did not demonstrate significant improvement in its Notification practices, which were determined to be non-compliant in the first audit (77.95% compliance score). The Monitoring Team recommends that NPD implement strategies such as Roll Call refresher training to educate officers on best practices in notification procedure and implementation. (*See* Consent Decree Paragraph 173(b) and 173(c)).

Since NPD has achieved compliance (at least 95%) in relation to the objectives of Categorization and Deactivation for two consecutive audits, the next (third) BWC audit will focus on the two areas in which NPD has yet to achieve compliance: Activation and Notification.

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<sup>5</sup> The number of videos assessed for Activation (266) differs from the amount assessed for Deactivation and Categorization (255) by 11 because there were 11 instances in which the officer failed to activate the camera at all. Thus, there was no video to assess for Deactivation or Categorization in those 11 instances.

The tables that follow provide a list of non-compliant events for each of the four BWC objectives along with the related circumstances for each event.

The Monitoring Team reviewed 266 BWC videos. In 253 of those videos, the officer on the scene activated his or her camera according to policy. In the 13 instances in which NPD was non-compliant with respect to *Activation* requirements, two (2) involved late activation (*i.e.*, at a point in time later than what is required by policy), and eleven (11) involved events where BWCs were not activated at all.

	<b>Non-Compliant BWC Video (Activation)</b>	<b>Circumstances</b>
1.	E21267132-3	Late Activation
2.	E21268509	No Activation – No video found
3.	E21268586-2	No Activation – No video found
4.	E21270368-5	No Activation – No video found
5.	E21271086	No Activation – No video found
6.	E21272201	No Activation – No video found
7.	E21272302	No Activation – No video found
8.	E21275177	No Activation – No video found
9.	E21275220	No Activation – No video found
10.	E21276663	No Activation – No video found
11.	E21278074	No Activation – No video found
12.	E21300369-2	Late Activation
13.	E21273010	No Activation – No video found

In all 255 instances in which the Monitoring Team assessed video for *Deactivation*, the officer involved in the event deactivated the BWC according to policy. As such, NPD is 100% compliant with this objective.

Of the 255 videos that the Monitoring Team assessed for *Categorization*, five (5) were categorized incorrectly, as described in the table below.

	<b>Non-Compliant BWC Video (Categorization)</b>	<b>Circumstances</b>
1.	E21304103	Categorized incorrectly - traffic stop categorized as “pat down/frisk”
2.	E21304103-2	Categorized incorrectly - traffic stop categorized as “pat down/frisk”
3.	E21305138-3	Categorized incorrectly - traffic stop labeled as “call for service”
4.	E21305138-4	Categorized incorrectly - traffic stop labeled as “call for service”
5.	E21309340-3	Categorized incorrectly – call for service labeled as start of watch “inspection”

Pursuant to NPD policy, there were 154 instances in which the officer was required to notify the subject that they were being recorded.<sup>6</sup> The Monitoring Team was able to confirm

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<sup>6</sup> The Monitoring Team notes that not every video requires a notification be given to a subject. For example, if the primary officer on scene notifies a subject who is being recorded, the secondary officers/units do not need to repeat the notification.

compliant *Notification* practices in 121 of the 154 instances where notification was required. NPD officers failed to provide notification in 33 instances where notification was required.

	<b>Non-Compliant BWC Video (Notification)</b>	<b>Circumstances</b>
1.	E21263761	No notification provided
2.	E21266279	No notification provided
3.	E21270368-5	No notification provided
4.	E21270892	No notification provided
5.	E21271726	No notification provided
6.	E21271737	No notification provided
7.	E21271811	No notification provided
8.	E21272214	No notification provided
9.	E21272548	No notification provided
10.	E21272548-2	No notification provided
11.	E21276323	No notification provided
12.	E21276323-2	No notification provided
13.	E21276739	No notification provided
14.	E21276739-2	No notification provided
15.	E21278345	No notification provided
16.	E21281989	No notification provided
17.	E21281989-2	No notification provided
18.	E21282061-5	No notification provided
19.	E21282502	No notification provided
20.	E21282502-2	No notification provided
21.	E21283542	No notification provided
22.	E21283542-2	No notification provided
23.	E21296328	No notification provided
24.	E21296328-2	No notification provided
25.	E21300258-3	No notification provided
26.	E21300258-4	No notification provided
27.	E21301380	No notification provided
28.	E21302882	No notification provided
29.	E21302882-2	No notification provided
30.	E21305658-2	No notification provided
31.	E21307450	No notification provided
32.	E21307450-2	No notification provided
33.	E21307540	No notification provided

## ii. ICC Compliance Results

To determine whether NPD achieved ICC Compliance, the Monitoring Team analyzed whether each video complied with the requirements of General Order 18-06. The Monitoring Team assessed ICC Compliance by determining whether each video met the three (3) required objectives where applicable:

1. *Activation* – Was the ICC activated according to NPD policy?
2. *Deactivation* – Was the ICC deactivated according to NPD policy?

3. *Transport Video Available for Review* – Where an event resulted in the transport of a subject in the rear seat of a patrol vehicle, was video of that transport available for review?

While the Monitoring Team provides a compliance rate per objective, NPD must achieve a compliance rate of 95% for *all three* ICC objectives to achieve compliance with the ICC portion of this audit.

This table provides a summary of ICC Audit Findings by Objective.

<b>Summary of ICC Audit Findings by Objective</b>				
<b>Objective No.</b>	<b>Objective Description</b>	<b>Number of Videos Meeting Objective</b>	<b>Number of Videos Assessed</b>	<b>Percentage of Videos Meeting Objective</b>
1.	Activation: Was the ICC activated according to policy?	140	166	84.34%
2.	Deactivation: Was the ICC deactivated according to policy?	140	140	100.00%
3.	When subject(s) were transported, were video and audio available for review?	2	4	50.00%

The table that follows provides a list of non-compliant events for each of the relevant ICC objectives along with the related circumstances for each non-compliant event.

There were 26 instances where NPD officers did not activate their ICC although activation was required. In 18 of the 26 instances, an ICC could not be activated because no ICC system had been installed in the vehicle. In six (6) instances, while the vehicle contained an ICC system, the officers failed to activate it at all. In two (2) instances, although the ICC was activated, the camera was pointed upward toward the sky/roofline of the vehicle in a manner that made it impossible to capture the events on scene.

	<b>Non-Compliant ICC Videos (Activation)</b>	<b>Circumstances</b>
1.	E21266102	Vehicle Not Equipped with ICC*
2.	E21267699-3	Vehicle Not Equipped with ICC
3.	E21267817	Vehicle Not Equipped with ICC
4.	E21268509	No Activation - No Video Found
5.	E21273010	No Activation - No Video Found
6.	E21275177	No Activation - No Video Found
7.	E21275220	No Activation - No Video Found
8.	E21276663	No Activation - No Video Found
9.	E21276931-5	Vehicle Not Equipped with ICC*
10.	E21277236	Vehicle Not Equipped with ICC*
11.	E21278074	No Activation - No Video Found
12.	E21278125	Vehicle Not Equipped with ICC*
13.	E21278345	Vehicle Not Equipped with ICC

	<b>Non-Compliant ICC Videos (Activation)</b>	<b>Circumstances</b>
14.	E21282001	Vehicle Not Equipped with ICC
15.	E21282061-5	Vehicle Not Equipped with ICC*
16.	E21295332-5	Vehicle Not Equipped with ICC*
17.	E21299733-3	Vehicle Not Equipped with ICC*
18.	E21301226	Vehicle Not Equipped with ICC*
19.	E21302085-8	Vehicle Not Equipped with ICC*
20.	E21302882-3	Vehicle Not Equipped with ICC*
21.	E21305658	Vehicle Not Equipped with ICC – This was an Emergency Services Unit Truck being used as a patrol vehicle. <sup>7</sup>
22.	E21307588	Vehicle Not Equipped with ICC*
23.	E21309340	Vehicle Not Equipped with ICC*
24.	E21309340-3	Vehicle Not Equipped with ICC*
25.	E21306955	In-Car Camera was pointed upward, so that the top of the roofline/windshield of the vehicle was captured on video. As such, video of the actual incident could not be reviewed.
26.	E21300272	In-Car Camera was pointed upward, so that the top of the roofline/windshield of the vehicle was captured on video. As such, video of the actual incident could not be reviewed.

\* These vehicles not equipped with ICC systems were Supervisor vehicles. At the time of this audit, NPD had not installed ICC systems in its supervisor vehicles.

In all 140 instances in which ICC video was assessed for *Deactivation*, officers deactivated the camera according to policy. As such, NPD is 100% compliant with this objective.

The following table indicates two instances where a subject was transported as a result of the event, but no video of the transport could be located.

	<b>Non-Compliant ICC Videos (Available for review)</b>	<b>Circumstances</b>
1	E21267817	Vehicle Not Equipped with ICC
2	E21277236	Vehicle Not Equipped with ICC

### **C. Vehicle Inspection**

As part of this audit, the Monitoring Team assessed whether all patrol vehicles were equipped with ICC systems. NPD provided the Monitoring Team with a Fleet Inventory Summary Report (*see Appendix F*), that lists all patrol vehicles assigned to each Precinct. The Fleet Inventory Summary listed a total of 130 vehicles. The Monitoring Team selected

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<sup>7</sup> Note that while Emergency Services Units are not typically required to have an ICC system installed, in this instance, where the vehicle was being deployed as a marked patrol vehicle, a functional ICC system must be installed and activated according to policy.

two precincts for review: the Third Precinct and the Fifth Precinct.<sup>8</sup> There were a total of 40 vehicles assigned to the Third and Fifth Precincts.

The Monitoring Team was able to inspect 26 of the 40 vehicles. The 14 vehicles that were not inspected were deployed or were in use by officers in the field at the time of the inspection and, therefore, were unavailable for inspection.

The Monitoring Team found that out of 26 vehicles inspected, only one vehicle, Unit 302, was not equipped with an in-car camera (96.15% compliance) (*see Appendix G* for the Monitoring Team's audit findings for physical inspection of vehicles). Therefore, NPD is in compliance with Consent Decree Paragraph 103 as it relates to Vehicle Inspection under the proposed compliance threshold of 95%.

## **VI. Observations and Recommendations**

The Monitoring Team made two (2) principal observations and two (2) recommendations in connection with the *second* BWC compliance audit.

*First*, the Monitoring Team observed a significant improvement in NPD's BWC Activation procedure since the first audit – 95.11% in this second audit, up from 90.74% in the first audit. NPD's demonstration of compliance in the Deactivation and Categorization objectives also has continued to strengthen since the first audit. This second audit reflected laudable scores of 100.00% and 98.04%, respectively for these objectives. As a result, going forward, NPD is relieved from being audited for the Deactivation and Categorization components.

*Second*, despite NPD's strong demonstration of compliance in the areas of BWC Activation, Deactivation, and Categorization, NPD did not demonstrate significant improvement in its Notification practices in this second BWC audit. NPD scored only 78.57% for this objective. This improvement is only marginal over the first BWC audit, in which NPD scored 77.95%. Therefore, NPD remains non-compliant in this objective.

As NPD did not improve on its BWC Notification scoring since the first audit, the Monitoring Team once again strongly recommends that NPD develop and implement strategies to educate its officers on best practices in notification to the public that she or he is being recorded. That is, NPD should implement the following two measures as soon as possible:

1. Issue a memorandum to all sworn employees that reminds them of the notification requirement and how to properly notify a subject that he or she is being recorded. This should include an instruction for Supervisors to make the notification, even if they arrive on scene well after the initiation of an event.
2. Create a brief Roll Call refresher training to discuss notification procedures relevant to BWC (*i.e.*, how to properly notify a subject that she or he is being recorded).

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<sup>8</sup> The Monitoring Team selected the Third and Fifth Precincts in an effort to both minimize the impact on NPD patrol operations at the time of inspection and maximize the Monitoring Team's time available for video review.

With respect to the ICC component of this audit, during the ICC video review, the Monitoring Team found that many vehicles were missing in-car camera footage because those vehicles did not contain ICC systems. The Monitoring Team recommends that NPD conduct an inspection of all patrol vehicles in each NPD Precinct, using the Fleet Summary Report as a checklist, to ensure that *all* patrol vehicles, including marked Supervisor vehicles and any other ancillary vehicles being used in a patrol capacity, contain a *functioning* ICC system.

\* \* \*

The Consent Decree requires that both the City of and NPD post this report on their websites. *See* Consent Decree Paragraph 20 (“All NPD studies, analyses, and assessments required by this agreement will be made publicly available, including on NPD and City websites... to the fullest extent permitted under law”); Paragraph 166 (“all NPD audits, reports, and outcomes analyses... will be made available, including on City and NPD websites, to the fullest extent permissible under law.”). The Monitor expects the City and NPD to do so expeditiously.

Dated: October 31, 2021

Peter C. Harvey  
Independent Monitor



# **Appendix A**

# Patterson Belknap Webb & Tyler LLP

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May 28, 2021

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Re: **Second Body-Worn Camera and First In-Car Camera Audit: 45-Day Notice**

Dear City of Newark and Newark Police Division ("NPD"):

Pursuant to Consent Decree Paragraph 180, I write to provide the Parties to the Consent Decree with 45-days notice that the Monitoring Team will conduct its Second audit of NPD's use of Body-Worn Cameras ("BWC") and First audit of NPD's use of In-Car Cameras ("ICC") to assess whether NPD is in compliance with Section IX of the Consent Decree. The Monitoring Team will analyze whether NPD has demonstrated routine adherence to its own body-worn camera policy, *General Order 18-05*, and in-car camera policy, *General Order 18-06*, as well as whether NPD has equipped its patrol cars with cameras as required by Consent Decree Paragraph 103. This audit will cover the period from June 1, 2021, up to and including June 30, 2021 (the "audit period").

This audit will require in-person activities by members of the Monitoring Team. For example, members of the Monitoring Team will require access to marked police vehicles and

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a member from NPD to operate the vehicles in order to inspect for working ICC equipment. In a letter dated May 13, 2021, the Public Safety Director informed the Monitor that on-site visits and audits can safely be resumed and that NPD will observe all Centers for Disease Control (“CDC”) guidelines. Members of the Monitoring Team conducting on-site activities will also observe CDC guidelines.

Section IX of the Consent Decree requires, among other things, that “NPD will develop, implement, and maintain a system of video recording officers’ encounters with the public with body-worn and in-car cameras.” Paragraph 103 of the Consent Decree requires NPD to “equip all marked patrol cars with video cameras, and require all officers, except certain officers engaged in only administrative or management duties, to wear body cameras and microphones with which to record enforcement activity.” Paragraph 173 of the Consent Decree requires the Monitor to “conduct reviews or audits as necessary to determine whether the City and NPD have implemented and continue to comply with the requirements” of the Consent Decree. The Monitoring Team must assess whether both the City and NPD have “implemented the [BWC and ICC] requirement[s] into practice.”

This audit of body-worn and in-car cameras will be carried out by the following Monitoring Team Subject Matter Experts: Maggie Goodrich, Esq., Lieut. Daniel Gomez (Ret.) of the Los Angeles Police Department, and Sgt. Roger Nunez of the Los Angeles Police Department.

Two (2) weeks prior to the start of the audit, the NPD shall produce a list of all event numbers associated with all call codes that necessitate BWC and/or ICC activation and deactivation during the review period. From this list, the Monitoring Team will draw a random sample of events to review and will provide the event numbers for those events one week before the audit begins. Events are determined using NPD’s computer-aided dispatch (“CAD”) data. On the day(s) in which the Monitoring Team conducts the audit, NPD will provide the Monitoring Team with all BWC and ICC video associated with the event numbers included in the sample and access to a *secure* room for viewing the video.

NPD shall provide the following:

1. a list of all event numbers associated with all call codes that necessitate BWC and/or ICC activation and deactivation during the review period;
2. a *secure* room at NPD Headquarters with two computers that have access to BWC and ICC;
3. all BWC videos and ICC videos associated with the randomly selected event numbers identified by the Monitoring Team. The Monitoring Team will also need access to call codes requiring body-worn camera and in-car camera activation and deactivation captured during NPD officers’ shifts in all precincts during the audit period (June 2021);

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4. all body-worn camera and in-car camera malfunction reports created during the audit period;
5. for those videos reviewed by the Monitoring Team in which activation, deactivation and/or notification was not performed pursuant to NPD policy, reports documenting the reasons for the policy deviation(s). The Monitoring Team will request this information during the audit, as events are identified;
6. a list of all marked patrol vehicles, including the unique identification number and assigned precinct for each vehicle; and
7. marked police vehicles selected for inspection of ICC equipment.

The Monitoring Team requests that NPD mark all BWC and ICC videos from the audit period (June 2021) for retention indefinitely, so that all video will be available for review for this audit. Put another way, no BWC or ICC video from the audit period should be deleted or erased until the Monitoring Team has informed NPD that the audit has concluded.

Sincerely,

/s/ Peter C. Harvey

Peter C. Harvey

Enclosures

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# **Appendix B**



# NEWARK POLICE DIVISION GENERAL ORDER



<b>SUBJECT:</b> <b>Body-Worn Cameras</b>		<b>GENERAL ORDER NO.</b> <b>18-05</b>
<b>SUPERSEDES:</b> <b>September 11, 2019</b>	<b>DATED:</b> <b>October 22, 2019</b>	<b>SECTION CODE:</b>

## I. PURPOSE

This purpose of this policy is to maintain public trust, enhance safety, and provide members with instructions on when and how to use body-worn cameras (BWCs) in order to record their interactions with the public. This technology will allow the Newark Police Division (NPD) to produce effective material for training and additional evidence of an incident. Within this policy, there are guidelines for the use, management and storage of video recordings.

## II. POLICY

The Newark Police Division will issue all sworn members a BWC regardless of rank. Uniformed members will be required to use the BWC during the performance of their duties. The Public Safety Director may authorize use of a BWC to members in plain clothes or assigned to a specialized unit.

NPD uniformed officers will record police-citizen contacts using BWCs in order to assist personnel in the performance of their duties, provide an unbiased recorded account of an incident, and hold officers along with members of the public accountable for their actions.

The NPD recognizes that recordings may not always illustrate the entire circumstance of police-citizen contact, nor do video recordings always capture the entire scenario. A BWC recording is only one piece of evidence, providing one perspective of the incident. This technology does not eliminate the requirement of officers, detectives and sergeants to provide written documentation of an incident.

Members shall activate and deactivate their BWC in accordance with Section IX, Procedure, of this policy. All images, video, metadata, and audio recordings captured or otherwise produced are the exclusive property of the NPD and subject to disclosure under the law.

## III. DEFINITIONS

1. **Activate** – Turn on the recording mode/function of a BWC.
2. **Deactivate** – Turn off the recording mode/function of a BWC.



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3. **Body-Worn Camera (BWC)** – Device worn by a law enforcement officer that makes an electronic audio and visual recording. The term does not include a mobile video recording device when mounted inside a police vehicle (i.e., dash cam). The term also does not include any other form of an electronic recording device worn by a law enforcement officer while acting in an undercover capacity, or electronic recording devices used to comply with the requirements of Rule 3:17 (electronic recording of station house custodial interrogations).
4. **Investigation of a Criminal Offense** – Any police activity pertaining to the investigation of an indictable crime, disorderly persons offense, or petty disorderly offense, including but not limited to responding to a report of a possible criminal offense; an investigative detention based on or leading to reasonable and articulable suspicion to believe that a criminal offense has been or is being committed; an arrest for a criminal offense; an interview of a potential witness to a criminal offense; or canvassing an area for potential witnesses to a criminal offense.
5. **Law Enforcement Agency, Agency or Department** – A law enforcement body operating under the authority of the laws of New Jersey.
6. **Law Enforcement Officer or Officer** – A sworn member employed by a Law Enforcement Agency.
7. **Tagging Video** - A notation or indicator placed on specific video that may raise special privacy or safety issues.

## IV. NOTIFICATION TO THE PUBLIC AND POLICY REVIEW

A written announcement regarding the implementation of the BWC program and which members will be mandated to use the BWC must be posted on the website, [www.newarkpdonline.org](http://www.newarkpdonline.org). In addition to the written announcement, the following information must be available on the website:

- BWC policy
- A picture of the BWC along with a picture showing where the BWC will be positioned on the member's uniform.
- Electronic survey regarding the BWC policy for community feedback (temporarily).

The online BWC community survey and the “comment” section of the policy will allow residents to express their opinions, concerns or recommendations with the deployment and policy governing the use of BWCs.

The Consent Decree and Planning Unit shall review this policy quarterly during the pilot phase and on an annual basis after full deployment.





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### **V. AUTHORIZED USE**

1. Only BWCs and storage servers that are issued and approved by the Division shall be used. All BWCs, related equipment, data, images, video, and metadata captured, recorded or otherwise produced are the sole property of the Newark Police Division.
2. No member shall wear or operate a BWC without receiving training on the proper care and use of the device.
3. Members working in an administrative, investigative, or plain clothes capacity shall not wear BWCs. Members assigned to uniformed patrol duty must use the BWC. The Public Safety Director, at his/her discretion, may direct members in plain clothes or assigned to a specialized unit to use a BWC.
4. Members shall only use the police division issued BWC.
5. Members assigned to a task force, team, or unit composed of officers from more than one law enforcement agency shall be authorized to use the BWC if the chief law enforcement officer overseeing the task force authorizes the use.
6. Members who are not issued a BWC may voluntarily request one by submitting an administrative report through the chain of command.

### **VI. TRAINING**

1. Members shall receive training on this policy and complete the BWC training course before using the BWC. This will ensure the BWC is used in accordance with policy.
2. The commander of the Training Division is responsible for scheduling BWC training for all newly hired officers during their in-service training. In addition, a curriculum shall be established to provide initial and bi-annual "refresher" training.

### **VII. INSPECTION, MAINTENANCE and USE**

1. BWC equipment is the responsibility of the assigned member and shall be used with reasonable care. An inspection of the BWC must be done at the commencement of each shift to ensure both video and audio recording capabilities are working. The inspection shall include, but not be limited to:
  - a. Ensuring the BWC is turned on;
  - b. Ensuring the battery is fully charged; and
  - c. Ensuring the lens is not obstructed in any manner.
2. The BWC must be affixed to the outermost garment in the middle of the torso. The magnet, clip and/or bracket must be used to secure the BWC in an upright, forward facing position in the center of the torso without any obstruction of view.
3. Malfunctioning BWCs shall be documented in an administrative report and the camera must be returned to the desk supervisor.
4. The desk supervisor is responsible for issuing a replacement camera to the member.



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5. The administrative report must indicate the issues, the BWC number and the replacement BWC number that was issued.
6. Reports shall be forwarded through the chain of command and sent to the Technology Division.
7. When a report is generated documenting criminal activity or a police action where the BWC captured video of the event, an indication must be typed at the end of the Incident Report, Field Interview Report, Continuation Report, Towed Vehicle Report, etc. The indication must state "BWC Recording".

### **VIII. REPLACEMENT CAMERAS**

1. The Technology Unit is responsible for coordinating with the BWC vendor for replacement or repair.
2. Replacement cameras will be distributed to each command by the Technology Division.

### **IX. PROCEDURE**

#### **A. Notice of Activation**

1. When activation of a BWC is required, members shall notify the subject that the camera is recording at the earliest opportunity that is safe and feasible.
2. If it is not safe and/or feasible to notify the subject, the officer shall document the reason in their report or by narrating the reason on the BWC recording.
3. If a civilian inquires if an officer is equipped with a BWC or inquires if the device is activated, the member shall answer truthfully unless the Public Safety Director or the Chief of Police has expressly authorized a covert recording.

#### **B. Activation of BWC is Required**

Members shall activate the BWC to record police-related interactions with citizens in the performance of their duties. Activation is required immediately upon receiving a dispatched assignment or the initiation of a police action. When activation is required upon entering any residence, members shall notify the subject(s) that the camera is recording at the earliest opportunity that is safe and feasible. The following circumstances require the BWC to be activated:

1. Motor vehicle stop, from the time the violation is observed until the stop is concluded, to include:
  - a. Car/truck inspection
  - b. Motor vehicle pursuit
  - c. Motor Vehicle Safety Checkpoint
  - d. Vehicle pursuit
2. Call for service (activate upon receipt of the assignment).
3. Aiding a motorist or a pedestrian (community caretaking check).



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4. Interviewing a witness or a victim in the course of investigating a criminal offense. Ensure the witness or victim is aware the BWC is activated.
5. Conducting a custodial interrogation of a suspect, unless the interrogation is otherwise
6. being recorded in accordance with N.J. Court Rule 3:17 (electronic recordation of station house interrogation). Making an arrest.
7. During a search (consensual or otherwise, including a protective frisk for weapons). The member must record the notification to the subject of the right to allow or refuse a consent to search.
8. Civil disorder, strike, picket line, demonstration or protest in circumstances where the member is engaged with or in the presence of civilians and the member or any other officer on the scene may be required to employ constructive authority or force.
9. Investigative detention/field interview (e.g., *Terry v. Ohio* criminal suspicion stop).
10. Pedestrian stop, which includes a stop that falls short of a *Terry* stop because the pedestrian is free to walk away, such as a “mere inquiry” (e.g. asking where someone is going).
11. Use of constructive authority or force, or reasonable belief that constructive authority may be used in an encounter or situation.
12. Transporting an arrestee to a police station, county jail, other place of confinement, hospital or other medical care/mental health facility. The BWC shall remain activated until the arrestee is secured in the holding cell, processing room or until the arrestee is with hospital/medical/mental health personnel. During a prisoner watch at the hospital, the BWC shall be reactivated when there is movement of the arrestee (e.g., moving to a different room, escort to the bathroom, etc.) or if the arrestee becomes verbally or physically aggressive.
13. When the member is involved in any police action/encounter where departmental policy requires a report and/or notation on a log sheet is required.
14. When responding to an active scene where knowing or reasonably believing that police deadly force has been or is being used, or to a scene where a member has requested emergency assistance (e.g., officer in distress, shots fired, etc.) While at the scene of a police deadly-force event or the on-scene investigation of that event the member shall not deactivate the BWC unless instructed to do so by the investigator that is investigating the deadly force incident.
15. In a school, healthcare facility or house of worship **only** when:
  - a. Investigating a criminal offense;
  - b. Responding to an emergency;
  - c. Reasonably believing constructive authority or force will be required.
  - d. Or as otherwise noted in section IX, B 12 of the policy (transporting arrestees).
16. In any situation where the member deems a recording to be necessary.

### **C. Continuous Operation of a BWC, Once Initiated.**

1. Except as stipulated in this policy, BWCs shall remain activated for the entire duration of each event/encounter, and shall not be deactivated until either the member(s) or all citizens have departed the scene.
2. When providing assistance or backup to another officer, all members responding to the scene are required to have their BWC activated until all citizens have departed or assistance is no longer required.



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### **D. Tagging**

To identify BWC recordings that may raise special, privacy or safety issues, members shall tag recordings by pressing the “1” button on the side of the BWC. This will place an indicator on the video when viewed/stored. Recordings containing any of the following shall be tagged:

1. Image of a victim of a criminal offense;
2. Image of a child;
3. Images in a residential premises (e.g., home, apartment, college dormitory room, hotel/motel room, etc.), a school or youth facility, healthcare facility or medical office, substance abuse or mental health treatment facility, or a place of worship.);
4. Conversation with a person whose request to deactivate the BWC was denied;
5. Non-investigatory Special operations event or execution of an arrest and/or search warrant where confidential tactical information may have been recorded;
6. Image of an undercover officer or confidential informant;
7. Screen of a law enforcement computer monitor that is displaying confidential personal or law enforcement sensitive information.

### **E. Activation of BWC is Prohibited**

1. BWCs shall be used only in conjunction with official law enforcement duties. Activating a BWC is prohibited, unless a law enforcement action is required, during the following:
  - When on break (e.g. meal, using a restroom, etc.) or not actively performing law enforcement duties.
  - For a personal purpose or when engaged in police union business.
  - During any form of disciplinary proceedings (e.g. counseling, police trial, inspections, evaluations, etc.) or any similar supervisory interaction.
  - In any location where there is a reasonable expectation of privacy (e.g., restroom, locker room, break room, etc.), unless enforcement action is required.
  - Courtroom proceedings, unless associated with a call for service or incident.

### **F. Deactivation of BWC**

If a member fails to activate the BWC when required, fails to record the entire event/contact, or interrupts the recording, the member shall document the reason in the applicable investigation and/or incident report. If an incident report is not required, that fact must be documented on an administrative report referencing the time, date, location and event number, if applicable.

In any instance where a BWC was deactivated, the device shall be reactivated as soon as it is safe and practical and when the circumstances justifying deactivation no longer exist.

1. Members may deactivate a BWC when a civilian conversing with the officer requests that the device be turned off under the circumstances where it reasonably appears that the person will not provide information or otherwise cooperate with the officer unless that request is respected.



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- a. Members shall not suggest to a person that the BWC should be deactivated or ask whether they would prefer the BWC be deactivated. The request for de-activation must be self-initiated by the civilian.
- b. In deciding whether to deactivate the BWC, the member shall consider the privacy and safety interests of the person requesting deactivation, whether the encounter is occurring in the person's residence, and the need for the information or assistance that the person will provide is important to the investigation, yet is not critical to require recording.
- c. If a civilian asks a member if they are equipped with a BWC or asks if the device is activated, the member shall answer truthfully unless the Public Safety Director has expressly authorized to make a covert recording.
2. When a member deactivates a BWC at the request of a civilian, the following procedures shall be followed:
  - Conversation requesting the deactivation shall be recorded.
  - Member shall narrate the circumstances of deactivation on the BWC prior to deactivating (e.g., "I am now turning off my BWC as per the victim's request").
  - Member shall report the circumstances concerning deactivation to their immediate supervisor.
  - Member shall document the circumstances of the deactivation in any investigation or report concerning the incident.
3. If a member declines a request to deactivate a BWC, the reasons for declining the request (e.g. officer believes that it may be necessary to use constructive authority during encounter) must be narrated on the recording and shall be reported to the officer's immediate supervisor as soon as it is safe and practicable to do so.
4. When declining a deactivation request, the member must immediately inform the person making the request of that decision. Members shall not mislead the person into believing that the BWC has been turned off unless a covert recording has been authorized by the Public Safety Director.
5. Members shall deactivate a BWC when participating in any discussion of a criminal investigation strategy or plan except in circumstances where the strategy/plan is discussed in the immediate presence of a civilian, or where that the member wearing the BWC is actively engaged in the collection of physical evidence. Before a BWC is deactivated, the member must narrate the circumstances of the deactivation.
6. Members must deactivate a BWC when a person, other than an arrestee, is seeking emergency medical services for him or herself or another and requests deactivation.
7. Members shall deactivate a BWC when specifically authorized to do so by an assistant prosecutor or their assistant or deputy attorney general. Prior to deactivation, the member shall narrate, on the BWC, the circumstances for deactivation indicating the name of the person who authorized the deactivation.
8. Members shall not use a BWC when in a school, healthcare facility, house of worship, or courtroom unless:
  - a. investigating a criminal offense;
  - b. responding to a call for service;
  - c. reasonably believing constructive authority or force will be required.



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In the event a BWC captures the image of a patient in a healthcare treatment facility, the member's immediate supervisor shall be notified and a notification to the BWC Administrator and the Public Safety Director shall be made to ensure compliance with all applicable federal laws and regulations that require the confidentiality of health care information, or that provide for the confidentiality of information for substance abuse treatment. The recording shall be tagged and a notation documenting the date, time, person notified and details of the notification shall be documented in the BWC record-keeping system. The recording shall not be accessed without the express approval of the Public Safety Director or designee. (Destruction of the recording is inappropriate until it is determined that exculpatory information was not captured.).

9. If the BWC radio-frequency interferes with an electronic alcohol breath testing device, the BWC shall be deactivated or removed from the area while the alcohol breath test device is being used. The member must narrate the reason for deactivation (e.g., "I am deactivating the BWC because the suspect is about to take a breath test."). The BWC must be reactivated once the test is complete.
10. Members shall deactivate when an arrestee is secured in the holding cell, processing room or in the care of the hospital/medical/mental healthcare personnel.
11. Members shall deactivate upon entering a police facility when transporting a victim or witness.
12. The BWC shall be deactivated when the member and all civilians have departed the scene.

## X. RESPONSIBILITIES

### A. Officer Responsibilities

1. Ensure the BWC issued during roll-call is the camera that was issued to you (refer to the serial number and division identification number).
  2. Ensure that the BWC is operational and in good working order.
  3. BWC must be positioned in the center of the torso, on the outermost garment.
  4. Pair the BWC to the vehicle (refer to the BWC Training Manual).
  5. Launch the Arbitrator Front-End Client and log-on. This will ensure all video recorded is associated with the officer.
  6. Pair the BWC of the second officer, if applicable (refer to BWC Training Manual).
- \*\*\*\*If an issue occurs with pairing or launching the Arbitrator Front-End Client,\*\*\*  
restart the mobile data computer. Repeat the steps.**
7. If the BWC does not pair to the emergency lights, the BWC must be activated independently from the in-car camera.
  8. During vehicle inspection, activate the BWC and record all sides of the vehicle. Ensure video is categorized properly (vehicle inspection/test). This video footage does not replace reporting requirements when damage to a city vehicle is observed.
  9. Activate, deactivate and tag video in accordance with this policy.
  10. Ensure an event number is entered for each video (dispatched assignment or stop).
  11. Categorize each video with all proper classifications from the "drop down" selection:
    - Vehicle Inspection/ Test (inspection of vehicle for damage at beginning of tour)





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- Call for service (no arrest)
  - Special Detail (protest, civil disturbance)
  - Traffic Matter (use of emergency light; non-call for service or stop)
    - e.g., activating lights to move a vehicle along.
  - Motor Vehicle Stop
  - Motor Vehicle Accident
  - Motor Vehicle Aid
  - Pedestrian Stop
  - Frisk or Search
  - Arrest
  - DB Investigation (follow-up investigation by a detective, statements, etc.)
  - Critical Incident (homicide, serious bodily injury, suspicious death, serious use of force)
  - Internal Affairs (**Office of Professional Standards use only**)
12. Ensure vehicles are parked within range of the wireless access point. This will allow in-car video to upload automatically.
  13. Ensure you are logged-off from the Arbitrator Front-End Client, within the vehicle, upon completion of the tour of duty. This will not allow another user to record video with your credentials.
  14. BWC must be docked in the charging station, in the “on” position, to upload video.
  15. BWC must be docked, in the “on” position, and left in the charging station at the end of the tour. This will ensure:
    - BWC has a fully charged battery for the commencement of the tour of duty.
    - All BWC video is uploaded to the server.
    - BWC receives the latest firmware update.
    - BWC is able to be serviced, if needed, in a timely fashion.
  16. Ensure all video is of official police business.
  17. If an issue occurs with the BWC, the member’s immediate supervisor must be notified to attempt to resolve the issue.
  18. If the BWC requires service, notify the desk supervisor to email the Technology Division to have the camera repaired:  
The email must:
    - Be addressed to [mis2@ci.newark.nj.us](mailto:mis2@ci.newark.nj.us), the member’s commanding officer, executive officer and principal clerk.
    - Indicate the member name, identification number, command and BWC serial number.
    - Indicate the problem/ malfunction.
    - Indicate the replacement BWC issued to the member, if applicable.



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19. If a BWC is in need of repair and a replacement camera is not immediately available, the member must submit an administrative report indicating they are without a BWC until the camera is serviced/repaired.
20. Refer to your immediate supervisor for any questions or concerns.

### **B. Supervisor Responsibilities**

1. Desk supervisor shall issue BWCs that are operational and in good working order to all trained on-duty personnel during roll-call.
2. Desk supervisors shall inspect personnel to ensure BWCs are positioned in the center of the torso, on the outermost garment.
3. Supervisors using a BWC shall activate, deactivate and tag video in accordance with this policy.
4. Field supervisors shall ensure members are all logged-on to the Arbitrator Front-End Client in the vehicle during field inspections and that the BWCs are positioned in the center of the torso on the outermost garment of all personnel.
5. Desk supervisors shall log-on to the Arbitrator Back-End Client, during their tour of duty from the precinct computer at the desk, to ensure officers/supervisors are properly logging-on to the Arbitrator Front-end Client and that video has:
  - An event number.
  - A proper classification from the “drop down” selection.
6. On a daily basis, the supervisors shall randomly select two videos of officers and/or the supervisor from their tour of duty, pertaining to Stops, Detentions and Searches. The supervisors shall review the Arbitrator Back-End Client “Main” page and view video to determine if the member complied with law and NPD policy. The “Main” page will provide a list of all uploaded video (body-worn and in-car video).
7. An email shall be sent to the commander, executive officer and principal clerk by the end of the tour of duty indicating:
  - The name of the member(s).
  - The date and period of time the audit of video was conducted.
  - List the videos, from the “Main” page selected (date, time, event#, etc.).
  - If the officer(s)/ supervisors are in compliance.
  - Actions taken to address any deficiency.
8. The desk supervisor shall ensure an email is sent to the Technology Division to have the camera repaired when notified of a malfunctioning BWC. The email must:
  - Be addressed to [mis2@ci.newark.nj.us](mailto:mis2@ci.newark.nj.us), the member’s commanding officer, executive officer and principal clerk.
  - Indicate the member name, identification number, command and BWC serial number.
  - Describe the problem/ malfunction.
  - Identify the replacement BWC issued to the officer, if applicable.
9. During normal business hours, the commanding officer must make a follow-up telephone call to the Technology Unit.





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10. Supervisors shall review investigatory stops and detentions, searches, and arrests for completeness and adherence to law and NPD policy. Supervisors will:
  - Review all written documentation;
  - Review all relevant video recordings for all incidents in which the supervisor suspects, for any reason, that an officer's conduct may not have complied with law or NPD policy; and
  - On an ongoing basis, review a random selection of video recordings of stops and detentions, searches, and arrests amounting to at least 10 percent of all stops and detentions, searches and arrests.
11. For every search or arrest involving the recovery of contraband evidence, the desk lieutenant will review the circumstances of the encounter, including BWC video, to assess the adequacy of the seizure.
12. Desk and field supervisors shall ensure BWCs are docked and left in the charging station at the end of the tour of duty.
13. Upon reviewing reports and video for investigatory stops and detentions, searches and arrests, supervisors shall submit an administrative report for each event reviewed, by the end of their tour of duty, listing:
  - An event number for each video viewed when prompted in RMS (e.g., P18012345)
  - Name(s) of the officer(s) for each event reviewed.
  - Type of video reviewed (body camera video, in-car video, or both).
  - Reason for reviewing video (recovery of contraband, stop, search, detention, arrest, suspected non-compliance with policy or law)

### C. Command Responsibilities

1. Commanders shall ensure all members sign for and receive a BWC and a BWC Training Manual.
2. Commanders shall coordinate to have malfunctioning BWCs delivered to the Technology Division by the following business day.

**\*\*\*Notification of a malfunctioning BWC will be sent by the desk supervisor via email\*\*\***

3. Commanders shall ensure all personnel comply with the mandates of this policy.
4. Commanders shall coordinate to schedule members for retraining based on the assessment of the desk supervisor.

### D. Technology Unit

1. Distribute/ coordinate distribution of operational and properly functioning BWCs and related equipment to personnel.
2. Ensure each BWC is fully charged upon issuance.
3. Maintain a database of all equipment and to whom the equipment is assigned.
4. Provide all personnel a user name and password for the Arbitrator software.
5. Install a configuration file for each BWC.



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6. Setup and maintain the BWC Active Directory to ensure user privileges are granted for each member.
7. Ensure newly hired, promoted or separated personnel are added, deleted or adjusted accordingly within the active directory.
8. Assess malfunctioning BWCs and/or related equipment prior to being sent for repair/replacement.
9. Retrain members in the use of the BWC, in-car camera and Arbitrator software. Coordinate with each command to schedule multiple personnel for training at one time.
10. Ensure a signature roster is generated and signed by each member for every training session. Signature rosters must be forwarded to the Training Division.
11. Conduct a weekly inspection of the Arbitrator Back-End Client to determine if BWC video is uploading properly and correct any deficiencies observed/ coordinate with the vendor.

### **E. BWC/ In-Car Video Training (Applicable to all personnel)**

1. All members are responsible for bringing the following to training:
  - Fully charged BWC and mount.
  - Body-Worn Camera Training Manual.

### **F. Office of Professional Standards**

1. Investigators shall review BWC and in-car camera video when an Investigation of Personnel complaint is received.
2. Investigators shall ensure videos, if available, are reclassified to "Internal Affairs" within the Arbitrator Back-End Client. This classification is within the "drop down" selection.
3. The commander of the Office of Professional Standards shall ensure Integrity Control Officers are reviewing video, as delineated within this policy.
4. Include the number of complaints that have body-worn and in-car camera video in the monthly report. In addition, include the following:
  - Number of complaints that were unfounded/exonerated because of video.
  - Number of complaints that were justified because of video.

### **G. Integrity Control Officers and Compliance Unit**

1. Review twelve BWC/ in-car videos, four per tour, on a monthly basis.
2. When reviewing video, ensure members are:
  - Activating, deactivating and tagging video in accordance with policy.
  - Logging-in to the Arbitrator Front-End Client.
  - Assigning an event number to all videos.
  - Classifying video from the "drop down" selection.
3. Include a recommendation to correct any deficiency in the audit report.



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4. Ensure the outcome of the audit/review of video is included in the monthly report.

### **H. Training Division**

1. Ensure all BWC training signature rosters are maintained at the division.

### **I. Advocate Unit**

1. Video must be provided to the collective bargaining entity, for each case, prior to the date of the hearing.

### **XI. DATA UPLOAD and FIRMWARE UPDATES**

1. Members using a BWC shall upload data by docking the device in the docking station at any command. The BWC shall be placed in the docking station, which will automatically upload data and charge the battery. All video shall be uploaded by the end of shift.
2. BWC firmware updates are distributed through the server. In order to receive the latest update, the BWC must be placed in the docking station. When the indicator on the BWC continuously flashes at the same time, an update is taking place.

### **XII. RETENTION OF BWC RECORDINGS**

The retention period for BWC recordings shall not be less than 90 days. The Technology Unit is responsible for coordinating with the BWC vendor to establish a retention and disposition schedule, in accordance with requirements set forth by the State of New Jersey. The following shall be subject to the following additional retention periods:

- When a BWC recording pertains to a criminal investigation or otherwise records information that may be subject to discovery in a prosecution, the recording shall be treated as evidence and shall be kept in accordance with the retention period for evidence in a criminal prosecution.
- When a BWC records an arrest that did not result in an ongoing prosecution, or records the use of police force, the recording shall be kept until the expiration of the statute of limitations for filing a civil complaint against the officer and/or agency. If a civil action relating to the incident depicted on the recording is filed the recording shall be maintained until the conclusion of the civil action. NPD personnel responsible for the disposal of video images shall contact the office of the Newark Corporation Counsel for guidance regarding the destruction of the video images.



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- When a BWC records an incident that is the subject of an internal affairs complaint, the recording shall be kept pending final resolution of the internal affairs investigation and any resulting administrative action.
- When a civilian who is the subject of the video makes a written request that footage be retained, the recording shall be kept until the expiration of the statute of limitations for filing a civil complaint against the officer and/or agency.

The following is list of video categories and their retention period:

- Vehicle Inspection/ Test – 90 days
- Call for service (no arrest) - 90 days
- Special Detail – 90 days
- Traffic Matter – 90 days
- Motor Vehicle Stop – 3 years
- Motor Vehicle Accident – 3 years
- Motor Vehicle Aid - 3 years
- Pedestrian Stop - 3 years
- Frisk or Search – 3 years
- Arrest - 7 years
- DB Investigation – 7 years
- Critical Incident (homicide, serious bodily injury, suspicious death, serious use of force) - Indefinite
- Internal Affairs - Indefinite

### **XIII. ACCESS TO, DISSEMINATION OF BWC RECORDINGS AND RELATED RESTRICTIONS**

Viewing of BWC events is strictly limited to authorized employees of this Division. Viewing by any other person is prohibited unless authorized by the Public Safety Director. No law enforcement officer or civilian employee of this Division shall access, view, copy, disseminate or otherwise use a BWC recording except for an official purpose. Access to and use of a BWC recording is permitted only in the following situations:

1. When relevant to and in furtherance of a criminal investigation or prosecution.
2. When relevant to and in furtherance of an internal affairs investigation which shall include an investigation of any use of force.
3. When relevant to and in furtherance of a management review process to identify circumstances indicating possible police misconduct or to determine the existence of a pattern of possible misconduct.
4. To assist the member whose BWC made a recording to prepare his or her own police report, except as delineated in number 16 of this section.



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5. When relevant to a supervisor's review of a member's actions as part of the supervisory responsibility authorized by the division.
6. To show a civilian who intends to file a complaint against a member to demonstrate what actually occurred during the encounter so that the person can make an informed decision whether to file the complaint.
7. To comply with the state's discovery obligations in criminal prosecutions pursuant to the Rules of Court;
  - a. Such request must be specific and on the proper instrument (e.g., subpoena, discovery request etc.)
  - b. Only those portions pertinent to the request shall be forwarded.
  - c. The NPD reserves the right to redact video as applicable by law (minor, victim, witness etc.)
  - d. All request for copies or review of BWC recordings are subject to fee.
8. To comply with any other legal obligation to turn over the recording to a person or entity.
9. To show or disseminate the recording to a civilian or a non-law enforcement entity, or to disseminate to the public, when approved by the Public Safety Director, to determine that the disclosure to that particular person/entity or the public is warranted because the person's/entity's/public's need or access outweighs the law enforcement interest in maintaining confidentiality.
10. For training purposes provided that the recording is redacted so that the identity of the individuals depicted in the recording cannot be determined by any person viewing the training video unless the depicted individuals have consented to the recording being used for training purposes.
11. To conduct an audit to ensure compliance with this policy.
12. To enhance officer and public safety by providing intelligence information in preparation for a raid/warrant execution, when such use is approved by the Public Safety Director.
13. Any other specified official purpose where the Public Safety Director, finds in writing that good and sufficient cause exists to authorize access to a particular BWC recording.
14. Within one business day of receiving requests for BWC video, the Legal Affairs Unit, in conjunction with the Office of the City Clerk, shall be responsible for providing notice to the Essex County Prosecutor's Office representative assigned to O.P.R.A. requests in the following manner:
  - Subpoena
  - Court Order
  - Open Public Records Act
  - Common Law Right to Know

A database record of all requests for BWC video shall be maintained by Legal Affairs.

15. The Legal Affairs Unit is responsible for video redaction.
16. When a police related use-of-force incident investigated by the County Prosecutor's Office or any other agency with equivalent or a greater authority, department members and civilians shall not have access to any BWC recording until authorized by that lead investigative agency.
17. A BWC recording of an event or encounter that involves an investigation of a criminal offense shall not be shared with or provided or shown to any person, entity, or government agency, other than a law enforcement agency, officer or authorized civilian employee of such agency, unless



# NEWARK POLICE DIVISION

## GENERAL ORDER



such disclosure is expressly approved by the Public Safety Director.

18. A BWC recording tagged pursuant to Section IX, Subsection D, of this policy shall not be accessed, viewed, copied, disseminated, or otherwise used without the express permission of the Public Safety Director, in accordance with the Attorney General directive.

#### XIV. DATA CONTROL AND MANAGEMENT

**Members shall not erase or in any other manner alter, tamper with, destroy, or conceal BWC recordings, and shall not alter, remove, obstruct or disable any camera. Any such tampering is a violation of NJSA 2C:28-7, and is a 4<sup>th</sup> degree crime. In addition, members may also be subject to internal discipline.**

1. Data uploaded from BWCs will be stored on storage servers located at 480 Clinton Avenue, or any other secure storage location ordered by the Public Safety Director. Accessing, copying, releasing, tampering with, destroying video and transmitting files for non-law enforcement purposes is strictly prohibited.
2. Events captured on BWCs shall not be released to other law enforcement entities other than the Essex County Prosecutor's Office, the New Jersey Division of Criminal Justice or U.S. Department of Justice without the express permission of the Public Safety Director.
3. The commander of the Technology Division shall manage the integrity and storage of all BWC recordings. The commander shall prevent unauthorized access to all BWC recordings and must establish and maintain rules within the system to document the following information:
  - a. Date and time of access;
  - b. Specific BWC recordings that were accessed;
  - c. Member who accessed the stored BWC recording;
  - d. Person who approved access, where applicable;
  - e. Reason(s) for access, specifying the purpose or purposes for access and the relevant case/investigation number, where applicable;
  - f. Groups of NPD members with specific user privileges.
  - g. A BWC recording that has been "tagged" for special privacy or safety issues, Section IX, Subsection D, shall not be accessed, viewed, copied, disseminated or otherwise used without first obtaining the permission of the Public Safety Director or County Prosecutor.



# NEWARK POLICE DIVISION GENERAL ORDER



## XV. REFERENCES

1. Bureau Justice of Assistance National Body Worn Camera Tool Kit.  
U.S. Department of Justice C.O.P.S./ Police Executive Research Forum "Implementing a  
Body-Worn Camera Program, Recommendations and Lessons Learned" report.

BY ORDER OF

A blue ink signature, appearing to be "AA", is written over a horizontal line.

ANTHONY F. AMBROSE  
PUBLIC SAFETY DIRECTOR

AA/BO:jn

# **Appendix C**





# DEPARTMENT OF PUBLIC SAFETY MEMORANDUM



**TO: POLICE DIVISION**

**DATE: June 05, 2018**

**FROM: ANTHONY F. AMBROSE  
PUBLIC SAFETY DIRECTOR**

**NUMBER: 18-322  
TICKLER: 18-447**

**SUBJECT: IN-CAR CAMERAS  
RE: GENERAL ORDER 18-06**

**FILE REF: PUB 4  
x PTL 1**

General Order 18-06, In-Car Cameras, has been created to serve as the Newark Police Division's policy governing the use of in-car cameras. This order establishes a uniform procedure for activation, deactivation, tagging and management of video.

Prior to use, members will receive an eight-hour training course. The training course will consist of a classroom session covering policy and hands-on training for the use of the in-car camera.

All commanders shall sign a copy of this directive. The signed copy shall be forwarded to the Office of the Public Safety Director no later than June 22, 2018.

**By order of:**

**Anthony F. Ambrose  
Public Safety Director**

AFA/BO:dd

Rank	Name	ID#	Command	Date
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# NEWARK POLICE DIVISION GENERAL ORDER



<b>SUBJECT:</b> <b>In-Car Camera</b>		<b>GENERAL ORDER NO.</b> <b>18-06</b>
<b>SUPERSEDES:</b> <b>New</b>	<b>DATED:</b> <b>April 13, 2018</b>	<b>SECTION CODE:</b>

## I. PURPOSE

This policy establishes uniform procedures for the Newark Police Division's (Division) in-car camera system and provides members with instructions on when and how to use an in-car camera. Implementation of this technology will allow the Division to maintain public trust, enhance officer safety, and provide an unbiased recorded account of an incident. Within this policy, there are guidelines for the use, management, and storage of video recordings.

## II. POLICY

It is the policy of the Newark Police Division to equip all marked patrol vehicles with an in-car video system. Members assigned a marked patrol unit with an in-car camera will make every effort to record traffic stops, pursuits, searches and police-citizen contacts.

## III. DEFINITIONS

- A. **Activate** – Turn on the record mode/function of the in-car camera.
- B. **Deactivate** – Turn off the record mode/function of the in-car camera.
- C. **In-Car Camera** - Camera mounted in either the front or rear compartments of the vehicle. The camera mounted in the front compartment will face forward capturing the view from the front of the vehicle. The camera mounted in the rear will capture the rear passenger compartment.
- D. **Wireless Access Point** – A networking hardware device that allows a wireless internet device to connect to a wired network. This device will be mounted in a specifically designated area at each precinct.

## IV. TRAINING

- A. The commander of the Training Division is responsible for scheduling in-car camera training for all newly hired officers during their in-service training. In addition, a curriculum shall be established to provide "refresher" training at least every five years or more frequently if there are material changes to the in-car camera technology.





# NEWARK POLICE DIVISION

## GENERAL ORDER



- B. All members must receive training on this policy and complete the in-car camera training course to ensure proper use of the in-car camera system.
- C. The vendor will host training on the in-car camera system and body-worn camera (BWC) simultaneously. In-car camera training will be scheduled upon issuance of a BWC.

### V. AUTHORIZED USE and POLICY REVIEW

- A. Only in-car cameras and storage servers issued by the Division shall be used.
- B. All in-car cameras, related equipment, data, images, video and metadata captured, recorded or otherwise produced are the sole property of the Newark Police Division.
- C. The Consent Decree and Planning Unit shall review this policy quarterly during the pilot program and on an annual basis after full deployment.

### VI. INSPECTION, MAINTENANCE, and USE of CAMERA

- A. The in-car cameras and related equipment installed in the marked patrol unit are the responsibility of the member assigned the vehicle. That member must conduct, at the beginning of his/her tour of duty and before calling in-service, an inspection of the vehicle, including in-car camera equipment. This inspection will include:
  - 1. Turning the vehicle on;
  - 2. Inspecting camera and related equipment for signs of physical damage (damage must be documented on an administrative report);
  - 3. Opening the Arbitrator Front-End Client Application on the mobile data computer;
  - 4. Logging in to the Arbitrator Front-End Client Application;
  - 5. Pairing the body-worn camera to the vehicle (if applicable);
  - 6. Activating the emergency lights;
  - 7. Ensuring the in-car cameras record (both front and rear cameras);
  - 8. Reviewing the video to ensure cameras are recording video; and
  - 9. Categorizing this procedure/video as a "Vehicle Inspection/Test" in the Arbitrator Software.
- B. If any of the functions of the in-car camera (i.e., pairing BWC to vehicle, logging in, video recording, etc.) do not work, restart the mobile data computer and repeat steps 1-5 in Section VI, subsection A. If, after doing so, the front or rear cameras still do not function correctly:
  - 1. The member must notify his/her immediate supervisor to attempt to resolve the issue.
  - 2. If the problem continues, member must notify the desk supervisor to email the Technology Unit to have the camera assessed/repaired. The desk supervisor must email the Technology Unit immediately. The email must:
    - Be addressed to [mis2@ci.newark.nj.us](mailto:mis2@ci.newark.nj.us), the member's commanding officer, executive officer and principal clerk.



# NEWARK POLICE DIVISION GENERAL ORDER



- Indicate the officer name, identification number, command and vehicle number.
  - Indicate the problem/malfunction.
3. During normal business hours, a follow-up telephone call must be made by the commanding officer to the Technology Unit.
  4. The desk supervisor must issue the member another vehicle with a working in-car camera, if available.

## VII. RESPONSIBILITY

### A. Officer Responsibilities

The member shall:

1. Conduct an inspection of the in-car camera and related equipment in the marked patrol unit during the vehicle inspection.
2. Pair the body-worn camera to the vehicle.  
**\*\*\*If the in-car camera does not pair with the BWC, activation of the in-car cameras must be done independently\*\*\***
3. Launch the Arbitrator Front-End Client and log on. This launch will ensure that the video is associated with the member that is logged on.
4. Activate and deactivate the in-car camera in accordance with this policy.
5. Ensure that an event number is entered for each video (dispatched assignment or police action).
6. Categorize each video with the proper classification from the “drop down” selection:
  - Vehicle Inspection/Test;
  - Call for service (no arrest);
  - Special Detail (protest, civil disturbance)
  - Traffic Matter (use of emergency lights; non-call for service or stop)
    - Activating lights to move a vehicle along
  - Motor Vehicle Stop;
  - Motor Vehicle Accident;
  - Motor Vehicle Aid;
  - Pedestrian Stop;
  - Frisk or Search;
  - Arrest;
  - DB Investigation;
  - Critical Incident (homicide, serious bodily injury, suspicious death, serious use of force); and
  - Internal Affairs (**Office of Professional Standards use only**).
7. Ensure vehicles are parked within range of the wireless access point (refer to the wireless signal strength indicator on the mobile data computer to determine if the vehicle is within range). This parking location will allow in-car video to upload automatically.





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8. Log off from the Arbitrator Front-End Client, within the vehicle, upon completion of the tour of duty. This log off will prevent other users from recording video with other members' credentials.

### **B. Supervisor Responsibilities**

1. Desk supervisors shall log on to the Arbitrator Back-End Client, during their tour of duty, from the precinct computer at the desk to verify if officers video has:
  - An assigned event number.
  - Classifications from the "drop down" selection.
2. On a daily basis, supervisors shall randomly select two videos of officers and/or the supervisor from their tour of duty pertaining to Stops, Searches and Detentions. Supervisors shall review the Arbitrator Back-End Client "Main" page and view video to determine if the members complied with law and NPD policy. The "Main" page will provide a list of all uploaded video (body-worn and in-car video).
3. Before the end of each tour of duty, the desk supervisor shall send an email to the commander, executive officer and principal clerk indicating:
  - The name of the member(s).
  - The date and period of time the audit of video was conducted.
  - List the videos, from the "Main" page selected (date, time, event number, etc.)
  - If the member(s) were in compliance.
  - Actions taken to address deficiency/ recommendation for retraining.
4. When the desk supervisor learns that an in-car camera is not working, that desk supervisor must send an email to the Technology Unit. The email must:
  - Be addressed to [mis2@ci.newark.nj.us](mailto:mis2@ci.newark.nj.us), the member's commanding officer, executive officer and principal clerk.
  - Indicate the officer name, identification number, command, and vehicle number.
  - Indicate the problem/malfunction.
5. During normal business hours, the commanding officer must make a follow-up telephone call to the Technology Unit.
6. Supervisors will review investigatory stops and detentions, searches, and arrests for completeness and adherence to law and NPD policy. Supervisors will:
  - Review all written documentation;
  - Review all relevant video recordings for all incidents in which the supervisor suspects, for any reason, that an officer's conduct may not have complied with law or NPD policy; and
  - On an ongoing basis, review a random selection of video recordings of stops and detentions, searches, and arrests amounting to at least 10 percent of all stops and detentions, searches and arrests.





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7. For every search or arrest involving the recovery of contraband evidence, the desk supervisor will review the circumstances of the encounter, including BWC video, to assess the adequacy of the seizure.
8. Field supervisors shall ensure that members are logged on to the Arbitrator Front End-Client during the field inspections.
9. Field supervisors shall initiate an Investigation of Personnel (IOP) when damage is observed to the camera/related equipment or when a report of damage is received.
10. Upon reviewing report and video for investigatory stops and detentions, searches and arrests, supervisors shall submit an administrative report for each event reviewed, by the end of their tour of duty, listing:
  - An event number for each event viewed when prompted in RMS (e.g., P18012345)
  - Name(s) of the officer(s) for each event reviewed.
  - Type of video reviewed (body camera video, in-car video, or both).
  - Reason for reviewing video (recovery of contraband, stop, search, detention, arrest, suspected non-compliance with policy or law).

### **C. Command Responsibility**

1. Commanders shall ensure that all members comply with the mandates within this policy.
2. Commanders shall coordinate to schedule members for retraining based on the assessment of the desk supervisor.
3. Commanders shall contact the Technology Unit when an email is received regarding a malfunctioning in-car camera.

### **D. Technology Unit**

1. Provide all personnel a username and password for the Arbitrator software.
2. Setup and maintain an Active Directory list to ensure user privileges are granted to each member.
3. Ensure newly hired, promoted, or separated personnel are added, deleted, or adjusted accordingly within the Active Directory.
4. Maintain a database of vehicles equipped with an in-car camera and the history of any repair or replacement to the camera.
5. Upon receiving a notification of a malfunctioning in-car camera, an on-site assessment is required to determine the issue. In addition, an assessment shall be made of any issue with recording or uploading of video.
6. On a weekly basis, conduct an overall assessment of video upload in the Back-End Client and coordinate with the vendor to address any issue.
7. Coordinate with the vendor to have cameras repaired or replaced.
8. Retrain members in the use of the in-car camera, BWC and Arbitrator software.



# NEWARK POLICE DIVISION

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9. Ensure a signature roster is generated and signed by each member for every training session. Signature rosters must be forwarded to the Training Division.

### **E. Office of Professional Standards**

1. Investigators shall review in-car camera video when an Investigation of Personnel (IOP) is received.
2. Investigators shall ensure video, if available, is reclassified to "Internal Affairs" within the Arbitrator Back-End Client. This classification is within the "drop down" selection.
3. The commander of the Office of Professional Standards shall ensure Integrity Control Officers are reviewing video, as delineated within this policy.

### **F. Integrity Control Officers and Compliance Unit**

1. Review 12 BWC/ in-car videos, divided among all tours, on a monthly basis.
2. When reviewing video, ensure members are:
  - Activating and deactivating video in accordance with this policy.
  - Logging in to the Arbitrator Front-End Client.
  - Assigning an event number to all videos.
  - Classifying video from the "drop down" selection.
3. Include a recommendation to correct any deficiency in the audit report.
4. Ensure the outcome of the audit/review of video is included in the monthly report.

### **G. Fleet Management**

1. If a motor vehicle, equipped with an in-car camera and related equipment, is being decommissioned, the entire in-car camera system must be removed.
2. The Fleet Management supervisor is responsible for notifying the Technology Unit to coordinate with the vendor to arrange the removal of in-car camera equipment.
3. The Fleet Management supervisor shall coordinate with the Technology Unit to reinstall the in-car camera and related equipment in another marked patrol unit, and ensure that the in-car camera and related equipment are properly working.

### **H. Training Division**

1. Ensure all BWC training signature rosters are maintained at the division.





# NEWARK POLICE DIVISION GENERAL ORDER



## **I. Advocate Unit**

1. Video must be provided to the collective bargaining entity, for each case, prior to the date of the hearing.

## **VIII. HOW TO ACTIVATE AND DEACTIVATE**

A. Once the camera is activated, there is a thirty-second “pre-record” feature. The in-car video audio will be recorded on the body-worn camera. The in-car cameras can be activated by:

1. Activating the emergency lights;
2. Manually pressing the REC button on the camera will turn on the front camera; or
3. Manually pressing the REC button on the Mobile Data Computer (MDC) for the front or rear camera.

B. Deactivation is done by:

1. Pressing and holding the REC button on the back of the camera for three seconds or;
2. Pressing the STOP button on the MDC.

## **IX. RECORDING OF EVENTS**

A. When a member records an event, that member shall advise individuals involved in the event, at the earliest safe and feasible opportunity, that the event is being recorded. Activation is required immediately upon receiving a dispatched assignment or the initiation of a stop. When recording an event, members must record until the member(s) and all citizens have departed the scene.

If the members arrive at an event already in progress, they must record the entire duration of the event, recording must continue until the member(s) and all citizens have departed the scene. The following events must be recorded:

1. Motor vehicle stop-- from observed of the violation until the stop is concluded, including
  - Car/truck inspection
  - Motor vehicle pursuit
  - Motor Vehicle Safety Checkpoint
2. Any call for service or police response that involves the use of emergency warning lights and or siren;

**Important: if emergency lights are not required during the response, the front camera must be activated manually (e.g., responding to a blocked driveway, double parked vehicle, etc.)\*\***





# NEWARK POLICE DIVISION GENERAL ORDER



3. Aiding motorist or pedestrian (community caretaking check);
4. Crime in progress;
5. Pedestrian stop or investigative detention/field interview;
6. Transporting an arrestee (**ensure rear camera is activated from the time the arrestee is secured in the vehicle**);
7. Civil disturbances
8. In any situation where the member deems a recording to be necessary.

## X. VIDEO RETENTION AND CATEGORIZATION

In-car video recordings shall be retained for at least 90 days. The Technology Division is responsible for updating/maintaining a video retention and disposition schedule in accordance with requirements set forth by the Attorney General and/or the courts of the State of New Jersey. The following shall be subject to additional retention periods:

- When an in-car camera recording pertains to a criminal investigation or otherwise records information that may be subject to discovery in a criminal prosecution, the recording shall be treated as evidence and shall be kept in accordance with the retention period for evidence in criminal prosecution.
- When an in-car camera records an arrest that does not result in an ongoing prosecution, or records the use of police force, the recording shall be kept until the expiration of the statute of limitations for filing a civil complaint against the officer and/or agency. If a civil action relating to the incident depicted on the recording is filed the recording shall be maintained until the conclusion of the civil action. NPD personnel responsible for the disposal of video images shall contact the office of the Newark Corporation Counsel for guidance regarding the destruction of the video images.
- When an in-car camera records an incident that is the subject of an internal affairs complaint, the recording shall be kept pending final resolution of the internal affairs investigation and any resulting administrative action.
- When a civilian who is the subject of the video recording makes a written request indicating the footage be retained, the recording shall be kept until the expiration of the statute of limitations for filing a civil complaint against the officer and/or agency.

The following is a list of video categories and their retention period:

- A. Vehicle Inspection/Test – 90 days
- B. Call for service (no arrest) – 90 days
- C. Special Detail – 90 days
- D. Traffic Matter – 90 days
- E. Motor Vehicle Stop – 3 years



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- F. Motor Vehicle Accident – 3 years
- G. Motor Vehicle Aid – 3 years
- H. Pedestrian Stop – 3 years
- I. Frisk or Search – 3 years
- J. Arrest – 7 years
- K. DB Investigation – 7 years
- L. Critical Incident - Indefinite  
(homicide, serious bodily injury, suspicious death, serious use of force)
- M. Internal Affairs - Indefinite

### **XI. UPLOADING VIDEO**

- A. In-car video uploads automatically once the vehicle is in the range of the wireless access point.
- B. An upload indicator will appear on the mobile data computer once connectivity is made with the wireless access point. The upload indicator will show the progress of video that is uploading.
- C. The vehicle must be on for the upload to begin. The battery will allow the software to remain active for approximately ten minutes after the vehicle is turned off. This will allow video to upload during this time.
- D. Video upload can occur at any command that has a wireless access point.
- E. All video will be stored at one central location, 480 Clinton Avenue.

### **XII. ACCESS TO, DISSEMINATION OF IN-CAR CAMERA RECORDINGS**

Viewing of in-car camera events is strictly limited to authorized employees of the Division, the Public Safety Director may use his/her discretion to authorize any other person to view in-car camera video. No law enforcement officer or civilian employee of this division shall access, view, copy, disseminate or otherwise use an in-car camera recording except for an official purpose. Access to and use of an in-car camera recording is permitted only in the following situations:

- 1. When relevant to and in furtherance of a criminal investigation or prosecution.
- 2. When relevant to and in furtherance of an internal affairs investigation which shall include an investigation of any use of force.
- 3. When relevant to and in furtherance of a management review process to identify circumstances indicating possible police misconduct or to determine the existence of a pattern of possible misconduct.
- 4. To assist the member whose in-car camera made a recording to prepare his or her own police report, except as delineated in number 14 of this section.





# NEWARK POLICE DIVISION GENERAL ORDER



5. When relevant to a supervisor's review of a member's actions as part of their supervisory responsibility.
6. To show a civilian who intends to file a complaint against a member to demonstrate what actually occurred during the encounter so that the person can make an informed decision whether to file the complaint.
7. To comply with the state's discovery obligations in criminal prosecutions pursuant to Rules of Court;
  - a. Such request must be specific and on the proper instrument (e.g., subpoena, discovery request, etc.).
  - b. Only those portions pertinent to the request shall be forwarded.
  - c. The NPD reserves the right to redact video as applicable by law (minor, victim, witness, etc.) and/or Attorney General Directive
  - d. All requests for copies or review of in-car camera recordings are subject to a reasonable processing fee.
8. To comply with any other legal obligation to produce the recording to a person or entity.
9. To show or disseminate the recording to a civilian or non-law enforcement entity, or to disseminate to the public to determine that the disclosure to the person/entity or the public is warranted because the need or access outweighs the Newark Police Division's need in maintaining confidentiality. The Public Safety Director must approve the dissemination/release of video.
10. Training purposes provided that the recording is redacted in order to obscure the identity of the individuals depicted, unless the individuals consented to the use of the recording for training.
11. To conduct an audit to ensure compliance with this policy.
12. To enhance officer and public safety by providing intelligence information in preparation for a raid/warrant execution. The Public Safety Director must approve the use of a recording for this circumstance.
13. Any other specified official purpose where the Public Safety Director, finds in writing that good and sufficient cause exists to authorize access to a particular in-car camera recording.
14. When a police related use-of-force incident investigated by the County Prosecutor's Office or any other agency with equivalent or greater authority, department members and civilians shall not access any recording of the incident until authorized by the lead investigative agency.
15. A in-car camera recording of an event or encounter that involves an investigation of a criminal offense shall not be shared with, provided or shown to any person, entity or government agency other than a law enforcement agency, officer or authorized civilian employee of such agency, unless such disclosure is expressly approved by the Public Safety Director.
16. The Legal Affairs Unit is responsible for coordinating with the Office of the City Clerk to provide notice to the Essex County Prosecutor's, within one business day, of receiving a request for in-car camera video in the following manner:
  - Subpoena
  - Court Order



# NEWARK POLICE DIVISION GENERAL ORDER



- Open Public Records Act
- Common Law Right to Know

A database pertaining to requests for in-car camera recordings shall be maintained by Legal Affairs.

17. The Legal Affairs Unit is responsible for redacting video.

### **XIII. DATA CONTROL AND MANAGEMENT**

Members shall not erase or in any other manner alter, tamper with, destroy, or conceal in-car video recordings. Members shall not alter, remove, obstruct or disable any camera or related equipment. Tampering is a violation of NJSA 2C:28-7, which is a 4<sup>th</sup> degree crime, and members may be subject to internal discipline.

- A. Data uploaded from in-car cameras will be stored on servers located at 480 Clinton Avenue, or any other secure storage location ordered by the Police Director.
- B. Events captured on in-car cameras shall not be released to other law enforcement entities other than the Essex County Prosecutor's Office, New Jersey Division of Criminal Justice or U.S. Department of Justice without the expressed permission of the of the Public Safety Director.
- C. The Technology Unit shall prevent unauthorized access to in-car video recordings and must establish and maintain rules within the system to document:
  - Identity of member who is accessing video;
  - Date and time of access;
  - Specific in-car video that was accessed;
  - Groups of NPD members with specific user privileges.

**BY ORDER OF:**

**ANTHONY F. AMBROSE  
PUBLIC SAFETY DIRECTOR**

AFA/BO:dd

# **Appendix D**

#	Consent Decree Paragraph	NPD Policy
1	103	General Order 18-05, <i>Body-Worn Cameras</i> ; General Order 18-06, <i>In-Car Cameras</i>
2	104	General Order 18-05, <i>Body-Worn Cameras</i>
3	104(a)	General Order 18-05, <i>Body-Worn Cameras</i> , Sections II and V
4	104(b)	General Order 18-05, <i>Body-Worn Cameras</i> , Section VII.2
5	104(c)	General Order 18-05, <i>Body-Worn Cameras</i> , Section IX.
6	104(d)	General Order 18-05, <i>Body-Worn Cameras</i> , Section IX.F
7	104(e)	General Order 18-05, <i>Body-Worn Cameras</i> , Section IX.A
8	104(f)	General Order 18-05, <i>Body-Worn Cameras</i> , Sections XII and XIII
9	104(g)	General Order 18-05, <i>Body-Worn Cameras</i> , Section XIII
10	104(h)	General Order 18-05, <i>Body-Worn Cameras</i> , Section X.B
11	104(i)	General Order 18-21, <i>Use Of Force Reporting, Investigation And Review</i> , Section VII.A-C

# **Appendix E**

No.	Event Number
1.	E21263317
2.	E21263761
3.	E21264156
4.	E21264467
5.	E21265309
6.	E21265872
7.	E21266102
8.	E21266277
9.	E21266279
10.	E21266808
11.	E21267132
12.	E21267699
13.	E21267817
14.	E21268033
15.	E21268509
16.	E21268586
17.	E21268666
18.	E21269515
19.	E21269553
20.	E21270368
21.	E21270469
22.	E21270804
23.	E21270892
24.	E21271067
25.	E21271086
26.	E21271726
27.	E21271737
28.	E21271811
29.	E21272201
30.	E21272214
31.	E21272302
32.	E21272418
33.	E21272548
34.	E21272584
35.	E21273010
36.	E21273149
37.	E21273363
38.	E21273655
39.	E21275177



No.	Event Number
40.	E21275220
41.	E21275518
42.	E21275758
43.	E21276323
44.	E21276435
45.	E21276663
46.	E21276696
47.	E21276742
48.	E21276739
49.	E21276931
50.	E21277150
51.	E21277236
52.	E21277406
53.	E21277547
54.	E21278074
55.	E21278125
56.	E21278345
57.	E21278440
58.	E21278701
59.	E21279289
60.	E21279770
61.	E21281967
62.	E21281989
63.	E21282001
64.	E21282040
65.	E21282039
66.	E21282061
67.	E21282143
68.	E21282502
69.	E21282516
70.	E21282582
71.	E21283542
72.	E21295332
73.	E21295417
74.	E21295463
75.	E21295578
76.	E21295834
77.	E21296205
78.	E21296302
79.	E21296328

No.	Event Number
80.	E21296772
81.	E21297053
82.	E21297118
83.	E21297616
84.	E21297717
85.	E21298216
86.	E21298769
87.	E21299122
88.	E21299520
89.	E21299733
90.	E21299768
91.	E21300089
92.	E21300258
93.	E21300263
94.	E21300272
95.	E21300369
96.	E21301127
97.	E21301226
98.	E21301380
99.	E21302085
100.	E21302877
101.	E21302882
102.	E21303582
103.	E21303605
104.	E21304103
105.	E21304275
106.	E21304741
107.	E21304832
108.	E21305001
109.	E21305073
110.	E21305138
111.	E21305417
112.	E21305658
113.	E21306410
114.	E21306691
115.	E21306955
116.	E21307206
117.	E21307220
118.	E21307234
119.	E21307318

No.	Event Number
120.	E21307450
121.	E21307471
122.	E21307543
123.	E21307540
124.	E21307588
125.	E21307644
126.	E21307939
127.	E21308112
128.	E21308483
129.	E21308706
130.	E21309054
131.	E21309340

# **Appendix F**

# Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
103	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36262MG	1FM5K8AW1LGC36875	1ST PRECINCT / SUPERVISOR	
112	FORD	UTILITY INTERCEPTO	2015	BLACK / WHITE	MARKED	14472MG	1FM5K8AR9FGB62359	1ST PRECINCT / PATROL	
113	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98228	1FM5K8AR9EGA09401	1ST PRECINCT / PATROL	
114	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98223	1FM5K8AR4EGA09404	1ST PRECINCT / PATROL	
115	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	18291MG	1FM5K8AR6GGD16768	1ST PRECINCT / PATROL	
116	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98240	1FM5K8AR9EGA09396	1ST PRECINCT / PATROL	
118	FORD	CROWN VIC	2006	BLACK / WHITE	MARKED	MG70348	2FAFP71W16X106782	1ST PRECINCT / PATROL	
119	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87062	2FABP7BV0BX100373	1ST PRECINCT / PATROL	
121	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87065	2FABP7BV7BX100371	1ST PRECINCT / PATROL	
122	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87035	2FABP7BV1BX100382	1ST PRECINCT / PATROL	
124	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83820	2FAHP71V09X124520	1ST PRECINCT / PATROL	
125	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87038	2FABP7BV2BX100360	1ST PRECINCT / PATROL	
139	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	18282MG	1FM5K8AR6GGD16771	1ST PRECINCT / PATROL	
148	FORD	UTILITY INTERCEPTO	2015	BLACK / WHITE	MARKED	14473MG	1FM5K8AR6FGB62366	1ST PRECINCT / PATROL	
165	CHEVY	EXPRESS	2010	BLACK / WHITE	MARKED	MG87012	1GC2GUBG1A1132900	PRISONER PROCESSING DIVISION	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
166	CHEVY	EXPRESS	2010	BLACK / WHITE	MARKED	MG87011	1GC2GUBG0A1131558	PRISONER PROCESSING DIVISION	
167	CHEVY	EXPRESS	2010	BLACK / WHITE	MARKED	MG87009	1GC2GUBG5A1132799	PRISONER PROCESSING DIVISION	
168	CHEVY	EXPRESS	2010	BLACK / WHITE	MARKED	MG87008	1GC2GUBG5A1132690	PRISONER PROCESSING DIVISION	
203	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36255MG	1FM5K8AW3LGC36876	2ND PRECINCT / SUPERVISOR	
211	FORD	UTILITY INTERCEPTO	2015	BLACK / WHITE	MARKED	13656MG	1FM5K8AR2FGB62364	2ND PRECINCT / PATROL	
212	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98221	1FM5K8AR0EGA33683	2ND PRECINCT / PATROL	
213	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98229	1FM5K8AR2EGA33684	2ND PRECINCT / PATROL	
218	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83804	2FAHP71V69X139927	2ND PRECINCT / PATROL	
219	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86985	2FAHP71V29X124809	2ND PRECINCT / PATROL	
221	FORD	CROWN VIC	2005	BLACK / WHITE	MARKED	MG67570	2FAFP71W15X162610	2ND PRECINCT / PATROL	
222	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81119	2FAFP71V58X159365	2ND PRECINCT / PATROL	
223	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86982	2FAHP71V79X124238	2ND PRECINCT / PATROL	
224	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87061	2FABP7BV7BX100368	2ND PRECINCT / PATROL	
247	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83821	2FAHP71V29X124521	2ND PRECINCT / PATROL	
304	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36258MG	1FM5K8AW4LGC36871	3RD PRECINCT / SUPERVISOR	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
310	CHEVY	EXPRESS	2010	BLACK / WHITE	MARKED	MG87015	1GC2GUBG1A1132430	3RD PRECINCT / PATROL	
311	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98241	1FM5K8AR0EGA09397	3RD PRECINCT / PATROL	
312	FORD	UTILITY INTERCEPTO	2015	BLACK / WHITE	MARKED	13658MG	1FM5K8AR5FGB62360	3RD PRECINCT / PATROL	
313	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	18290MG	1FM5K8AR8GGD16769	3RD PRECINCT / PATROL	
314	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34855MG	1FM5K8AR0KGA53122	3RD PRECINCT / PATROL	
316	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98226	1FM5K8AR7EGA33681	3RD PRECINCT / PATROL	
317	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98236	1FM5K8AR1EGA09389	3RD PRECINCT / PATROL	
318	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98234	1FM5K8AR8EGA09387	3RD PRECINCT / PATROL	
319	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG91167	2FAFP71V78X106487	3RD PRECINCT / PATROL	
321	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG91180	2FABP7BV5BX100370	3RD PRECINCT / PATROL	
322	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG82991	2FAFP71VX8X159359	3RD PRECINCT / PATROL	
323	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87036	2FABP7BV8BX100363	3RD PRECINCT / PATROL	
324	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87045	2FABP7BV8BX100380	3RD PRECINCT / PATROL	
327	FORD	CROWN VIC	2006	BLACK / WHITE	MARKED	MG71679	2FAFO71W96X118730	3RD PRECINCT / PATROL	
335	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87051	2FABP7BV9BX100369	3RD PRECINCT / PATROL	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
339	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	18283MG	1FM5K8ARXGGD16773	3RD PRECINCT / PATROL	
348	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87053	2FABP7BV4BX100375	3RD PRECINCT / PATROL	
369	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG76034	2FAFP71V08X106489	3RD PRECINCT / PATROL	
385	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98224	1FM5K8AR2EGA09403	METRO DIVISION / PATROL	
389	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87044	2FABP7BVXBX100378	METRO DIVISION / PATROL	
403	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36263MG	1FM5K8AW5LGC36877	4TH PRECINCT / SUPERVISOR	
411	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	21701MG	1FM5K8AR9GGD30518	4TH PRECINCT / PATROL	
412	FORD	UTILITY INTERCEPTO	2015	BLACK / WHITE	MARKED	14470MG	1FM5K8AR9FGB62362	4TH PRECINCT / PATROL	
414	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36257MG	1FM5K8AW5LGC36880	4TH PRECINCT / PATROL	
415	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98230	1FM5K8AR7EGA09400	4TH PRECINCT / PATROL	
419	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98239	1FM5K8AR1EGA09392	4TH PRECINCT / PATROL	
421	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG77983	2FAFP71V68X106481	4TH PRECINCT / PATROL	
422	FORD	CROWN VIC	2006	BLACK / WHITE	MARKED	MG70334	2FAFP71W46X106775	4TH PRECINCT / PATROL	
423	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81114	2FAFP71V08X159354	4TH PRECINCT / PATROL	
424	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG76052	2FAFP71V18X106503	4TH PRECINCT / PATROL	





## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
425	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86980	2FAHP71V69X124800	4TH PRECINCT / PATROL	
429	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87050	2FABP7BV3BX100383	4TH PRECINCT / PATROL	
431	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG77984	2FAFP71V98X106507	4TH PRECINCT / PATROL	
439	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	18281MG	1FM5K8AR4GGD16767	4TH PRECINCT / PATROL	
448	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98220	1FM5K8AR3EGA09393	4TH PRECINCT / PATROL	
503	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36259MG	1FM5K8AW6LGC36872	5TH PRECINCT / SUPERVISOR	
511	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98227	1FM5K8AR5EGA09394	5TH PRECINCT / PATROL ( SMART POLICING INITIATIVE )	
512	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36261MG	1FM5K8AW7LGC36878	5TH PRECINCT / PATROL	
513	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98242	1FM5K8AR2EGA09398	5TH PRECINCT / PATROL ( SMART POLICING INITIATIVE )	
514	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98243	1FM5K8AR4EGA09399	5TH PRECINCT / PATROL	
515	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34862MG	1FM5K8AR3KGA53115	5TH PRECINCT / PATROL	
516	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86957	2FAHP71VX9X124492	5TH PRECINCT / PATROL	
517	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	21706MG	1FM5K8AR8GGD30512	5TH PRECINCT / PATROL	
518	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98247	1FM5K8AR7EGA09395	5TH PRECINCT / PATROL ( SMART POLICING INITIATIVE )	
519	FORD	CROWN VIC	2006	BLACK / WHITE	MARKED	MG70256	2FAFP71W86X106777	5TH PRECINCT / PATROL	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
521	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87047	2FABP7BVXBX100381	5TH PRECINCT / PATROL	
522	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87049	2FABP7BV6BX100359	5TH PRECINCT / PATROL	
523	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81122	2FAFP71V28X159355	5TH PRECINCT / PATROL	
525	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87052	2FABP7BV2BX100374	5TH PRECINCT / PATROL	
526	FORD	CROWN VIC	2005	BLACK / WHITE	MARKED	MG91206	2FAFP71W45X162598	5TH PRECINCT / PATROL	
527	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83819	2FAHP71V99X124239	5TH PRECINCT / PATROL	
528	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81111	2FAFP71V68X159360	5TH PRECINCT / PATROL	
529	FORD	CROWN VIC	2003	BLACK / WHITE	MARKED	MG58364	2FAFP71WX3X143518	5TH PRECINCT / PATROL	
531	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86965	2FAHP71V39X124527	5TH PRECINCT / PATROL	
538	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83826	2FAHP71V09X123187	5TH PRECINCT / PATROL	
602	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	31549MG	1FM5K8AR1KGA32196	6TH PRECINCT / SUPERVISOR	
603	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36260MG	1FM5K8AW8LGC36873	6TH PRECINCT / SUPERVISOR	
611	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34864MG	1FM5K8AR1KGA32201	6TH PRECINCT / PATROL	
612	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34851MG	1FM5K8AR0KGA17107	6TH PRECINCT / PATROL	
613	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34852MG	1FM5K8AR6KGA63413	6TH PRECINCT / PATROL	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
614	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34853MG	1FM5K8AR4KGA63412	6TH PRECINCT / PATROL	
615	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	31548MG	1FM5K8AR3KGA32197	6TH PRECINCT / PATROL	
622	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83824	2FAHP71V39X124494	6TH PRECINCT / PATROL	
623	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87055	2FABP7BV3BX100366	6TH PRECINCT / PATROL	
624	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81118	2FAFP71V58X175629	6TH PRECINCT / PATROL	
625	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG76042	2FAFP71V58X106486	6TH PRECINCT / PATROL	
626	FORD	CROWN VIC	2003	BLACK / WHITE	MARKED	MG58363	2FAFP71W93X143526	6TH PRECINCT / PATROL	
627	FORD	CROWN VIC	2005	BLACK / WHITE	MARKED	MG67579	2FAFP71W45X162617	6TH PRECINCT / PATROL	
628	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86956	2FAHP71V89X124541	6TH PRECINCT / PATROL	
629	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	25702MG	2FAFP71V28X106493	6TH PRECINCT / PATROL	
639	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34861MG	1FM5K8AR5KGA53116	6TH PRECINCT / PATROL	
702	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34850MG	1FM5K8AR2KGA17108	7TH PRECINCT / SUPERVISOR	
703	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36264MG	1FM5K8AW9LGC36879	7TH PRECINCT / SUPERVISOR	
711	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	31547MG	1FM5K8AR5KGA32198	7TH PRECINCT / PATROL	
712	FORD	UTILITY INTERCEPTO	2014	BLACK / WHITE	MARKED	MG98222	1FM5K8AR9EGA33682	7TH PRECINCT / PATROL	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
713	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34863MG	1FM5K8AR7KGA32199	7TH PRECINCT / PATROL	
714	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34854MG	1FM5K8AR2KGA53123	7TH PRECINCT / PATROL	
721	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG76031	2FAFP71V88X106501	7TH PRECINCT / PATROL	
722	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG82992	2FAFP71V18X159363	7TH PRECINCT / PATROL	
723	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86972	2FAHP71V69X124814	7TH PRECINCT / PATROL	
725	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG76053	2FAFP71V78X106506	7TH PRECINCT / PATROL	
728	FORD	CROWN VIC	2006	BLACK / WHITE	MARKED	MG71678	2FAFP71W86X106813	7TH PRECINCT / PATROL	
739	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34859MG	1FM5K8AR9KGA53118	7TH PRECINCT / PATROL	
811	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86984	2FAHP71V79X124806	TRAFFIC DIVISION	
812	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	21700MG	1FM5K8AR4GGD30510	TRAFFIC DIVISION	
817	FORD	UTILITY INTERCEPTO	2020	BLACK / WHITE	MARKED	36256MG	1FM5K8AWXLGC36874	TRAFFIC DIVISION	
825	DODGE	CHARGER	2012	BLACK	UNMARK	E38AUD	2C3CDXAT1CH172190	TRAFFIC DIVISION	
847	FORD	UTILITY INTERCEPTO	2016	BLACK / WHITE	MARKED	21705MG	1FM5K8ARXGGD30513	TRAFFIC DIVISION	
848	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34856MG	1FM5K8AR9KGA53121	TRAFFIC DIVISION / MOTORCYCLE UNIT	
849	FORD	UTILITY INTERCEPTO	2019	BLACK / WHITE	MARKED	34858MG	1FM5K8AR0KGA53119	TRAFFIC DIVISION	



## Fleet Inventory Summary

UNIT #	MAKE #	MODEL	YEAR	COLOR	CONFIG.	PLATE #	VIN #	ASSIGNMENT	ASSIGNED TO
861	FORD	FUSION	2017	BLACK / WHITE	MARKED	18297MG	3FA6P0G79HR159223	TRAFFIC DIVISION	
862	FORD	FUSION	2017	BLACK / WHITE	MARKED	22195MG	3FA6P0G74HR159212	TRAFFIC DIVISION	
863	FORD	FUSION	2017	BLACK / WHITE	MARKED	22193MG	3FA6P0G7XHR159215	TRAFFIC DIVISION	
864	FORD	FUSION	2017	BLACK / WHITE	MARKED	22192MG	3FA6P0G70HR159224	TRAFFIC DIVISION	
965	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG81117	2FAFP71VX8X159362	COMMUNITY FOCUS UNIT / PATROL	
966	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86963	2FAHP71V39X124804	COMMUNITY FOCUS UNIT / PATROL	
968	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG83825	2FAHP71V49X124505	7TH PRECINCT / PATROL	
970	FORD	CROWN VIC	2008	BLACK / WHITE	MARKED	MG77990	2FAFP71V88X106496	COMMUNITY FOCUS UNIT / PATROL	
973	FORD	CROWN VIC	2011	BLACK / WHITE	MARKED	MG87069	2FABP7BV9BX100372	GENERAL CRIMES DIVISION ( YOUTH AID SECTION )	
975	FORD	CROWN VIC	2009	BLACK / WHITE	MARKED	MG86969	2FAHP71V09X124534	GENERAL CRIMES DIVISION (AUTO SQUAD )	



# Appendix G

NPD ICC Inspection			
Unit #	Assignment	Verified ICC Installed	Vehicle Not Verified
302	3rd Precinct	No	
304	3rd Precinct	Yes	
310	3rd Precinct	Yes	
311	3rd Precinct	Yes	
312	3rd Precinct		X
313	3rd Precinct		X
314	3rd Precinct	Yes	
315	3rd Precinct	Yes	
317	3rd Precinct	Yes	
319	3rd Precinct	Yes	
320	3rd Precinct	Yes	
321	3rd Precinct	Yes	
322	3rd Precinct		X
324	3rd Precinct	Yes	
327	3rd Precinct	Yes	
335	3rd Precinct		X
339	3rd Precinct	Yes	
348	3rd Precinct	Yes	
369	3rd Precinct	Yes	
385	3rd Precinct		X
389	3rd Precinct		X
503	5th Precinct	Yes	
511	5th Precinct		X
512	5th Precinct		X
514	5th Precinct	Yes	
515	5th Precinct	Yes	
516	5th Precinct	Yes	
517	5th Precinct		X
518	5th Precinct		X
519	5th Precinct		X
521	5th Precinct	Yes	
522	5th Precinct	Yes	
523	5th Precinct	Yes	
525	5th Precinct		X
526	5th Precinct		X
527	5th Precinct	Yes	
528	5th Precinct		X
529	5th Precinct	Yes	
531	5th Precinct	Yes	
538	5th Precinct	Yes	

# APPENDIX C



**Report of the Independent Monitor's Third Audit of the City of Newark's and Newark  
Police Division's Training Records**

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This Audit Report presents the findings of the Independent Monitor, Peter C. Harvey, regarding the Independent Monitoring Team's *third* audit of the City of Newark's (the "City's") and Newark Police Division's ("NPD's") compliance with Consent Decree requirements relating to Training Records.

## **I. Reviewers**

The following members of the Independent Monitoring Team participated in this audit:

Linda Tartaglia, Rutgers University Center on Policing  
Robert Wasserman, Senior Vice President, Jensen Hughes  
Jonathan Norrell, Rutgers University Center on Policing

## **II. Introduction**

Paragraph 173 of the Consent Decree instructs the Independent Monitoring Team, led by Independent Monitor Peter C. Harvey, to audit the City's and NPD's compliance with Consent Decree reforms. Pursuant to Paragraph 180 of the Consent Decree, by letter on July 7, 2021, the Independent Monitor issued notice to the City, NPD, and United States Department of Justice ("DOJ") (collectively, the "Parties"), that the Monitoring Team would conduct its *third* audit of NPD's compliance with relevant provisions of the Consent Decree. Specifically, the Monitoring Team notified the Parties that it intended to assess whether NPD is in compliance with Consent Decree Paragraphs 9, 12, and 173 (*see* **Appendix A**).<sup>1</sup>

As a general matter, the above-referenced paragraphs and related provisions of the Consent Decree require NPD to, in part:

- "[E]nhance its academy, annual in-service, and other training so that they are sufficient in duration and scope to prepare officers to carry out NPD directives consistently, effectively, and in accordance with the law, NPD policy, and [the Consent Decree]" (Section IV).
- "[P]rovide officers a minimum of 40 hours of in-service training each year. 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" (Paragraph 9).
- "[M]aintain complete and consistent training records for all officers" (Paragraph 12).

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<sup>1</sup> The Monitoring Team also observed and commented on NPD's implementation of recommendations from the Monitoring Team's *second* Training Records Audit. However, the Monitoring Team's observations and comments regarding NPD's implementation of the Monitoring Team's recommendations are neither mandatory nor intended to reflect assessments of compliance with provisions of the Consent Decree.

- Implement and continue to comply with the requirements of the Consent Decree, including by training all relevant personnel as necessary to fulfill their responsibilities pursuant to the Consent Decree’s requirements (*see* Paragraph 173).<sup>2</sup>

### III. Review Period

For this audit, the Monitoring Team initially intended to review NPD’s training records for a ten-month period from March 1, 2020 through December 31, 2020 (the “Audit Period”). However, the Audit Period coincided with the height of the COVID-19 pandemic which limited NPD’s capacity to conduct training, particularly the in-service training required by the Consent Decree, due to public health precautions implemented by both the City of Newark and NPD, such as restrictions on certain in-person gatherings.

To address the Consent Decree’s requirement for in-service training, on October 12, 2021, NPD issued Director’s Memorandum 21-427, *Mandatory Consent Decree Training 2022* (*see* **Appendix B**). The Memorandum mandates that each NPD officer participate in one (1) week of pre-scheduled Consent Decree training. If successful, the mandate will ensure that every officer receives the required in-service training. The scheduling structure set forth in the Memorandum is an improvement over the current system of administering training to officers in an *ad hoc* manner at various times throughout the year. Because each officer will receive training during a pre-determined period of time each year, it will be easier for NPD and the Monitoring Team to track the status of training. The Monitoring Team commends NPD for its thoughtful approach to addressing the Consent Decree’s in-service requirement in the near future.

In light of the impact of the COVID-19 pandemic on NPD’s ability to administer in-service training, the Monitoring Team decided to withhold from this Audit Report its assessment of NPD’s compliance with Consent Decree Paragraph 9, which relates to the administration of in-service training. Instead, the Monitoring Team will review NPD’s performance in early 2022, once NPD has implemented the mandates set forth in Director’s Memorandum 21-427. The Monitoring Team will supplement this Audit Report with its findings from that assessment.

The COVID-19 pandemic also temporarily disrupted NPD’s administration of Bias-Free Policing training for the calendar year 2020. As such, some officers did not receive the 2020 administration of Bias-Free Policing training until early 2021. For this audit, the Monitoring Team considered NPD officers who had received training within the Audit Period identified in the 45-day letter as well as those who received the training outside of the Audit Period.<sup>3</sup>

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<sup>2</sup> This audit assessed whether NPD has trained all relevant personnel with respect to Bias-Free Policing because that training was administered after the Monitoring Team’s completion of the *second* Training Records Audit.

<sup>3</sup> Specifically, of the 194 officers that the Monitoring Team determined had received Bias-Free Policing training, 136 (70.1%) received the training within the Audit Period (*i.e.*, before December 31, 2020). The remaining 58 officers, or almost 30% received the training after December 31, 2020.

#### IV. Executive Summary

Regarding the Monitoring Team's *third* audit of NPD's compliance with Consent Decree requirements related to training records, the Monitoring Team analyzed whether NPD: (1) administered Bias-Free Policing training to relevant personnel (*see* Consent Decree Paragraph 173) and (2) maintained physical training records and related materials in its training unit (*see* Consent Decree Paragraph 12).

With respect to the first component of this audit—whether NPD officers administered the required Bias-Free Policing Training to relevant personnel—the Monitoring Team found that 194 out of 200 officers assessed (97%) had been issued a Bias-Free Policing training certificate, meaning that the officers *had* attended the training *and* passed the post-training assessment or received remedial instruction. Under the Monitoring Team's audit methodology, NPD would achieve compliance with the Consent Decree's training records requirements only if at least 95% of all officers in the sample had received the required trainings during the audit period. Thus, the Monitoring Team determined that NPD has successfully administered Bias-Free Policing training to relevant members.<sup>4</sup>

For the second component of this audit—NPD's maintenance of training records—the Monitoring Team found NPD to be in compliance. All training records and materials reviewed by the Monitoring Team were accessible and maintained in a satisfactory manner.

**Furthermore, since NPD has achieved compliance in this area for two consecutive years, NPD will be relieved from assessment of Consent Decree Paragraph 12 in future audits.**

This table presents an overview of NPD's compliance in the Monitoring Team's *Third* Training Records Audit.

Overview of Third Training Records Audit Results		
Audit Subject	Consent Decree Paragraph	Compliance
Bias-Free Policing Training Administration  <i>Whether NPD provided all officers with the minimum requirement (8 hours initially and 4 hours annually thereafter) of comprehensive and inter-disciplinary training on bias-free policing</i>	Paragraph 173	97% of officers included in the sample reviewed by the Monitoring Team received Bias-Free Policing Training.  <b>(Requirement: 95%)</b>
Training Records and Materials Compliance	Paragraph 12	Yes.

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<sup>4</sup> This Training Records Audit did not assess whether NPD's Fair and Impartial Policing Training addresses the components set forth in Consent Decree Paragraph 63(a)-63(h). When the Monitoring Team conducts the *first* Bias-Free Policing audit, it will assess NPD's compliance with Paragraph 63, including whether NPD has incorporated the required components into its training.

Overview of Third Training Records Audit Results		
Audit Subject	Consent Decree Paragraph	Compliance
<i>Whether NPD maintained complete and consistent training records and materials for all officers</i>		All training records and materials reviewed by the Monitoring Team were accessible and maintained in a satisfactory manner.

## V. Analysis

### A. Administration of Bias-Free Policing Training

Consent Decree Paragraph 173 provides that compliance with a requirement of the Consent Decree requires NPD to, among other things, train “all relevant personnel as necessary to fulfill their responsibilities pursuant to the requirement.”

To conduct this audit of NPD’s administration of Bias-Free Policing training, the Monitoring Team generated a random sample of 200 NPD officers who were (1) on NPD’s roster during the Audit Period (March 1, 2020 through December 31, 2020) and (2) were not on long-term leave. Initially, NPD provided the Monitoring Team with a list of the total population of NPD officers for the Audit Period. This initial list contained a total of 1014 officers. (See **Appendix C** for the list of the total population of officers).

The Monitoring Team identified 117 officers who would be excluded from the Monitoring Team’s sample because at some point during the Audit Period they were listed as being in one of the following categories: “LTI” (Long Term Injury); “Terminal Leave;” “Suspended;” “LOA” (Leave of Absence); “LOA [M]ed [U]npaid;” “Military Leave;” or “Restricted” (Restricted Duty). (See **Appendix D** for the list of officers excluded from the Monitoring Team’s sample).

NPD confirmed that the remaining 897 officers on the roster were listed as either “Full Duty” or “Light Duty.” From the pool of 897 officers who were either full or light duty, the Monitoring Team drew a random sample of 200 officers. (See **Appendix E** for the list of officers included in the random sample).

The Monitoring Team assessed officer training compliance using a 95% standard. That is, the Monitoring Team determined that NPD had administered Bias-Free Policing training to relevant personnel only if 95% or more of the officers in the sample *received* the training *and* passed the post-training assessment (or received remedial training if they were unable to pass the assessment). NPD established 80% as the passing score for its Bias-Free Policing post-training assessment.<sup>5</sup>

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<sup>5</sup> If an officer does not achieve the 80% threshold on the post-training assessment, the officer is counseled regarding why their answers were incorrect, and is then given a second test with a second set of questions which they must pass. The questions in the second test may be different than those in the first.

The Monitoring Team determined that 194 of 200 officers (97%) in the sample had received Bias-Free Policing Training and passed the post-training assessment or received remedial training. Six (6) officers were found to have received no training.<sup>6</sup>

The following table displays a breakdown of the Monitoring Team’s assessment of NPD’s administration of Bias-Free Policing Training:

Bias-Free Policing Training	Number	Total	Percentage
Officers with training certificates indicating that they had received training and passed post-training assessment (or received remedial training if they were unable to pass)	194	200	97.00%

## B. Training Records and Materials

Consent Decree Paragraph 12 requires NPD to “maintain complete and consistent training records for all officers.” To assess compliance with Consent Decree Paragraph 12, the Monitoring Team reviewed records for all Consent-Decree related trainings administered by NPD to determine if they have been properly stored and are accessible.

The Monitoring Team reviewed records for the following NPD training courses: (i) Introduction to the Consent Decree; (ii) Stop, Search and Arrest; (iii) Use of Force; (iv) Body-Worn Cameras; (v) Bias-Free Policing; and (vi) Community Policing (versions 1 and 2). Each course was inspected for pertinent training materials, including (1) training objectives, (2) instructor guidelines, (3) instructor information, (4) teaching materials (*e.g.*, PowerPoint presentation) and (5) testing materials.

The Monitoring Team’s review determined that NPD’s records for each training course contained the required materials, were properly organized, and were readily accessible. Thus, the Monitoring Team determined NPD achieved compliance with Consent Decree Paragraph 12.

**Since NPD has achieved compliance in this area for two consecutive years, NPD will be relieved from assessment of Consent Decree Paragraph 12 in future audits.**

## VI. Observations and Recommendations

### Observations

- Since the Monitoring Team’s *Second* Training Records Audit, NPD has improved both the quality of the training it has provided to its members and its training records accessibility for officers.
- NPD’s weekly training report provides information on NPD trainings that have been scheduled, descriptions of each current training course and other information related to the administration of training. NPD’s issuance of the weekly report has resulted in

<sup>6</sup> For a list of officers found not to have received the Bias-Free Policing Training, *see* **Appendix F**.

better organization of training events and improved transparency regarding what courses have been scheduled and are in process.

- NPD's training records have been entered into *PowerDMS*, an electronic record-keeping platform. In this format, the training records are readily accessible, making retrieval of officer training records an easy process. In addition to storage in *PowerDMS*, the Police Academy maintains officer training files that contain copies of training certificates obtained by NPD officers.
- NPD has developed a core of training instructors for most of its courses. These instructors appear to be qualified and comfortable with the training course content. In training courses that utilize multiple instructors, those instructors work collaboratively to ensure the high quality of training they administer.
- NPD has developed a robust process for administering training and testing officers on certain training courses, such as the Consent Decree-required courses. For each training course that includes a post-training assessment, NPD maintains a question bank with approximately 20 questions. Each officer is administered a random subset of those questions for the post-training assessment to ensure that NPD officers actually have learned key components of the training. Thus, two officers taking the assessment at the same time may be presented with different sets of questions. If an officer does not pass the assessment on the first try, she or he is counselled by instructors and then given a second set of randomly selected questions from the pool of 20 questions.
- NPD has started to use the extra time available for training when officers attend the police firing range for firearms qualification, and now provides annual use of force training as a part of the annual in-service training.
- NPD initiated a new course for officers, *NPD Guiding Principles On Use of Force, Arrest and Control Techniques*, to equip officers with techniques for making an arrest without injuring the arrestee or the officer in circumstances where the subject is physically resisting. This training is one of the first of its kind across the country and addresses an important and challenging issue for arresting officers.

### ***Recommendations***

- As noted in previous audit reports presenting the findings of the Monitoring Team's assessment of NPD's Training Records, NPD should hire a Training Director with experience in (1) training program design, including instructor orientations, (2) test design, (3) curriculum development and (4) teaching techniques. Best practices for modern policing require such a position. Any department the size of NPD (1,000+ officers) should have a Training Director who can keep track of new rules issued by federal and state courts, as well as changes in NPD policies and procedures. NPD has typically assigned a Command Officer as the head of Training and the Police Academy, but these Commanders have not had sufficient knowledge of training development.
- Implementation of a "training week" for each officer to receive all parts of the 40-hours of in-service training, as mandated in Director's Memorandum 21-427,



*Mandatory Consent Decree Training 2022*, must start at the beginning of 2022. This approach will ensure that all officers receive the required training.

- 1313314913 • NPD’s Training Division staff should go through the *PowerDMS* system on a quarterly basis to identify officers who have not received mandatory training. This practice will ensure that each officer receives the required training. NPD should also ask *PowerDMS* if their software can be modified to create reports displaying which officers have not received training so that staff will not have to go through a manual review of the system to find that information.
- NPD’s Weekly Training Report should include (1) a list of all outside training (*i.e.*, training not administered by NPD) that NPD officers have received during the reporting period and (2) a list of outside training courses that officers have received approval to attend.
- NPD should review and revise the training administered to new recruits after they graduate from the Essex County Police Academy. Specifically, NPD should consider immediately assigning new recruits to the precinct to which they ultimately will be assigned full time so that the officers may quickly become oriented with the neighborhoods and community leaders in that precinct, and so that they can receive instruction from volunteer Community Partners as a part of the officers’ introduction to community policing. The new recruits should spend less time moving through the streets of the city at large and more time gaining an intimate understanding of the neighborhoods that they will serve on a day-to-day basis.

\* \* \*

The Consent Decree requires that both the City and NPD post this report on their websites. *See* Consent Decree Paragraph 20 (“All NPD studies, analyses, and assessments required by this agreement will be made publicly available, including on NPD and City websites...to the fullest extent permitted under law.”); Paragraph 166 (“all NPD audits, reports, and outcomes analyses... will be made available, including on City and NPD websites, to the fullest extent permissible under law.”). The Monitor expects the City and NPD to do so expeditiously.

Dated: November 26, 2021

Peter C. Harvey  
Independent Monitor

# **Appendix A**

# Patterson Belknap Webb & Tyler LLP

1133 Avenue of the Americas New York, NY 10036-6710 212.336.2000 fax 212.336.2222 www.pbwt.com

July 7, 2021

Peter Harvey  
Partner  
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## VIA EMAIL

Kenyatta Stewart, Esq.  
Corporation Counsel  
Gary Lipshutz, Esq.  
First Assistant Corporation Counsel  
City of Newark, Department of Law  
Room 316, City Hall  
Newark, NJ 07102

Brian O'Hara  
Public Safety Director  
Department of Public Safety  
480 Clinton Avenue  
Newark, NJ 07108

### Re: **Third Training Records Audit: 45-Day Notice**

Dear City of Newark and the Newark Police Division:

Pursuant to Paragraph 173 and 180 of the Consent Decree, this letter informs you that starting no sooner than 45 days from the date of this letter, the Monitoring Team will conduct its third audit of NPD's training records to determine whether NPD has complied with Consent Decree Paragraphs 9, 12 and 173 by administered in-service training, maintaining training records, including course materials, and training all relevant personnel in the subject of Bias-Free policing, respectively.<sup>1</sup>

In this audit, the Monitoring Team will review NPD records and information from March 1, 2020 up to and including December 31, 2020 (the "Audit Period"). This audit of NPD's Training Records will be conducted by the following Monitoring Team Subject Matter Experts: Robert Wasserman, Hilliard Heintze; Linda Tartaglia, Johnathan Norrell and Rozalyn Parks, Ph.D., Rutgers Center on Policing.

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<sup>1</sup> The Monitoring Team also may observe and comment upon NPD's implementation of recommendations from the Monitoring Team's Second Training Record Audit. However, this review is not intended to gauge NPD's compliance with any particular Consent Decree requirement.

The following outlines how the Monitoring Team will evaluate compliance with the above-cited Consent Decree paragraphs:

### **Consent Decree Paragraph 9**

Consent Decree Paragraph 9 requires NPD to “provide officers a minimum of 40 hours of in-service training each year” and “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.”

To assess compliance with Paragraph 9, the Monitoring Team will request a comprehensive list of all NPD officers, their badge numbers and their duty status as of the end of the audit period. Then, from the list provided by NPD, the Monitoring Team will draw a sample of all personnel from this list who were required to have completed in-service training (e.g., omitting officers who were on military leave, terminal leave, suspended, etc.). All new officers should have received the required Consent Decree training before being assigned to street duty, at least in abbreviated form if the full class is not available at the time the officers are prepared for field duty. To achieve compliance, 95% of officers included in the sample must have received at least 40 hours of in-service training.

The Monitoring Team also will review NPD’s training records, including course materials, to determine if NPD has provided 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. NPD will achieve compliance if the Monitoring Team determines that all training is consistent with and incorporates current law, professional police standards, and best practices.

### **Consent Decree Paragraph 12**

Consent Decree Paragraph 12 requires NPD to “maintain complete and consistent training records for all officers.”

To assess compliance with Consent Decree Paragraph 12, the Monitoring Team will review records for all Consent-Decree related trainings administered by NPD during the audit period to determine if they have been properly stored and are accessible. The Monitoring will select a random sample officers, review the training records in those officers’ files, and compare those records to NPD’s Master Course Training Files. NPD achieves compliance when 95% of officers reviewed in the sample have complete and correct training records as compared to the records in the Master Course Training Files.

July 7, 2021

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### **Consent Decree Paragraph 173**

Consent Decree Paragraph 173 provides that compliance with a requirement of the Consent Decree requires NPD to, among other things, train “all relevant personnel as necessary to fulfill their responsibilities pursuant to the requirement.”

To assess compliance with Paragraph 173, the Monitoring Team will request a comprehensive **current** list of all NPD officers, their badge numbers and their duty status as of the end of the Audit Period. From the list provided by NPD, the Monitoring Team will draw a sample of all personnel from this list who were required to have completed Bias-Free Policing training (*e.g.*, omitting officers who were on military leave, terminal leave, suspended, *etc.*). To achieve compliance, 95% of officers included in the sample must have received the training.

### **Document Requests**

Within 21 days of receipt of this letter, NPD shall provide to the Monitoring Team the following information and documents:

1. An up-to-date list of all officer badge numbers for officers employed by the department during the audit period. The list of officer badge numbers also shall clearly indicate those officers who were on leave for sickness, military duty, suspension or other reason, during the Audit Period;
2. A complete list of NPD officers, if any, who graduated from the Essex County Police Academy since March 1, 2020 through December 31, 2020;
3. NPD’s current Annual Training Schedule, including the schedule for all Consent Decree (including annual in-service training), New Jersey Attorney General, and NPD-required courses for the audit period;
4. Complete access to updated NPD’s PowerDMS as it relates to training records;
5. Files sufficient to show each NPD training instructors’ qualifications and relevant experience;
6. Recruit training information, including curriculum for training provided to recruits upon graduation from the Regional Police Academy before they work in the field; and
7. Master files for training courses, including course outlines, teaching materials (such as PowerPoints), instructor guidelines and examinations for each training administered by NPD during the audit report.

Please provide this information to Linda Tartaglia of the Monitoring Team no later than July 28, 2021. Please do not hesitate to contact me to discuss these requests.

The Monitoring Team submits that the 45-day period set forth in Consent Decree Paragraph 180 begins to run on the date this letter is transmitted to the Parties.

Sincerely,

/s/ Peter C. Harvey

Peter C. Harvey

Enclosures

cc: Jude Volek, Esq.  
Special Counsel  
Jeffrey R. Murray, Esq.  
Corey M. Sanders, Esq.  
Patrick Kent, Esq.  
Trial Attorneys  
Special Litigation Section Civil Rights Division  
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950 Pennsylvania Ave., N.W.  
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Office of the United States Attorney District of New Jersey  
Rodino Federal Building  
970 Broad Street  
Newark, NJ 07102

# **Appendix B**



# DEPARTMENT OF PUBLIC SAFETY

## MEMORANDUM



**TO:** POLICE DIVISION **DATE:** October 12, 2021

**FROM:** BRIAN A. O'HARA **NUMBER:** 21-427  
PUBLIC SAFETY DIRECTOR **TICKLER:** 21-319

**SUBJECT:** MANDATORY CONSENT DECREE TRAINING 2022 **FILE REF:** TNG 5

The Newark Police Division is required by the Consent Decree to provide ALL SWORN PERSONNEL with a minimum of 40 hours of in-service training annually. In an effort to plan, schedule, and administer this training efficiently and effectively the Newark Police Division will institute a "training week" for all sworn personnel beginning in 2022.

The **Training Division shall develop a schedule**, containing the names of personnel who will attend training on corresponding "training weeks", and **provide it to all commands on or before December 8, 2021**. Each Command shall compare the "training week" schedule against the finalized vacation picks. If conflicts are discovered, Commands shall notify the Training Division in order to resolve the conflict.

Personnel shall attend their "training week" Monday through Friday, with classes taking place from 0900 to 1700 hours. Training week brackets shall be limited to 25 personnel per week, except for June 1<sup>st</sup> up to and including August 31<sup>st</sup>, when the limit will be reduced to 12 personnel per week. No more than three personnel per command should be scheduled during one "training week" unless the command has adequate staffing to prevent overtime.

After finalization of the "training week" roster, Commands shall ensure that their personnel are immediately served with **two separate tour change notices** (30 day or 15 day, as appropriate).

- The **first tour change notice** will advise personnel that their tour of duty will be changed to a Monday through Friday, 0900 to 1700 hours schedule beginning on the Saturday prior to the confirmed "training week" and ending the Sunday after the training week has ended; and
- The **second tour change notice** will return personnel back to their regular tour of duty on the Monday following the "training week".

Commands shall ensure personnel are properly notified to ensure they are aware of and attend training. Command shall ensure that adequate staffing exists to maintain continuity of services. **Personnel scheduled to attend a particular "training week" shall not be cancelled, removed, or replaced from the finalized training calendar without prior the approval of the Public Safety Director, Chief of Police, or the Commander of the Training Division.**

Consent Decree mandated training shall supersede all other training obligations.

Personnel who are unable to attend or successfully complete one or more days of instruction due to illness, or other unforeseen circumstance, shall be immediately rescheduled by the Training Division (with instantaneous notice given to the rescheduled individual's command).



“Training week” courses shall be selected by the Training Division and approved by the Public Safety Director. Courses shall be administered consistently each week, with the same topic delivered each Monday, Tuesday, Wednesday, Thursday, and Friday.

“Training week” classes shall be held at the 7th Precinct, 2nd floor Training Room, located at 159 N. 10th Street, Newark, NJ, unless otherwise noted by the Training Division due to obligations and/or training requirements.

The Training Division will maintain a database of members who have successfully completed each training in PowerDMS and will notify Commanders of any personnel who have not been scheduled or rescheduled to attend any specific class.

Overtime incurred due to training shall be entered into Scubel’s Workforce Management System as follows:

- 4. OT Request Type: Operational
- 5. Overtime Reason: Training
- 5a. Order No: 16-685
- 6. Overtime Reason Type: (Select Class Attended)
- 6a. Specify: Consent Decree Mandated Training
- 9. Where OT Worked: Training Division
- 13. OT Note: Mandatory Consent Decree Training (reference which training was attended)

The **Training Division** shall submit a “training week” calendar, including the names of personnel who have been scheduled to attend, to the Office of the Public Safety Director **no later than December 30, 2021.**

The Commander of the Consent Decree and Planning Division shall ensure this directive is uploaded to PowerDMS. All Police Division Members shall confirm receipt, compliance and understanding by way of electronic signature in the Power Document Management System (Power DMS) no later than Friday, November 5, 2021.

By Order of:



BRIAN A. O'HARA  
PUBLIC SAFETY DIRECTOR

# **Appendix C**

**1014 Officer Roster Submitted by NPD**

<b>ID#</b>	<b>Rank</b>	<b>Status</b>
6048	DC	Full Duty
6337	Capt	Full Duty
6468	PO	L.T.I.
6627	Lt	Terminal Leave
6664	Capt	Full Duty
6665	Capt	Full Duty
6690	Lt	Full Duty
6699	PO	Full Duty
6731	Sgt	Full Duty
6751	Capt	Full Duty
6796	Lt	Full Duty
6850	Lt	Full Duty
6869	PO	Full Duty
6874	PO	Full Duty
6885	Capt	L.T.I.
6892	PO	Full Duty
6966	Sgt	Full Duty
6984	PO	Suspended
7004	PO	Full Duty
7051	DC	Full Duty
7054	Lt	Full Duty
7060	PO	Full Duty
7086	DC	Full Duty
7102	Lt	Full Duty
7109	PO	Full Duty
7121	PO	Suspended
7131	Capt	Full Duty
7136	PO	Full Duty
7157	Sgt	Full Duty
7185	Lt	Full Duty
7199	PO	Full Duty
7201	PO	Lt. Duty
7207	PO	Full Duty
7219	PO	Full Duty
7225	Lt	Full Duty
7237	Sgt	Full Duty
7256	PO	Full Duty

7260	PO	Full Duty
7304	Lt	Full Duty
7307	Capt	Full Duty
7348	Sgt	Full Duty
7366	Sgt	Restricted
7368	Sgt	Full Duty
7369	Sgt	L.T.I.
7371	Capt	Full Duty
7393	PO	Full Duty
7398	PO	Full Duty
7407	Lt	L.T.I.
7426	PO	Full Duty
7440	Capt	Terminal Leave
7459	Capt	Full Duty
7470	Capt	Full Duty
7477	PO	Full Duty
7479	PO	Full Duty
7480	PO	Full Duty
7502	Sgt	Suspended
7511	PO	Full Duty
7520	Sgt	Full Duty
7524	Lt	Full Duty
7597	PO	L.T.I.
7607	Lt	Full Duty
7608	PO	Terminal Leave
7624	Sgt	Terminal Leave
7627	PO	Terminal Leave
7628	PO	Full Duty
7633	COP	LOA
7635	PO	Terminal Leave
7642	Lt	Terminal Leave
7644	PO	Terminal Leave
7645	Capt	Terminal Leave
7653	PO	Terminal Leave
7656	PO	Full Duty
7662	PO	Lt. Duty
7665	PO	Terminal Leave
7668	Sgt	Terminal Leave
7669	PO	Terminal Leave

7671	PO	Terminal Leave
7672	PO	Full Duty
7674	PO	Full Duty
7683	PO	L.T.I.
7684	PO	Terminal Leave
7686	Capt	Full Duty
7689	PO	Terminal Leave
7690	Capt	Full Duty
7692	PO	Full Duty
7693	PO	Lt. Duty
7694	PO	Full Duty
7695	PO	Full Duty
7697	Lt	L.T.I.
7699	PO	Full Duty
7700	Lt	Terminal Leave
7704	Sgt	Full Duty
7706	Lt	Full Duty
7707	PO	Terminal Leave
7708	Lt	Full Duty
7717	Lt	Full Duty
7722	Sgt	Full Duty
7724	Sgt	Full Duty
7726	Lt	Terminal Leave
7727	Sgt	Terminal Leave
7732	PO	Full Duty
7733	PO	Full Duty
7734	Lt	Full Duty
7735	PO	Terminal Leave
7736	PO	Terminal Leave
7739	Lt	Terminal Leave
7741	PO	Terminal Leave
7742	PO	Full Duty
7744	Sgt	Full Duty
7745	PO	Terminal Leave
7746	Lt	Full Duty
7747	Lt	Terminal Leave
7757	Lt	Full Duty
7772	Capt	Lt. Duty
7774	PO	Full Duty

7776	Sgt	L.T.I.
7777	Sgt	Full Duty
7781	PO	Full Duty
7782	PO	Terminal Leave
7786	PO	Full Duty
7787	PO	Terminal Leave
7790	PO	Terminal Leave
7791	Sgt	Terminal Leave
7793	PO	Terminal Leave
7796	PO	Lt. Duty
7800	Capt	Full Duty
7802	PO	Full Duty
7804	PO	Full Duty
7807	PO	L.T.I.
7808	PO	Full Duty
7809	Capt	Full Duty
7811	Sgt	L.T.I.
7814	PO	Terminal Leave
7818	PO	Terminal Leave
7819	PO	L.T.I.
7823	Capt	Terminal Leave
7824	PO	Full Duty
7825	Sgt	Full Duty
7830	PO	Lt. Duty
7831	PO	Full Duty
7832	Lt	Full Duty
7833	Sgt	Full Duty
7834	Lt	Full Duty
7835	Sgt	Terminal Leave
7836	PO	Lt. Duty
7837	PO	Terminal Leave
7839	Capt	Full Duty
7840	Sgt	Lt. Duty
7841	PO	Lt. Duty
7842	Lt	Terminal Leave
7845	PO	Full Duty
7846	PO	Full Duty
7847	Lt	Full Duty
7848	PO	Terminal Leave

7850	PO	Full Duty
7854	PO	Full Duty
7855	Sgt	Terminal Leave
7858	PO	Full Duty
7859	Sgt	Full Duty
7860	Lt	L.T.I.
7862	PO	Terminal Leave
7863	PO	Terminal Leave
7865	PO	Terminal Leave
7866	PO	L.T.I.
7868	PO	Full Duty
7870	Sgt	Full Duty
7875	PO	Lt. Duty
7881	PO	Full Duty
7891	PO	Full Duty
7909	PO	Lt. Duty
7914	PO	Full Duty
7943	PO	Full Duty
7944	Lt	Full Duty
7946	Sgt	Full Duty
7950	PO	Full Duty
7951	PO	Full Duty
7953	PO	Full Duty
7954	Lt	Full Duty
7956	Lt	Full Duty
7959	Sgt	Full Duty
7961	Sgt	Full Duty
7963	PO	Full Duty
7964	PO	Full Duty
7965	Sgt	Full Duty
7966	PO	Full Duty
7967	PO	Full Duty
7970	Capt	Full Duty
7971	PO	Full Duty
7974	PO	Full Duty
7975	Sgt	Full Duty
7977	Lt	Full Duty
7978	Sgt	L.T.I.
7979	Sgt	Full Duty

7980	Sgt	Full Duty
7981	DC	Full Duty
7982	Lt	Full Duty
7985	PO	Full Duty
7988	Sgt	L.T.I.
7989	PO	Full Duty
7991	Capt	Full Duty
7993	PO	Full Duty
7994	PO	Full Duty
7997	Lt	Full Duty
7999	Sgt	Full Duty
8000	Sgt	Full Duty
8002	D DIR	Full Duty
8003	PO	Full Duty
8007	Capt	Full Duty
8008	Lt	L.T.I.
8009	Lt	Full Duty
8010	Sgt	Lt. Duty
8013	Lt	Full Duty
8014	Lt	L.T.I.
8015	Lt	Full Duty
8016	Sgt	L.T.I.
8017	PO	Full Duty
8018	PO	Full Duty
8019	PO	Full Duty
8021	Capt	Full Duty
8024	PO	Full Duty
8025	Capt	Full Duty
8026	Lt	Suspended
8030	PO	Full Duty
8032	PO	Full Duty
8034	Sgt	Full Duty
8037	Capt	Full Duty
8038	Lt	Full Duty
8039	PO	Full Duty
8042	Sgt	Full Duty
8043	PO	Full Duty
8046	Lt	Full Duty
8050	PO	L.T.I.



8052	PO	Full Duty
9007	Lt	Full Duty
9008	Sgt	L.T.I.
9009	Lt	Lt. Duty
9010	PO	L.T.I.
9011	PO	Full Duty
9013	Sgt	Full Duty
9014	Capt	Full Duty
9018	PO	Full Duty
9020	PO	Full Duty
9024	PO	Full Duty
9027	PO	Full Duty
9028	PO	Full Duty
9030	PO	Full Duty
9031	Capt	Full Duty
9035	PO	Full Duty
9036	PO	Terminal Leave
9037	Sgt	Full Duty
9038	PO	Full Duty
9040	Sgt	Full Duty
9041	Sgt	Full Duty
9045	Sgt	Full Duty
9049	PO	Full Duty
9051	PO	Full Duty
9052	PO	Full Duty
9053	PO	Full Duty
9055	PO	Full Duty
9058	PO	Full Duty
9060	Sgt	Lt. Duty
9061	PO	Full Duty
9063	Lt	Full Duty
9065	PO	Lt. Duty
9071	Sgt	Lt. Duty
9073	PO	Full Duty
9074	PO	Full Duty
9075	PO	Lt. Duty
9076	PO	Full Duty
9077	Lt	Full Duty
9078	PO	Full Duty

9079	PO	Full Duty
9081	Lt	Full Duty
9083	Lt	Full Duty
9085	Capt	Full Duty
9086	PO	Full Duty
9088	Lt	Full Duty
9089	Sgt	Full Duty
9090	PO	Full Duty
9091	Lt	Lt. Duty
9113	Sgt	Full Duty
9140	PO	Full Duty
9151	Sgt	L.T.I.
9213	Capt	Full Duty
9214	Lt	Full Duty
9218	PO	Full Duty
9221	PO	Full Duty
9240	PO	Full Duty
9242	Sgt	Full Duty
9243	Sgt	L.T.I.
9244	PO	Full Duty
9245	PO	Full Duty
9246	PO	Full Duty
9247	PO	Full Duty
9250	PO	Full Duty
9251	PO	Lt. Duty
9254	PO	Full Duty
9255	PO	Lt. Duty
9257	PO	Full Duty
9260	Lt	Full Duty
9261	PO	Full Duty
9262	PO	Full Duty
9265	PO	Full Duty
9267	DIR	Full Duty
9268	PO	Full Duty
9269	PO	Full Duty
9271	Sgt	Full Duty
9272	Lt	Full Duty
9273	Sgt	Full Duty
9274	PO	Full Duty

9277	Lt	Full Duty
9278	PO	L.T.I.
9280	Lt	Full Duty
9283	PO	Full Duty
9284	PO	Full Duty
9285	PO	Full Duty
9287	PO	Full Duty
9288	Lt	Full Duty
9289	PO	Full Duty
9290	PO	Full Duty
9293	PO	Full Duty
9294	Lt	Full Duty
9295	Sgt	L.T.I.
9296	PO	Lt. Duty
9297	Sgt	Full Duty
9298	PO	Full Duty
9299	PO	Full Duty
9300	Lt	Lt. Duty
9301	PO	Full Duty
9302	PO	Full Duty
9303	Capt	Full Duty
9304	PO	Full Duty
9307	PO	Full Duty
9309	PO	Full Duty
9310	Sgt	Full Duty
9311	Sgt	Full Duty
9312	Sgt	Full Duty
9313	PO	Full Duty
9315	PO	Full Duty
9316	Capt	Full Duty
9317	Sgt	Full Duty
9319	PO	Full Duty
9320	PO	Full Duty
9321	PO	Full Duty
9323	PO	Full Duty
9324	Sgt	LOA Med Unpaid
9325	PO	L.T.I.
9327	PO	L.T.I.
9328	PO	Full Duty

9330	Sgt	Full Duty
9331	PO	Full Duty
9332	PO	Full Duty
9333	Lt	Full Duty
9334	PO	Full Duty
9338	Sgt	Full Duty
9348	PO	Full Duty
9376	Lt	Full Duty
9377	PO	Full Duty
9378	Sgt	Full Duty
9380	Lt	Full Duty
9381	PO	Full Duty
9383	Lt	Full Duty
9385	PO	Full Duty
9386	PO	Full Duty
9387	Lt	Full Duty
9389	PO	Full Duty
9393	PO	Full Duty
9395	PO	Full Duty
9396	Lt	Full Duty
9398	Sgt	Full Duty
9400	PO	Restricted
9401	PO	Full Duty
9402	PO	Full Duty
9403	PO	L.T.I.
9405	Sgt	Terminal Leave
9406	Lt	Full Duty
9407	PO	L.T.I.
9408	PO	L.T.I.
9410	PO	Full Duty
9412	PO	Full Duty
9415	Sgt	L.T.I.
9416	PO	Full Duty
9417	PO	L.T.I.
9419	Sgt	Full Duty
9420	Lt	Full Duty
9422	Lt	Full Duty
9424	PO	Full Duty
9425	PO	Full Duty

9426	Sgt	Full Duty
9427	Sgt	Full Duty
9428	Sgt	Full Duty
9429	PO	Full Duty
9436	PO	Full Duty
9437	PO	Full Duty
9438	PO	Full Duty
9440	PO	Full Duty
9444	PO	Full Duty
9446	PO	Full Duty
9447	Sgt	Full Duty
9448	PO	Full Duty
9463	Lt	Full Duty
9486	Sgt	Full Duty
9630	PO	Full Duty
9638	PO	Full Duty
9639	PO	Full Duty
9687	PO	Full Duty
9760	Lt	Full Duty
9765	PO	Lt. Duty
9766	Lt	Full Duty
9767	PO	Full Duty
9769	PO	Full Duty
9772	Sgt	Full Duty
9773	PO	Full Duty
9774	PO	Full Duty
9776	PO	L.T.I.
9777	PO	Full Duty
9778	Sgt	Full Duty
9780	PO	Lt. Duty
9781	Sgt	Full Duty
9785	PO	Full Duty
9789	Lt	Full Duty
9790	PO	Full Duty
9791	Sgt	Full Duty
9804	PO	Full Duty
9805	PO	Full Duty
9808	PO	Full Duty
9811	PO	Full Duty

9812	Lt	Full Duty
9813	PO	Full Duty
9816	PO	Lt. Duty
9819	Sgt	Full Duty
9821	PO	Full Duty
9824	Lt	Full Duty
9825	Sgt	Full Duty
9826	PO	Full Duty
9831	Sgt	Lt. Duty
9832	PO	Full Duty
9833	PO	Full Duty
9855	Sgt	Full Duty
9859	PO	Full Duty
9869	PO	Full Duty
9871	PO	Full Duty
9872	PO	Full Duty
9873	PO	Full Duty
9875	PO	Full Duty
9877	PO	Full Duty
9878	PO	Lt. Duty
9880	PO	Full Duty
9882	PO	Lt. Duty
9886	PO	Full Duty
9888	PO	Suspended
9891	Sgt	Full Duty
9892	PO	Full Duty
9893	PO	Full Duty
9894	PO	Full Duty
9895	Sgt	L.T.I.
9896	PO	Lt. Duty
9897	Lt	Full Duty
9898	Sgt	L.T.I.
9899	Sgt	Full Duty
9900	PO	Lt. Duty
9901	Lt	Full Duty
9902	Sgt	Full Duty
9903	PO	Full Duty
9923	PO	Lt. Duty
9933	PO	Full Duty

9935	PO	Full Duty
9938	Capt	Full Duty
9940	PO	Full Duty
9941	Lt	Full Duty
9942	Sgt	Full Duty
9943	PO	Full Duty
9944	PO	Full Duty
9946	PO	Full Duty
9947	PO	Full Duty
9951	PO	Full Duty
9952	PO	Full Duty
9953	PO	Full Duty
9954	PO	Full Duty
9956	Lt	Full Duty
9993	PO	L.T.I.
10034	PO	Full Duty
10043	PO	Full Duty
10044	PO	Full Duty
10046	PO	Full Duty
10047	PO	Full Duty
10049	PO	Full Duty
10053	PO	Full Duty
10054	PO	Full Duty
10059	Sgt	Full Duty
10061	PO	Full Duty
10063	PO	Full Duty
10066	PO	Full Duty
10068	PO	Full Duty
10069	PO	Full Duty
10074	Sgt	Full Duty
10076	PO	Full Duty
10080	PO	Full Duty
10088	PO	Full Duty
10092	PO	Full Duty
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10131	PO	Full Duty
10137	PO	Full Duty
10138	PO	Full Duty
10140	PO	Full Duty

10147	PO	Full Duty
10148	PO	Full Duty
10162	PO	L.T.I.
10168	PO	Lt. Duty
10169	PO	Full Duty
10173	PO	Full Duty
10209	PO	Suspended
10229	PO	Full Duty
10244	PO	Full Duty
10247	PO	Restricted
10253	Sgt	Full Duty
10255	PO	Lt. Duty
10260	PO	Full Duty
10338	PO	Full Duty
10340	PO	Full Duty
10361	PO	Full Duty
10366	PO	Full Duty
10371	PO	Full Duty
10377	PO	Lt. Duty
10379	Sgt	Full Duty
10380	PO	Full Duty
10381	PO	Full Duty
10382	PO	Full Duty
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10392	PO	Full Duty
10393	PO	Full Duty
10395	PO	L.T.I.
10396	Sgt	Full Duty
10397	Sgt	Full Duty
10400	PO	Full Duty
10401	PO	L.T.I.
10403	PO	Full Duty
10405	PO	Full Duty
10406	PO	Full Duty
10407	PO	Full Duty
10408	PO	Full Duty



10409	PO	Full Duty
10410	PO	Full Duty
10418	PO	Full Duty
10419	PO	Full Duty
10422	PO	Full Duty
10424	PO	Full Duty
10425	PO	Full Duty
10432	PO	Full Duty
10433	PO	Full Duty
10434	PO	Lt. Duty
10437	PO	Full Duty
10440	PO	Full Duty
10442	PO	Full Duty
10444	PO	Full Duty
10446	PO	Full Duty
10447	PO	Full Duty
10448	PO	Full Duty
10449	Sgt	Full Duty
10451	PO	Full Duty
10452	PO	Full Duty
10453	PO	Full Duty
10455	PO	Full Duty
10456	PO	Full Duty
10457	PO	Full Duty
10458	PO	Full Duty
10461	PO	Full Duty
10462	Sgt	Full Duty
10463	PO	Full Duty
10466	PO	Full Duty
10467	PO	Lt. Duty
10469	PO	Full Duty
10470	PO	Full Duty
10471	PO	Full Duty
10473	PO	Full Duty
10486	PO	Lt. Duty
10487	PO	Full Duty
10488	PO	L.T.I.
10489	PO	Full Duty
10490	PO	Full Duty

10492	Sgt	Full Duty
10493	PO	Full Duty
10494	PO	Full Duty
10496	PO	Full Duty
10497	PO	Full Duty
10499	PO	Full Duty
10500	PO	Suspended
10501	PO	Full Duty
10502	PO	Lt. Duty
10503	PO	Lt. Duty
10504	PO	Full Duty
10505	PO	Full Duty
10506	PO	Full Duty
10507	PO	Full Duty
10508	PO	Full Duty
10511	PO	Full Duty
10512	PO	Full Duty
10513	PO	Full Duty
10515	Sgt	Full Duty
10517	PO	Full Duty
10518	PO	Full Duty
10519	PO	Full Duty
10524	PO	Full Duty
10525	PO	Full Duty
10526	PO	Full Duty
10527	PO	Full Duty
10528	PO	Full Duty
10530	PO	Full Duty
10531	PO	Full Duty
10532	PO	Full Duty
10533	PO	Full Duty
10534	PO	Full Duty
10535	PO	Full Duty
10536	PO	Full Duty
10537	PO	Full Duty
10538	PO	Full Duty
10539	PO	Full Duty
10540	PO	Full Duty
10541	PO	Full Duty

10542	PO	Full Duty
10543	PO	Full Duty
10545	PO	Full Duty
10547	PO	Full Duty
10548	PO	Full Duty
10549	PO	Full Duty
10550	PO	Full Duty
10552	PO	Full Duty
10553	PO	Full Duty
10556	PO	Lt. Duty
10557	PO	L.T.I.
10558	PO	Full Duty
10559	PO	Full Duty
10560	PO	Full Duty
10568	PO	LOA Med Unpaid
10569	Sgt	Full Duty
10570	PO	Full Duty
10571	PO	Full Duty
10573	PO	Full Duty
10574	PO	Full Duty
10590	PO	Full Duty
10591	PO	Full Duty
10593	PO	Full Duty
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10617	PO	Full Duty
10619	PO	Full Duty
10620	PO	Full Duty
10623	PO	Full Duty
10627	PO	Full Duty
10628	PO	Full Duty
10629	PO	Full Duty
10630	PO	Full Duty
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10632	PO	Full Duty
10633	PO	Full Duty
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10635	PO	Full Duty
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10637	PO	Full Duty

10639	PO	Full Duty
10640	PO	Full Duty
10641	PO	Full Duty
10642	PO	Full Duty
10643	PO	Full Duty
10645	PO	Full Duty
10647	PO	L.T.I.
10652	PO	Full Duty
10653	PO	Full Duty
10654	PO	Full Duty
10657	PO	Full Duty
10658	PO	L.T.I.
10659	PO	Full Duty
10660	PO	Full Duty
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10662	PO	Full Duty
10663	PO	Full Duty
10664	PO	Full Duty
10665	PO	L.T.I.
10667	PO	Full Duty
10670	PO	Full Duty
10671	PO	Full Duty
10672	PO	Full Duty
10673	PO	Full Duty
10674	PO	Full Duty
10675	PO	Full Duty
10676	PO	Full Duty
10677	PO	Full Duty
10679	PO	Full Duty
10680	PO	Full Duty
10681	PO	Full Duty
10722	PO	Full Duty
10723	PO	Full Duty
10724	PO	Full Duty
10725	PO	Full Duty
10726	PO	Full Duty
10728	PO	Full Duty
10729	PO	Full Duty
10730	PO	Full Duty

10731	PO	Full Duty
10732	PO	Full Duty
10734	PO	Full Duty
10735	PO	Full Duty
10736	PO	Full Duty
10737	PO	Full Duty
10738	PO	Full Duty
10739	PO	Lt. Duty
10740	PO	Full Duty
10741	PO	Full Duty
10743	PO	Full Duty
10798	Sgt	Full Duty
10800	PO	Full Duty
10801	PO	Full Duty
10802	PO	Full Duty
10805	PO	L.T.I.
10806	PO	Full Duty
10807	PO	Full Duty
10811	PO	L.T.I.
10812	PO	Full Duty
10813	PO	Full Duty
10814	PO	Full Duty
10815	PO	Full Duty
10816	PO	Full Duty
10817	PO	Full Duty
10818	PO	Full Duty
10819	PO	Full Duty
10820	PO	Full Duty
10821	PO	Suspended
10822	PO	Full Duty
10823	PO	Full Duty
10825	PO	Full Duty
10826	PO	Full Duty
10827	PO	Full Duty
10828	PO	Full Duty
10829	PO	Full Duty
10831	PO	L.T.I.
10832	PO	Full Duty
10833	PO	Full Duty

10834	PO	Full Duty
10835	PO	Full Duty
10836	PO	Full Duty
10837	PO	Full Duty
10838	PO	Full Duty
10839	PO	Full Duty
10840	PO	Full Duty
10842	PO	Restricted
10844	PO	Military Leave
10845	PO	Full Duty
10846	PO	Full Duty
10847	PO	Full Duty
10848	PO	Full Duty
10849	PO	Full Duty
10850	PO	Full Duty
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10855	PO	Full Duty
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10862	PO	Full Duty
10863	PO	Full Duty
10864	PO	Full Duty
10865	PO	Full Duty
10867	PO	Full Duty
10868	PO	Full Duty
10869	PO	Full Duty
10870	PO	Full Duty
10871	PO	Full Duty
10873	PO	Full Duty
10874	PO	Full Duty
10875	PO	Full Duty
10876	PO	Full Duty
10878	PO	Full Duty

10879	PO	Full Duty
10880	PO	Full Duty
10881	PO	Restricted
10882	PO	Full Duty
10883	PO	Full Duty
10884	PO	Full Duty
10885	PO	Full Duty
10886	PO	Full Duty
10888	PO	Full Duty
10889	PO	Full Duty
10890	PO	Full Duty
10892	PO	Full Duty
10893	PO	Full Duty
10894	PO	Full Duty
10895	PO	Full Duty
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10900	PO	Full Duty
10901	PO	Full Duty
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10910	PO	Full Duty
10911	PO	Full Duty
10912	PO	Full Duty
10913	PO	Full Duty
10914	PO	Full Duty
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10921	PO	Full Duty
10922	PO	Full Duty
10923	PO	Full Duty
10924	PO	Full Duty

10925	PO	Full Duty
10927	PO	Full Duty
10928	PO	Lt. Duty
10929	PO	Suspended
10930	PO	Full Duty
10931	PO	Suspended
10933	PO	Full Duty
10937	PO	Lt. Duty
10966	PO	Full Duty
10967	PO	Full Duty
10968	PO	Full Duty
10974	PO	Full Duty
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10994	PO	Full Duty
10995	PO	Full Duty
10996	PO	Full Duty
10998	PO	Full Duty
10999	PO	Full Duty
11000	PO	Full Duty
11001	PO	Full Duty
11002	PO	Full Duty
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11004	PO	Full Duty
11005	PO	Full Duty
11006	PO	Full Duty
11007	PO	Full Duty
11008	PO	Full Duty



11009	PO	Full Duty
11010	PO	Full Duty
11012	PO	Full Duty
11013	PO	Full Duty
11014	PO	Full Duty
11015	PO	Restricted
11016	PO	Full Duty
11017	PO	Lt. Duty
11018	PO	Full Duty
11019	PO	Restricted
11020	PO	Full Duty
11021	PO	Full Duty
11022	PO	Full Duty
11023	PO	Full Duty
11024	PO	Full Duty
11025	PO	Full Duty
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11032	PO	Full Duty
11035	PO	Full Duty
11036	PO	Full Duty
11040	PO	Full Duty
11041	PO	Full Duty
11042	PO	L.T.I.
11043	PO	Full Duty
11044	PO	Lt. Duty
11045	PO	Full Duty
11046	PO	Full Duty
11047	PO	Full Duty
11048	PO	Full Duty
11049	PO	Full Duty
11051	PO	Full Duty
11052	PO	Full Duty
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11055	PO	Full Duty
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11057	PO	Full Duty

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11101	PO	Full Duty
11102	PO	Full Duty
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11104	PO	Full Duty
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11116	PO	Full Duty
11117	PO	Full Duty
11118	PO	Full Duty
11119	PO	Full Duty
11120	PO	Full Duty
11121	PO	Full Duty
11122	PO	Full Duty
11123	PO	Restricted
11124	PO	L.T.I.
11125	PO	Full Duty
11126	PO	Full Duty
11127	PO	Full Duty
11128	PO	Lt. Duty
11129	PO	Full Duty
11130	PO	Full Duty

11131	PO	Full Duty
11132	PO	Full Duty
11133	PO	Full Duty
11134	PO	Full Duty
11135	PO	Full Duty
11136	PO	Full Duty
11137	PO	Suspended
11138	PO	Full Duty
11146	PO	Full Duty
11152	PO	Full Duty
11153	PO	Full Duty
11154	PO	Full Duty
11155	PO	Full Duty
11156	PO	Full Duty
11157	PO	Full Duty
11158	PO	Full Duty
11159	PO	Full Duty
11160	PO	Full Duty
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11162	PO	Full Duty
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11164	PO	Full Duty
11165	PO	Full Duty
11166	PO	Full Duty
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11175	PO	Full Duty
11176	PO	Full Duty
11177	PO	Full Duty
11178	PO	Full Duty
11179	PO	Full Duty
11180	PO	Full Duty
11182	PO	Full Duty

11183	PO	Full Duty
11184	PO	Full Duty
11185	PO	Lt. Duty
11187	PO	Full Duty
11188	PO	Full Duty
11189	PO	Full Duty
11190	PO	Full Duty
11191	PO	Full Duty
11192	PO	Full Duty
11193	PO	Full Duty
11194	PO	Full Duty
11196	PO	Full Duty
11197	PO	Lt. Duty
11199	PO	Full Duty
11200	PO	Full Duty
11201	PO	Full Duty
11202	PO	Full Duty
11204	PO	Full Duty
11205	PO	Full Duty
11206	PO	Full Duty
11207	PO	Full Duty
11208	PO	Full Duty
11209	PO	Full Duty
11210	PO	Full Duty
11211	PO	Full Duty
11212	PO	Full Duty
11213	PO	Full Duty
11214	PO	Full Duty
11215	PO	Full Duty
11216	PO	Full Duty
11217	PO	Full Duty
11219	PO	Full Duty
11220	PO	LOA Med Unpaid
11221	PO	Full Duty
11222	PO	Full Duty
11223	PO	Full Duty
11224	PO	Full Duty
11225	PO	Lt. Duty
11234	PO	Full Duty

11235	PO	Full Duty
11237	PO	Full Duty

# **Appendix D**

### 117 Officers Removed 9.30.21

Officer ID#	Rank	Status
6468	PO	L.T.I.
6627	Lt	Terminal Leave
6885	Capt	L.T.I.
6984	PO	Suspended
7121	PO	Suspended
7366	Sgt	Restricted
7369	Sgt	L.T.I.
7407	Lt	L.T.I.
7440	Capt	Terminal Leave
7502	Sgt	Suspended
7597	PO	L.T.I.
7608	PO	Terminal Leave
7624	Sgt	Terminal Leave
7627	PO	Terminal Leave
7633	COP	LOA
7635	PO	Terminal Leave
7642	Lt	Terminal Leave
7644	PO	Terminal Leave
7645	Capt	Terminal Leave
7653	PO	Terminal Leave
7665	PO	Terminal Leave
7668	Sgt	Terminal Leave
7669	PO	Terminal Leave
7671	PO	Terminal Leave
7683	PO	L.T.I.
7684	PO	Terminal Leave
7689	PO	Terminal Leave
7697	Lt	L.T.I.
7700	Lt	Terminal Leave
7707	PO	Terminal Leave
7726	Lt	Terminal Leave
7727	Sgt	Terminal Leave
7735	PO	Terminal Leave
7736	PO	Terminal Leave
7739	Lt	Terminal Leave
7741	PO	Terminal Leave
7745	PO	Terminal Leave

7747	Lt	Terminal Leave
7776	Sgt	L.T.I.
7782	PO	Terminal Leave
7787	PO	Terminal Leave
7790	PO	Terminal Leave
7791	Sgt	Terminal Leave
7793	PO	Terminal Leave
7807	PO	L.T.I.
7811	Sgt	L.T.I.
7814	PO	Terminal Leave
7818	PO	Terminal Leave
7819	PO	L.T.I.
7823	Capt	Terminal Leave
7835	Sgt	Terminal Leave
7837	PO	Terminal Leave
7842	Lt	Terminal Leave
7848	PO	Terminal Leave
7855	Sgt	Terminal Leave
7860	Lt	L.T.I.
7862	PO	Terminal Leave
7863	PO	Terminal Leave
7865	PO	Terminal Leave
7866	PO	L.T.I.
7978	Sgt	L.T.I.
7988	Sgt	L.T.I.
8008	Lt	L.T.I.
8014	Lt	L.T.I.
8016	Sgt	L.T.I.
8026	Lt	Suspended
8050	PO	L.T.I.
9008	Sgt	L.T.I.
9010	PO	L.T.I.
9036	PO	Terminal Leave
9151	Sgt	L.T.I.
9243	Sgt	L.T.I.
9278	PO	L.T.I.
9295	Sgt	L.T.I.
9324	Sgt	LOA Med Unpaid
9325	PO	L.T.I.



9327	PO	L.T.I.
9400	PO	Restricted
9403	PO	L.T.I.
9405	Sgt	Terminal Leave
9407	PO	L.T.I.
9408	PO	L.T.I.
9415	Sgt	L.T.I.
9417	PO	L.T.I.
9776	PO	L.T.I.
9888	PO	Suspended
9895	Sgt	L.T.I.
9898	Sgt	L.T.I.
9993	PO	L.T.I.
10162	PO	L.T.I.
10209	PO	Suspended
10247	PO	Restricted
10395	PO	L.T.I.
10401	PO	L.T.I.
10488	PO	L.T.I.
10500	PO	Suspended
10557	PO	L.T.I.
10568	PO	LOA Med Unpaid
10647	PO	L.T.I.
10658	PO	L.T.I.
10665	PO	L.T.I.
10805	PO	L.T.I.
10811	PO	L.T.I.
10821	PO	Suspended
10831	PO	L.T.I.
10842	PO	Restricted
10844	PO	Military Leave
10881	PO	Restricted
10929	PO	Suspended
10931	PO	Suspended
11015	PO	Restricted
11019	PO	Restricted
11042	PO	L.T.I.
11123	PO	Restricted
11124	PO	L.T.I.

11137	PO	Suspended
11220	PO	LOA Med Unpaid

# **Appendix E**

<b>200 Officer Sample Drawn 10.6.21</b>		
<b>ID#</b>	<b>Rank</b>	<b>Status</b>
6690	Lt	Full Duty
6796	Lt	Full Duty
6850	Lt	Full Duty
7004	PO	Full Duty
7086	DC	Full Duty
7131	Capt	Full Duty
7157	Sgt	Full Duty
7199	PO	Full Duty
7260	PO	Full Duty
7304	Lt	Full Duty
7307	Capt	Full Duty
7371	Capt	Full Duty
7393	PO	Full Duty
7459	Capt	Full Duty
7470	Capt	Full Duty
7479	PO	Full Duty
7524	Lt	Full Duty
7674	PO	Full Duty
7706	Lt	Full Duty
7724	Sgt	Full Duty
7732	PO	Full Duty
7744	Sgt	Full Duty
7746	Lt	Full Duty
7774	PO	Full Duty
7800	Capt	Full Duty
7834	Lt	Full Duty
7840	Sgt	Lt. Duty
7854	PO	Full Duty
7875	PO	Lt. Duty
7909	PO	Lt. Duty
7943	PO	Full Duty
7946	Sgt	Full Duty
7951	PO	Full Duty
7954	Lt	Full Duty
7971	PO	Full Duty
7981	DC	Full Duty
7993	PO	Full Duty

7999	Sgt	Full Duty
8000	Sgt	Full Duty
8009	Lt	Full Duty
8032	PO	Full Duty
8037	Capt	Full Duty
8038	Lt	Full Duty
8052	PO	Full Duty
9009	Lt	Lt. Duty
9011	PO	Full Duty
9018	PO	Full Duty
9027	PO	Full Duty
9038	PO	Full Duty
9040	Sgt	Full Duty
9052	PO	Full Duty
9058	PO	Full Duty
9063	Lt	Full Duty
9071	Sgt	Lt. Duty
9075	PO	Lt. Duty
9078	PO	Full Duty
9079	PO	Full Duty
9085	Capt	Full Duty
9089	Sgt	Full Duty
9140	PO	Full Duty
9214	Lt	Full Duty
9251	PO	Lt. Duty
9262	PO	Full Duty
9285	PO	Full Duty
9287	PO	Full Duty
9293	PO	Full Duty
9294	Lt	Full Duty
9302	PO	Full Duty
9303	Capt	Full Duty
9307	PO	Full Duty
9312	Sgt	Full Duty
9313	PO	Full Duty
9317	Sgt	Full Duty
9319	PO	Full Duty
9323	PO	Full Duty
9332	PO	Full Duty

9338	Sgt	Full Duty
9376	Lt	Full Duty
9386	PO	Full Duty
9389	PO	Full Duty
9395	PO	Full Duty
9420	Lt	Full Duty
9440	PO	Full Duty
9447	Sgt	Full Duty
9463	Lt	Full Duty
9639	PO	Full Duty
9765	PO	Lt. Duty
9767	PO	Full Duty
9769	PO	Full Duty
9811	PO	Full Duty
9824	Lt	Full Duty
9825	Sgt	Full Duty
9833	PO	Full Duty
9859	PO	Full Duty
9872	PO	Full Duty
9893	PO	Full Duty
9900	PO	Lt. Duty
9902	Sgt	Full Duty
9946	PO	Full Duty
9947	PO	Full Duty
9956	Lt	Full Duty
10046	PO	Full Duty
10059	Sgt	Full Duty
10066	PO	Full Duty
10076	PO	Full Duty
10138	PO	Full Duty
10147	PO	Full Duty
10253	Sgt	Full Duty
10338	PO	Full Duty
10393	PO	Full Duty
10406	PO	Full Duty
10418	PO	Full Duty
10419	PO	Full Duty
10432	PO	Full Duty
10433	PO	Full Duty

10456	PO	Full Duty
10461	PO	Full Duty
10489	PO	Full Duty
10502	PO	Lt. Duty
10508	PO	Full Duty
10525	PO	Full Duty
10528	PO	Full Duty
10530	PO	Full Duty
10534	PO	Full Duty
10536	PO	Full Duty
10538	PO	Full Duty
10559	PO	Full Duty
10590	PO	Full Duty
10591	PO	Full Duty
10616	PO	Full Duty
10617	PO	Full Duty
10619	PO	Full Duty
10627	PO	Full Duty
10639	PO	Full Duty
10652	PO	Full Duty
10653	PO	Full Duty
10659	PO	Full Duty
10667	PO	Full Duty
10673	PO	Full Duty
10674	PO	Full Duty
10680	PO	Full Duty
10681	PO	Full Duty
10724	PO	Full Duty
10726	PO	Full Duty
10734	PO	Full Duty
10736	PO	Full Duty
10738	PO	Full Duty
10740	PO	Full Duty
10815	PO	Full Duty
10820	PO	Full Duty
10826	PO	Full Duty
10837	PO	Full Duty
10846	PO	Full Duty
10849	PO	Full Duty

10850	PO	Full Duty
10854	PO	Full Duty
10857	PO	Full Duty
10867	PO	Full Duty
10869	PO	Full Duty
10874	PO	Full Duty
10882	PO	Full Duty
10890	PO	Full Duty
10892	PO	Full Duty
10902	PO	Full Duty
10905	PO	Full Duty
10913	PO	Full Duty
10925	PO	Full Duty
10984	PO	Full Duty
10986	PO	Full Duty
10992	PO	Full Duty
11004	PO	Full Duty
11023	PO	Full Duty
11041	PO	Full Duty
11045	PO	Full Duty
11046	PO	Full Duty
11052	PO	Full Duty
11053	PO	Full Duty
11055	PO	Full Duty
11056	PO	Full Duty
11095	PO	Full Duty
11097	PO	Full Duty
11098	PO	Full Duty
11103	PO	Full Duty
11113	PO	Full Duty
11118	PO	Full Duty
11128	PO	Lt. Duty
11156	PO	Full Duty
11159	PO	Full Duty
11160	PO	Full Duty
11162	PO	Full Duty
11163	PO	Full Duty
11170	PO	Full Duty
11182	PO	Full Duty



11193	PO	Full Duty
11201	PO	Full Duty
11210	PO	Full Duty
11214	PO	Full Duty
11217	PO	Full Duty
11235	PO	Full Duty
11237	PO	Full Duty

# **Appendix F**

<b>List of Officers found missing BFP Training</b>		
<b>ID#</b>	<b>RANK</b>	<b>STATUS</b>
7199	PO	Full Duty
7840	Sgt	Lt. Duty
7875	PO	Lt. Duty
10502	PO	Lt. Duty
10627	PO	Full Duty
11056	PO	Full Duty