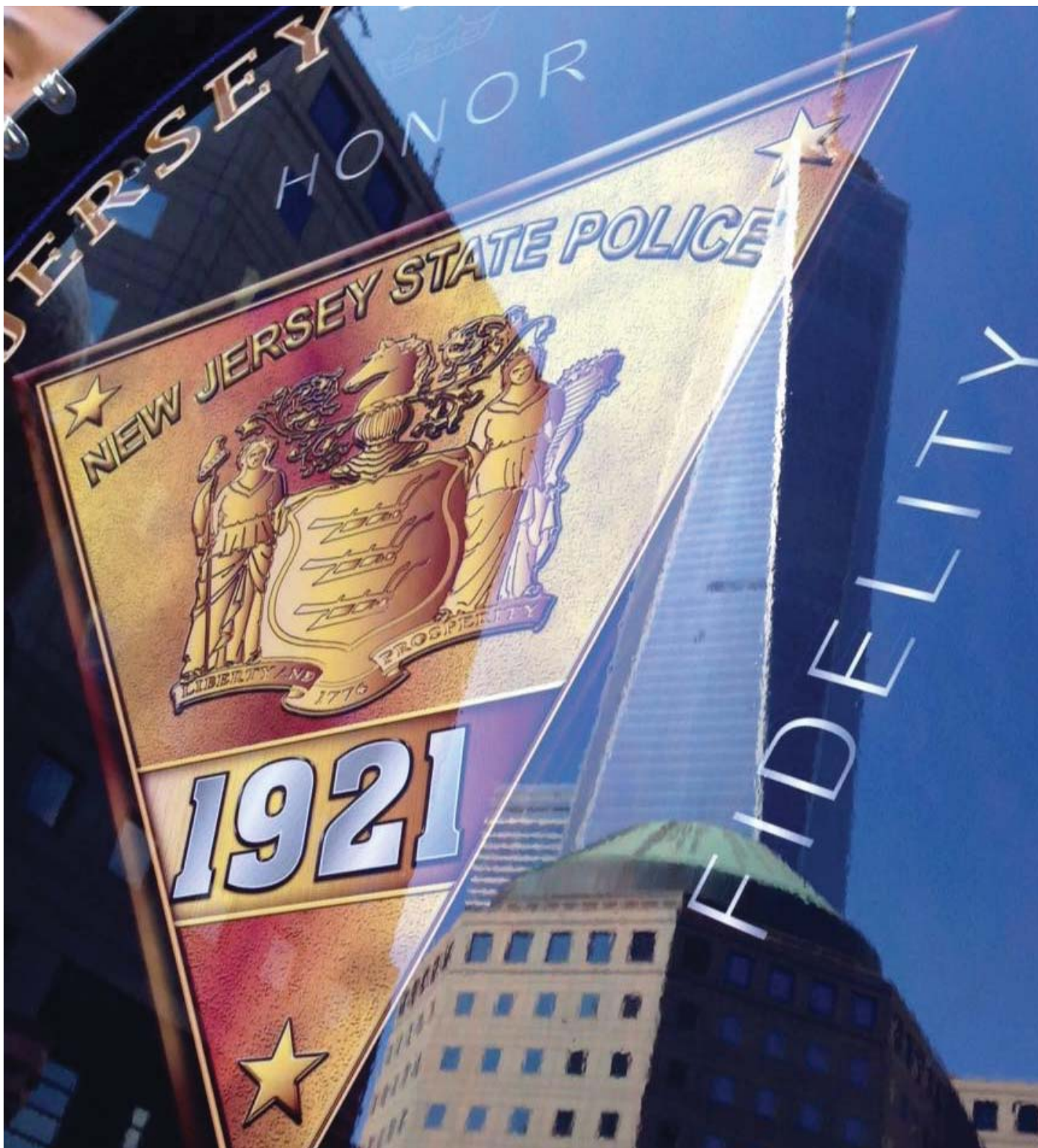


NEW JERSEY STATE POLICE
2020 ANNUAL REPORT



Phil Murphy
Governor

Sheila Oliver
Lt. Governor

Gurbir Grewal
Attorney General

Patrick J. Callahan
Colonel



Office of the Superintendent

*State of New Jersey
Department of Law and Public Safety
Division of State Police
Post Office Box 7068
West Trenton, New Jersey 08628-0068*

The Honorable Phil Murphy
Office of the Governor
225 West State Street
Trenton, New Jersey 08625

Dear Governor Murphy:

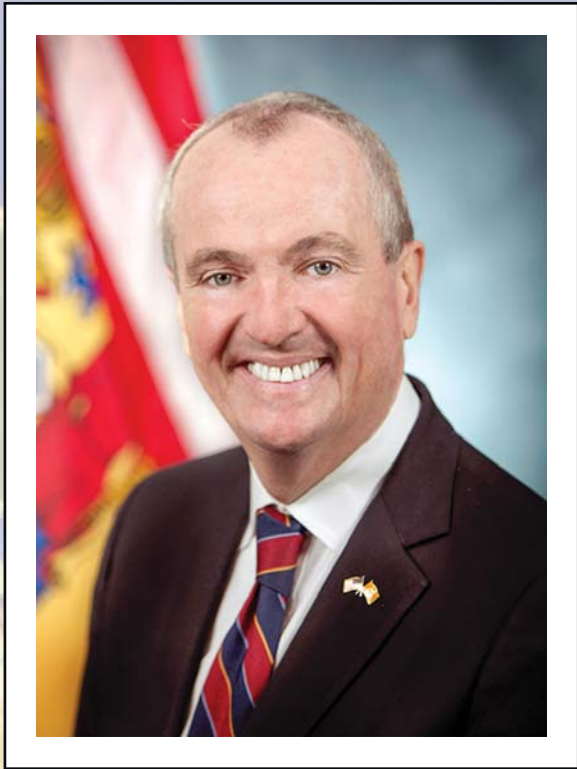
I respectfully submit the Annual Report of the Division of State Police for the calendar year January 1, 2020 – December 31, 2020, our ninety-ninth year of service to the citizens and the State of New Jersey.

The New Jersey State Police continues its mission to protect, preserve, and safeguard the constitutional and civil rights of all citizens through impartial and courteous law enforcement with integrity and professionalism. I am proud of our accomplishments during this year, especially our response and efforts associated with the COVID-19 global pandemic, and wish to take the opportunity to acknowledge the continual efforts of our members, enlisted and civilian, who have provided the highest level of service to the citizens and the State of New Jersey.

On behalf of the men and women of the New Jersey State Police, I would like to thank and recognize your support and express our sincere appreciation to your staff for being a part of the reason the New Jersey State Police remains the premier law enforcement agency in the nation.

Sincerely,

Patrick J. Callahan
Colonel
New Jersey State Police



Phil Murphy
Governor, State of New Jersey



Sheila Oliver
Lt. Governor, State of New Jersey



Gurbir Grewal
Attorney General, State of New Jersey



Patrick J. Callahan
Colonel
New Jersey State Police



Lt. Col. Geoffrey Noble
Deputy Superintendent
New Jersey State Police

Major Sean Kilcomons
Division Executive Officer

Major James Parker
Commanding Officer
Office of Professional Standards

Major Matthew Lubertazzi
Commanding Officer
Office of Executive Protection

Major Brian Polite
Commanding Officer
Office of Community Outreach & Public Affairs

Lieutenant Colonel Jeffrey Mottley
Operations Branch Commander

Major Robert Linden
Deputy Branch Commander
Field Operations Section

Major Mach Jackson
Troop "A" Commander

Major Michael Devlin
Troop "B" Commander

Major Greg Giannone
Troop "C" Commander

Major Terence Carroll
Troop "D" Commander

Lieutenant Colonel Fritz Fragé
Investigations Branch Commander

Major John Marley
Deputy Branch Commander
Investigations Branch

Major James McGowan
Commanding Officer
Special Investigations Section

Major Frederick Fife
Commanding Officer
Forensic & Technical Services Section

Major Michael Kane
Commanding Officer
Intelligence & Criminal Enterprise Section

Major Daniel Engelhardt
Commanding Officer
Regional Operations & Intelligence Center Section

Lieutenant Colonel Glen Szenzenstein
Homeland Security Branch Commander

Major Frank Manghisi
Commanding Officer
Special Operations Section

Major Louis Bucchere
Commanding Officer
Emergency Management Section

Lieutenant Colonel Scott Ebner
Administration Branch Commander

Major Jeanne Hengemuhle
Commanding Officer
Division Human Resources Section

Major Denman Powers
Commanding Officer
Identification & Information Technology Section

Major Sherri Schuster
Commanding Officer
Administration Section

New Jersey State Police



2020

TROOPER OF THE YEAR

Detective Richard Hershey #7752



On Saturday, April 25, 2020, a violent home invasion occurred at the Harding Woods Trailer Park in Pittsgrove Township, Salem County. During the incident, five suspects forced entry into a residence where they assaulted a female victim by kicking, punching, and striking her with objects, causing serious injuries. After the assault, the suspects stole the victim's cell phone and departed the scene.

Detective Richard Hershey #7752, from the Troop "A" Criminal Investigation Office, responded to the Harding Woods Trailer Park to investigate the crime.

After processing the scene, Detective Hershey responded to Inspira Medical Center to interview the victim, who was able to provide the names of her assailants. As he was conducting the interview, several of the victim's family members were engaged in a series retaliatory attacks in Bridgeton City against those they believe were involved in the assault.

Detective Hershey returned to the trailer park to conduct witness interviews. As he was speaking to the witnesses, a caravan of 5 vehicles and 15 occupants returned to enact revenge against the family members of the victim. Several armed members of the group exited their vehicles and confronted Detective Hershey. Despite identifying himself as a New Jersey State Trooper, the suspects continued to advance towards him, at which point he drew his weapon to defend himself and the witnesses. Three suspects fired from a vehicle at Detective Hershey, striking him in his abdomen. Despite being critically wounded, he was able to strike the fleeing vehicle with his handgun to leave a distinguishing mark to assist with later identifying the vehicle. Unable to walk and bleeding profusely, Detective Hershey managed to crawl to cover and calmly call 911 to request assistance and emergency services.

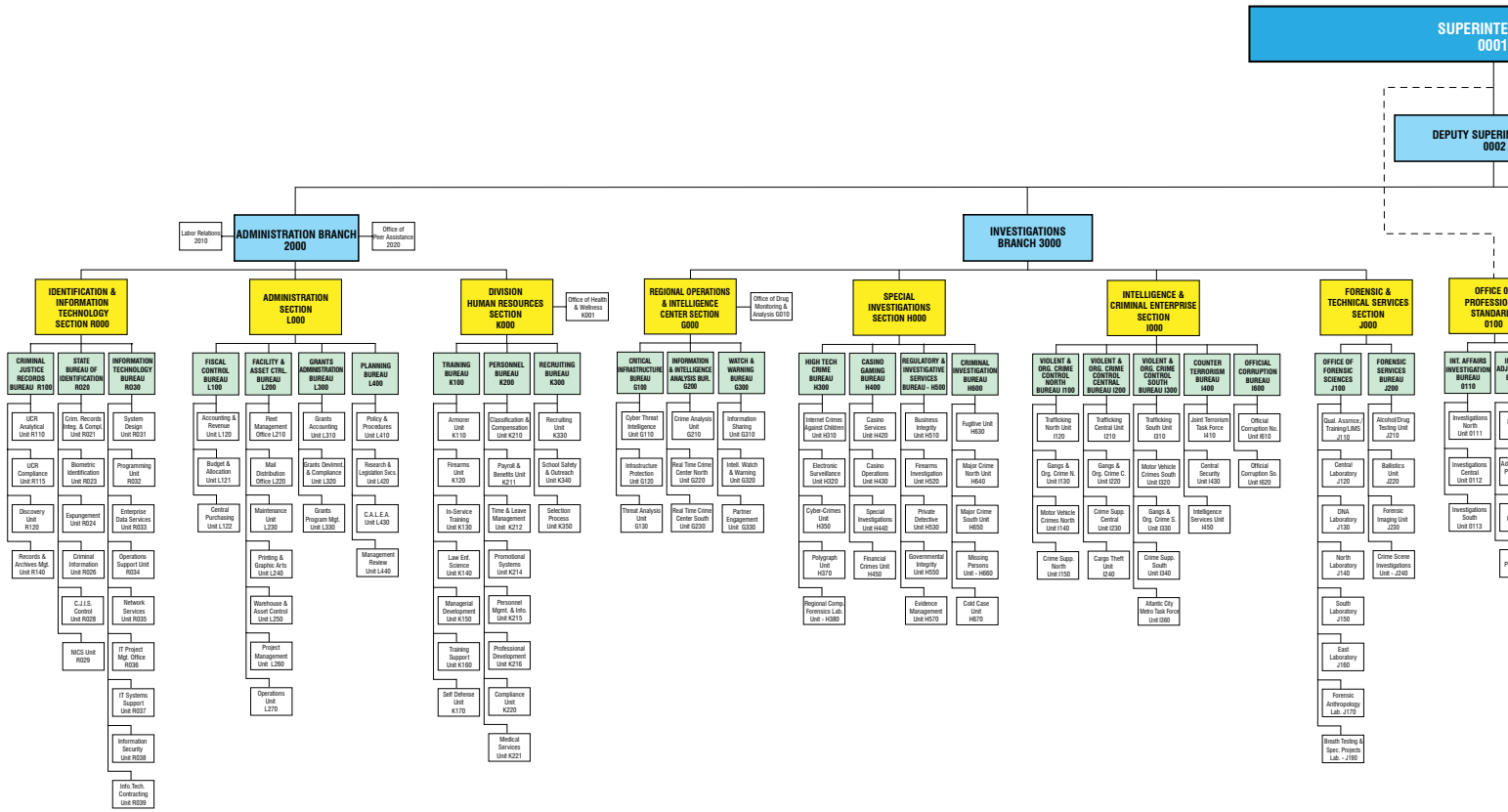
During the exchange of gunfire, the suspects fired 13 rounds at Detective Hershey with many of the bullets striking nearby residences that were occupied at the time. Three men were ultimately charged in the shooting of Detective Hershey, while 18 have been charged overall in connection with the investigation, which included the home invasion.

Detective Hershey's outstanding dedication and commitment are deserving of the honor of being named, "Trooper of the Year." His heroic actions undoubtedly protected the residents of that neighborhood and prevented further tragedy. The remarkable efforts of Detective Richard Hershey embody the core values of the New Jersey State Police: Honor, Duty, and Fidelity.

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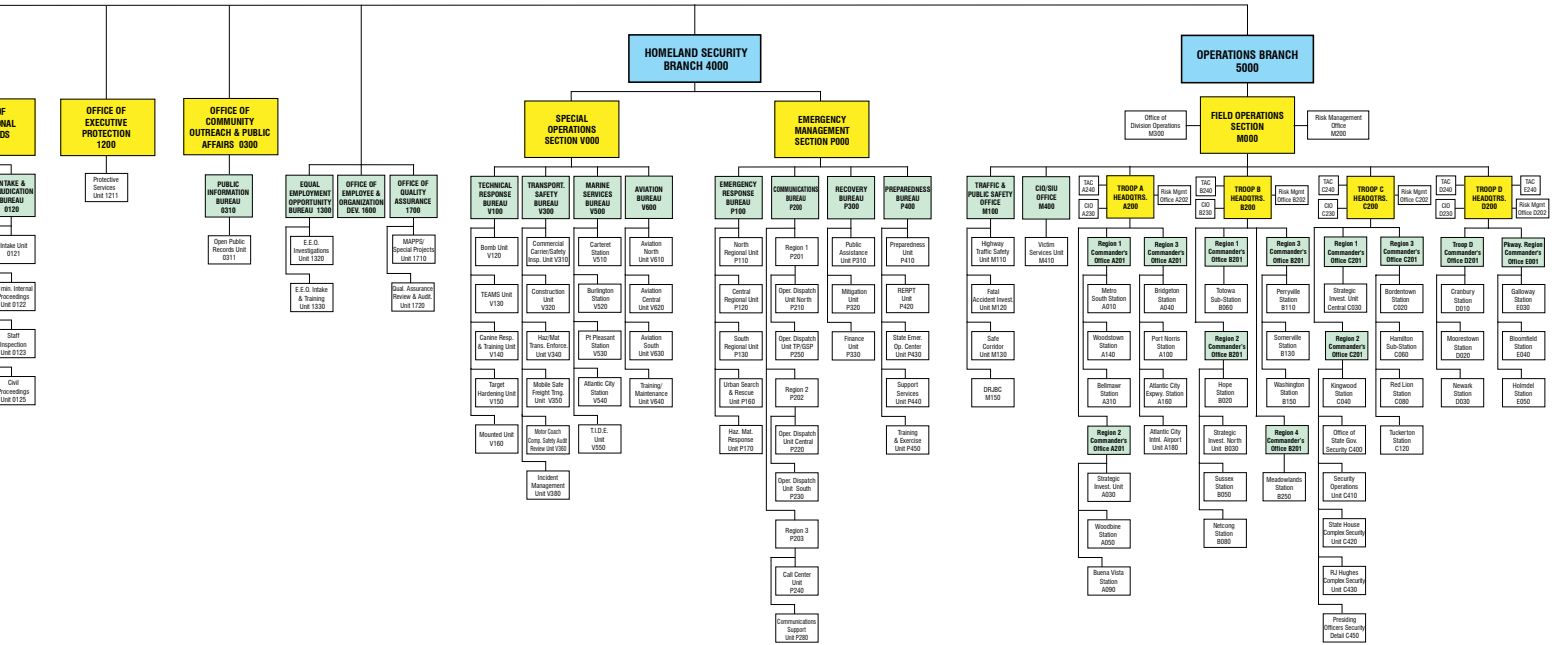
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Table of Organization

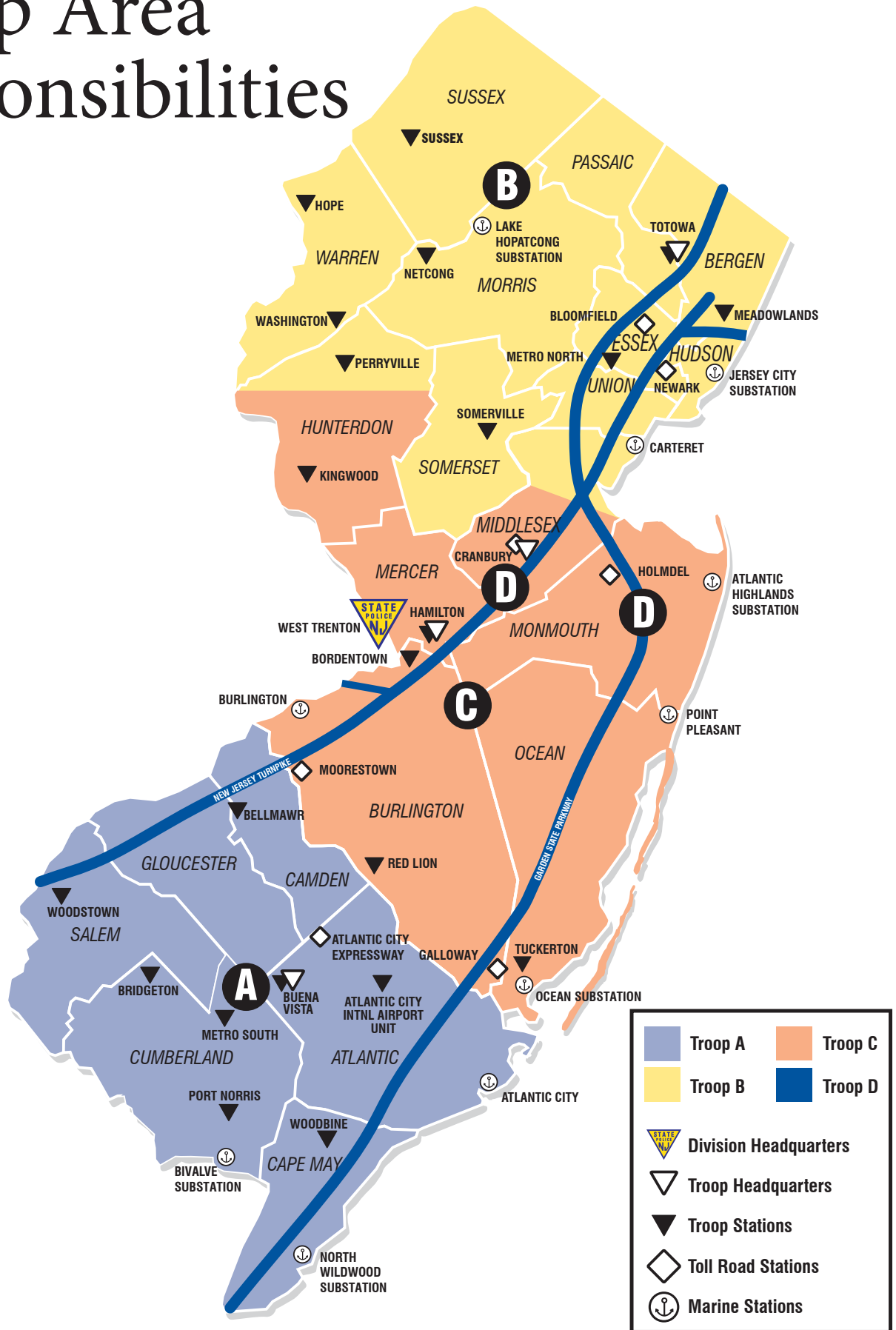


INDEPENDENT

INDEPENDENT



Troop Area Responsibilities



Powers & Duties

Under the executive leadership of the Superintendent, the Division has full police powers and is authorized to enforce any law or ordinance anywhere within the state. The Division of State Police is subject to the call of the Governor and the direction of the Attorney General. They are peace officers of the state and are empowered to furnish police protection; to render first aid to the injured and succor the helpless; and to exercise, in general, the same powers and authority as are conferred by law upon police officers and constables.

The Division of State Police is empowered to prevent crime, to pursue and apprehend offenders, and to obtain legal evidence necessary to ensure the conviction of such offenders in the courts. Division members are authorized by law to execute any lawful warrant or order of arrest issued against any person and to make arrest without warrant for violations of the law in their presence.

Members of the Division of State Police provide statewide enforcement of the criminal, motor vehicle, and marine laws. They are authorized to cooperate with any state department or any state or local authority in the preservation of law and order. The Division directs and controls the State Office of Emergency Management, and when directed by the Governor and the Attorney General, assists local police authorities in controlling unlawful civil disturbances of major proportions as well as State of Emergency Declarations.

Organization

The Division of State Police was established in 1921. The Division is headed by a Superintendent, whose areas of responsibilities are divided into four categories: Investigations, Operations, Administration, and Homeland Security.

The Superintendent directs the activities of the four general road duty commands: Troop “A” (Southern New Jersey), Troop “B” (Northern New Jersey), Troop “C” (Central New Jersey), and Troop “D” (New Jersey Turnpike/Garden State Parkway).

The Superintendent of the New Jersey State Police also serves as the State Director of the New Jersey Office of Emergency Management. In order to effectuate the powers of the Governor, the State Director of Emergency Management supervises, directs, and controls the appointment of one or more deputies and/or assistants to control the daily activities of the State Office of Emergency Management.

The Deputy Superintendent serves as the Acting Superintendent in the absence of the Superintendent. His primary obligation is the execution of staff tasks through the coordinated efforts of its members. The Deputy Superintendent has the responsibility of directing and coordinating the policies of the Superintendent as they pertain to the Division’s Branches and the personnel within.

The organizational structure of the Division of State Police, as depicted in the Organizational Chart, is designed to provide maximum efficiency and effectiveness in the performance of its diversified functions.



Division Headquarters



West Trenton, New Jersey

2020 Statistics at a Glance

Operations Branch

Investigations

Criminal	18,085
Accident.....	31,308
General/CAD Contacts.....	621,285
Arrests Total.....	15,869

Traffic

Motor Vehicle Stops	398,684
Summonses	288,574
Warnings	166,582
Motorist Aids	62,339
Driving While Intoxicated (DWI) Arrests	4,501

Investigations Branch

Investigations Total	2,213
Arrests Total	1,258
Intelligence Section/Organized Crime Investigations ..	728
Number of Arrests.....	690
Racetrack Unit Investigations	21
Polygraph Examinations	170
Motor Vehicle Crimes Unit Investigations	99
Arrests	79
Recovered Vehicles.....	128
Recovered Property Value	\$8,938,088
Fugitive Investigations	264
Cleared By Arrest.....	337
Cyber-Crimes Investigations	26
Missing Person Complaints	314
Missing Persons Located.....	145
Child Exploitation Investigations.....	64
Unidentified Persons Investigations.....	52
Crime Scene Investigations.....	1,997
Laboratory Cases Received	27,422
Laboratory Cases Completed	26,790
Laboratory Cases Received/DNA Analysis.....	6,807
Laboratory Cases Completed/DNA Analysis.....	6,576
Composite Drawing Cases	430

Regulatory Investigations

Solid/Hazardous Waste Investigations.....	271
Approvals	271
Rejections.....	33
Firearms Applications Received	16,099
Private Detective Licenses Issued	466
Security Officer (SORA) Registrations.....	26,754
Bounty Hunter Licenses.....	7
Criminal History Records Inquiries.....	4,709,654
Responses.....	4,709,654
Updates/Modifications	8,875,652

Homeland Security Branch

Marine Bureau

Criminal Investigations	90
Accident Investigations.....	151
General Investigations	39
Boardings	7,318
Assists	766
Pollution Investigations.....	14
DWI Arrests	4

Aviation Bureau

Inter-Hospital Flights	30
On-Scene Pick-Ups	231

Transportation Safety

Commercial Vehicles Inspected.....	33,235
Commercial Vehicle Inspection Summonses.....	6,773
Commercial Vehicles Weighed	1,633,122
Commercial Vehicle Weight Summonses.....	2,239
Commercial Vehicles Taken Out Of Service	5,617

State of New Jersey



DEPARTMENT OF

STATE POLICE

General Order #1 (December 5, 1921)

"It shall be the duty of the members of the New Jersey State Police to prevent crime and pursue and apprehend offenders.

Members should bear in mind that the prevention of crime is of greater importance than the punishment of criminals.

The force individually and collectively should cultivate and maintain the good opinion of the people of the State by prompt obedience to all lawful commands, by a steady and impartial line of conduct in the discharge of its duties and by cleanly, sober and orderly habits and by a respectful bearing to all classes."

Carl N. Herman
SUPERINTENDENT

NEW JERSEY STATE POLICE CORE VALUES Perform Duties Constitutionally and with Compassion

The New Jersey State Police is committed to protecting the public and preserving the peace. To that end, we pledge to enforce the laws and protect all impartially and without prejudice. We will use compassion and abide by the constitution to uphold the rights of all citizens and do so in a manner which exemplifies our code of Honor, Duty and Fidelity.

HONOR - Always act with the utmost integrity and be honest and truthful. Enforce the laws equally and without bias. Hold yourself and other members to the highest ethical standards.

DUTY - To protect and serve the public; prevent crime and apprehend offenders. Insure the highest quality service to the public. Perform our duties honorably and accept the responsibility to carry them out. Our devotion to duty will never waiver.

FIDELITY - Faithfully up hold the traditions of the New Jersey State Police. Strive to embody the principles under which we were founded. Maintain pride in yourself and the organization. Insure that the code of HONOR, DUTY AND FIDELITY are your core values.

Office of the Deputy Superintendent

In 2020, the **Office of the Deputy Superintendent** offered constant and direct support to the Division's Executive Command Staff. The Deputy Superintendent worked arduously to promote communication amongst branches and offices throughout the Division. The office constantly adapted to the ever-changing environment of law enforcement by adopting policies that would promote safe and effective practices by our members but also benefit the citizens we serve. The COVID-19 pandemic offered a true test of our operational capabilities. At the same time, it highlighted the Division's ability to dynamically respond to adversity. Additionally, it accentuated the resilience our members, both civilian and enlisted. Due to the solid and sound function of already established protocols, programs, and operations, the Division was able to mitigate the rapidly evolving demands that the pandemic triggered. The Deputy Superintendent and the Division Executive Officer were instrumental in spearheading many initiatives, including:

- ◆ **A 30-day EMAC deployment to the Island of Puerto Rico. As part of the State Police Earthquake Assistance Relief (Operation S.P.E.A.R.), our members deployed state resources and provided badly needed support to those affected by earthquakes within the southern part of the island.**
- ◆ **Coordinated the establishment of COVID-19 testing mega sites along with field medical hospitals throughout the state in order to combat the pandemic and ultimately laying the foundation for rapid vaccine deployment, delivery, and implementation.**
- ◆ **During the Covid 19 Pandemic, worked closely with the US Army Corps of Engineers to expand the hospital bed capacity throughout the State.**
- ◆ **Established the footprint for the state and local temporary morgues and personal protection equipment (PPE) distribution.**

Throughout calendar year 2020, the Division adopted practical solutions to an unprecedented pandemic in order to continue our core missions, protect the citizens we serve, and support our members. Our core values propelled us through all challenges faced and solidified the Division's commitment to "Honor, Duty, and Fidelity" no matter the magnitude of the obstacles faced.

Office of Professional Standards

The overall mission of the **Office of Professional Standards (OPS)** is to provide a professional and transparent internal affairs process that maintains the integrity of the Division, upholds our core values, ensures the trust and confidence of the public while remaining cognizant of the morale of our members through compassionate and fair treatment of all. The OPS also provides blocks of instruction at various leadership courses and conducts an internal investigation school for both enlisted members and outside



Major Sean Kilcomons
Division Executive Officer



Major James Parker
Commanding Officer

agencies. Recently, OPS members participated in statewide COVID-19 security and relief efforts as a result of the ongoing pandemic. Further, OPS members responded to civil unrest throughout the state. Lastly, the OPS was tasked with the oversight of the implementation of the Benchmarks Analytics System throughout the Division. The new system is used to report and track use of force incidents. The OPS is often asked to participate in policy committees that touch on a myriad of policing topics to include the use of force. The OPS consists of the Internal Affairs Investigation Bureau and the Intake and Adjudication Bureau. As of December 2020, the OPS consisted of 61 members. This included seven professional support personnel and 54 enlisted members.

The **Internal Affairs Investigation Bureau** is responsible for investigating all misconduct complaints made against enlisted members of the State Police. In addition, there are regional field units staffed with investigators, which are located in the northern, central, and southern parts of the state. The Internal Affairs Investigation Bureau conducted 223 misconduct investigations in 2020.

The **Intake and Adjudication Bureau** is divided into four units with varying responsibilities:

The **Intake Unit** accepts, classifies, and assigns or refers all reportable incidents received by the OPS. The Intake Unit is also responsible for notifying complainants of the Division's response to their complaints. Additionally, the Intake Unit is responsible for the management of the Early Warning System, designed to detect patterns and trends in policing. The Intake Unit handled 632 reported incidents in 2020. Lastly, the Intake Unit reviews and assists Division members with the use of force reports located within the Benchmark Analytics System.

The **Administrative Internal Proceedings Unit** is responsible for the adjudication of substantiated allegations of misconduct, convening disciplinary hearings, and serves as a liaison between the OPS, the Office of the Attorney General (OAG), Division of Law Employment and Labor Counseling Section, and the Office of Administrative Law.

The **Staff Inspection Unit** is responsible for instructing field officers in proper inspection techniques, reviewing inspection reports submitted by field supervisors, conducting evidence and administration inspections of stations and field units. The Staff Inspection Unit was also recently tasked with conducting Division-wide inspections to ensure compliance with the State of New Jersey COVID-19 safety protocols.

The **Civil Proceedings Unit** is responsible for recording, classifying, and tracking all civil actions filed against the Division or its individual members. The Civil Proceedings Unit reviews and forwards all requests for legal representation to the proper agency, whether criminal or civil. Additionally, the Civil Proceedings Unit acts as a liaison between the Superintendent's Office, the Office of the Deputy Superintendent, and the OPS Commanding Officer to the appropriate personnel within the OAG regarding civil litigation matters. Furthermore, the Civil Proceedings Unit compiles and provides all requested discovery related to civil litigation to the OAG. Lastly, the Civil Proceedings Unit is charged with researching policies, procedures, training and disciplinary issues in relation to legal matters concerning the Division and serves as the liaison for all federal, state, and county prosecutorial agencies Brady/Giglio requests pertaining to enlisted members of the Division.

Office of Executive Protection

The **Office of Executive Protection**, which includes the Protective Services Unit (PSU), is directly responsible for the security of the Governor of the State of New Jersey and his family. Additionally, PSU provides security for various other New Jersey State dignitaries to include the Lieutenant Governor, Attorney General, Director of Homeland Security and Preparedness, Governor's Chief of Staff, as well as the Governor's Chief Counsel. Members assigned to this office are tasked with planning and providing for the safety and security of their Principal. These services include advancing locations to be visited, the protection of the Principal while traveling to and from event locations, as well as gather intelligence-related information regarding any event and venue that may affect the security of the dignitary. Members also travel with their Principal both domestically and abroad, and coordinate efforts between local security entities, the State Department and the United States Secret Service when necessary. Additionally, unit members provide 24/7 physical security at the Governor's private residence, as well as at Drumthwacket, the official State of New Jersey residence of the Governor.



Major Matthew Lubertazzi
Commanding Officer

Office of Community Outreach & Public Affairs

The **Office of Community Outreach & Public Affairs** is the conduit for information between the Division and the public. The office is responsible for all media inquiries, community partnerships, outreach events, social media engagement, and requests for public records. It is comprised of the Public Information Bureau and the Open Public Records Unit.

Public Information Bureau

The **Public Information Bureau (PIB)** provides 24-hour access to information for the media regarding newsworthy events involving the New Jersey State Police (NJSP) throughout the region. Community partnerships with the many cultural and religious groups in the state are fostered and maintained by unit members, which allows for open dialogue and understanding. The PIB provides messaging on a variety of social media platforms, which amplifies State Police requests for assistance from the public on active investigations, highlights significant accomplishments, and provides community outreach and recruiting information. PIB members coordinate press conferences, write press releases, coordinate interviews with media and film crews, and notify command staff of any incident involving the media and the State Police. During emergencies, PIB members report directly to the incident commander to liaison with the press.



Major Brian Polite
Commanding Officer



The PIB has solicited the assistance of the public in solving crimes via social media, produced public service videos, and participated in outreach events. Social media serves as an effective tool for assisting in solving investigations. This year PIB posts assisted in police investigations through the identification of suspects in thefts, locating missing persons, and locating wanted persons.

The **Open Public Records Act (OPRA) Unit** is the custodian of records and is mandated to respond to a request for government records as soon as possible, but not later than seven business days after receiving a completed request for records. A response consists of granting access or partial access, denying access, or advising the requestor of the need for an extended compliance period.

The OPRA Unit's responsibilities include processing all incoming OPRA requests for the Division of State Police. This includes deciphering what record is being sought by the requestor, locating the department or unit where such records may or may not exist and then proceeding to obtain such records. Once all records are gathered, reviewed, and redacted, a response is written to the requestor detailing what records are or are not being produced and the reason for any redactions or denials. During this time, OPRA Unit members maintain communication with the requestor to keep them up to date on the progress and to seek any extensions needed to complete their requests. During 2020, the OPRA Unit has responded to 1,202 requests for government records.

Equal Employment Opportunity Bureau

The **Equal Employment Opportunity (EEO) Bureau**, and in consultation with the Department of Law and Public Safety EEO Officer, is responsible for monitoring and ensuring the Division's compliance with state and federal statutes, rules and regulations, executive orders, and guidelines as they relate to the New Jersey State Policy Prohibiting Discrimination in the Workplace, in all phases of the employment process. The EEO Bureau coordinates the EEO Intake and Training Unit and the EEO Investigations Unit.

The **EEO Intake and Training Unit** is responsible for the intake of new complaints concerning allegations of potential violations arising under the New Jersey State Policy Prohibiting Discrimination in the workplace. The unit provides information and technical assistance to Division personnel concerning equal employment opportunity issues. The unit is responsible for first level reviews on all Division meaningful review requests, first-level reviews of Brady/Giglio requests for enlisted members and civilian employees, and for the training of Division members to ensure compliance with the New Jersey State Policy Prohibiting Discrimination in the workplace. During 2020, the EEO Intake and Training Unit handled 81 EEO complaints.

The **EEO Investigations Unit** members are assigned to the Office of the Attorney General, Department of Law and Public Safety, and investigate allegations of discrimination and sexual harassment pursuant to the New Jersey State Policy Prohibiting Discrimination in the Workplace. The investigators' responsibilities include: completing complex confidential investigations, completing the final review on all Division meaningful review requests, and completing the final review on all Brady/Giglio requests for enlisted members and civilian employees. When necessary, the investigator or designee will complete a detailed synopsis of any closed or pending matter and forward the information to the EEO Officer for their review as it relates to detachments, transfers, Brady/Giglio, and promotions. During 2020, 23 complaints were being formally investigated by the EEO Investigations Unit. The EEO Bureau also completed 3,493 meaningful review requests and 3,456 Brady/Giglio checks for enlisted and civilian members.

In 2020, the EEO Bureau implemented the use of video training and conducting video interviews, when it was necessary, due to the current environmental climate.

Office of Employee & Organizational Development

The **Office of Employee & Organizational Development (OEOD)** is a comprehensive Employee Assistance Program. Our mission is to provide high quality counseling, consulting, and educational services to employees to help them achieve their personal and professional goals.

The OEOD is comprised of six licensed mental health professionals who practice under the umbrella of confidentiality. Members have a wide range of expertise in addressing the mental health issues that employees might encounter in their daily course of life such as marriage and relationship issues, parenting concerns, depression, bereavement, stress, substance abuse, critical incident stress, and workplace problems. The OEOD provides short term counseling and resolution, assessment and referral to mental health and substance abuse providers. The State Police Chaplains are also affiliated with and available to minister to the spiritual needs of the employees and provide spiritual counseling.

Office of Quality Assurance

The **Office of Quality Assurance** serves the Division of State Police through its primary mission of managing the risk for the State Police. The office acts as the Division's liaison to the Attorney General's Office of Law Enforcement Professional Standards. It is responsible for conducting quarterly Risk Management Core Group (RACG) meetings and serving as the group's main information provider. The office and its sub-units are tasked with several responsibilities centered on the mandates enacted in the 2009 Law Enforcement Professional Standards Act. Among the notable accomplishments for this period, the office worked with the Office of the State Comptroller to assist in its efforts to perform a statutorily mandated periodic audit of the Office of Law Enforcement Professional Standards' and the Division's compliance with NJSA Title 52:17B, 222 et seq. The office was also instrumental, working with other entities within Division, in obtaining approximately one million dollars in federal grant funding for the furtherance of Division's Body Worn Camera Initiative. The Office of Quality Assurance's sub-units include the **Quality Assurance Review & Auditing Unit**, the **Management Awareness Personnel Performance System (MAPPS)**, and **Special Projects Unit**.

The **Quality Assurance and Auditing Unit** carries out its mission of liaising with the Field Operations Section (FOS), Operations Branch, in an effort to ensure that quality supervision is maintained throughout the state. The unit accomplishes this by conducting quality, in-depth Motor Vehicle Stop reviews of critical incidents, periodic audits of routine motor vehicle stop reviews, and other audits to assure accurate accounting of Division's supervisory capacity. Through the detection of discrepancies between patrol performance and standing operating procedure, as it pertains to motor vehicle post-stop activity, the unit helps to ensure compliance with administrative, procedural, and constitutional requirements during Trooper's interactions with the public. The unit communicates its findings to the FOS Risk Management Office to assist in appropriate one-on-one counseling and general training with the front-line Troopers and supervisors. Due to its audits of both FOS and the Office of Law Enforcement Professional Standards' bi-annual oversight reports, the Division has experienced a steady decline in publicly reported deviations from policy and procedure during motor vehicle stops since the 12th Office of Law Enforcement Professional Standards Oversight Report.

The **MAPPS/Special Projects Unit** carries out its mission of maintaining and analyzing records of Division statistical information in order to assure that the statutory mandates of the Law Enforcement Professional Standards Act are met. The unit's mission does not stop at the minimum requirements of the statute and, in many areas, exceeds the mandated

requirements in an effort to assist the Division in self-monitoring, risk identification, and the development of proactive solutions. Much of the analysis is culled in a quarterly report referred to as the “An Analysis of Motor Vehicle Stop Data by Race/Ethnicity.” The reports contain an average of 600 pages of statistical analysis, charts, and graphs for distribution to the Attorney General’s Office and the members of the Risk Analysis Core Group. The report illustrates an analysis of Division’s incidents involving use of force, aggregate MAPPS tables relating to motor vehicle stop data, law enforcement procedures by race/ethnicity, organizational risk management issues, and early warning indicators.

- ◆ **Complied and published the *Annual Use of Force Report***
- ◆ **Conducted Quarterly Trend Analysis Report in compliance with S.O.P. C25, “Training Evaluation and Oversight Program”**
- ◆ **Conducted audits of the Use of Force and misconduct data in MAPPS compared to IA-Pro RMS**
- ◆ **Conducted 41 Racial Profiling Reviews for OPS internal investigations,**
- ◆ **Completed 300 Special Projects including all weekly, monthly, quarterly, and annual management and executive report data.**



Operations Branch

The **Operations Branch** oversees and coordinates the duties and functions of the Field Operations Section. This branch is the front line component of the State Police and is charged with enforcing the laws, protecting life and property, preserving the peace, preventing and detecting crime, arresting violators, serving the public, assisting law enforcement agencies, and providing services to its assigned geographical areas of responsibility and the state's toll roads. Members of the Operations Branch provide uniformed patrol to the State of New Jersey and serve as the backbone to the Division's core functions in service to the citizens of New Jersey in the enforcement of traffic laws, criminal codes, ensuring public safety, and providing general police services. The Operations Branch consists of the Field Operations Section, four regional Troop patrol areas, the Office of Division Operations, the Risk Management Office, Criminal Investigations Office, and the Traffic & Public Safety Office.

Field Operations Section

The **Field Operations Section (FOS)** is comprised of 1,717 enlisted and 221 civilian personnel tasked with rendering the highest quality law enforcement to the communities it serves. The members of the FOS are charged with providing motorists with safe and efficient highway travel by means of proactive enforcement and education methods, with a commitment to providing a safe environment for the public, while enforcing all laws fairly and impartially. The Field Operations Section provides police service to the four regional Troop areas: Troop "A" – Southern New Jersey, Troop "B" – Northern New Jersey, Troop "C" Central New Jersey, and Troop "D" – Toll Roads.

The **Office of Division Operations** coordinates with outside agencies and organizations along with the respective Troop Operations Offices and NJSP Branches for planning and scheduling for all special events, details, dignitary visits, escorts, and large-scale disasters. The Office of Division Operations works directly with all four regional Operations Offices and assists with requests for equipment, personnel, and event specific needs. During 2020, the Office coordinated several significant events, such as Presidential visits to Bedminster, COVID-19 statewide site security, Mass Vaccination Security Task Force coordination, George Floyd mass gathering statewide tracking and operations, Agudath Israel planning and operations, winter weather storm preparedness, Special Olympics Torch Runs, and Rutgers Football Security Details. This office was also responsible for the planning of two NJSP deployments including the Puerto Rico Earthquake Deployment and the 59th Presidential Inauguration Deployment. Additionally, the Office implemented the following strategic initiatives: Active Shooter Incident Response, Mobile Field Force Training, the Hemorrhage Control Initiative, and the Grid Reference Program.

The **Traffic and Public Safety Office (T&PSO)**, in cooperation with the Regional Troop Traffic Offices, promotes the safest highway system model in the country through innovative traffic safety programs, comparative statistical analysis, and enforcement initiatives.



**Lieutenant Colonel
Jeffrey Mottley**
*Operations Branch
Commander*



Major Robert Linden
*Deputy Operations Branch
Commander*

Traffic analysts methodically examine the effectiveness of current traffic programs and develop techniques to improve program efficiency. The office allocates funding for traffic safety programs and ensures the optimization of resources.

The Traffic & Public Safety Office prepares weekly, monthly, and annual statistical reports for the Office of the Superintendent, FOS, PIB, and the Regional Operations and Intelligence Center (ROIC) Section. The Traffic & Public Safety Office chairs the Motor Vehicle Accident and Vehicular Pursuit Review Board, maintains all NJSP traffic related S.O.P.s, and provides comment on Senate and Assembly Bills. The T&PSO is staffed with 30 enlisted and civilian members and comprised of the **Highway Traffic Safety Unit, Fatal Accident Investigation Unit, Safe Corridor Unit, and Delaware River Joint Toll Bridge Unit.**

The **Highway Traffic Safety Unit**, through funding from the Division of Highway Traffic Safety, provides police officers in New Jersey with training in basic, advanced and specialized crash investigation courses. This assists in providing solutions in the prevention of specific crash causes in the hope of reducing fatal crashes. This position seeks additional specialized training in all traffic safety disciplines. The unit is also responsible for managing US\$3.2 million of grant funding from the Division of Highway Traffic Safety.

In 2020, the Highway Traffic Safety Unit, Field Training Officer, in a cooperative effort between the NJSP, the Division of Highway Traffic Safety, and Kean University facilitated three crash investigation classes benefiting law enforcement agencies statewide. In all, 96 officers received training in basic crash investigation. The remainder of the basic and advanced crash investigation, traffic crash reconstruction, and advanced specialty crash classes were canceled due to training facilities being closed due to the COVID-19 pandemic. During this time period, a virtual math review class for traffic crash investigators was developed and implemented, which resulted in 29 officers being trained.



The **Fatal Accident Investigation Unit (FAIU)** responds to scenes of fatal or serious bodily injury crashes upon request from the initial investigating authority or county prosecutor's office. FAIU detectives provide technical assistance to state, county, and municipal law enforcement agencies utilizing specialized equipment and employing traffic crash reconstruction techniques. The FAIU is the sole agency responsible for the administration and enforcement of the Motor Vehicle Race Track Regulations.

During 2020, members of the FAIU responded to over 250 requests for technical assistance at scenes of fatal or serious bodily injury crashes from every State Police station in the Field Operations Section, as well as the Division's homicide units and marine stations in the Marine Services Bureau. Members also responded to requests for technical assistance

from the Attorney General's Shooting Response Team, provided technical assistance to county prosecutor's offices, and municipal police departments in 36 crash investigations. The unit also conducted 50 safety inspections of licensed motor vehicle race venues during a racing season limited by the COVID-19 pandemic.

The **Safe Corridor Unit** serves as the coordinator for the Department of Transportation's Safe Corridor Program, represents the Division with various traffic safety groups and organizations, such as, the New Jersey Police Traffic Officers Association, and liaisons with the Rutgers Center for Advanced Infrastructure and Transportation. Unit members perform analysis of traffic statistics and trends for the Division and other municipal police departments.

Highlights from the most recent (2019) Safe Corridors Report included a 25% decrease in fatal crashes, however, there was a 224% increase in serious crashes. These combined statistics resulted in a decrease of US\$10.2 million in annual crash costs. Ten new Safe Corridor locations previously proposed in 2020 based on interpretive crash analysis are still under consideration by the New Jersey Department of Transportation.

The **Delaware River Joint Toll Bridge Unit (DRJTBU)** is responsible for maintaining the terms of a memorandum of understanding, which was entered into by the New Jersey State Police and the Delaware River Joint Toll Bridge Commission. The commission operates and maintains 20 toll, toll supported, and pedestrian bridges spanning the Delaware River. The New Jersey State Police, in conjunction with the Pennsylvania State Police, serve as the law enforcement providers for these bridges and all additional properties and buildings owned by the commission. During 2020, the six NJSP stations responsible for patrolling the DRJTBC bridges and property responded to over 700 calls for service, including 184 crash investigations, and conducted over 2,500 motor vehicle stops on commission property.

There are various Field Operations Section specialty units assigned to each regional Troop Headquarters. Each Troop is assigned a **Criminal Investigations Office, Strategic Investigations Unit, Operations Office**, with a **Tactical Patrol Unit**, and a **Risk Management Office**.

The **Criminal Investigation Office (CIO)** is comprised of detectives from the Field Operations Section who are assigned to all of the NJSP road stations. These detectives are responsible for conducting criminal investigations within the road stations' areas of responsibility. The CIO detectives also assist the uniform Troopers with their investigations, process arrests, author affidavits and search warrants, manage evidence, and other police-mandated functions. This year, Troop "A" CIO Detective Richard Hershey was named, "Trooper of the Year." His heroic actions and remarkable efforts, while investigating a home invasion style robbery, resulted in him earning this prestigious award.

This year, Troop "A" CIO Detectives participated in the investigation of close to 4,000 crimes. Of those crimes, 312 were initiated by detectives. Some of the more noteworthy investigations were the shooting of Detective Richard Hershey which resulted in the arrest of 26 people and a US\$1.1 Million dollar money laundering and extortion scheme which resulted in the arrest of four people and the recovery of over US\$500,000 in stolen property. Additionally, detectives handled a multitude of death investigations, shootings, armed robberies, burglaries, thefts, and 124 sex related crimes. As a result of their investigative efforts, 207 individuals were arrested and 239 search warrants were executed. Moreover, they seized 31 guns and recovered approximately US\$600,000 in stolen property.

This year, Troop "B" CIO Detectives participated in the investigation of 4,388 crimes. Of those crimes, approximately 135 were initiated by Troop "B" CIO Detectives. During the calendar year, detectives were recalled on 90 different investigations and were authors of approximately 60 search warrants. One notable CIO investigation, initiated in the Sussex Station area, detectives followed up on 21 burglaries, working in conjunction with 13 other local agencies in multiple states that had similar burglaries, a suspect was developed. The suspect was apprehended and a subsequent search warrant ended up with the recovery of 9 firearms, jewelry, body armor, and a plethora of other stolen items.

This year, Troop "C" CIO Detectives participated in the investigation of close to 3,700 crimes. Of those crimes, 271 were initiated by Troop "C" CIO Detectives. During the calendar year, detectives investigated 85 sex related offenses, were recalled on 95 different investigations, and either authored or assisted on over 220 search warrants. One notable CIO investigation was the arrest of a home health aide for several counts of aggravated sexual assault. The case involved a disabled minor, wherein the minor sustained a fractured femur.

Each Troop is assigned a Criminal Investigations Office, Strategic Investigations Unit, Operations Office, with a Tactical Patrol Unit, and a Risk Management Office.

This year, Troop “D” CIO Detectives participated in 211 investigations, authored 4,698 supplemental investigations, made 251 arrests, and executed 60 search warrants. Detectives assisted with 181 accident investigations, were recalled 102 times, reviewed 6,874 reports, conducted 423 interviews, and handled 2,232 pieces of evidence. The unit developed 12 confidential informants, seized US\$279,922 and recovered drugs worth US\$827,287. One notable CIO investigation was the dismantling of an auto theft network. This year-long investigation resulted in the arrest of 6 suspects for 35 separate crimes.

Following a reorganization in 2020, the **Victim Services Unit** was moved under the supervision of the Criminal Investigation Office. The mission of the Victim Services Unit is to coordinate with state, county, and municipal agencies to develop and implement domestic violence and sexual violence policy, procedures, and trainings. The unit also works with road Troopers to enhance their training and understanding of the protocols and procedures to properly handle the investigation of these inter-personal crimes. The Victim Services Unit works to ensure that victim needs are met and their rights are upheld in an effort toward reducing the frequency of violent injuries and deaths as a result of domestic and sexual violence incidents. The unit advocates for victim rights by expanding Troopers’ knowledge of how to assist victims through centric, non-biased, and trauma informed approach.

Each regional Troop Headquarters has an **Operations Office** that oversees squads of **Tactical Patrol Units (TPU)**. Tactical Patrol Units have various functions that supplement and support the responsibilities of the Field Operations Section throughout the state. The TPUs conduct aggressive traffic patrols in station areas for traffic enforcement and accident prevention, high visibility and strategic patrols in high crime areas, security and dignitary escorts throughout the state, and respond to incidents of civil disorder and natural catastrophe.

In 2020, the Troop “A” TPU Squads and the Operations Office coordinated with the United States Secret Service and various other law enforcement agencies to effectively execute an operational Plan for President Trump’s rally in Wildwood. This operational plan required several escorts, securing air space, train rail line shutdowns, monitoring waterways, and road closures, to ensure the President’s safe passage. TPU also worked with agents from the United States Housing and Urban Development and United States Capital Police for visits from Secretary Ben Carson and Speaker of the House Nancy Pelosi, as well as other various dignitaries. The Operations Office also assisted and participated in a tabletop exercise with the FBI, Nuclear Regulatory Commission, and other agencies during the renewal of the safety certifications for the Salem Nuclear Power Plant.

A

2020 Troop “A” Operations Office Statistics:

- ◆ **Assigned Details.....57**
- ◆ **Assigned Escorts26**
- ◆ **Other Agency Assists16**
- ◆ **Station and Other State Police Unit Assists20**
- ◆ **Assigned Funeral Details.....13**

Troop “B” TPU operates in the northern, most densely populated area of the state. Due to the geographical location and proximity to both Newark and Morristown airports, the Troop “B” TPU was tasked with providing a high frequency of escorts during this past calendar year. Troop “B” TPU assisted the United States Secret Service with numerous escorts and protection details for the President Trump’s visits to his home in Bedminster, the Vice President’s visits, along with various national and world leaders.

2020 Troop “B” Tactical Patrol Unit Statistics:

◆ Assigned Details	251
◆ Assigned Escorts	66
◆ Other Agency Assists	42
◆ Homeland Security Details	0
◆ Station Assists	105
◆ Assigned Funeral Details	38



In 2020, Troop “C” TPU embarked on a patrol initiative to assist the Trenton Police Department in crime deterrence through high visibility patrols based upon intelligence and crime trends. The mission of the “Trenton Initiative” is to assist with the rise in violent crimes and make strategic gains in preventing them. Troop “C” Operations works with the Regional Operations and Intelligence Center Section and Trenton Police Department to gather intelligence related to shootings, armed robberies, and violent crimes that recently occurred within the City of Trenton. Troop “C” Tactical Patrol Unit deploys ten Troopers, twice a week in high visibility patrols within the city.


2020 Trenton Initiative Statistics:

◆ Deployments	42 days
◆ Motor Vehicle Stops	519
◆ Patrol Related Arrests	316
◆ Warrant Arrests	195
◆ Criminal Arrests	121
◆ Investigations	103
◆ Guns Recovered	2
◆ Probable Cause Searches.....	78
◆ Summons Issued	654
◆ Warnings Issued	208
◆ Heroin Decks Seized	101
◆ Field Interviews	194



The **Strategic Investigations Units (SIU)** from Troops “A”, “B”, and “C” have generated 164 investigations. These investigations resulted in 132 arrests, 77 search warrants, seizures of firearms and cash in excess of US\$800,000. The units embrace Intelligence Led Policing and this year the focus was the training of the Field Intelligence Officers (FIO). They work collaboratively with the Troop Intelligence Officers to gather intelligence and act upon that intelligence. The SIUs provide a unique opportunity for road Troopers to learn, via detachments, from experienced detectives within SIU, other units, and outside agencies.

The Strategic Investigations Units are assigned out of the Regional Troop Headquarters. The SIUs are comprised of detectives that conduct proactive criminal investigations focused on the Intelligence Led Policing model. The SIUs conduct focused and specific criminal investigations in road stations’ areas of responsibility. The SIUs are fluid and operate in various jurisdictions targeting areas where criminal activity is occurring.



2020 Troop “A” SIU Statistics:

- ◆ **Search Warrants Executed18**
- ◆ **Criminal Arrests21**
- ◆ **Investigations20**
- ◆ **CDS Value Seized..... US\$300,000**
- ◆ **Currency Seized US\$124,259**
- ◆ **Vehicle Seized..... US\$30,000**
- ◆ **Recovered Firearms14**
- ◆ **Recovered Stolen Property..... US\$1,400**

The Troop “B” SIU is tasked with primary oversight and management of the Troop “B” County Assistance Program (CAP). The CAP currently consists of four Field Operations Section (FOS) Troopers (Road Troopers) detached to Strategic Investigations Unit North and assigned to County Task Forces in Warren, Hunterdon, Morris, and Sussex Counties. The unit head maintains a reciprocal line of communication with the Troopers under his supervision, as well as a grasp of their current cases to include status and operational plans.

2020 Troop “B” SIU Statistics:

- ◆ **Investigations 65**
- ◆ **Supplemental Investigations 12**
- ◆ **Arrests 94**
- ◆ **Search Warrants 26**
- ◆ **Special Details..... 6**
- ◆ **Unit Assists 65**
- ◆ **Cash Recovered/Seized Value US\$713,162**
- ◆ **Drugs Recovered/Seized Value..... US\$235,480**
- ◆ **Vehicles Recovered / Seized Value US\$12,224**



The Troop “C” SIU conducts pro-active and intelligence driven criminal investigations including, but not limited to, controlled dangerous substance offenses, weapons offenses, document fraud offenses, and quality of life offenses in the Troop “C” areas of responsibility.

2020 Troop “C” SIU Statistics:

- ◆ **Criminal Investigations**79
- ◆ **Search Warrants**33
- ◆ **Confidential Informants**41
- ◆ **Arrests**17
- ◆ **FIO Debriefings**60
- ◆ **Info Share Entries**.....75

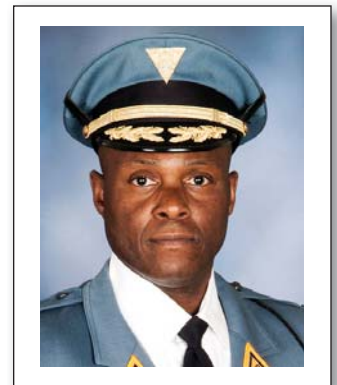
C

The **Risk Management Office** is located in each regional headquarters. The main responsibility of the Risk Management Office is to facilitate Division policy and procedure compliance, as well as identify, schedule, and deliver mandated/necessary training needs. The Risk Management Office conducts in-depth Standard DIVR Reviews of critical incidents, specifically consent searches, use of force incidents, and canine deployments. This office is responsible for the second level approval of all Motor Vehicle Stop Reports involving probable cause searches including critical incidents. Furthermore, the Risk Management Office conducts Standard or Management DIVR Reviews of assigned Section Patrol Practice Assessment Reviews (SPPAR).

Troop “A”

Troop “A” serves the southern geographical portion of the state from the Delaware River to the Atlantic Ocean, covering 2,104 square miles, with a population of over 1.4 million people. The Troop “A” area of responsibility is spread throughout the southern six counties; Atlantic, Gloucester, Camden, Salem, Cumberland, and Cape May. Troop “A” Headquarters is located in Buena Vista Township, Atlantic County. The Troop consists of eight stations, which provide law enforcement functions for 28 municipalities and have patrol responsibilities for the Atlantic City Expressway, along with all state highways and interstates within the southern six counties. In addition to these stations, Troop “A” provides law enforcement services at the Atlantic City International Airport, a Criminal Investigations Office, an Operations Office, which includes the Tactical Patrol Unit, a Strategic Investigations Unit, a Traffic Office and a Risk Management Office. All of these entities work together to serve the citizens throughout the southern region of New Jersey.

The **Atlantic City Expressway** and **Bellmawr Stations**, have the primary responsibility of patrolling the highways in their station area. The Atlantic City Expressway Station patrols the entire 44 miles of the Atlantic City Expressway, as well as the Brigantine Connector Tunnel. The Bellmawr Station has the responsibility of patrolling State Highway 42, I-76, I-676, a portion of I-295, and 20 miles of State Highway 55. Their function is to patrol the roadways within their station area to provide safe passage for all motorists. They accomplish this by identifying and stopping motorists committing traffic violations, motorists with disabled vehicles, and investigating motor vehicle crashes.



Major Mach Jackson
Troop “A” Commander



The **Buena Vista Sub-Station, Bridgeton, Port Norris, Woodbine, and Woodstown Stations** are the primary law enforcement agency for municipalities in southern New Jersey. Their area of responsibility spans throughout the southern six counties of the state. They are responsible for all general police calls in their respective station areas along with patrolling the highways and roadways throughout their area of responsibility. Station personnel are involved with community events and provide security for all schools in their area, as well as conducting checks on critical infrastructures within their region. They work with local and county governments to address their concerns and the citizens of the townships they patrol.

Unlike the other Stations in Troop “A”, the Metro South Station has no assigned area of responsibility. They respond to areas within the southern six counties plagued by high crimes, or areas having a spike in violent crimes. Members of the station have established partnerships with local law enforcement, county prosecutor’s offices, county sheriff’s offices, and other state agencies.

A

2020 Troop “A” Statistics

- ◆ **Motor Vehicle Stops** **65,292**
- ◆ **Summons issued**..... **50,687**
- ◆ **Warnings Issued** **19,028**
- ◆ **Arrests** **5,801**
- ◆ **DWI Arrests** **1,251**
- ◆ **Motor Vehicle Accident Investigations**.....**6,217**
- ◆ **Investigation Reports**..... **6,031**
- ◆ **Operation Reports** **10,042**

The **Atlantic City International Airport Unit** has the responsibility of providing security operations at the Atlantic City International Airport. The unit provides all security for the Atlantic City International Airport terminal, as well as parking areas and roadways around the terminal. They respond to all emergency calls within the terminal, as well as surrounding property, and assist security screeners when criminal activity is suspected.



Major Michael Devlin
Troop “B” Commander

Troop “B”

Troop “B” serves the northern geographical portion of the state, with its headquarters located in Totowa Borough, Passaic County. Troop “B” covers from the border of Pennsylvania on its western most portion of the Troop, across the state to the Hudson River on the eastern most portion. The northern most border of the Troop boundary is New York State. Troop “B” is also located directly across the Hudson River from New York City. Ten counties are located within the boundaries of Troop “B”: Bergen, Essex, Hudson, Hunterdon, Morris, Passaic, Somerset, Sussex, Union, and Warren. The total area of coverage for Troop “B” is approximately 2,860 square miles, with a population of approximately 4.7 million citizens.

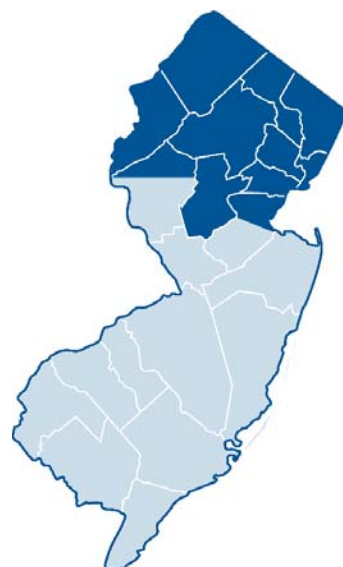
Troop “B” consists of eight stations: **Hope, Meadowlands, Netcong, Perryville, Somerville, Sussex, Totowa-Sub, and Washington** and five specialty units Tactical Patrol/Operations Unit, Traffic Office, Criminal Investigation Office, Strategic Investigations Unit, and Risk Management Office. Troop “B” has the responsibility of providing full police coverage to

29 municipalities, and part-time coverage to six municipalities along, with police coverage of the New Jersey Veterans Memorial Home, Woodbridge Developmental Center, Green Brook Regional Center, Greystone Park Psychiatric Hospital, MetLife Stadium, the American Dream Shopping and Entertainment Center, and the New Meadowlands Racetrack. The eight stations also patrol 218 miles of five interstate highways that traverse North Jersey; I-78, I-80, I-95, I-280, and I-287, as well as State Highway 24, a ten-mile state highway connecting I-287 and I-78.

Troop “B” continues to follow the mission to protect, preserve, and safeguard the constitutional and civil rights of all citizens through impartial and courteous law enforcement with integrity and professionalism. They ensure safety and provide quality service in partnership with our communities. Troop “B” accomplishes this mission with an aggressive traffic enforcement, accident reduction, and DWI enforcement program in all stations. These stations are also tasked with investigating an ever increasing amount of motor vehicle accidents, criminal investigations, and homeland security incidents.

In 2020, Troop “B” was tasked with taking on patrol duties for the American Dream Shopping and Entertainment Center, the second largest mall in the country. At 3.5 million square feet, the American Dream Shopping and Entertainment Center will house a combination of retail, dining, entertainment, and attractions that will play host to an estimated 40 Million visitors annually. This includes North America’s largest fully-enclosed indoor water park, an amusement park, a 16-story indoor ski and snow park, a live performing arts theater, a 285-foot tall observation wheel, movie theaters, an aquarium, a Lego Discovery Center, an NHL-size ice rink, and two 18-hole miniature golf attractions. The dining terrace will include 15 full-service restaurants. A 1,000-room hotel is also planned for the northern end of the American Dream. There will be over 33,000 parking spaces dedicated to the American Dream Shopping and Entertainment Center.

As a result of opening this venue, the NJSP proactively increased the personnel assigned to the Meadowland Station making it a fully staffed road station capable of performing 24/7 patrol and investigative duties.



2020 Troop “B” Statistics

◆ Motor Vehicle Stops	116,030
◆ Summons Issued.....	76,371
◆ Warnings Issued	51,760
◆ Arrests	4,270
◆ DWI Arrests	1,128
◆ Motor Vehicle Accident Investigations.....	10,464
◆ Investigation Reports.....	4,333
◆ Operation Reports	7,561



The **Traffic Office** is responsible for numerous areas regarding traffic safety including: assigning Troopers “Memorandum of Understanding” Details throughout the Troop “B” area, reviewing all motor vehicle accident reports, reviewing all serious and fatal crash reports, reviewing all troop car crashes, reviewing all motor vehicle pursuits, coordinating and supervising all child seat inspection details, assignment of DWI mobile details and monitor their efficiency, and assign all crash reduction, Click It or Ticket, radar/laser enforcement, seatbelt/child seat and You Text You Pay details. The Traffic Office is also responsible for the

accountability of all traffic-related equipment, yearly training on the radar and laser devices, calibration of all tuning forks and responses to all Attorney General referrals.

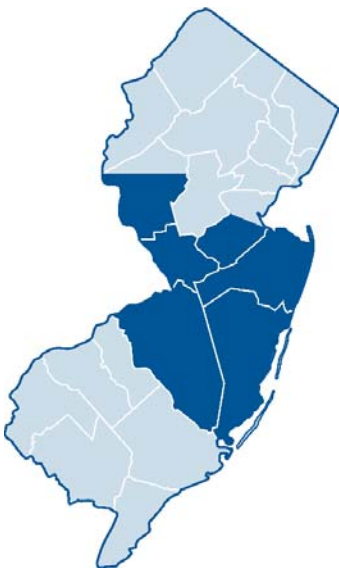
B

2020 Traffic Office Statistics:

- ◆ **Assigned/Reviewed/Verified 11,000 MOUs**
- ◆ **Reviewed Approximately 10,500 Motor Vehicle Crash Reports**
- ◆ **Reviewed 35 Fatal Motor Vehicle Crash Reports**
- ◆ **Reviewed 110 Pursuits**
- ◆ **Conducted 72 Child Seat Inspections**
- ◆ **90 DWI Patrols Conducted Resulting in 72 DWI Impaired Driver Arrests**
- ◆ **The Crash Reduction Details Resulted in:**
 - ◆ **Motor Vehicle Stops 3,041**
 - ◆ **Target Summons 1,634**
 - ◆ **Total Summons..... 2,426**
 - ◆ **DWI Arrests 16**
 - ◆ **Criminal Arrests 50**
 - ◆ **Click It or Ticket Details, 18**
 - ◆ **Radar/Laser Details..... 11**
 - ◆ **Seatbelt/Child Seat Details 11**
 - ◆ **You Text You Pay Details assigned/
reviewed and verified..... 10**



Major Greg Giannone
Troop “C” Commander



Troop “C”

New Jersey State Police Troop “C” serves the central jurisdictional portion of the state, with its headquarters located in Hamilton Township, Mercer County. It covers from the Delaware River on the western portion of the Troop, across the state to the Atlantic Ocean on the east coast. The southern border of the Troop boundary extends to portions of Burlington and Ocean County, while the Troop boundary to the north is in Middlesex County. The total area of coverage is 2,806 square miles, with a population of approximately 3.4 Million citizens. The Troop consists of five road stations: **Hamilton Sub-Station, Red Lion, Bordentown, Kingwood, and Tuckerton**, along with offices at the New Jersey State Capitol Complex.

The five Troop “C” Stations are responsible for 20 municipalities in seven counties in central New



Jersey. These stations patrol five state highways and 430 miles of three major interstate highways: I-95, I-295, and I-195. There are five Delaware River bridge crossings located in the Troop “C” area which are primary bridge responsibilities for Kingwood and Hamilton-Sub Stations.

2020 Troop “C” Statistics:

- ◆ **Motor Vehicle Stops 71,746**
- ◆ **Summons Issued..... 47,001**
- ◆ **Warnings Issued 30,808**
- ◆ **Arrests 4,479**
- ◆ **DWI Arrests 843**
- ◆ **Motor Vehicle Accident Investigations.... 3,317**
- ◆ **Investigation Reports..... 3,901**
- ◆ **Operation Reports 8,501**



The **Office of State Governmental Security (OSGS)** organizes, directs, manages, and reports the activities of the Security Operations Unit, State House Complex Security Unit, and R.J. Hughes Justice Complex Security Unit. The Office of State Governmental Security has formulated a layered security approach that effectively combines training, policy, procedures, and physical countermeasures to reduce the vulnerabilities associated with both street crimes and terrorism.

Troop “D”

Troop “D” is comprised of two regions, the **Turnpike Region** and the **Parkway Region**, with six stations. The Turnpike Region is responsible for patrolling the New Jersey Turnpike, which consists of 148 miles, incorporating areas of four to twelve lanes. The New Jersey Turnpike, with a total of 1,194 lane-miles handled over 199 Million vehicle miles traveled in 2020. The Turnpike Region stations include: **Moorestown, Cranbury, and Newark Stations.**

The Parkway Region is responsible for patrolling the Garden State Parkway which extends 173 miles from the southern tip of New Jersey to the New York Thruway. The Garden State Parkway provides easy access to most shore areas in the state and handled over 377 Million vehicle miles traveled in 2020. The Parkway Region includes: **Galloway, Holmdel, and Bloomfield Stations.**

These six stations are supplemented with Tactical Patrol Units. These specialized Units are assigned to high crash areas in each station area to reduce motor vehicle crashes, enhance police presence and visibility, and increase traffic safety and enforcement. The Tactical Patrol Units also conducted 117 escorts and 208 details in 2020.

Traffic Offices are located in the Cranbury and Holmdel Regional Headquarters. The Traffic Office is responsible for reviewing all motor vehicle crash reports, all serious and fatal crash reports, all troop car crashes, and all motor vehicle pursuits. The Traffic Officers also coordinate and supervise all child seat inspection details, DWI mobile details, and crash reduction details. The Traffic Office is also responsible for the accountability of all speed



Major Terence Carroll
Troop Commander

detection equipment, the annual calibration of tuning forks, and responses to Attorney General Citizen Services Referrals.

D

2020 Troop “D” Statistics:

- ◆ Reviewed 11,222 Motor Vehicle Crash Reports
- ◆ Reviewed 53 Fatal Motor Vehicle Crash Reports
- ◆ Reviewed 77 Pursuits
- ◆ The Crash Reduction Details resulted in:
 - ◆ Motor Vehicle Stops 20,760
 - ◆ DWI Arrests50
 - ◆ Total Summons..... 14,574
 - ◆ Speed Summonses 7,004
 - ◆ Seatbelt Summonses 2,020
- ◆ Selective Enforcement Details:
 - ◆ “Click It or Ticket” Details.....24
 - ◆ “Drive Sober or Get Pulled Over” Details.....6
 - ◆ “Speed Enforcement” Details.....10
 - ◆ “Over the Limit Under Arrest” Details20
 - ◆ “You Text You Pay” Details17



Troop “D” Turnpike Region

(Inclusive of Overtime details, Tactical Patrol and Commercial Vehicle Inspection Units):

- ◆ Motor Vehicle Stops 45,629
- ◆ Summons Issued 37,855
- ◆ Warnings Issued 17,081
- ◆ Arrests 1,131
- ◆ DWI Arrests 365
- ◆ Motor Vehicle Accident Investigations..... 4,565
- ◆ Investigation Reports..... 896
- ◆ Operation Reports 2,641

Troop “D” Parkway Region

(Inclusive of Overtime details, Tactical Patrol and Commercial Vehicle Inspection Units):

- ◆ **Motor Vehicle Stops** **55,440**
- ◆ **Summons issued**..... **34,613**
- ◆ **Warnings Issued** **17,305**
- ◆ **Arrests** **806**
- ◆ **DWI Arrests** **414**
- ◆ **Motor Vehicle Accident Investigations**..... **6,657**
- ◆ **Investigation Reports**..... **626**
- ◆ **Operation Reports** **1,823**



Troop “D” also provides patrol and security functions for events at the PNC Arts Center in Holmdel. The PNC Arts Center season operates from May through September. However, during the COVID-19 pandemic, the PNC Arts Center was designated as a FEMA testing center and in conjunction with the National Guard, Troop “D” personnel provided on-site security. The Emergency Response Unit documented that **16,830** people were tested at the PNC Arts Center between **March 23 and June 29, 2020**.

Newark Station





Lt. Colonel Fritz Fragé
Investigations Branch
Commander

Investigations Branch

The **Investigations Branch** prevents, disrupts, interdicts, and investigates violent and recidivist offenders, organized criminals, terrorism, corruption, and casino-related crime that collectively undermines New Jersey’s public safety and security, while at the same time providing professional forensic, investigative intelligence, and regulatory services across the state. The branch is comprised of 453 enlisted members and 252 civilian personnel. They are represented across various positions that include detectives, analysts, scientists, investigators, photographers, technicians, and administrative assistants. Working together, they advance the investigative mission objectives of the Investigations Branch, and more importantly the New Jersey State Police.

The Investigations Branch advances a varied mission rooted in the collective efforts of its four sections. The Special Investigations Section, the Forensic & Technical Services Section, the Regional Operations & Intelligence Center Section, and the Intelligence & Criminal Enterprise Section each have a different focus as it relates to the investigative discipline.



Major John Marley
Deputy Investigations Branch
Commander

Special Investigations Section

The mission of the **Special Investigations Section (SIS)** is to investigate and prevent violent and organized crime, computer crime, and casino-related crime that undermines New Jersey public safety and security, while providing technical and regulatory services to support the state’s law enforcement community. The section is comprised of four bureaus that include: the **Criminal Investigations Bureau, High Tech Crime Bureau, Casino Gaming Bureau, and the Regulatory & Investigative Services Bureau.**

During the 2020 calendar year, members of the Special Investigations Section accomplished the following:

- ◆ **Investigations 1,515**
- ◆ **Arrests 618**
- ◆ **Firearms Seized40**



Major James McGowan
Commanding Officer,
Special Investigations
Section

Criminal Investigations Bureau

The mission of the **Criminal Investigations Bureau** is to provide investigative, technical and specialized expert assistance within the Division, as well as to our partners in federal, state, and local law enforcement agencies. The Criminal Investigations Bureau expertise is in the areas of homicide, violent crime, missing persons, and fugitive apprehension. The bureau consists of the **Fugitive Unit, Major Crime North Unit, Major Crime South Unit, Missing Persons Unit, and Cold Case Unit.**

The **Fugitive Unit** is tasked with investigating the whereabouts of the state's most wanted and violent fugitives. Fugitive Unit members are assigned to the United States Marshals Service New York/New Jersey Regional Fugitive Task Force, where they are special deputy task force officers. Unit members operate throughout the state, and beyond, to locate and arrest wanted subjects. The Fugitive Unit is tasked with maintaining and investigating the whereabouts of persons on the New Jersey's Most Wanted Fugitive List, along with the 1-800 most wanted tip line and website. Unit members conduct Mobile Deployment Initiatives (MDI) throughout the state, targeting areas with an increase in violence, in an attempt to locate and arrest wanted persons operating in a specific geographic area.



In 2020, Fugitive Unit detectives arrested 337 fugitives and seized 35 guns. Detectives working throughout New Jersey arrested fugitives wanted on a variety of charges, to include: murder, attempted murder, unlawful possession of a weapon, aggravated assault, and possession of a controlled dangerous substance.

The **Major Crime North Unit (MCNU)** is tasked with investigating murders, shootings, cold case murders, kidnappings, suspicious deaths, and any other major investigations within State Police jurisdictions. The MCNU members provide investigative support and guidance to State Police units, along with local, county, federal, and state agencies throughout the country. These members are assigned to the Attorney General's Shooting Response Team to investigate all fatal police shootings and in-custody deaths which occur in the State of New Jersey. The Major Crime North Unit provides lectures and training in the proper care and evaluation of crime scenes, evidence handling, case management, guidance at autopsies, and assurance that all medico-legal aspects of an investigation are covered. Additionally, MCNU has a member assigned to the Essex County Homicide Task Force and the North Regional Cold Case Task Force.

The **Major Crime South Unit (MCSU)** is tasked with investigating murders, shootings, cold case murders, kidnappings, suspicious deaths, and any major investigations within State Police jurisdictions. MCSU members provide investigative support and guidance to State Police units, along with local, county, state, and federal agencies throughout the country. These members are assigned to the Attorney General's Shooting Response Team and investigate all fatal police shootings and in custody deaths which occur in the State of New Jersey. The Major Crime South Unit provides lectures and trainings for the proper care and evaluation of crime scenes, evidence handling, case management, guidance on autopsies, and assurance that all medico-legal aspects of an investigation are covered. Additionally, the MCSU has a member assigned to the Mercer County Homicide Task Force.

During 2020, members of our Major Crimes North & South Units have been activated 31 times in reference to the State of New Jersey Attorney General's new policy regarding fatal police involved shootings and in police custody deaths.

The **Missing Person Unit (MPU)** is tasked with investigating the whereabouts of missing persons reported in the State of New Jersey and throughout the country. The MPU is the authority for the issuance of Amber Alerts, Silver Alerts, Safe Haven, and Child Abduction Response Team activations. The MPU maintains the unidentified persons database and conducts trainings throughout the State of New Jersey for the Child Abduction Response Team. These members are the contact point for all outside agencies in reference to missing person investigations. MPU members provide investigative guidance to



federal, state, county, and local agencies on a daily basis. The MPU hosted the third annual “Missing in New Jersey” Event at the Rutgers University, Newark Campus.

In 2020, Missing Persons Unit detectives recovered 145 missing persons, identified 16 unidentified bodies, issued two AMBER Alert, and conducted six Child Abduction Response Team Training Sessions, which resulted in the training of 272 law enforcement personnel. Unit detectives also responded to 12 Child Abduction Response Team activations statewide

In January 2020, the **Cold Case Unit** was established and solely dedicated to solving unsolved homicides. The unit has established a system for cataloging the unsolved cases, reviewing them for workable leads and when feasible begun operational investigative tasks. The unit has cataloged over 200 unsolved homicide cases and implemented a regionalized organizational system to track the case progression of each investigation. The Cold Case Unit has also developed a Cold Case Assessment System based on national best practices which allows the unit to uniformly review each case and assess the viability of the case for continued investigation. The unit has established working relationship with the NJSP Office of Forensic Sciences, the Attorney General’s Office, and various county prosecutor’s offices to insure all cases are properly reviewed with input from a scientific and legal perspective. A plan has been developed for the Cold Case Unit to head a multidisciplinary team tasked with reviewing cold cases and evaluating those cases for future investigation.

High Tech Crime Bureau

The mission of the **High Tech Crime Bureau** is to investigate crimes where advanced technologies were the target or instrument of a crime and to provide technical support services and investigative assistance to the law enforcement community. The bureau consists of the **Internet Crimes Against Children Unit**, **Electronic Surveillance Unit**, **Cyber Crimes Unit**, **Polygraph Unit**, and **Regional Computer Forensics Laboratory Unit**.



The mission of the **Internet Crimes Against Children Unit (ICACU)** is to engage in proactive and reactive investigations and prosecutions of persons involved in child abuse and exploitation involving the Internet, while providing support to the law enforcement agencies of New Jersey and education & awareness to the public.

During the Internet Crimes Against Children Unit (ICACU) undercover chat operation “Open House,” Richard Hoffman was arrested and charged with Child Luring. During a pre-polygraph interview, the suspect admitted that he had sexual contact with a fifteen-year-old female and might have inappropriate images of her on his phone. ICACU members conducted a subsequent interview of the female victim.

The victim confirmed that Hoffman had met with her on various occasions to have sexual relations and they shared inappropriate photos with each other. Detectives conducted a forensic examination of Mr. Hoffman’s phone, which revealed a video file of the victim that fit New Jersey’s standard for child sexual abuse material. At a later date, the victim advised that after Hoffman’s arrest, the relationship and sexual relations continued. Hoffman advised her to delete everything from her phone before talking to law enforcement. ICACU members obtained an arrest warrant for Possession of Child Pornography, Manufacturing of Child Pornography, Debauching the Morals of a Child, Sexual Criminal Contact, Sexual Assault, and the Tampering of a Witness. On February 7, 2020, Richard Hoffman was arrested again, this time at his residence. He was subsequently lodged in the Cape May County Jail.

The mission of the **Electronic Surveillance Unit (ESU)** is to provide 24/7 statewide technical support for investigative and intelligence-gathering needs in four areas: wiretap infrastructure support, wireless interrogation & tracking, digital video/audio collection & tracking, and evidence handling and enhancement.

In 2020, Electronic Surveillance Unit detectives conducted 65 Title III Intercepts, 222 Pen Register Orders, 8 Consensual Intercept Assistance requests, 48 Track Assists, two Crisis Negotiation Team call-outs, 158 high voltage pole camera installations, eight Electronic Surveillance Countermeasure Sweeps, five GPS installations, 26 drone deployments, three audio enhancements, and 44 evidence products to include consensual downloads, defense requests, wiretap discovery evidence, and duplication of all types of evidential media.

The **Cyber Crimes Unit** is a 24/7 on-call unit that conducts and assists in investigations where computers, networks, telecommunication devices, and other technological instruments are the vehicle or target for the commission of criminal acts against network resources critical to the function of corporate or government entities.

The **Polygraph Unit's** mission is to continue to develop a properly trained and equipped staff capable of furthering federal, state, and local law enforcement agencies' criminal investigations by conducting polygraph examinations, interviews, interrogations, and written statement analyses of victims, suspects, witnesses, and informants. The unit is also tasked with training Troopers in the discipline of "Interview and Interrogation."

The **New Jersey Regional Computer Forensics Laboratory (NJRCFL)** is part of a nationwide program initiated in 2000 by the Federal Bureau of Investigation (FBI) to facilitate computer evidence management and computer examinations in support of federal, state, and local law enforcement agencies. The laboratory is a one-stop, full-service, forensic laboratory devoted to the examination of digital evidence in support of law enforcement.

Casino Gaming Bureau

The mission of the **Casino Gaming Bureau** is to work in cooperation with the New Jersey Division of Gaming Enforcement and the New Jersey Casino Control Commission to maintain the integrity of the Atlantic City casino industry. In addition, the Casino Gaming Bureau detectives work cooperatively with local, state, county, and federal law enforcement agencies that have an interest in conducting criminal investigations that have a nexus to the casino industry, the Atlantic City Tourism District, and online gaming statewide.

The bureau consists of the **Casino Operations Unit, Special Investigations Unit, Financial Crimes Unit, and Casino Services Unit**. Most notably during the year of 2020, members of the Casino Gaming Bureau initiated 1,004 criminal investigations, made 237 arrests, issued 443 hand summonses, completed 1,694 supplemental investigations, seized six firearms and US\$15,804.

The **Casino Operations Unit's** primary area of responsibility is the investigation of criminal activity occurring on the casino floor in each Atlantic City's nine casinos without interruption regardless of the time or day. In addition, the unit is also responsible for the investigation of administrative violations of the Casino Control Act and the Casino Control Commission's Rules and Regulations.



The **Special Investigations Unit** is comprised of the Strategic Investigation Squad and the Financial Crimes Investigation Squad. The Strategic Investigation Squad primarily focuses on proactive and protracted complex investigations related to various crimes inherent to the casino industry. Members of the Financial Crimes Investigation Squad concentrate their

efforts on matters related to identity theft, money laundering, credit card fraud, financial crime detection, and internet gaming investigations.

In January 2020, Special Investigations Unit detectives continued a Human Trafficking investigation, which was initiated in November of 2019. Derrick Ross and Tiffany Davis were charged with Human Trafficking, Promoting Prostitution of a Minor, Endangering the Welfare of a Child, and Conspiracy to Commit Human Trafficking for trafficking a fourteen-year-old girl for sex in South Jersey. Additionally, Financial Crimes Unit detectives, NJSP T.E.A.M.S. Unit, and NJSP Canine Unit assisted in a search warrant within Dennis Township, New Jersey. Kurt Young was arrested and charged with Engaging in



Prostitution with a Minor and Sexual Assault of a Child Under the Age of 16. Ross, Davis, and Young were all indicted on October 21, 2020.

In January 2020, Special Investigations Unit and Financial Crimes Unit detectives in collaboration with NJSP T.E.A.M.S. Unit and NJSP Canine Unit concluded a CDS investigation in Atlantic City. As a result of a search warrant, 20 grams of cocaine, 156 tablets of Alprazolam, 89 tablets of Escitalopram Oxalate, 60 tablets of Clonazepam, 87 tablets of Oxycodone, 16 tablets of Metronidazole, 50 tablets of Ecstasy, and US\$10,390 in were seized. Both subjects were charged with Possession and Distribution of CDS.

The **Financial Crimes Unit** of the Casino Gaming Bureau was created in January 2020 and has expanded its scope of criminal investigations to include Monmouth Park, Meadowlands Rack Track, Freehold Raceway, and Online Sports Wagering with the legalization of sports wagering in 2018. The three race tracks have opened Sports Wagering Parlors, as well as, each of the nine casinos in Atlantic City. The Financial Crimes Unit primarily focuses on protracted, complex investigations concentrating their efforts on matters related to identity theft, money laundering, credit card fraud, financial crime detection, and internet gaming investigations. With the ability of patrons throughout the state to be able to gamble online, detectives assigned to this unit are subsequently faced with traveling to all 21 counties to conduct investigations.

In February 2020, Financial Crimes Unit detectives in cooperative efforts with the United States Postal Inspection Service, Homeland Security Investigations, Salem County Prosecutor's Office, and Penns Grove Police Department concluded a fraudulent check scheme that originated in several Atlantic City casinos. The suspects were part of a larger "card-cracking" scheme in excess of US\$1.5 Million in related fraud. A search warrant was executed in Penns Grove, New Jersey, and a loaded .40 caliber Smith and Wesson handgun with hollow point ammunition, as well as numerous documents, cards, checks, and electronic devices associated with the card-cracking scheme were recovered. Multiple suspects were arrested for Conspiracy to Commit Bank Fraud by the United States Marshals at several locations in New Jersey and Pennsylvania.

The **Casino Services Unit** is responsible for the intake, retention, storage, and security of all investigative reports and bureau evidence. The Casino Services Unit ensures that all evidence is processed, handled, and disposed of in accordance with S.O.P. D6, “Evidence/Property Control System” and related Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.) standards. Unit members duplicate investigation reports, supporting documentation, and stored media for dissemination as part of the discovery process.

On May 31, 2020, Casino Gaming Bureau detectives were recalled to Atlantic City, when a planned protest resulted in widespread looting and rioting at The Tanger Outlets and other businesses throughout Atlantic City. Detectives arrested one juvenile for criminal trespassing during the incident. Detectives assisted the Atlantic City Police Department where minimal looting and rioting was reported. Detectives also assisted Atlantic City Police Department with peaceful protests in Atlantic City on June 6, July 4, and September 4.

Regulatory & Investigative Services Bureau

The mission of the **Regulatory & Investigative Services Bureau** is to protect the integrity of the industries governed by federal and state laws through pre-licensing investigations. The bureau ensures ongoing compliance by licensees via post-licensing inspection programs. The bureau consists of the **Business Integrity Unit**, **Firearms Investigation Unit**, **Private Detective Unit**, **Governmental Integrity Unit**, and **Evidence Management Unit**.

The mission of the **Business Integrity Unit** is to vet individual and business applicants seeking licensing in the Solid and Hazardous Waste Industry and school construction through the School Development Authority. The unit also acts as a liaison with the New Jersey Racing Commission by conducting investigations regarding alleged wrongdoing which could be detrimental to the industry.

In 2020, the Business Integrity Unit detectives completed 271 solid hazardous waste investigations including five compliance investigations and 354 school development authority investigations.

The **Firearms Investigation Unit** investigates, processes, and reviews retail and wholesale manufacturer firearms dealer licenses, employee licenses, permits to purchase handguns, firearm identification card applications, and permits to carry handguns in both initial and renewal phases to ensure compliance with statutory guidelines. Also, the unit appears at all court related proceedings and testifies on behalf of the Superintendent at all application denial hearings, and acts as the central repository of firearms data for the State of New Jersey.

In 2020, the Firearms Investigation Unit detectives issued 11,586 handgun permits and completed 9,975 retired police officer carry permits.

The mission of the **Private Detective Unit** is to investigate, supervise, review, process, inspect, instruct, and compile statistical data pertaining to private detective, bounty hunter, security officer instructor, security officer, and security company owner license/certification applications, to ensure compliance with statutory guidelines.

In 2020, the Private Detective Unit detectives completed 197 inspections on Security Officer Registration Act (SORA) agencies, worksites, instructors, officers and private detectives. A total of 26,754 SORA Certifications were issued, 151 background investigations were completed, and a total of 75 licenses were issued within the industry.

Private Detective Unit members continue to investigate and pursue a new SORA platform which is to be developed by NIC USA. This platform, named “PRISM” will integrate the SORA database with the



current FARS System operated by the Firearms Investigation Unit. The two databases will be able to interface, share information, and streamline the application processes.

The **Governmental Integrity Unit's** primary function is to conduct confidential background investigations, commonly known as Four-Way investigations, in order to provide a fact-based assessment on the character and integrity of individuals nominated for high level positions within the Governor's and Attorney General's Office.

In 2020, Governmental Integrity Unit detectives completed 86 confidential character and criminal background investigations for the Office of the Governor, one confidential background investigation for a railroad police officer, and 211 Three-Way Investigations for State Police interns and Personnel Bureau, and the Governor's and Attorney General's Offices.

The **Evidence Management Unit** is responsible for the intake, long-term storage, and tracking of all evidence submitted or transferred to the unit. The unit reviews evidence being submitted for storage to ensure proper documentation, description, and packaging. The unit coordinates and performs the disposal and destruction of drugs, firearms, and evidence, including the distribution of tangible property with various agencies, in accordance with Attorney General's "Guidelines for the Retention of Evidence."

Evidence Management Unit detectives conducted an evidence and property destruction of 14,463 items during 2020. Detectives destroyed a combined 4.3 tons of evidence, including 1.34 tons of controlled dangerous substances and 1,632 pounds of prescription medication.



Major Frederick Fife
*Commanding Officer
Forensic & Technical
Services Section*

Forensic & Technical Services Section

The mission of the **Forensic & Technical Services Section (F&TSS)** is to provide enhanced forensic services and capabilities to the law enforcement community while meeting the highest scientific standards and recognized best practices in accountability and quality assurance. The section is comprised of the Forensic Services Bureau and the Office of Forensic Sciences.

During 2020, the Forensic & Technical Services Section supported several initiatives to include the following:

Enhanced CODIS Notification Initiative: The section, spearheaded by the Combined DNA Index System (CODIS) Unit, have successfully integrated with the Regional Operations Intelligence Center Section to enhance CODIS "Hit" Notifications. In addition to traditional hit confirmation letters to prosecutors and agencies, the CODIS Unit now emails notifications to the ROIC's regional crime centers and their Partner Engagement Unit, which share the information with the relevant investigative agencies. This intelligence sharing provides regional collaboration between the fusion center and affected agencies where forensic science data leads to operational activity, ensuring critical information reaches respective law enforcement personnel for action. This information has been used to measure the real-world impact and during 2020, on more than 100 occasions, arrests were made as a result of this Enhanced CODIS Notification Initiative.

New Jersey NIBIN Community of Interest Meeting: In September 2020, section command, spearheaded by the Ballistics Unit, welcomed members of the ballistics community to advocate for open dialogue among New Jersey's ballistics programs to remain at the forefront

and collectively design effective ways to improve. New Jersey ballistics practitioners and other interested parties participated in the community of interest meeting to discuss statewide and national trends relative to gun crime, best practices to enhance crime gun protocols, advocacy for the National Integrated Ballistic Information Network (NIBIN), the potential of editing the existing format relative to the NIBIN Alert Form, serial number restoration, and “Ghost Gun” reporting. Also highlighted were some NIBIN success stories made possible by the subject matter experts and practitioners of all involved agencies. In 2021, this same meeting will be held biannually with the goal of sharing ballistics best practices.

Rapid DNA Initiative: The Forensic & Technical Services Section (FTSS) has earned distinction as one of a few pioneering agencies to adopt Rapid DNA Technology. In July 2020, the section procured three ANDE Rapid DNA instruments with the goal of significantly reducing the time necessary to identify criminals by means of DNA analysis. A Rapid DNA Working Group composed of members from the FTSS, the Office of Forensic Sciences (OFS), Crime Scene Investigations Unit (CSI), Major Crime Unit, and the Field Operations Section, was created to determine best practices, develop policies and procedures, and program implementation. Initial administrative, technical, and operational training with the instruments was provided to CSI and OFS members in August 2020. Validation of the ANDE Rapid DNA instruments is scheduled for completion during the first quarter of 2021. FTSS is partnering with the Division of Criminal Justice to finalize protocols for the statewide implementation of this technology.

The Forensic & Technical Services Section remains committed to the Draeger Alcotest 9510 transition. The breath testing instrument validation will be performed by the Office of Forensic Sciences during the first half of 2021. Once validated, the Alcohol Drug Testing Unit will then coordinate the roll out of the instrument to 25 police departments in Monmouth County during the summer of 2021. The pilot program will conclude after 500 field tests have been accumulated. At that time, the remaining 20 counties will begin the transition process to the new breath testing instrument.

Forensic Services Bureau

The **Forensic Services Bureau** is committed to providing exceptional performance and quality service to the law enforcement community related to the execution and coordination of all forensic science and technical services. Our members shall strive to advance the proficiency in the application of their skills while possessing an objectivity standard founded in personal and professional integrity. The bureau consists of the **Alcohol Drug Testing Unit, Ballistics Unit, Forensic Imaging Unit, and Crime Scene Investigations Unit.**

The **Alcohol Drug Testing Unit (ADTU)** is comprised of instructors and field coordinators. The ADTU has two primary responsibilities, the instruction of training courses and the inspection of the Alcotest, the evidential breath testing device used throughout New Jersey. Three training teams (North, Central and South region) are comprised of instructors who are tasked with providing various drug and alcohol training courses to all levels of law enforcement throughout the state. Field coordinators are tasked with the biannual inspection and calibration of the Alcotest, along with providing prosecutorial assistance and courtroom testimony regarding the technology of the Alcotest, as well as the physiological aspects of alcohol/drugs and their effect on driving.

ADTU is responsible for maintaining the 589 evidential breath testing devices for all law enforcement agencies within the state. In 2020, maintaining these devices consisted of member of the unit performing 1,602 instrument inspections, 87 unscheduled services, 1,361 recalibrations, 1,066 simulator and temperature probe changes, and taking 131 instruments out of service to be sent back to the manufacturer for repair and/or maintenance. Due to the COVID-19 pandemic, all training courses conducted by the ADTU were suspended on

FTSS has earned distinction as one of a few pioneering agencies to adopt Rapid DNA Technology.

March 13, 2020. When training resumed in August, the ADTU had to prioritize the Alcotest 7110 operator re-certifications in order to successfully recertify over 4,000 law enforcement officers who were due to expire on January 1, 2021. This significant undertaking required the implementation of COVID-19 safety protocols which only allowed for ten students per class, adding to the complexities associated with resource allocation and scheduling. There were 259 officers trained as new breath test operators, 4,056 current breath test operators recertified, 121 new officers trained in DWI detection, and 15 officers received refresher training in DWI detection.

With the anticipated rise in impaired driving resulting from the legalization of recreational marijuana in New Jersey, the Alcohol Drug Testing Unit has prioritized training law enforcement officers in drug impaired driving detection. In 2020, 44 new Drug Recognition Experts (DRE) were trained, bringing the total number of DREs in New Jersey to 508. Only the State of California has a more robust DRE Program. During this year, 197 officers were recertified as DREs. Additionally, 163 law enforcement officers were trained in the two-day Advanced Roadside Impaired Driving Enforcement Course. To maximize reach and effectiveness, ADTU also developed a Drug Impaired Driving Course; this one-day course is without prerequisite and can be taught to large audiences of officers.

The NJSP **Ballistics Unit** is one of eight ballistic laboratories located within the State of New Jersey. The unit is responsible for the examination and identification of firearms that are submitted as evidence. Unit members are trained and considered experts in determining operability, conducting detailed microscopic comparisons of discharged projectiles, discharged shells, cartridges, and tool marks. Unit members are also trained in restoration of defaced serial numbers, distance determinations, and analyzing gunshot residue for determining the distance a muzzle of a firearm is from a garment or other surfaces at the time of discharge. Members also provide expert courtroom testimony, lectures, training and support to State Police schools, outside agencies, prosecutors, and other special groups. The Unit is currently the curator of one of the largest firearms reference collections in the country.

In June 2020, the Ballistics Unit was awarded national accreditation status from the American Association for Laboratory Accreditation (A2LA) for technical competence in the field of forensic testing. The accreditation involved an extensive two-year evaluation process, which represents not only a first for the New Jersey State Police, but also New Jersey's first ballistics laboratory accreditation.

In 2020, the Ballistics Unit received 3,343 firearm-related cases and completed 2,070 cases. Furthermore, the Ballistics Unit has continued to meet the high standard of acquiring, correlating, and processing NIBIN related information within the 24-48 hour period. For 2020, 4,863 discharged cartridge cases were entered into NIBIN. NIBIN has successfully alerted law enforcement agencies to 709 "potential" hits and 91 "confirmed" hits providing agencies with rapid investigative leads.

In October 2020, the Ballistics Unit assisted with analyzing evidence from a double Homicide/ Shooting that occurred in the parking lot of MetLife Stadium. Investigating detectives originally believed that two firearms were used during the commission of the murders; however, through microscopic comparisons of the evidence, ballistics examiners identified a third firearm involved. Additionally, examination of a Glock pistol recovered from the scene produced a NIBIN hit against 9mm casings from a recent Jersey City shooting incident.

The **Forensic Imaging Unit** consists of enlisted and civilian personnel whose mission is multifaceted in nature. Forensic photographers and enlisted forensic artists provide expert investigative and technical assistance to all law enforcement agencies with regards to image enhancement/clarification, image modification, video analysis, facial analysis, and composite imagery. The unit's forensic photographers must also photographically memorialize



significant historical and/or ceremonial events for the NJSP, the Office of the Governor, and the Office of the Attorney General; maintain an image catalog of all enlisted and civilian Division personnel; and issue and maintain all forms of Division and State identification cards.

During 2020, the Forensic Imaging Unit detectives provided forensic imaging assistance in 430 criminal investigations, to include composite sketches, image modifications, facial reconstruction/analysis, and video analysis/clarification. Composite sketches directly contributed to the positive identification of 27 wanted suspects. Additionally, the unit's forensic photography staff completed a total of 1,142 photographic assignments, encompassing 842 non-criminal assignments, 300 forensic photography requests related to a criminal investigation, and 200 NIBIN/defaced firearms were photographically documented.

In November 2020, the Forensic Imaging Unit leveraged newly acquired digital applications to modernize and streamline investigative processes. Evidence.com and InfoShare have served as a technical means to efficiently share digital evidence, track investigative progress, conduct analysis, and strategically deploy resources.

The **Crime Scene Investigations (CSI) Unit** provides full, partial, and advisory crime scene investigative services at the highest level of professional, ethical, and legal standards to all federal, state, county, and local law enforcement agencies. The Crime Scene Investigations Unit is also responsible for training local, county, and state law enforcement agencies in all facets of crime scene management and friction ridge identification through a six-week (240 hour) Crime Scene Investigation School.

The Crime Scene Investigations Unit provided expert assistance in 1,997 criminal investigations during 2020. These investigations included the processing of 1,008 crime guns, 260 fatal/serious motor vehicle crashes, 12 police-involved shootings, 25 homicides, and 20 sexual assaults. In addition, CSI successfully trained over 50 state, county, and local investigators in crime scene investigations through two of their seven-week-long Basic Crime Scene Investigations Course.

Office of Forensic Sciences

The mission of the **Office of Forensic Sciences (OFS)** is to provide timely forensic services of irrefutable quality on behalf of the citizens of the State of New Jersey. The OFS consists of four regional crime laboratories and the DNA laboratory that are all internationally accredited under the International Organization for Standardization (ISO) 17025 ANSI National Accreditation Board (ANAB). The accreditation requires the laboratories to follow and stay compliant to the over 500 ISO 17025 International Standards.

The major functions of the laboratories within the OFS includes, but is not limited to, the scientific analysis of physical evidence, evaluation of the analytical results, preparation of reports, providing expert testimony in court, assistance at crime scenes, providing training to law enforcement personnel regarding identification, documentation, collection and preservation of physical evidence, and serving as a source of information relevant to criminal investigations.

The office consists of the **North Regional Laboratory (Little Falls), East Regional Laboratory (Sea Girt), Central Regional Laboratory (Hamilton Tech Complex), South Regional Laboratory (Hammonton), DNA Laboratory (Hamilton Tech Plex), Quality Assurance/Training /Safety Unit, Budget, Grants and Procurement Unit, Breath Testing Unit, Anthropology Laboratory, and the Laboratory Information Management System (LIMS) Unit.**

In February 2020, human remains were found in Gloucester County during a search of the area for a long-term missing person. The Forensic Anthropology Laboratory assisted



Director Joseph Petersack
Office of Forensic Sciences

personnel from the Gloucester County Prosecutor's Office, New Jersey State Police Canine Unit, and the Deptford Police Department to recover the remains. The area was excavated, sifted, and inventoried. The majority of the skeleton was recovered and submitted for DNA analysis to confirm the identity.

In 2020, the **Forensic Anthropology Laboratory** participated and assisted in one surface search, four forensic excavations, and one forensic exhumation.

The **North Regional Laboratory** received 7,301 drug cases and analyzed 7,852 drug cases in 2020. Additionally, the laboratory received 696 toxicology cases and analyzed 675 toxicology cases. In September 2020, North Regional Laboratory personnel prioritized the analysis of a case due to the suspect being held without bail. The case included 28 items, 12 buy dates, seven suspects, and 22 items analyzed with 300mg of LSD and glassines containing heroin, fentanyl, 4-ANPP, and tramadol.

The **East Regional Laboratory** received 5,105 drug cases and analyzed 4,398 drug cases in 2020. Additionally, the laboratory received 825 toxicology cases, analyzed 662 toxicology cases. It also received 42 fire debris cases and analyzed 59 fire debris cases.



The Middlesex County Prosecutor's Office submitted a case containing over five ounces of heroin. More than 90 items had to be analyzed due to multiple undercover buys, totaling 8,662 glassine bags. In addition, the same case contained over two kilograms of hash candy, requiring the analysis of 18 items.

A high-profile toxicology case was expedited to assist the Hudson County Prosecutor's Office with an investigation involving the injury of multiple police officers from Jersey City and the New York & New Jersey Port Authority.

The **Central Regional Laboratory** received 4,625 drug cases and analyzed 3,801 drug cases in 2020. Additionally, the laboratory received and analyzed 585 toxicology cases. It also received 20 fire debris cases and analyzed 19 fire debris cases.

On April 25, 2020, New Jersey State Police Detective Richard Hershey responded to a home invasion at the Harding Woods mobile home park in Bridgeton. While on site, a group of people returned and confronted Detective Hershey. Gunfire ensued between Detective Hershey and the group resulting in Detective Hershey being shot. The Trace Evidence Unit and the Crime Scene Investigations Unit subsequently processed multiple vehicles for gunshot residue. Five vehicles were processed over the course of several days. Gunshot residue was detected on two vehicles used by the suspected shooters.

Eight cases from the Juvenile Justice Commission were submitted for rush analysis due to inmates possibly ingesting a substance resulting in hospitalization. Hospital toxicology screens were negative. Analyzed items consisted of several ball point pens and vegetation samples. One vegetation sample was positive for marijuana and all of the others were positive for a not yet controlled synthetic, MDMD-4en-PINACA. Investigators were given the emergency notifications about the potency and deaths recently associated with this newly encountered drug.

The **South Regional Laboratory** received 8,507 drug cases and analyzed 8,406 drug cases in 2020. Additionally, the laboratory received 944 toxicology cases, analyzed more than 775 toxicology cases. It also received 6 fire debris cases and analyzed more than 8 fire debris cases.

The **DNA Laboratory** provides nuclear DNA analysis on evidence and offender samples for the State of New Jersey, and uploads all eligible DNA profiles to the Combined DNA Index System (CODIS) at the state and national level.

In 2020, the DNA Case Working Unit received 1,884 cases and completed the analysis of 2,333 cases.

The DNA Database Laboratory received 6,807 offender databank samples and analyzed 6,576 samples. The developed profiles were then uploaded to the National Database (NDIS). There has been a total of 339,897 New Jersey offender samples uploaded to NDIS as of December 31, 2020.

The **CODIS Unit** issued a total of 1,316 Hit Notification Letters. The unit also aided in the investigation of 1,188 crimes, 375 of which were for violent crimes. As of December 31, 2020, there are 27,896 searchable casework profiles in the state database.

Caseworking analysts have been trained to write and are authorized to issue CODIS Hit Notification Letters, which has created a surge in productivity for the CODIS Unit, even during the pandemic.

Intelligence & Criminal Enterprise Section

The mission of the **Intelligence & Criminal Enterprise Section (ICES)** is to identify, target, investigate, and assess individuals and groups, and exploit associated information and intelligence, involved with the commission or facilitation of organized, enterprise, and violent serial crime occurring in or impacting the State of New Jersey. The section is comprised of five bureaus that include the Violent & Organized Crime Control North Bureau, Violent & Organized Crime Control Central Bureau, Violent & Organized Crime Control South Bureau, Counter Terrorism Bureau, and the Official Corruption Bureau.

In order to achieve its mission, the Intelligence & Criminal Enterprise Section utilizes a diverse human intelligence source base coupled with meaningful and far reaching collaborative relationships. The section's investigative strategy addresses regionally based violent crime, drug trafficking and organized gang activity, and focuses efforts on attacking public corruption, and thwarting acts of terrorism. In 2020, members of the Intelligence & Criminal Enterprise Section conducted 725 investigations, made 690 arrests, and seized 257 firearms.

The **Intelligence Services Unit (ISU)** specializes in effectively collecting, extracting, summarizing, analyzing, and disseminating criminal intelligence data regarding any and all persons, groups, or organizations that engage in criminal activity that affects New Jersey. ISU serves to support the Division's intelligence management platform, while also strategically guiding the investigative efforts of the section. The unit is tasked with:

- ◆ **Administering the New Jersey Intelligence System (i.e., InfoShare) which incorporates multi-jurisdictional criminal intelligence sharing and the Division's confidential source database**
- ◆ **Facilitating the section's intelligence objectives across bureaus and units as well as collaboration with the Regional Operations & Intelligence Center Section**
- ◆ **Evaluating statewide criminal environments, criminal groups, and intelligence gaps to assist the Section Commander with planning, as well as the identification and targeting of criminal threats**



Major Michael Kane
Commanding Officer
Intelligence & Criminal
Enterprise Section

The Trafficking Units are tasked to develop, investigate, and supervise complex criminal investigations involving criminal trafficking and activities

◆ **Overseeing the Division’s undercover assets, capabilities, and training**

◆ **Managing Division access to investigative databases and resources**

The three **Violent & Organized Crime Control Bureaus (North, Central, and South)** missions are to identify, target, investigate individuals, and enterprise groups involved with the commission or facilitation of the organized and violent crime activities, within the State of New Jersey, utilizing intelligence-led policing practices. The bureaus consist of three regional **Trafficking Units**, three regional **Gangs & Organized Crime Units**, two regional **Motor Vehicle Crimes Units**, three regional **Crime Suppression Units**, **Cargo Theft Unit**, and the **Atlantic City Metro Task Force Unit**.

The **Trafficking Units (North, Central, and South)** are tasked to develop, investigate, and supervise complex criminal investigations involving criminal trafficking and activities to include mid to high level drug, weapon, contraband, networks, conspiracies, and organized entities.

During the month of March 2020, detectives of the Trafficking North Unit, as part of the NJSP Opioid Enforcement Task Force, identified a suspected opioid production facility or “heroin mill” located in the City of Paterson. Extensive surveillance was conducted on the target location. Subsequently, judicial authorization was granted for an anticipatory search warrant. During the course of the surveillance, four individuals were observed exiting the target location. All four individuals entered a vehicle and departed the area. Shortly thereafter, detectives conducted a motor vehicle stop. The investigation resulted in the recovery of used opioid packaging materials related to a CDS production facility. The recovery of evidence allowed for the execution of an anticipatory search warrant. The search of the basement apartment resulted in the discovery of an operational opioid production/packaging facility. Approximately 600 grams of a raw CDS heroin/Fentanyl mixture, 500 bricks (25,000 doses) of packaged opioids, and 38 heroin stamps were also seized as evidence. In June 2019, Trafficking Central Unit members, as part of the NJSP Opioid Enforcement Task Force, received information in regards to a suspicious UPS parcel shipped from California, destined for a location in Bloomfield, believed to contain narcotics. Detectives retrieved the package from UPS security personnel and obtained a search warrant to search the package yielding a kilogram of heroin and a kilogram of fentanyl. Detectives conducted a controlled delivery of the package to the destination, a third party shipping and receiving company resulting in the arrest of two individuals.

On February 4, 2020, detectives of the NJSP Trafficking Central Unit were conducting surveillance operations in the area of Birch Hollow Drive, Florence Twp. in support of an on-going narcotics investigation. Unit members observed a male exit the target residence and place a cardboard box into the trunk of a Chrysler. A motor vehicle stop was conducted on the Chrysler providing written consent. Detectives located US\$220,000 within the trunk. Additional investigation lead to a consent search of the residence. This search yielded additional U.S. Currency, approximately six pounds of CDS marijuana and two handguns. As a result of on-going surveillance/investigative efforts, detectives identified storage units located in Edison, NJ, as potential “stash” locations for contraband. A search of the units resulted in the seizure of approximately 1,500 lbs. of CDS marijuana.

In January 2020, the Trafficking South Unit, as part of the Opioid Enforcement Task Force, culminated the “Blue Wax Fold” Investigation in Camden City, NJ. As a result, members executed five residential search warrants, three vehicle search warrants, and ultimately dismantled a heroin mill facility operating in Camden City, NJ. As a result of this investigation, seven subjects were arrested and charged with CDS and weapons offenses. Unit members seized 2,000 packaged wax folds of heroin, 75 grams of unpackaged heroin, 200 grams of crack cocaine, two ounces of marijuana, US\$6,500, two semi-automatic handguns, and CDS paraphernalia consistent with CDS production and distribution.

The **Gangs & Organized Crime Units (North, Central, and South)** develop, investigate, and supervise investigations involving the criminal activities of the members and associates of organized criminal street gangs or enterprises and dismantle or significantly disrupt the organizational infrastructure of the New Jersey's most violent, entrenched, and pervasive gangs which impact the quality of life of the state's citizens.

In June 2020, detectives of the Gangs & Organized Crime North Unit received information regarding an individual reported to be distributing large quantities of illicit narcotics. Over the course of the investigation, multiple controlled purchases and consensually recorded conversations with the individual were obtained. As a result, a search warrant was obtained for the residence. The search warrant resulted in the seizure of a Smith & Wesson .38 caliber revolver Model 638 (loaded with hollow point rounds). In addition, 1.59 kilos of CDS cocaine, 5.8 lbs. of CDS marijuana, 83 grams of CDS methylenedioxymethamphetamine (MDMA), 100 grams of CDS bath salts, 101 Vape cartridges containing CDS Tetrahydrocannabinol (THC), and Edible gummies containing CDS Tetrahydrocannabinol (THC) were seized.



January 14, 2020, the Gangs & Organized Crime Central Unit continued the investigation of Jamar Hightower, a Trenton Violent Crime Initiative target. Unit members drafted criminal complaints derived from CW purchases of heroin, resulting in second degree charges. Hightower was located in Trenton City. Upon making entry into his apartment, Hightower was found destroying evidence by flushing heroin down the toilet. Hightower was placed under arrest and some of the evidence he was attempting to destroy was recovered. A consent to search of the apartment was granted by the occupants of the residence and revealed two bricks of heroin, 97 oxycodone pills, 14 suboxone pills, approximately five grams of crushed oxycodone, approximately three grams of cocaine, marijuana, less than 50 grams, wax paper fold stampers, hundreds of wax paper folds for distribution, miscellaneous paraphernalia for packaging heroin for distribution. Total evidence seized during controlled purchases was twenty 20 bricks of heroin with various stamps. Hightower was charged accordingly.

In March 2020, the Gangs & Organized Crime South Unit executed a residential search warrant in Winslow Township. Unit members ultimately arrested one subject who was charged with various CDS and weapons offenses. Unit members seized a stolen Taurus semi-automatic handgun, 11 ounces of heroin, four grams of crack cocaine, 12 grams of marijuana, various ammunition, and CDS paraphernalia and US\$2,628.

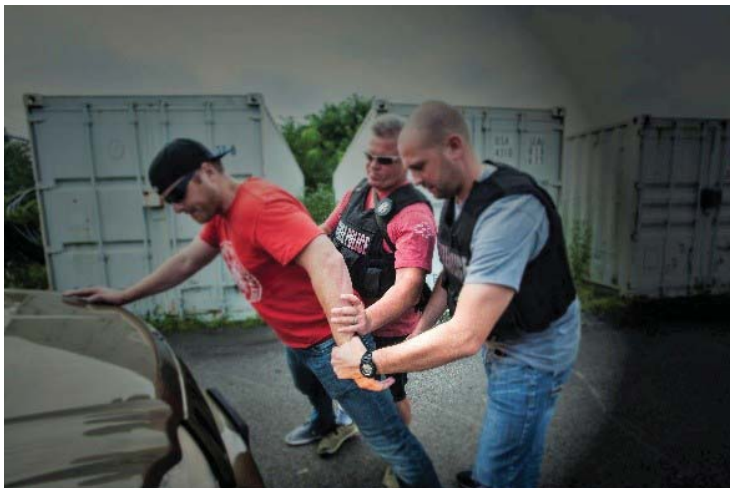
The **Motor Vehicle Crimes Units (North and South)**, along with the **Cargo Theft Unit**, are responsible to develop, investigate, and supervise complex criminal investigations involving auto theft, cargo theft, interstate organized theft conspiracies, insurance and document fraud.

In March 2020, the Motor Vehicle Crimes North Unit conducted a motor vehicle fraud investigation that identified the ringleaders of an operation. The suspects enlisted and directed several individuals to fraudulently purchase high-end motor vehicles from dealerships utilizing stolen identities. The investigation revealed these two suspects supplied co-conspirators with fictitious Social Security cards, Puerto Rico Certificates of Birth, and supporting documentation, before driving them to New Jersey Motor Vehicle Commission agencies to obtain genuine New Jersey driver's licenses under stolen identities. Once the genuine New Jersey driver's licenses were obtained, the ringleaders transported the co-conspirators to dealerships throughout New Jersey, New York, and Connecticut where they

fraudulently purchased cars, motorcycles, and jet skis. Numerous search warrants were executed on the suspects' cellular telephones and email accounts, which revealed evidence of the intricate fraud network and included indefensible evidence detailing the crimes. The Motor Vehicle Crimes North Unit ultimately identified eight suspects in this operation along with approximately US\$1 Million dollars in fraudulently purchased vehicles. Several of the stolen motor vehicles were seized at the seaport where they were destined for export to the Dominican Republic.

In August 2020, the Motor Vehicle Crimes South Unit, assisted the NJSP Woodstown Station with a stolen vehicle investigation. Unit members ultimately located the stolen vehicle in Camden, NJ. Further investigation resulted in the arrest of three subjects who were charged with various theft related offenses. Unit detectives ultimately recovered two stolen vehicles valued more than US\$30,000.

On July 14, 2020, detectives of the Cargo Theft Unit in cooperation with the Cinnaminson Police Department continued a theft and fencing investigation in Deptford Township. Darrell Smiley was identified on social media selling Samsung electronics that were stolen from a warehouse in Cinnaminson Township. After several undercover purchases of Samsung electronics, Cargo Theft Unit detectives arrested Darrell Smiley and executed a search warrant at his residence in Deptford Township. As a result, the following stolen items were recovered: four Samsung 75 inch televisions (valued at US\$16,000), six Samsung Soundbar Systems (valued at US\$8,700), four Samsung Bluetooth Speakers (valued at US\$2,400), one Generac whole house standby generator (valued at US\$5,400), five Pentair Super Duty Pool Pumps, one Pentair DE Filter (valued at US\$5,700), one Pentair DE Filter (valued at US\$700.00), one Hayward Omnilogic pool management system (valued at US\$2,000), and 14 Gerson Respirators (valued at US\$350) for a total value: US\$41,250. Two vehicles were seized along with US\$2,118. Smiley was charged with receiving stolen property and fencing.



The **Crime Suppression Units (North, Central, and South)**, along with the **Atlantic City Metro Task Force Unit**, are responsible to conduct investigations to combat criminal activities and quality of life crimes committed by subjects who may or may not be associates or members of organized criminal street gangs or retail drug distributors, who operate in urban environments. The AC Metro Task Force is dedicated to combating these crimes in the areas in and around Atlantic City.

In January 2020, Crime Suppression North Unit detectives concluded a four-month investigation into an illegal marijuana distribution network in the City of Newark. Upon executing a search warrant at an associated warehouse, it was discovered that the building was entirely utilized as a marijuana production facility. The warehouse consisted of a three-story structure with multiple growing rooms that contained 1,163 potted marijuana plants and an additional 28 pounds of packaged marijuana. Additionally, a handgun, marijuana packaging and production equipment were also seized. Four co-conspirators were ultimately arrested in connection with this investigation.

On December 1, 2020, detectives of the Crime Suppression Central Unit, Opioid Enforcement Task Force continued an ongoing narcotics investigation in Hamilton Township. Detectives established surveillance and observed Alexis Rosado engage in suspicious activity. Rosado subsequently departed the residence and was stopped by members of Hamilton Township PD on Whitehorse-Hamilton Square Road and Goeke Drive. Unit members obtained consent to search Rosado's Toyota Tundra and located an after-market hidden compartment in the

dashboard. Located within the compartment were two kilograms of cocaine, oxycodone, and jewelry valued over US\$200,000. Unit members later obtained a search warrant for Rosado's residence. Hamilton Township PD SWAT executed the "knock and announce" warrant and secured the residence. Search of the residence revealed US\$8,000 and additional jewelry. Sarah Amenta and Michelle Koteny were also placed under arrest at the residence for possession of cocaine.

In January 2020, the Crime Suppression South Unit, in cooperation with the FBI Cherry Hill Office, FBI Philadelphia Office, Pennsylvania Attorney General's Office Gun Violence Task Force, NJ Division of Criminal Justice, Bureau of Alcohol, Tobacco, and Firearms, and the Philadelphia Police Department, culminated "Operation Zombie," which was a ten-month investigation targeting weapons and CDS trafficking in the Philadelphia and South Jersey area. Participating agencies executed three residential search warrants in Philadelphia and arrested five subjects who were charged with various CDS and weapons offenses. Through this investigation, 36 firearms, including 20 handguns, five AR-15 assault rifles, two AK-47 rifles, one SKS rifle, a 9mm Uzi mini-carbine, six shotguns, various ammunition, three sticks of dynamite, and several high capacity magazines were seized. Unit members also seized over 19 ounces of methamphetamine, 60 wax folds of heroin, 80 marijuana plants, over one pound of marijuana, six grams of crack cocaine, and US\$3,210.

In August 2020, the Atlantic City Metro Task Force Unit, culminated "Operation Lucky Charm," a ten-month investigation targeting CDS distribution in the Atlantic City area. The investigation targeted members of the street gang "Organized Crime," operating in the Atlantic County area and directly responsible for increasing violence in the area. Unit detectives and partner agencies, ultimately executed nine residential search warrants in New Jersey and North Carolina. As a result of this investigation, 16 subjects were charged with various CDS and weapons offenses. Unit members seized 11,880 wax folds containing heroin, 60 grams of unpackaged heroin, 70 grams of methamphetamine, 4.8 ounces of MDMA, one ounce of cocaine, 14.5 grams of crack cocaine, 97 prescription legend drugs, 100 grams of marijuana, two handguns, and US\$76,135. A vehicle was also seized pending forfeiture action.

Counter Terrorism Bureau

The **Counter Terrorism Bureau's** mission is to identify, detect, deter and prevent individuals and organizations from engaging in terrorist activities impacting state and national interests, while investigating any and all threats directed toward the executive, legislative, and judicial branches of state government, as well as threats directed toward enlisted members of the NJSP. The bureau consists of the **Intelligence Services Unit**, **Joint Terrorism Task Force Unit**, and the **Central Security Unit**.

The **Intelligence Services Unit** is responsible to collect intelligence and investigate cross-jurisdictional crime and terrorism related activities which may impact New Jersey. Unit members develop and maintain a network of cooperative relationships with various law enforcement agencies and intelligence centers throughout the country that will serve to support Division operations and provide the command staff with visibility on emerging matters in the world.

The **Joint Terrorism Task Force Unit** members are assigned to the FBI Joint Terrorism Task Force (JTTF) in a partnership aimed at combating domestic and international terrorism operations or activities that may impact New Jersey. Unit members develop intelligence information and conduct investigations with the goal of identifying and disrupting the ability of domestic and international terrorist networks to operate in New Jersey.

Detectives of the Joint Terrorism Task Force Unit were instrumental to a Domestic Terrorism investigation of an attack occurring in Jersey City on December 10, 2019. The investigation



Intelligence Services Unit had 42 placements of undercover operatives throughout the state for criminal investigations involving corruption, fraud, prostitution, firearms, and drug trafficking

lasted through April 2020. Three individuals of the Jewish Orthodox Community and Jersey City Police Detective Joseph Seals were killed during the attack. The two perpetrators, David Anderson and Francine Graham, were also killed. An associate of the subjects, Ahmed Hady of Keyport, NJ, was later charged federally with unlawful possession of a firearm by a felon.

In June/July 2020, detectives of the Joint Terrorism Task Force Unit arrested five subjects for their involvement during civil unrest and rioting that occurred in the cities of Trenton and Atlantic City. All subjects were subsequently charged with Destruction of Federal Property.

In April 2020, the Intelligence Services Unit (ISU) aided the Division and section's response to the COVID-19 pandemic. ISU administered the major incident module within the New Jersey Intelligence System for tracking and long-term recordation of the statewide mortuary detail. ISU detectives were also assigned to an anti-fraud task force established within the Office of the Attorney General to vet procurements of medical supplies. Lastly, ISU ensured continuity of communications by ICES Command Staff by establishing secure voice and video conferencing platforms, including a dedicated HSIN room.

As of December 2020, the Undercover Program administered by the Intelligence Services Unit had 42 placements of undercover operatives throughout the state for criminal investigations involving corruption, fraud, prostitution, firearms, and drug trafficking, including five requests from outside agencies.

In May 2020, Central Security Unit detectives received information from the U.S. Marshals Service regarding threatening Instagram posts directed at Governor Phil Murphy, high-ranking members of the Federal Government, and law enforcement. Members of the Cyber Threat Intelligence Unit's OSINT Squad provided assistance with identifying the social media account and the account owner, Nickolas Kiriakakis of Boonton, New Jersey. A review of the Instagram account revealed multiple threats directed at the Governor and other Federal officials. Nickolas Kiriakakis was charged with Terroristic Threats, Prohibited Weapons and Devices, Resisting Arrest, and detained at the Morris County Correctional Facility.

In July 2020, Central Security Unit detectives investigated a series of incidents involving the targeted harassment of an enlisted member residing in Middlesex County. These incidents occurred during a time of rising anti-police sentiment in the aftermath of George Floyd's death in Minneapolis. The member had political signs stolen from his property and handwritten messages with derogatory, anti-police rhetoric were affixed to his mailbox. Central Security Unit detectives canvassed the neighborhood and conducted physical surveillance in the vicinity of the Trooper's residence. During surveillance, a female was observed entering the Trooper's property and removing two additional political signs. Detectives then apprehended the female and she was charged with Harassment, Theft, and Criminal Mischief.

Official Corruption Bureau

The mission of the **Official Corruption Bureau** is to identify, investigate, and prosecute public and official corruption at all levels of government to assure public confidence and trust in the administration of government in the State of New Jersey. The bureau consists of the **Official Corruption North Unit**, **Official Corruption South Unit**, and the **Economic Crimes & Witness Assessment Unit**.

The **Official Corruption Units (North and South)** are responsible for conducting criminal investigations into allegations of official misconduct. These investigations involve any elected or appointed government employee, or agent thereof, who attempts to derive a benefit as a result of the position held. Detectives conduct investigations into allegations of corruption through various channels of information developed through investigative leads, cooperating witnesses, or complaints from the public. In cases where criminal charges are not filed, the investigations often lead to corrective actions.

Beginning in June 2019 and ending in October 2020, the Official Corruption North Unit investigated F&A Transportation, Inc., a school bus company that provided busing to numerous schools in Essex and Passaic Counties. Unit detectives placed consensual phone calls, conducted numerous interviews, served several subpoenas, and conducted two search warrants which yielded four hard drives and ten boxes of documents. The investigation uncovered the following wrongdoing committed by F&A Transportation: Unlicensed or improperly licensed bus drivers (no CDL or no proper CDL endorsements), bus drivers with criminal records/warrants, unsafe buses, and fraudulent paperwork that was submitted to the State Department of Education and the school districts. As a result of this comprehensive investigation, F&A Transportation and its owners Ahmed Mahgoub and Faiza Ibrahim were charged with Conspiracy, False Representation for a Government Contract, Theft by Deception, Misconduct by Corporate Official, and Tampering with Public Records or Information. In addition, the Official Corruption North Unit assisted both the Essex County and Passaic County Prosecutor's Offices with A-1 Bus Company investigation which concluded, in June 2020, with the arrest of A-1 owners, Shelim Khalique and Henry Rhodes for False Representation for a Government Contract, Conspiracy, Theft by Deception, Misconduct by Corporate Official, and Tampering with Public Records.

In March 2020, Official Corruption North Unit concluded an investigation, which began in March 2019, where two individuals allegedly stole approximately US\$129,000 from the Perth Amboy Public Schools using fraudulent checks. Unit members arrested and charged Mounkaila Yaye with Money Laundering, Theft, and Forgery and Jasmine Joshua with Theft by Unlawful Taking.

Regional Operations & Intelligence Center Section

The **Regional Operations & Intelligence Center Section (ROIC)** engages in partnerships with federal, state, and local entities to collect crime, threat, and disaster related information, conduct analysis, develop intelligence products, and provide timely and relevant alerts, warnings, and notifications to law enforcement, public safety and private sector entities to strengthen preparedness, prevention, enforcement, investigative, response, and resiliency efforts.

The Regional Operations & Intelligence Center Section utilizes a diverse human intelligence source base coupled with meaningful and far-reaching collaborative relationships in order to achieve its mission. The section's investigative strategy addresses regionally based violent crime, drug trafficking and organized gang activity, and focuses efforts on attacking public corruption and thwarting acts of terrorism.



Major Daniel Engelhardt
*Commanding Officer
 Regional Operations &
 Intelligence Center Section*

The section is comprised of the **Office of Drug Monitoring & Analysis, Critical Infrastructure Bureau, Information & Intelligence Analysis Bureau, and Watch & Waring Bureau**. In 2020, members of the Regional Operations & Intelligence Center Section accomplished the following:

- ◆ **Intelligence Dissemination Reports Produced..... 485**
- ◆ **Victim Profiles Completed 667**
- ◆ **Person of Strategic Interest Profiles Completed 324**
- ◆ **Facial Recognition Requests Completed 1,234**
- ◆ **GeoTime Analysis Requests Completed..... 212**
- ◆ **Stamp Searches Completed 804**
- ◆ **Automated License Plate Reader Requests Completed.... 5,577**

Office of Drug Monitoring & Analysis (ODMA)

The mission of the **Office of Drug Monitoring & Analysis (ODMA)** is robust collection, analysis, and sharing of information among our partners, to create a comprehensive drug-intelligence capability enabling understanding of drug-related activity statewide, and assisting with enhanced decision making for drug prevention, enforcement, and treatment. This will be accomplished by developing response plans, prioritizing responses, deploying resources, and predicting future drug related incidents.

The Office of Drug Monitoring and Analysis continues to support the New Jersey State Police Opioid Enforcement Task Force (OETF), working together on persistent efforts to strategically identify drug batches causing the most harm to our communities. The ODMA has developed drug intelligence that will be vital in the prosecution of a drug distribution network that was associated to as many as 84 fatal overdoses and 143 non-fatal overdose incidents. Additionally, continued efforts by the OETF and the ODMA on a heroin production facility dismantled during 2019 has brought additional charges against the individuals accused of maintaining the facility associated to 33 fatal overdoses and 60 non-fatal overdose incidents. The ODMA assisted with detailed analysis of approximately 36 different phones between the two cases, revealing critical information and investigative leads.



In October 2018, the Office of Drug Monitoring and Analysis partnered with Washington/ Baltimore HIDTA to pilot the Overdose Detection Mapping Application Program (ODMAP). The program is able to provide near real-time data related to spikes of overdose incidents or suspected deadly batches. Since October 2018, The Office of Drug Monitoring and Analysis has overseen the expansion of ODMAP in New Jersey by providing trainings and assistance to all county and local law enforcement departments to ensure their access and participation with the program. In February 2020, New Jersey became the first state to have statewide ODMAP implementation. Currently,

New Jersey has the most ODMAP users in the country with over 7,700 users. The Office of Drug Monitoring and Analysis has developed a Spike Alert Response Plan (SARP) to alert, track, and mitigate multi-victim overdose incidents in real time.

Critical Infrastructure Bureau

The mission of the **Critical Infrastructure Bureau (CIB)** is to utilize the experience and expertise contained in its three supporting units. The bureau is comprised of the **Infrastructure Protection Unit (IPU)**, **Threat Analysis Unit (TAU)**, and the **Cyber Threat Intelligence Unit (CTIU)**. Through close collaboration with local, county, state, and federal partners, the units assist both public and private sector entities throughout the State of New Jersey. The units provide actionable intelligence on the latest threat streams, creating a common operating picture regarding the current threat environment, and by providing threat and vulnerability assessments (TVAs) for Critical Infrastructure and Key Resource (CIKR) areas in order to reduce vulnerabilities and enhance resiliency throughout the state.

The **Infrastructure Protection Unit (IPU)** conducts threat & vulnerability assessments (TVAs) for Critical Infrastructure and Key Resource (CIKR) areas in order to reduce vulnerabilities and enhance resiliency throughout the state. The unit identifies and assesses CIKR throughout the State of New Jersey with the following agencies: U.S. Department of Homeland Security, New Jersey Office Homeland Security & Preparedness, 21 county prosecutors' offices' critical infrastructure coordinators, risk mitigation planners, county counter terrorism coordinators, and municipal counter terrorism coordinators. The IPU continues to further the Statewide Mapping Initiative (SMI) with public and private sector partners to further coordination efforts during multi-jurisdictional operations, special events, and school safety during critical incidents.

The **Threat Analysis Unit (TAU)** evaluates homeland security, officer safety, and counterterrorism threat streams specific to the State of New Jersey in conjunction with partners such as the Federal Bureau Investigation, Department of Homeland Security, and the New Jersey Office of Homeland Security and Preparedness. The TAU produces intelligence products which include Threat/Event Assessments to assist public and private sector decision makers in support of resource allocation, prevention measures, and planning initiatives. The TAU is responsible for the receipt and analysis of all NJ law enforcement encounters with persons on the Terrorist Screening Center (TSC) watch list. Threat Analysis Unit members conduct database queries on those encountered and provide updates to watch list records.

The **Cyber Threat Intelligence Unit (CTIU)** oversees the Open Source Intelligence (OSINT) Program for the ROIC by providing 24/7 emergency availability in the event of a critical incident. Additionally, CTIU supports the New Jersey Cybersecurity and Communications Integration Cell (NJCCIC) mission by collaborating in close partnership between federal, state, county, and local agencies and private sector partners concerning cybersecurity information sharing, threat analysis, and incident reporting. The unit further supports the NJCCIC by providing personnel and resources by facilitating and producing Cybersecurity Assessments for public sector partners.

In May of 2020, the Cyber Threat Intelligence Unit identified multiple white supremacy groups participating in executive order violations at the State House; one demonstrator was identified inciting firearms should be brandished to intimidate State Troopers. Months later the same individual would ramp up his online rhetoric primarily targeting racial and religious minorities, immigrants, members of the LGBTQ+ community, and law enforcement; the findings were forwarded to the Joint Terrorism Task Force for their consideration.

The Threat Analysis Unit (TAU) evaluates homeland security, officer safety, and counter-terrorism threat streams specific to the State of New Jersey

To date, the Crime Analysis Unit has collected and memorialized over 4,000 COVID-19 related incidents in the state since the COVID-19 State of Emergency.

An inaugural partnership between the Federal Bureau of Investigation's Social Media Exploitation (SOMEX) Team and the Cyber Threat Intelligence Unit strengthened collaboration in gathering and analysis to mitigate risks during the election season in the areas of misinformation/disinformation, election infrastructure security, trends and threats, and suspected electoral crimes. The Cyber Threat Intelligence Unit compiled weekly open-source briefs, identified threats to election infrastructure security, and possible voter suppression incidents related to the 2020 NJ Primary and General Elections; Intelligence was shared with the FBI, the Office of the Attorney General, The Division of Elections, and the N.J. Cybersecurity and Communications Integration Cell.

In September 2020, the Threat Analysis Unit (TAU) received a video through our 24/7 Intel Watch/Warning Unit from the South Plainfield Police Department, illustrating how the metal nose piece in a surgical mask could be used to unlock handcuffs. Still shots from this video were turned into slides and shared on the ROIC's bi-weekly StateStat meeting with law enforcement officers from across NJ. The slide was posted to HSIN Intelligence (a secure DHS platform for fusion centers and federal agencies nationwide to share information). As a result of this, TAU received requests from multiple state fusion centers requesting approval to disseminate this valuable information to departments within their areas of responsibility, as well as to Canadian Law Enforcement Officers which was approved. Not only was this information been shared on state, national, and North American levels, but INTERPOL also publishing a Purple Notice (seek or provide information on modus operandi, objects, devices, and concealment methods used by criminals) to warn law enforcement agencies of the potential danger on a global scale.

Beginning in March of 2020, the Infrastructure Protection Unit played a key role in connecting the ROIC Section's resources with the Emergency Management Section's response to the COVID-19 pandemic response. Members of IPU staffed the SEOC, and eventually led the AHIMT's Intelligence & Investigations Section. This integration was extremely successful, it prompted the development of a formal ten-day intel officer training program to prepare members of the section to act as intelligence liaisons at forward deployed command posts or in the SEOC. Additional support got the COVID-19 pandemic response included the creation of over 20 Adobe HSIN Connect Sessions and the processing of over 600 new HSIN accounts.

Information & Intelligence Analysis Bureau

The mission of the **Information & Intelligence Analysis Bureau** is to vigorously collect, analysis, and share information among our partners to create a comprehensive violent crime reducing capability. The bureau accomplishes this through the exploitation of investigative holdings and the creation of innovative approaches to remove problem people from problem places. The bureau is comprised of **Crime Analysis Unit**, **Real Time Crime Center North Unit**, and **Real Time Crime Center South Unit**.

The **Crime Analysis Unit (CAU)** provides in-depth analysis and support for the regional information and intelligence sharing initiatives within the Central Jersey region. CAU provides analytic support for criminal issues impacting the entire state.

In March 2020, the Crime Analysis Unit were requested to serve as the central analytic function in support of the State of New Jersey's COVID-19 response. Members of the CAU worked closely with the Office of the Attorney General, Division of Criminal Justice, and all 21 county prosecutor's offices to build a process to intake and analyze all crimes

related to COVID-19 and violations of the Governor's Executive Orders. The output of this analysis has been incorporated into the daily briefings at the Governor's COVID-19 Press Conferences. Additionally, the analysis has been actioned to provide situational awareness to key law enforcement stakeholders throughout the state. To date, the CAU has collected and memorialized over 4,000 COVID-19 related incidents in the state since the COVID-19 State of Emergency. Of that total, there have been over 400 incidents involving crimes rising to an indictable threshold and 3,600 documented, emergency orders non-compliance related incidents.

On March 18, 2020, in support of COVID-19 and the public health emergency, the Crime Analysis Unit and Threat Analysis Unit leveraged the Homeland Security Information Network (HSIN) to communicate directly with the law enforcement community in a secure environment. These members created a virtual community during unprecedented times where we could not meet in person. The daily volume of participants reached a period of sustained 800 to 900 regular participants, including statewide executive leadership and decision-makers. Rapidly changing conditions and uncertainty in the operating environment required daily briefings (seven days a week). The members utilized the platform as a virtual command post to answer customer-driven interaction in real-time. The ROIC seized an opportunity and successfully executed our mission on a scale that we did previously believe possible.

The **Real Time Crime Center North (RTCC)** is the primary source of real-time tactical information and intelligence for law enforcement agencies in the North Jersey region. The RTCC North provides investigative support for violent crimes including shooting hits and shooting murder investigations.

In August 2020, the Real Time Crime Center North became aware of a Santander Bank ATM Scam as it was unfolding in real-time during the August CorrStat meeting. Partners were reporting that suspects were unlawfully withdrawing monies from Santander Bank ATMs and other locations including CVS Pharmacies. Partners were questioning suspects and reporting their findings back to the StateStat room in real-time. Suspects used Green Dot, Net Spend, Visa, or other pre-paid bankcards to exploit a glitch in Santander's banking system. 12 counties in New Jersey were impacted, along with seven states in the Northeast region. New Jersey law enforcement identified approximately 250 suspects, eventually arresting over 150 suspects during the investigation.



The Real Time Crime Center North facilitated information sharing between Santander Bank executives, the FBI, and our local partners. Our quick identification of the glitch's existence and nature allowed Santander Bank to take quick corrective action to prevent further loss. In total, Santander Bank sustained a monetary loss of approximately US\$11,691,000.

The **Real Time Crime Center South** oversees a network with partner agencies to create an information and intelligence capability that can gather, receive, analyze, and distribute real-time tactical intelligence to support federal, state, county, and local law enforcement and the broader South Jersey region.

In 2020, the Crime Analysis Unit and Real Time Crime Center South Unit continued to support investigations by mapping cell phone activity and providing a 3D picture of the cell phones activity. The cell phone information gleaned through a Communications Data Warrant is extracted by a software called Geotime and quickly transposed into a logical timeline. In 2020, both units completed 233 Geotime cell phone analysis requests from local, county, and state agencies throughout New Jersey.

In 2020, the Crime Analysis Unit has supported and analyzed incidents involving threats to government and private sector executives through the publication of Executive Protection Issues. This is a monthly compilation of threats to government and corporate protectees, including international incidents, investigative RFIs, and other protection topics, predominantly based on open sources. The Crime Analysis Unit disseminates protection issues to a group of nearly 4,900 federal, state, local, and corporate members of the executive protection community, as well as members of the capitol security, judicial security, diplomatic security, and threat assessment communities.

What is going on that others need to know? What does it mean? What is the impact, direct or indirect, to New Jersey's public safety or homeland security communities? Who needs to know?

Watch and Warning Bureau

The mission of the **Watch and Warning Bureau** is to provide our partners with relevant situational exchange of information as it pertains to their areas of responsibility. The Bureau will facilitate access to our holdings and partnerships to assist with investigative support for law enforcement and to assist our private partners with their prevention and preparedness efforts. The bureau consists of the **Partner Engagement Unit, Intelligence Watch & Warning Unit, and Information Sharing Unit.**

The **Partner Engagement Unit (PEU)** provides vital information in the hands of people who need it “now” by building and facilitating a statewide cadre of intelligence collectors (field intelligence officers) and sharers of real-time, relevant, and actionable information in the realm of crime and threat. The PEU builds partnerships and relationships within the private sector by creating opportunities of information and resource sharing that are mutually beneficial.

On July 27, 2020, Partner Engagement Unit personnel continued an investigation by checking the NJ County Correction Information System to determine if a suspect was recently lodged. PEU learned that the suspect was currently lodged in the Atlantic County Correctional Facility on the strength of the NCIC hit out of Delaware, on July 26, 2020. PEU immediately notified the case detective of this finding. Additionally, PEU learned the suspect was arrested by Trooper's as a result of a motor vehicle stop on the Atlantic City Expressway on July 26, 2020. During the motor vehicle stop, the suspect was operating a 2010 White Dodge Caravan bearing PA registration. At the time of the vending machine theft, the suspect departed the area operating a white minivan. During this investigative assist, PEU was in constant communication with case detectives to conclude this investigation.

The **Intelligence Watch & Warning Unit** provides NJ ROIC partners and constituents with real-time situational understanding and a common operating picture within their areas of responsibility by answering the following questions: What is going on that others need to know? What does it mean? What is the impact, direct or indirect, to New Jersey's public safety or homeland security communities? Who needs to know?

In January 2020, detectives of the Intelligence Watch & Warning Unit (IWW) helped the NJSP Missing Persons Unit locate a missing juvenile. On Thursday, January 16, 2020, the Missing Persons Unit were called to assist with locating a missing 14-year-old, last seen

at 1:00 pm getting into a red vehicle after leaving school. Further investigation revealed that the missing juvenile's cell phone activity was in the Chinatown area of New York City. She later turned her phone off, leaving the Missing Person's Unit unable to locate her. The Missing Persons Unit worked throughout the weekend assisting Linden Police Department, however they were unsuccessful in finding her. Detectives from the Missing Persons Unit were able to get photos from video surveillance cameras showing the girl getting into an unknown red vehicle. The license plate was not clear, making it difficult to identify the owner of the vehicle. On Tuesday, January 22, the Missing Persons Unit contacted the ROIC and spoke with a mission support specialist and requested assistance in identifying the vehicle. He was able to identify the plate and registered owner from South Carolina. Based on this information, the Missing Persons Unit were able to move forward in the investigation and recovered the vehicle in Hilton Head, SC. The driver was arrested and the girl was recovered safely at a house in Hilton Head. If it were not for the specialist's efforts and diligent investigative work,, this child would not have been located.

The **Information Sharing Unit (ISU)** provides dedicated onsite and remote support for the New Jersey State Police, as well as our local, state, and federal partner agencies working within the NJ ROIC. The ISU is the technological and procurement liaison for contracted vendors to build a better and more efficient future. As the principal focal point for information sharing in the State of New Jersey with our regional partners related to law enforcement, homeland security, Office of Emergency Management, etc., it is crucial that ISU provides the highest level of technology available to support our common initiatives.

On September 11, 2020, the Hudson County Prosecutor's Office Regional Fatal Collision Unit requested the assistance of the New Jersey Regional Operations & Intelligence Center, Information Sharing Unit with an offline search regarding a fatal hit and run motor vehicle accident investigation which occurred in Bayonne, NJ, on September 10. The suspect's vehicle was described as a black or dark colored Ford F-150 between the years of 2004-2014. The offline search provided by ISU assisted with a positive identification of the target vehicle.



**Lieutenant Colonel
Glen Szenzenstein**
*Homeland Security
Branch Commander*

Homeland Security Branch

The mission of the **Homeland Security Branch** is to provide a continuing preventive level of homeland security and public safety through the coordination of statewide resources. This is accomplished by an increased capacity in responding to an elevation of the National Alert System and/or event that necessitates additional mobilization of resources in concert with our law enforcement, intelligence, corporate, and emergency response partners.

The New Jersey State Police Homeland Security Branch is comprised of two sections, the **Emergency Management Section (EMS)** and the **Special Operations Section (SOS)**. These sections accomplish the mission of the branch by proactive and reactive measures. The EMS leads the state in the coordination of emergency planning, prevention, response, and recovery efforts associated with natural or man-made acts that threaten the state's citizens, their property, critical infrastructure, and natural resources. The SOS maintains elite tactical and technical assets to build, sustain, and improve the New Jersey State Police's capability to operate in high-threat and high-hazard environments. The eight bureaus which make up both sections are the most highly trained, mechanized State Police units who are capable of a diverse array of services. The branch is comprised of 367 enlisted personnel and 320 civilian personnel.



Major Frank Manghisi
*Commanding Officer
Special Operations Section*

Special Operations Section

The **Special Operations Section (SOS)** maintains the elite tactical and technical assets to build, sustain, and improve the New Jersey State Police's capability to operate in high-threat and high-hazard environments. The SOS uses the Intelligence-Led Policing Model, strategically deploying personnel to prepare for, protect from, and respond to all threats and all hazards, to include possible terrorist activities. The values of the Special Operation Section are Integrity, Excellence, and Service. Integrity: the SOS will value the trust of the citizens of New Jersey and our state, local, and federal stakeholders, fostering relations through moral character and competence. Excellence: the SOS will always seek to improve upon industry standards and best practices to steer aggressive training to encourage a culture of excellence within the section. Service: the SOS will continue to faithfully serve the Division and the citizens of New Jersey. Critical to this element is a proactive, preventative defense for the State of New Jersey. This will be accomplished through communication and an intelligence based collaboration with our private and public partners. A proactive philosophy will assist in thwarting any threats, natural or terrorist based, and provide a proper response to emergent events.

The Special Operation Section is comprised of the following specialized bureaus with a total of 269 enlisted members and 35 civilian members: **Technical Response Bureau, Transportation Safety Bureau, Aviation Bureau, and Marine Services Bureau.**

Technical Response Bureau

The **Technical Response Bureau (TRB)** is an intricate component of the Homeland Security Branch and is the primary technical response element for statewide emergencies.

The Technical Response Bureau institutes a capabilities-based strategy among the five units that reside within the bureau. This strategy provides a framework for properly planned, organized, equipped, and trained personnel. Each unit maintains proficient capabilities within its respective discipline. Cross-training among the units allows for a bureau-wide response to any critical event and extends to other bureaus of the section. This vital component of the TRB makes it the premier technical response entity in the state.

The Technical Response Bureau is comprised of 93 enlisted members in five distinctive units: **Bomb Unit**, **Technical Emergency and Mission Specialists Unit (TEAMS)**, **Canine Response and Training Unit (CRTU)**, **Target Hardening Unit (THU)**, and the **Mounted Unit**.

The New Jersey State Police **Bomb Unit** is a full time FBI Nationally Certified Bomb Unit. The responsibilities of the unit include: Improvised Explosive Device Defeat Operations (IEDs, LVBs, and PBIEDs), response to Suspicious/Hazardous Devices, Post Blast Investigations, Clandestine Homemade Explosives Labs, the disposal of deteriorated explosives, including commercial and consumer fireworks.

The unit is also involved in joint operations with the Federal Bureau of Investigation, Bureau of Alcohol, Tobacco, Firearms, and Explosives, and the U.S. Secret Service as it applies to explosive operations, training, and dignitary sweeps. The members of the Bomb Unit provide essential rendersafe capabilities and tactical support as it applies to Category A/Complex Coordinated Attacks, proxy/hostage devices, barricaded subjects/hostage incidents, tactical explosive breaching, and active shooter incidents.

In 2020, members of the Bomb Unit responded to 294 incidents and activities. Members were detailed to assist with explosive-related incidents that included suspicious packages, explosive devices, and the recovery of explosive materials. Unit members also responded to calls for service in reference to bomb/tactical support, dignitary, and special events explosive operational support.

The **Technical Emergency and Mission Specialists Unit (TEAMS)** is comprised of three squads, regionally located in the north, central, and south. The TEAMS Unit is a multi-faceted entity who has met the challenges of emergency preparedness in a post 9/11 era. TEAMS maintains an “All Threats”- “All-Hazards”- “All Crimes” methodology toward prevention, protection, response, and recovery. The unit is adaptive, and is utilized by federal, state, and local agencies for an array of missions. The unit is fully operational and can respond to any incident due to their full-time, 24 hour call-out status. TEAMS maintains an extreme training regimen which is focused on the many disciplines it possesses.

Special Weapons and Tactics: Commonly known as SWAT, is a primary mission for the TEAMS Unit. The unit is utilized to execute tactical intervention strategies for hostage and barricade gunman situations and to conduct high risk warrant service entries. The unit is equipped with technologically advanced systems that are being utilized by SWAT and military units throughout the world. The unit executed 258 entries and responded to 20 barricaded subjects in 2020.

Rescue Operations: The TEAMS Unit is called upon to perform high-angle and confined space rescue operations during the response and recovery phase of any critical incident as a support element for the New Jersey Urban Search & Rescue Team (NJTF-1). In addition, the unit has helicopter rappel capabilities to either employ a rescue operation or perform a linear

tactical assault. This year, TEAMS members were tasked with being rescue swimmers for the SPEAR (State Police Emergency Aerial Response) Program conducted throughout the summer months. The SPEAR Operations band together our Aviation Bureau pilots with our TEAMS members to act as a quick response unit to mostly waterborne emergencies.

Underwater Search and Recovery: The TEAMS Unit is utilized to conduct underwater search and recovery operations for criminal evidence and drowning victims. TEAMS also performs tactical maritime operations with our Marine Bureau assets to include rescue swimmer insertions with the utilization of NJSP Aviation Bureau. The unit executed 19 scuba details in 2020.

Counter-Terrorism Operations: TEAMS is called upon to conduct preventative and protective operations for the states identified critical infrastructure. TEAMS is the tactical element for the Target Hardening Response and Emergency Activation Team (THREAT). Due to the TEAMS Unit's tactical capabilities, they can be utilized from the air, sea, and land for any target hardening mission. The unit assisted in 22 protection details for POTUS, VPOTUS, and international dignitaries in 2020.

The **Canine Response and Training Unit (CRTU)** is a full time, full service police canine unit that facilitates an all threat level response to varying requests for service. The unit provides police canine services in support of all branches of the New Jersey State Police, as well as to various international entities, the U.S. Military, various federal, state, and local agencies. In addition to its operational responsibilities, the CRTU also maintains a fully certified Canine Training Academy. The unit experiences an extraordinary volume of requests for service and is one of the busiest units in the NJSP. The unit has deployed to over 1,800 requests for service in 2020.

The Canine Training Academy conducts an 18-week patrol canine certification course and a 12-week canine scent detection certification course annually. The academy also conducts approximately 3,500 in-service training sessions for various canine teams from all levels of law enforcement per year.

The CRTU is the primary support element for various tactical entry teams and tasks forces. These include the NJSP TEAMS Unit, the FBI SWAT Team, the U.S. Marshals Service, and the Mercer County Tactical Response Team. Tactical operations include high risk search warrant executions, protection details, barricaded subjects, and arrest warrant attempts. The CRTU is also charged with conducting high risk canine tracks, building and area searches.

The CRTU routinely conducts a large volume of scent detection services to support various federal, state, county, and local law enforcement agencies. Requests for scent detection services include; missing persons tracks and area searches, preventative explosives detection sweeps, narcotics searches, cadaver searches, and electronic storage searches. The CRTU continues to progress with it's newly formed Vapor Wake Detection Canine Program. Vapor wake detection canines are able to detect person borne explosives odor in moving crowds as an added layer of security at mass gathering events throughout the state.

The **Target Hardening Unit (THU)** is comprised of eight enlisted and one civilian members. THU utilizes a variety of flexible, scalable deployment packages to tactically detect and deter potential terrorist or criminal activity, targeting those areas or entities deemed to be sensitive or to contain critical infrastructure. THU creates and maintains partnerships with federal, county, state, local, and private sector agencies with equity in protecting New Jersey's most critical locations and events.

Deployments are driven by intelligence derived from ROIC analysis, current threat streams, NJ Suspicious Activity Reports (SAR), Counterterrorism Center (CTC)/local partnerships and are focused on Critical Infrastructure and Key Resources (CIKR) sites, mass gathering

events, and transit areas. Intelligence is a critical component, as it more accurately directs operations and assets to the most vulnerable events and areas.

THU has become increasingly involved in the Division Unmanned Aerial Systems (UAS) Program over the past several years. With the approval and publication of Operations Instruction 20-40 regarding the use of UAS occurring in late 2020, THU will move to establish a Counter-UAS capability to include a mobile detection system and participation in multiple Counter-UAS Task Forces throughout the region.

THU employs strategies that are designed to be scalable, flexible, and adaptable, incorporating a multiple layered approach with SOS assets and partnering agencies. Deployments can be highly visible or covert, with a goal of detecting, deterring, denying criminal, and terrorist activity by encountering, debriefing, and sharing actionable intelligence. THU conducted over 40 target hardening operations and 1,400 checks at CIKR sites throughout the state.

The **Mounted Unit** was added to the Technical Response Bureau in June of 2020 reviving the use of the horse in police work. New Jersey State Troopers have been patrolling the Garden State since the organization was founded 100 years ago. Half of the first graduating State Police class departed Sea Girt on horseback while the other half used Harley Davidson motorcycles as their daily mode of transportation. Although formal mounted operations ceased in 1933, troopers continued to patrol on horseback borrowing horses from local farmers or using their own mounts. In the early 1990's a group of troopers from a wide variety of ranks and assignments created what was known as the Mounted Troopers of New Jersey to celebrate the 75th anniversary of the State Police and reintroduce the use of the horse for: community policing, search and rescue, and general duty patrol. For 25 years, these members conducted a variety of events such as inner city community outreach, line-of-duty death riderless horse funeral processions, target hardening counter terrorism operations at transportation hubs and large scale events, recruiting events, and general duty patrol at the Meadowlands Sports Complex.

In 2019, nine members attended the Pennsylvania State Police Basic Mounted Police Tactics Course and began serving the citizens of the state in a mounted capacity using their own horses, equipment, and trailers. Later that year, a federal grant funded saddles and bridles and two new horse trailers. That equipment along with a horse trailer from the former Trenton City Police Department Mounted Unit and repurposed Division owned heavy trucks gave the volunteer Mounted Troopers a much-needed boost to transition to a full-time basis.

In June of 2020, the Mounted Unit became a full-time element within the Technical Response Bureau. In August 2020, the Operations Instruction for the unit was approved which provided the framework for the unit. Today, responsibilities include missing and deceased persons searches, counter terrorism/target hardening, community outreach, and ceremonial details for deceased law enforcement officers and dignitaries.





The Mounted Unit consists of three full-time Troopers and ten trained field riders. Ten horses are currently available for recall and are owned and cared for by unit members. 12 additional Troopers are currently in training to gain field rider status. The unit acquired 15 acres of pasture from the NJDOC, Jones Farm, which is situated adjacent to the ROIC for the future stable, training center, and visitor education facility for hosting school groups and other members of the public.

The business model for the unit is unique in that Troopers of any rank or assignment may participate in mounted operations once they have gained “Field Rider” status or are in the “Field Rider” training process. This allows members to retain their career path while enjoying the opportunity to represent the State Police as a Mounted Trooper.

Transportation Safety Bureau

The **Transportation Safety Bureau (TSB)** delivers comprehensive and innovative commercial vehicle safety and enforcement programs, along with work-zone safety operations that are recognized on a national level. The Transportation Safety Bureau utilizes professional management and training techniques, incorporate emerging technologies, and provide members with the knowledge and tools necessary to remain at the forefront of the commercial carrier inspection industry. Transportation Safety Bureau continues to respond to acts of terrorism against New Jersey as well as actively educate our members in the new and emerging technologies that aid in the detection and prevention of such events. Transportation Safety Bureau members are committed to professional roadside enforcement, dedicated to promoting industry safety, and coordinating the efforts of federal, state, and local authorities to secure the transportation systems and infrastructure of the region.

The Transportation Safety Bureau is comprised of 77 enlisted members and nine civilian members in six distinctive units: **Commercial Carrier Safety Inspection Unit (CCSIU)**, **Construction Unit**, **Hazardous Material Transportation Enforcement Unit (HMTEU)**, **Mobile Safe Freight Training Unit (MSFTU)**, **Motor Coach Compliance Safety Audit Review Unit (MCSARU)**, and the **Incident Management Unit (IMU)**.

The **Commercial Carrier Safety Inspection Unit (CCSIU)** is charged with conducting safety inspections on the 81% of the United States commercial vehicles registered and authorized to transverse the highways of the State of New Jersey. The unit is certified to enforce Title 49: Code of Federal (truck) Regulations, Title 39: New Jersey Motor Vehicle Code, as well as Weight and Dimensional Violations.

The **Construction Unit** is staffed by four enlisted TSB members and provides NJSP uniformed personnel to work in and around the NJ Department of Transportation (NJDOT) highway construction work zone sites, to effect and promote safety for the motoring public and highway construction workers. The members provide assistance to the three NJDOT Regional Emergency Operation Centers (REOC), also known as Snow Rooms, during emergency activations. These duties are primarily the liaison/communication hub between the NJDOT personnel and the law enforcement community.

The **Hazardous Materials Transportation Enforcement Unit (HMTEU)** has been certified to inspect those commercial carriers authorized to transport substances classified as hazardous materials. Codified with Title 49, Parts 100-185 of the Federal Materials Transportation Regulations these three regional squads operate on a mobile-basis throughout the state, always on the hunt for tankers, non-bulk HM, and radiological-sourced material.

The **Mobile Safe Freight Training Unit (MSFTU)** is comprised of two distinct components within one unit. In an era of “All Threats”- “All-Hazards”- “All Crimes,” these two regional

tactical squads are a critical component in shoring the gaps in homeland security and commercial traffic enforcement endeavors, all the while being an asset to intelligence-led policing strategies. Operating with the belief that there is no filter to criminal activity, these interdiction and intelligence-gathering specialists differentiate innocent commercial shipments from those using the industry for nefarious means during a time when they are most vulnerable, “while in transit.”

The other component within MSFTU is “Truck” Training and Certification. Known as the subject matter experts in their field, the unit trains and certifies the State of New Jersey and surrounding region Troopers, other law enforcement, and civilians in all aspects of commercial vehicle safety inspections. The Mobile Safe Freight Training Unit trains and provides certification for basic commercial drivers, various mediums of hazardous materials, and passenger carriers. They also certify in compliance review and safety audit disciplines.

The **Motorcoach Compliance Safety Audit Review Unit (MCSARU)** has two core functions. The first is the safety inspection of all passenger-carrying commercial vehicles to include touring, school, church, airport-type buses, as well as livery services along the highway, at passenger inspection facilities, or at loading/unloading terminals throughout the state, and enforcing Title 49: Code of Federal Regulations. In conjunction with the NJ Motor Vehicle Commission (NJMVC), unit members conduct post-crash inspections and investigations on those passenger-carrying vehicles involved in serious and/or fatal collisions. They further coordinate the Governor’s School Bus Safety Task Force to ensure proper recordkeeping and safe upkeep of school bus fleets.

The second core function of the Motorcoach Compliance Safety Audit Review Unit is the safety auditing and the compliance review of those carrier businesses registered with the federal government that are principally housed within the confines of the State of New Jersey. The MCSARU schedules New Entrant Safety Audits, as well as compliance reviews. Compliance reviews consist of a comprehensive, forensic analysis of a carrier’s paperwork, their office(s), and list of drivers and vehicles used.

The primary responsibility of the **Incident Management Unit (IMU)** is to respond to major incidents where the roadway will be closed for over two hours, occurring on and impact NJ Department of Transportation road systems. The Incident Management Unit’s mission at these incidents is to promote first responder safety as well as quick and efficient clearance of the incident. The unit’s nine enlisted members, Regional Incident Management Coordinators (RIMC), provide 24/7 response capabilities throughout the state. Approximately 90% of IMU’s calls fall into one (or more) of three categories: 1) fatal/serious vehicle crashes, 2) overturn trucks with/without hazmat spills, and 3) struck utility poles that interfere with the roadway.

- ◆ **Total Inspections 35,973**
- ◆ **Compliance Reviews 76**
- ◆ **Non-Haz Mat Inspections 29,832**
- ◆ **Public Outreach 10**
- ◆ **Haz Mat Inspections 3,014**
- ◆ **Traffic Enforcements 3,414**
- ◆ **Passenger Vehicle Inspections 3,128**
- ◆ **Portable Weighs 7,036**
- ◆ **Safety Audits 1,480**
- ◆ **Criminal Arrests 15**

Aviation Bureau

The **Aviation Bureau** is comprised of 32 enlisted members, (31 of which are pilots) and 11 civilian members (nine mechanics, one store keeper, and two administrative staff).



The Aviation Bureau provides support for various commands within the State Police as well as other agencies that request airborne assistance in accomplishing their mission.

The NJSP currently operates a fleet of eight helicopters consisting of five Augusta AW139s, two Bell 206Ls, and one Bell OH-58. There are three units strategically located in Bedminster, Hammonton, and Trenton. The primary roles of the north and south units are to provide dedicated air ambulance response. This includes on-scene medevac transportation to victims of traumatic incidents, inter-hospital medevacs, which consist of transferring patients from hospital to hospital, and the transport of organs to critically ill patients awaiting transplant. The north and south units also augment the Aviation Bureau patrol functions as needed.

The central unit, located in Trenton, is responsible for homeland security surveillance of critical infrastructure sites, detection and apprehension of criminal and traffic violators, support of metropolitan task forces in the interdiction of narcotics trafficking and auto theft, provide search and rescue capabilities, assistance with investigations through aerial observations and photos, and the provision of executive transportation flights.

The **Training and Maintenance Unit** operates out of the Trenton Facility. The training aspect of the unit ensures new Trooper Pilots are properly trained and proficient by complying with Aviation Bureau and F.A.A. performance standards. They are also responsible for coordinating our recurrent training for pilots that are already trained in bureau aircraft. The maintenance aspect of the unit has 12 civilian mechanics that maintain the fleet of aircraft and ensures all bureau maintenance technicians are properly trained and certified to maintain Bureau aircraft.

In 2020, the Bureau conducted over 3,500 operations consisting of the following:

- ◆ **Homeland Security Flights conducting surveillance over critical infrastructure sites and the Ports of NY/NJ and Philadelphia 1,350**
- ◆ **Medevacs, Inter-Facilities Transports, and Organ Transports 274**
- ◆ **Transportation Flights 42**
- ◆ **Surveillance Flights 57**
- ◆ **General Police Missions consisting of Aggressive Drivers, Coastal Patrols, Marijuana Eradication, Patrols, Pursuits, Speed Timing, Surge Details, and Traffic Surveys 4,640**
- ◆ **Searches for Fugitives, Missing Persons, Suicidal Subjects, & Drones 253**
- ◆ **Photo flights of Crime Scenes, Event Planning, or Active Investigations ... 10**
- ◆ **S.P.E.A.R and Marine Services Bureau Patrols 53**
- ◆ **Training and Maintenance Missions 804**
- ◆ **Demonstrations 79**

From Memorial Day to Labor Day, the bureau staffed a State Police Emergency Air Rescue (S.P.E.A.R.) aircraft and Coastal Air Patrols. During a coastal patrol to assist Atlantic City Marine Station, Tpr. I Bishop #7085 and Tpr. II Stephanie #7344 learned of overdue boater in the Barnegat area. The overdue boater was described as a white female on a black personal watercraft with red lettering. Further details were learned that she did not have her cell phone and has been overdue for three hours. Dispatch advised that the victim left from High Bar Harbor Yacht Club and the last time she was seen was around Party Island. A thorough search of the marsh area west of Barnegat revealed what looked to be the victim stranded in a small pool of water in the middle of the marsh with a PWC meeting the description. Due to the low tide, Marine Patrols were unable to see her deep into the marsh. Tpr. I Bishop came to a hover in close proximity to confirm the registration on the PWC and assessed the condition of the female. At this time, it has been approximately five hours she had been missing. They landed lightly on a grassy portion of the marsh in close proximity to the victim. Tpr. II Stephanie exited the helicopter and assisted the victim into the back of the helicopter. Due to the victim's physical condition, issue with the PWC not running, no boats able to reach her, and time until the next high tide, the decision was made to transport her to a better location. Tpr. II Stephanie secured her in the back of the helicopter and the crew transported her to an LZ behind the Barnegat Fire Department. The victim was then turned over to Long Beach Twp. who then assisted transporting her for medical treatment.

Marine Services Bureau

The **Marine Services Bureau** is comprised of 65 enlisted and 12 civilian members assigned to distinct missions. The Marine Services Bureau provides law enforcement services for all of New Jersey's waterways and is the primary provider for all police services on the water and contiguous land areas of the State of New Jersey. The mission of the Marine Services Bureau is to protect and serve the boating community and to preserve the natural resources of this state by utilizing general law enforcement concepts, training and education, as well as enforcing all laws fairly and without bias. We also provide a preventive level of homeland security through intelligent, vigilant, and highly visible patrol measures.

In addition to policing the recreational boating community, conducting pollution investigations, fish and game investigations, and criminal activity, the Marine Service Bureau incorporates daily homeland security protection duties into critical infrastructure locations. The bureau conducts escorts of military vessels, cruise ships, and chemical vessels, as well as identifying suspicious activity along the waterways. Jurisdiction and patrol areas consist of New Jersey's territorial seas, extending three nautical miles offshore, along the 127 miles of the Atlantic Ocean coastline with an interior tidal shoreline of approximately 1,750 miles, composed of the Delaware River and approximately 100 inland bays, rivers, creeks and coves. In addition, there are more than 800 lakes and ponds within this state with a total of 700 square miles of surface area.





In 2020, the Marine Services Bureau responded to:

◆ Criminal Investigations	93
◆ General Police Calls for Service	4,081
◆ Vessel Assists	764
◆ Persons Assisted	1,399
◆ Boating Accidents	151 (68 injuries & fatalities)
◆ Search & Rescue Cases	38
◆ Vessel Boardings	7,306
◆ BUI Arrests	5
◆ On-Water Recreational Boating	
Mission Hours	76,040
◆ Total Recreational Boating Safety	
Activity Mission Hours	111,394



The Marine Services Bureau (MSB), administers New Jersey’s boating safety program. To date, there are 610, 225 boating certificates in the MSB Database, 96 course providers, and 510 course instructors. Since January 1, 2020, MSB has approved and distributed 22,346 boating safety certificates to New Jersey boaters.



Emergency Management Section

The mission of the **Emergency Management Section** is to engage vigorously in the prevention, protection, mitigation, response, and recovery of threats and hazards endangering the state and its residents. Through operation of its four bureaus (**Emergency Response, Communications, Recovery, and Preparedness**) the 383 personnel (enlisted: 98, full-time civilian: 285, part-time civilian: 15, and contractors: 10) work in concert with section administration to “prepare, empower, and connect” its personnel and external stakeholders in all facets of emergency management. Working as a team, members provide innovative, effective, and efficient coordination of emergency management services that: build upon a foundation of collaboration with government partners, the private sector, non-profit entities, and community- and faith-based organizations;

- ◆ **Build upon a foundation of collaboration with government partners, the private sector, non-profit entities, and community and faith-based organizations;**
- ◆ **Direct funding toward the efficient use of human and material resources and technologies that yield the greatest benefit and return on investment, as well as ensuring effective cyber-security;**
- ◆ **Develop and sustain a well-trained cadre of staff and volunteers across the state;**
- ◆ **Enhance preparedness and self-sufficiency on the part of the general public, especially the state’s most vulnerable residents.**

Through its forward-leaning, future-oriented culture of preparedness and resiliency, the section has demonstrated that it has the flexibility and training to face evolving threats and be a national leader in emergency management. During the entirety of 2020, section members continually went “above and beyond” to maintain steady state responsibilities and support the pandemic response, severe weather incidents, and the responses to civil unrest. Section personnel conquered daily challenges for a myriad of issues, from maintaining a safe working environment for the dozens of agencies that worked in the SEOC in the early days of the pandemic, to transitioning to virtual operations, to supporting COVID-19 response operations in the field. Every bureau collaborated to develop and implement plans to meet new challenges such as planning and operation of community-based testing sites, vaccination mega sites, field medical stations, and temporary morgues, as well as overcoming supply chain shortages. The state’s executive leadership tasked the section with the management and acquisition of the state’s entire personal protective equipment (PPE) supplies/stockpile, testing kits, and ventilator cache. Similarly, section personnel were also entrusted with oversight of financial expenditures for the COVID-19 response and the administrative support for processing and reimbursement of the state’s US\$2.4 billion Coronavirus Relief Fund Grant. Throughout the COVID-19 response,



Major Louis Bucchere
Commanding Officer
Emergency Management
Section



the section continued to maintain key steady-state operations and activities and began implementation of the P25 Radio System Upgrade. Members performed in an exemplary manner, while dealing with their own personal challenges of the pandemic, such as the closure of childcare facilities and schools, quarantining, etc. Members also lead by example as early adopters of temperature screening, mask-wearing and other protective measures to ensure the safe continuity of operations.

Emergency Response Bureau

The **Emergency Response Bureau** serves as the conduit between the section and county and municipal offices of emergency management through its extensive network of state, county, and local partnerships. Bureau personnel support local preparedness, response, recovery efforts, stakeholders' situational awareness, and resource requests. Members also coordinate state assistance for local and federal search and rescue operations, and perform HazMat response, with an increasing emphasis on fentanyl and opioids.

The bureau personnel were an integral part of the state's COVID-19 response efforts, such as: supporting air travel quarantine in the pandemic's earliest days, reviewing emergency school feeding plans statewide, providing critical situational awareness when the state's crematories and cemeteries were overwhelmed by the death tolls, collaborating with the New Jersey Department of Health to provide situational awareness about problems at long term care facilities and other congregate settings, and serving as liaisons and providing operational support to ensure county and local involvement in state-supported community based testing sites, vaccination sites, and temporary morgues. Bureau personnel also supported COVID-19 decontamination at NJSP sites.

The bureau is comprised of five units: **North Region**, **South Region**, **Central Region**, **Hazardous Materials Response Unit**, and **Urban Search and Rescue Unit**



The regions (North Region, South Region, and Central Region) provide a critical link between NJOEM and county and municipal offices of emergency management that ensures the expeditious and effective state support of local, all-hazards response efforts before, during, and after incidents and events. During SEOC and county EOC activations, bureau personnel provide a direct connection for situational awareness and resource requests. The regions interface with the (21) County OEMs and the County Coordinators Association. This relationship helped facilitate county and local engagement with the state's response to COVID-19, which was a primary focus during 2020 and continuing to date. The regions also supported the state's response to protests and civil unrest during 2020.

The regions have a wide array of responsibilities, including but not limited to, evaluating county and local Emergency Operations Plans (EOPs) for compliance with applicable guidelines and statutes, providing incident support for local response, liaising between the SEOC and county EOCs during incidents, training and exercising, and providing guidance to local emergency planning committees.

The **North Region** supports the counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, and Warren for all facets of emergency management services. The North Region was the initial focal point for COVID-19 response in the state. In January 2020, the North Region was responsible for assisting in the planning and response for passenger screening and potential quarantining of infected travelers, working in partnership with the Port Authority of New York and New Jersey, other NJSP Units, and New Jersey Department of Health.

As the pandemic spread, the northern counties were among the hardest hit, requiring an unprecedented response from unit members. This included aiding the planning and build out of field medical stations, supporting community-based testing sites, state and local fatality management operations, and responding to countless requests for assistance from the municipalities and counties. Unit members were also directly involved in the distribution of critical resources such as PPE, ventilators, medications, and body bags.

In addition to the COVID-19 response, the North Region reported on 65 significant events and incidents including major structure fires, wildfires, flooding, building collapses, and oil spills. Unit members were fully engaged with the deployment of Troopers to Puerto Rico in the aftermath of the devastating earthquake. Some members deployed while others remained in New Jersey to provide logistical travel support. The North Region was fully engaged in the response to protests and civil unrest during 2020. This included working with local and county agencies in the planning, response, and reporting for the protests and providing critical assistance to Mobile Field Force (MFF) in Troop B. Unit members supported the MFF by completing the necessary Incident Command System (ICS) and other reports and provided real time status updates during the protests in northern cities and towns.

The **Central Region** provides emergency management support to the central counties of Hunterdon, Mercer, Middlesex, Monmouth, Ocean, Somerset, and Union. In addition to their steady state responsibilities, during 2020 the Central Region was fully engaged in NJOEM's response efforts to the COVID-19 pandemic. Region representatives maintained a fluid connectivity to their state, county, and municipal partners and assisted them with obtaining the resources and information they needed to successfully operate.

As part of the COVID-19 response, members were called upon to perform a wide array of assignments, many of which they had never performed before in an operational environment. The Central Region hosted one of the two, drive-through state COVID-19 testing sites located at the PNC Bank Arts Center in Holmdel. Unit staff assigned to this detail served in various roles ranging from liaison to deputy incident commander, and developed strong working relationships with federal, state, and private partners. The site operated successfully at maximum capacity on an almost daily basis and reached its testing goals. The Central Region also assisted the Office of the State Medical Examiner with the development, build out, and operation of the temporary morgue site located in Millstone Twp. Region personnel worked closely with the OCSME staff, NJOEM planners, and other stakeholders to develop the policies and procedures used at the sites.

In addition to the response efforts to the pandemic, Central Region members continued to assist our partners with EMAA grant administration, RERP exercises, emergency operation plan compliance, and attended LEPC/municipal coordinator meetings. Central Region members also assisted with MFF deployments during protests and periods of civil unrests. Due to their prior participation in hundreds of hours of ICS training and exercises, ERB seamlessly and efficiently handled necessary supporting tasks such as resource tracking, planning, logistics, and reporting. Moreover, although the COVID-19 pandemic and the associated restrictions prohibited in-person gatherings and severely impacted training and exercise opportunities, Central Region members were proactive in their efforts to receive and provide a wide array of training to our municipal and county partners. When the pandemic brought all in-person training to standstill, ERB members worked diligently to develop an online version of the basic workshop class and exercise (a statutory requirement for municipal coordinators) to over 300 participants.





The **South Region** supports the counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem. During 2020, while simultaneously supporting the COVID-19 response, South Region personnel spearheaded several planning initiatives and supported important training programs and exercises. The region has been leading a working group to update the state's emergency management statutes and NJOEM directives for better alignment with federal laws and procedures, as well as current state and local practices. Another major focus has been the review and revision of the Philadelphia-NJ Cross Border Mass Evacuation Plan in collaboration with the Philadelphia OEM, several of the South Region counties, and the state NJESF-1 partners. The revised plan will be the subject of an exercise during 2021. Region members also support the NJ-AHIMT for the Agudath Event at MetLife Stadium, and deployments including Washington, D.C.

(civil unrest), Puerto Rico (earthquake assistance), and the POTUS visit to Wildwood, NJ. Personnel also assisted with the development of a new template for municipal emergency operations plans, as well as a modified planning section chief class for region reps.

The South Region continues to support the statewide COVID-19 response by assisting with the planning for COVID-19 re-opening and recovery operations, the state contract warehouse PPE operations, COVID-19 vaccination point of dispensing (POD) planning and the state's vaccination mega sites. During 2021, in addition to the COVID-19 response and other incidents, the South Region will also provide support for major planned events, such as the Atlantic City Air Show and the New Jersey Emergency Preparedness Association (NJEPA) Conference, which is the premier emergency management training conference for the state.

The **Hazardous Materials Response Unit (HMRU)** supports NJSP and partner agencies with hazardous materials, clandestine laboratories, and chemical, biological, radiological, nuclear, and explosives (CBRNE) incidents. CBRNE services include agent surveillance and detection, identification of CBRNE material, evidence collection, sampling, and decontamination, environmental monitoring, scene management, and resource acquisition management. Calendar year 2020 was a busy year for HMRU, despite the COVID-19 pandemic. Members assisted numerous local, county, state, and federal agencies with requests for assistance with narcotics investigations and clandestine labs; including search warrants, heroin and fentanyl mills, law enforcement exposures, etc. In addition, unit staff collaborated with the New Jersey Department of Environmental Protection and the New Jersey Department of Health to sustain the BioWatch Program to detect and monitor biological threats.

During 2020, HMRU's members:

- ◆ **Installed chemical hoods in all State Police Road Stations (A, B, C, D, and Marine Services) and developed a lesson plan and training video.**
- ◆ **Conducted decontamination operational assistance to NJSP assets during civil unrest and COVID-19 activities.**
- ◆ **Developed and implemented a new PEOSH-approved fit-testing protocol for NJSP personnel.**

- ◆ **Distributed 48,000 Emergency Response Guides (ERGs) to local, county, state, and federal emergency responders.**
- ◆ **Administered COPS (Community Oriented Policing Services – Anti Heroin Task Force) grant funds to purchase/upgrade field analytical equipment and provide training for NJSP and county prosecutor’s office narcotics units.**
- ◆ **Conducted hazardous materials technician training for 42 responders.**

HMRU personnel also participated in 135 responses including: 33 CBRNE sweeps/monitoring for large-scale events, 14 clandestine laboratories, 73 narcotics testing/search warrant assists (including 41 fentanyl related), nine suspicious mail incidents, and six exposure investigations.

The **Urban Search and Rescue (USAR) Unit** oversees New Jersey Task Force 1 (NJ-TF1) and strives to improve its administrative and operational readiness of personnel and equipment. The unit continues to forge strong relationships with all partners through training and exercising and is currently constructing State Homeland Security and Preparedness (SHSP) Emergency Support Function 9 (ESF-9); a state of the art training facilities for federal, state, and local partners.

During 2020, the unit supported every major COVID-19 field operation – providing over 500 staff hours in support of COVID-19 operations at the community-based testing sites, federal medical stations, and temporary morgue sites. USAR members transported equipment and supplies throughout the state, often on short notice and for long hours. They assisted with the design and set up for state and local temporary morgues; served as a central equipment warehouse during the early part of the response; provided equipment support at other sites; and facilitated demobilization operations and storage of the state’s equipment cache for the field medical stations and the temporary morgues. In addition to the COVID-19 response activities, NJ-TF1 was activated for a building collapse in Essex County and for FEMA deployments to Louisiana for Hurricane Laura and Tropical Storm Sally. The State Search and Rescue Coordinator participated in 38 missing-person/lost hiker cases and delivered ten classes, totaling 1,328 hours of personnel training.

Communications Bureau

The **Communications Bureau** provides professional and technical support across the section’s four bureaus and throughout the Division, as well as various response agencies statewide. These activities include the management of the Division’s 700/800 MHZ radio system used by 24,000 responders. The bureau also oversees the **Operational Dispatch Units (North, Central, South, Turnpike/Parkway, and the Call Center Unit)** and the **Communications Support Unit**.

In 2020, the Communications Bureau successfully completed Phase 1 of the P25 radio system upgrade to improve interoperability, increase coverage and add encryption to the system. This US\$49 Million project included the installation of 909 mobile radios, the programming and distribution of nearly 3,500 portable radios, and improvements to the radio system at the ROIC and Hamilton. The Phase 2 implementation during 2021 will include tower improvements and the upgrade of dispatch consoles.

The **Operational Dispatch Units (ODUs) North, Central, South, and Turnpike/Parkway** are responsible for providing emergency and non-emergency radio and telephone communications for road stations in their respective regional area of responsibility, including monitoring radio emergency alerts for all NJSP radios, and are required to document all interactions through Computer Aided Dispatch (CAD) entries. ODU South also has dispatch responsibilities for the Department of Gaming Enforcement. Each ODU is staffed



by Public Safety Telecommunicators (PSTs) who handle general 9-1-1 calls within the defined jurisdictional area. The ODUs provide 24/7 dispatch services, handling “admin” calls from NJSP Troopers, as well as calls from the general public that require response or transfer to county/local agencies. During 2020, the ODUs handled over 122,000 9-1-1 calls, 800,000 admin calls and generated over US\$1.6 Million CAD entries. Throughout the pandemic response, operations remained fluid with no gaps in coverage, despite personal impacts to staff, exposures at NJSP offices and ODU sites, quarantines, etc.

The **Call Center Unit** is located in the ROIC at Division Headquarters and staffed with PSTs and a Communications Operator. The Communications Operator answers the State Police’s main switchboard while the PSTs are responsible for providing emergency and non-emergency radio and telephone communications for their respective regional area of responsibility, including monitoring radio emergency alerts for all NJSP radios. The Call Center Unit is also responsible for:

- ◆ **Monitoring the National Attack Warning Alert System (NAWAS),**
- ◆ **Dispatching for the Aviation and Marine Bureaus,**
- ◆ **Answering Text to 9-1-1 messages for assistance, and**
- ◆ **Dispatching services for the Delaware River Joint Toll Bridge Commission and Human Services Police Department.**

The **Communications Support Unit** is responsible for maintaining the communications infrastructure for all NJSP communications systems and equipment. Responsibilities include: conducting inspections, repairs and removal of radios, sirens, light systems for marked and unmarked vehicles, and marine police vessels. Additionally, unit members service phone switches and ancillary equipment at Division Headquarters, road/marine stations, remote and undercover offices, and wireless equipment, including cell phones.

Recovery Bureau

The **Recovery Bureau** oversees the state’s disaster recovery and mitigation planning and implementation. The bureau is composed of the following units: Mitigation, Public Assistance, and Finance. Bureau personnel are primarily responsible for administering FEMA Public Assistance and Hazard Mitigation funding awarded to the state after a federally declared disaster, as well as Hazard Mitigation Assistance Grants.

During 2020, the Recovery Bureau required nonstop teamwork and collaboration to meet the challenges. In addition to administering open disasters from prior years and a new disaster declaration for Tropical Storm Isaias, Bureau personnel rose to meet the unique hurdles of navigating the new and often fluctuating guidance for FEMA reimbursement for the COVID-19 Disaster Declaration, as well as additional responsibilities to support administration of the state’s US\$2.4 billion Coronavirus Relief Fund Award.

The **Public Assistance Unit** helps public entities identify, pursue, and acquire federal funding for repair, restoration, reconstruction, and/or the replacement of facilities and infrastructure incurring damage or destroyed by a disaster. The unit coordinates damage assessment activities and reviews project applications for the determination of eligibility and approvals. In addition, the unit collaborates with federal and state officials to ensure effective coordination and review of grant awards, including training to local municipalities. Since 2012, the unit has administered US\$3.1 Billion in public assistance funds to many entities. The unit focuses on obtaining every dollar available to the state, as quickly and efficiently as possible. During 2020, the unit closed out approximately US\$40 Million dollars in public assistance grant funding, including a backlog from prior disasters. At present, six declared disasters remain open; the largest of which is Hurricane Sandy. These disasters are comprised

of more than 12,000 projects. Out of those 12,000 projects, only 1,923 small projects and 827 large projects remain open.

In 2020, the unit dealt with the first-ever nationwide pandemic disaster declaration consisting of an open incident period and ever-changing federal eligibility guidance. Due to the wide-ranging nature of the pandemic, the unit conducted unprecedented outreach to current and potential applicants throughout the state. As a result, over 1,500 applicants registered in the new FEMA Grants Portal System, including approximately 500 Private non-profits as part of the 1,600 requests for public assistance for COVID-19; far surpassing Hurricane Sandy's total application requests. In addition to the COVID-19 response, the Public Assistance Unit performed one of the first virtual preliminary damage assessments in the country, resulting in Presidential Disaster Declaration (DR4574) that is being administered virtually to maintain safe operations in a pandemic environment.

The primary objective of the **Mitigation Unit** is the reduction of risk, bolstering of resiliency, and rapid recovery from disasters, which is achieved through the development and implementation of mitigation strategies administered through several grant-based programs in conjunction with FEMA. The unit is forward leaning and aggressive in seeking funding opportunities, and currently administers more than US \$400 million in Hazard Mitigation Grants for both disaster and non-disaster grants. Of particular note, the Mitigation Unit is coordinating with FEMA and NJDEP on a comprehensive risk analysis of all dams in the state. The Dam Safety Study will identify and prioritize potential hazards as well as making more federal funding available to mitigate these potential hazards. 2020 grant applications submitted for potential award by FEMA include: Flood Mitigation Assistance (FMA) 26 projects for US\$54 Million and Building Resilient Infrastructure and Communities (BRIC) 38 projects for US\$210 Million.

The Mitigation Unit has provided critical assistance to the state's COVID-19 response through support for many individual assistance programs such as Non-Congregate Sheltering Assistance, Lost Wages Assistance, and Mental Health and Crisis Counseling Support. The unit also coordinated the New Jersey's Building Resilient Infrastructure and Communities (BRIC) Application Program by processing and evaluating more than 70 applications for mitigation projects. The unit has recently secured funding to collaborate with Rutgers University on flood plain mapping. The use of LIDAR (Light Detection and Radar), a remote sensing technology, will facilitate the collection of elevation data of flood prone areas of New Jersey to enhance mitigation project assessment.

The **Finance Unit** ensures the proper payment, documentation and reconciliation of FEMA disaster funding, including, but not limited to: public assistance, hazard mitigation, non-disaster mitigation, and administrative funding. Staff



perform reconciliations for each project to ensure proper payments to vendors, alignment of all expenses with the project worksheets, and coordination of fund transfers to vendor accounts. Unit staff also assist with the reimbursement of funding for EMAC and NJ-TF1 deployments, as well as reimbursement of salaries and expenses to the Division of State Police for operations funded through federal grants. Another important responsibility engaged by the unit is the collection of receivables from applicants. The 2020 receivables totaled US\$1.2 Million and were the result of insurance proceeds to the applicant or FEMA de-obligations to be repaid to FEMA.

In 2020, the Finance Unit assumed a key role in the administration of the State's substantial Coronavirus Relief Fund Award. Through the NJEMGrants portal, unit personnel have assisted state and local agencies with documentation requirements and pertinent information related to the tracking of the payments. They also assisted with payment processing for county agencies who received a sub-award from the state. As part of these new responsibilities, the unit works with many different review teams, including the state single audit, integrity monitors and FEMA Annual Reviews to provide documentation and explanations of procedures and payments made by the Recovery Bureau. Payments in 2020 totaled US\$305 Million; 2021 should exceed that amount.

Preparedness Bureau

The **Preparedness Bureau** is responsible for planning and special projects to support the section's programmatic initiatives, including but not limited to: maintaining the State Emergency Operations Plan (SEOP) and Continuity of Operations Plan (COOP), overseeing the state's Radiological Emergency Response Plan, ensuring operational readiness of the State Emergency Operations Center (SEOC), training and exercising, facilitating access to federal government surplus programs, and overseeing the Citizen Corps Programs. Bureau personnel also assist the section with administration of the Emergency Management Program Grant (EMPG) and the Emergency Management Agency Assistance (EMAA). The Bureau is composed of the following units: Preparedness Unit, State Emergency Operations Center Unit, Support Services Unit, Training & Exercise Unit, and Radiological Emergency Response Planning & Technical Unit. In 2020, the primary focus of the Bureau was to provide critical support to the section's COVID-19 response.



The **Preparedness Unit** is primarily responsible for maintaining the SEOP, supporting SEOC activations, coordinating completion of the Threat and Hazard Identification and Risk Analysis Assessment (THIRA) and Stakeholder Preparedness Report (SPR), facilitating collaborative planning and preparedness efforts with the whole community through the State Emergency Management Program Stakeholders (SEMPS) group, and supporting planning and response for vulnerable populations through the County Disabilities and Access and Functional Needs (DAFN) Coordinators group and the multiple County Core Advisory Groups (CAGs). Noteworthy projects from 2020 include the successful biennial review and promulgation of the 2020 SEOP, the revision of the Distribution Management Plan in conjunction with several partner agencies to comply with FEMA's EMPG requirements, and participation in several COVID-19 planning groups, including planning for vulnerable populations. During 2020, unit personnel filled critical staffing roles to support the SEOC's resource support function for the COVID-19 response and ensured that an alternate SEOC operational plan was in place, if needed, to maintain operational continuity.

The unit continues to leverage statewide capabilities and partnerships in collaborative planning efforts through entities such as the SEMPS, the State Sheltering Task Force, the State Evacuation Task Force, the FEMA Region II Integration Team (FIT), and many planning groups that address the concerns of vulnerable populations. Primary areas of focus for 2021 include the upcoming Emergency Management Accreditation Program (EMAP) review

process, coordinating the 2022 biennial review of the SEOP, and developing additional annexes to the SEOP.

The **Radiological Emergency Response Planning & Technical Unit (RERP&T) Unit** oversees the coordinated statewide planning and response to a radiological emergency at a nuclear power plant. The unit also maintains the fiscal accounts for the State's Radiological Calibration Laboratory and county reimbursements pertaining to the radiological program. In addition to performing all steady functions, unit personnel fulfilled critical staffing needs for the SEOC's Planning Section throughout the COVID-19 response.

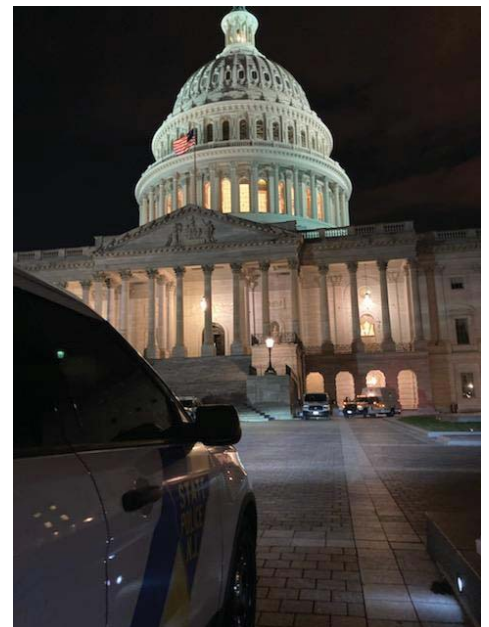
During 2020, the state evaluated exercises at the Oyster Creek and Salem/Hope Creek nuclear power plants. The practice exercise for Salem/Hope Creek met the state's annual exercise requirement and there were no issues identified out of the 399-criterion evaluated by the state. The unit successfully conducted a virtual-format Hostile Action Based Tabletop Exercise for the Oyster Creek facility to validate the Post Shutdown Response Plan from the decommissioning of that facility. While federal oversight is no longer required for the Oyster Creek facility, the New Jersey Radiation Accident Response Act (RARA) still applies and will continue to serve as the basis for the protection of the public from an accident at a nuclear facility impacting the State of New Jersey.

The **State Emergency Operations Center Unit (SEOC)** maintains the operational readiness of the SEOC, including drafting/updating procedures, training staff and partner agencies in Eteam and ESRI (emergency management solutions), providing GIS support, maintaining critical contact lists, and disseminating situational awareness. During 2020, unit personnel worked nearly non-stop to manage the SEOC activation in support of the state's COVID-19 response from March 11, 2020 (Full Activation) to date. This was in addition to SEOC activations for severe weather incidents and planned events such as Agudath, Election Day and the POTUS visit to Wildwood. A primary focus of the unit has been the complete overhaul and re-design of the SEOC reporting platform used by NJOEM, state, county, and local partners, allied agencies and others to maintain situational awareness and resource support. During 2020, SEOC personnel, working with ESRI, developed a new, efficient platform to replace Eteam. The new platform incorporates ARC GIS technology, employs better use of maps and dashboards, and streamlines situational awareness reporting and the resource request process. Despite the unprecedented hours devoted by SEOC staff to support the COVID-19 response, the transition to the new ESRI platform is on target for implementation in 2021.

The unit also houses the multi-agency New Jersey All Hazards Incident Management Team (NJ-AHIMT), which has been deployed throughout 2020 to support the state's COVID-19 response, including, but not limited to, support for the build out of field medical stations, community based testing sites, temporary morgues, vaccination sites, and N95 decontamination. In addition, the team also deployed in state for numerous events to include Agudath, mass gatherings, civil disturbances, and several presidential visits.

Finally, the unit also oversees the operations and maintenance of the NJSP Mobile Command Vehicle (MCV), which was deployed to multiple events to include the City of Newark COVID-19 morgue operations and planned events such as NJSP 160th Class Graduation.

The **Support Services Unit (SSU)** assists with resource support through the state's participation in the Emergency Management Assistance Compact (EMAC), Citizen Corps programs such as Community Emergency Response Teams (CERT), and the federal government's surplus property programs. The SSU staff members train the state's multi-agency EMAC A-Team members in requesting





and offering resources through the EMAC system, coordinate deployments, process reimbursement packages, and develop procedures to facilitate future deployments.

In 2020, the State of New Jersey provided support to Puerto Rico in response to the earthquakes by deploying 114 members of the New Jersey State Police for the first EMAC mission of the year. EMAC was also utilized to support the COVID-19 Pandemic response – with New Jersey receiving assistance from California for ventilators, Delaware for body bags, and New York for pulse oximetry. In 2020, the

unit facilitated the first ever deployment of the New Jersey Forest Fire Service via EMAC (two waves of wildland firefighters, three engines, and one support vehicle deployed to California for 28 days).

The SSU also operates the state's programs to access federal surplus property through the Government Services Administration (GSA) and the Law Enforcement Support Office (LESO). Major accomplishments for LESO during 2020, included collaborating with the Attorney General's Office and the Defense Logistics Agency (DLA) to update the State Plan of Operation (SPO). Completing the SPO addendum project required the Chief Law Enforcement Officer of each police department to acknowledge and sign off on DLA's 1033 Program weapons policy. SSU also completed the National 1033 Program annual inventory, which was successfully completed in July 2020, well ahead of the original due date of October 2020.

One of SSU's main programs is the Community Emergency Response Team (CERT). This program educates volunteers about disaster preparedness for the hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. In 2020, CERT Members accumulated over 26,400 hours of training and volunteer service through deployments. CERT members assisted in the following types of deployments for the COVID Response:

◆ **NJ Poison Control Center/Call Center during COVID**

◆ **Test Site/Vaccination Site Logistics**

◆ **Volunteers at test and vaccination sites**

◆ **Resource and donations management support**

◆ **Delivery of groceries and meals to the elderly and at risk populations**

In addition to performing their steady state responsibilities and fulfilling program requirements, all SSU staff were also an integral part of COVID-19 Resource Management and Finance Section operations in support of the state's inventory and stockpile of all PPE and other various items procured for use throughout the state. Staff delivered and maintained ventilators used at hospitals statewide, supervised and organized the inventory at the state's contract warehouse site, maintained records of incoming and outgoing items, supported the procurement, invoicing, and reimbursement of all PPE and items purchased, and provided other logistics support. Unit members also provided invaluable logistics, human comfort and

facility support needs for all personnel and partners at the SEOC.

In its steady state role, the **Training & Exercise Unit (TEU)** coordinates emergency management training across the state and supports exercise design and facilitation. During 2020, the TEU delivered the National Emergency Management Basic Academy (NEMBA), utilizing two (2) regional venues to serve customers through regional delivery of classes: Delivered the National Emergency Management Basic Academy, utilizing regional venues to serve customers through regional delivery of classes;

◆ **Essex County OEM hosted the NEMBA, with a total of 149 students trained and 27 graduated the Basic Academy program.**

◆ **Gloucester County OEM hosted the NEMBA, at Rowan College of South Jersey, with a total of 100 students trained and 15 graduated the Basic Academy program.**

◆ **These are the 5th and 6th completed cohorts in New Jersey since the inception in September 2017. The basic academy has now been offered in six of the state's 21 counties.**

In 2020, all of the unit's personnel were assigned to oversee the SEOC's COVID-19 Resource Management operations. The unit stood up a massive logistics function (overseeing as many as 13 people) to support the acquisition and distribution of PPE statewide through a close working relationship with the state contracted warehouse. These activities, which began in March 2020 continue to date, often on a 24/7 basis. Unit personnel have acquired and disseminated over 88,000,000+ pieces of vital PPE supplies for hospitals, long-term care facilities, home health aides, first responders, state agencies and others. Members also oversaw the dissemination of COVID-19 testing supplies and new therapeutics, and developed a plan to acquire, disseminate and maintain ventilators. The unit has also collaborated with private entities to help streamline and speed up the distribution of test kits and medications. The focus for 2021 includes oversight and dissemination of the state's PPE stockpile, distribution of testing kits and supplies, and facilitating the maintenance and distribution of the state's ventilator cache, as well as demobilization planning.





**Lieutenant Colonel
Scott Ebner**
*Administration
Branch Commander*

Administration Branch

The **Administration Branch** operates as the support function of the Division of the New Jersey State Police. The Administration Branch Commander and Deputy Administration Branch Commander are advisors to the Deputy Superintendent and the Superintendent's Office. The Administration Branch oversees the functions of the Office of Labor Relations, Office of Peer Assistance, as well as the following sections: Division Human Resources, Identification & Information Technology, and Administration.

The Administration Branch is responsible for the preparation of Division's Annual Agency Capital Budget Request and provides fiscal oversight of authorized funding in all accounts within approved state and federal regulations and/or guidelines, to fulfill the requisite accounting of all financial transactions related to the operations and missions of the Division.

The Administration Branch oversees the New Jersey State Police selection process, appointment of applicants to the New Jersey State Police Academy, and the graduation of New Jersey State Troopers. The Administration Branch assists in the coordination of both the civilian hiring plan and the review and processing of enlisted promotions.

The Administration Branch identifies, replaces and/or enhances mission critical systems throughout the Division. The Administration Branch develops effective and efficient methods for accomplishing professional and managerial development of employees. The Administration Branch is also responsible for oversight of the Division Awards Program.

Office of Labor Relations

The **Office of Labor Relations (OLR)** is responsible for coordinating the civilian and enlisted grievance process, training personnel in the management of employees, and serve as the liaison with contractual bargaining units and other governmental employee relations agencies. The OLR also collects, analyzes, and evaluates employee data in reference to employee management bargaining issues and collective negotiations. The OLR reviews executive and legislative policies and assists the Administration Branch Commander in performing the duties of the Division's ethics liaison officer. The OLR also represents the Division at all grievances and civilian discipline hearings.

In addition to the bargaining and grievance related duties, the OLR delivered training to Division supervisors regarding labor related issues in the area of dispute resolution and civilian discipline procedures. This training was facilitated in accordance with the Executive Leadership Phase training, Mid-Level Management and Leadership course, and the Front-Line Supervision course. Training blocks were also provided to civilian and enlisted personnel of the Communications Bureau and the Office of State Governmental Security. Additionally, OLR was the liaison to the AG's office in the re-designation process of essential workers. OLR has continued to work on pending cases from 2019 along with processing 66 civilian disciplines, 18 civilian grievances, 14 STFA grievances, seven NCO grievances, and two SOA Grievances.

OLR has revised/updated S.O.P. B17, "Outside Employment/Volunteer Work," in collaboration with the Systems Design Unit, to coordinate with the newly designed and soon to be implemented Request to Engage in Outside Activity system. The new system will streamline the application, review, approval, and communication process in a user friendly, effective, and efficient way.

The year 2020 presented many challenges to the workplace. OLR coordinated daily with multiple branches, sections, bureaus, and units regarding a myriad of COVID-19 related issues such as safety protocols, employee designations, work schedules and furloughs, to name a few. Enlisted and civilian contracts, Memorandums of Agreement (MOA), Executive Orders, and other mandates required regular interaction with the Governor's Office of Employee Relations (GOER), the Attorney General's Office of Employee Relations (OER), and civilian and enlisted Unions to ensure a coordinated and unified response regarding the interpretation and implementation of all policies and procedures.

Office of Peer Assistance

The **Office of Peer Assistance (OPA)** assists NJSP members, who may have experienced cumulative or acute critical incident stress, which can result in various degrees of emotional and psychological trauma caused by virtue of their profession. The OPA provides assistance through non-clinical services by identifying potential solutions to members' needs and/or concerns, or recommending assistance through avenues of advanced care. The OPA is staffed with three enlisted and one detached, non-clinical peers along with 58 volunteer "Regional Peers" who were initially added (25) to the program in 2019 with a second Regional Peer Training being held in 2020 adding 33 additional Regional Peers. The peers were trained in the areas of resiliency, mental health first aid, psychological first aid, signs and symptoms of trauma and/or stress, and suicide awareness.

The OPA is responsible for facilitating a proactive gatekeeper suicide awareness and prevention course called Question, Persuade, Refer (QPR), which trains members to learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. Presently, 334 Division members (306 enlisted and 28 civilian) have been trained in QPR through this program.

In accordance with Attorney General Law Enforcement Directive No. 2019-1 - *Promoting Law Enforcement Resiliency*, all three members of the OPA have been designated as a Resiliency Program Officer (RPO) for the Division. The RPO will be responsible for implementing the New Jersey Resiliency Program for Law Enforcement (NJRP-LE) which is designed to help Troopers overcome adversity and protect their mental health.

Division Human Resources Section

The **Division Human Resources Section (DHRS)** supports, facilitates, and manages all career-related personnel matters including recruiting, hiring, training, payroll, benefits, leave time, personnel records, wellness, and the promotional process for civilian and enlisted employees of the Division. The roles and responsibilities of the Division Human Resources Section falls within the following programmatic areas: The Training Bureau, the Personnel Bureau, and the Recruiting Bureau. The responsibility of administrative and command support, policy implementation, and maintaining business continuity are assigned to the Administration Office, which falls within the Office of the Commanding Officer, Division Human Resources Section. Each of these areas is furthermore supported by various units comprised of a professional enlisted and civilian staff.

In 2020, despite the COVID-19 Pandemic the Division Human Resources Section continued to support, facilitate, and oversee future and present civilian and enlisted employees of the



**Major
Jeanne Hengemuhle**
*Commanding Officer
Division Human Resources
Section*

Division. This year would see the graduation of a 165 new Troopers from the 160th State Police Class. On November 2, 2020, the 161st State Police Class started with 202 recruits in a 6 days per week/17 week training bubble with an anticipated graduation date of March, 2021. Human resources would hire 34 new civilian employees and process 50 civilian promotions. In 2020, the Promotional Systems Unit successfully posted 201 promotional vacancies and processed 1,538 enlisted members, which promoted 229 enlisted members. The following is a brief overview of each Bureau along with some notable achievements those units accomplished in 2020.

Training Bureau

The **Training Bureau** is responsible for providing training to New Jersey State Police (NJSP) members, local, county, and other state law enforcement personnel. The Training Bureau is divided into seven units. The bureau also has a designated Safety Officer housed under the Bureau Chief’s command. The Safety Officer is responsible for ensuring that all mandated training by NJSP personnel, through the Academy or In-Service, is conducted in accordance with C.A.L.E.A. Standards. The Safety Officer ensures that all training is properly recorded and is responsible submitting the documents to the Office of Law Enforcement Professional Standards (OLEPS) and C.A.L.E.A.. The Safety Officer is the liaison between the State Police and the National Guard, at the National Guard Training Facility. Additionally, the Safety Officer is the Anti-Terrorism Liaison Officer between the Academy and National Guard and is responsible for completing the annual OSHA work related injury report(s). Lastly, the Safety Officer was responsible for developing and implementing COVID-19 safety protocols for the Academy and ensured strict adherence to those protocols.



The COVID-19 Pandemic presents unique challenges to the Division, challenges that at times require creative solutions. The safety of recruits is of great concern to the Training Bureau, as well as the entire Division. However, that concern must be balanced with the absolute requirement to adhere to the highest training standards that prepare recruits to become New Jersey State Troopers. An incompletely trained trooper is a danger to themselves, fellow troopers, and the citizens of the State of New Jersey.

Despite the challenges faced in 2020, the Training Bureau successfully graduated the 160th Recruit Class which added 165 new troopers and began training the 161st State Police Class. The Training Bureau’s ability to provide the widely expected array of advanced training sessions/opportunities



were adversely affected by the COVID-19 pandemic. Lastly, staff members along with the 160th Recruit Class participated in the COVID-19 Deployment Details and provided security at Field Medical Hospitals throughout the State of New Jersey. Below is a brief summary of each unit’s description and responsibilities along with each unit’s accomplishments during the 2020 calendar year.

The **Armorer Unit** is responsible for the procurement, storage, issuance, maintenance, and repair of all Division owned weapons. The unit develops, coordinates, and facilitates weapon maintenance and inspection programs. Inspections and maintenance are achieved through coordinated efforts at the semi-annual firearms qualifications, advanced firearms courses, and station/unit visits. Members of the unit inspect and service a number of platforms to include: handguns, shotguns, rifles, and sub-machine guns.

In addition to the technical aspects of the unit (i.e., weapon maintenance), there are myriad administrative responsibilities. As per S.O.P. C29, “Weapons Inventory Policy,” the unit is

integrally involved in ensuring the integrity of the Division weapon inventory. This is achieved through a number of processes. Quarterly and annual inventories, in conjunction with the weapon maintenance programs, are instrumental in the process. Members are also required to accurately enter all weapon related transactions within the Armorer Online Application. As such, reconciliation of the inventory is achieved through physical inspections, computer verification, and a receipt system.

The unit is responsible for daily weapon transactions such as: administrative surrender, retirement, and reissue. The unit inspects and approves all personally owned rifles as well as authorized off duty/backup weapons. The unit also coordinates with the Central Purchasing Unit, Management Review Unit, Firearms Investigation Unit, Compliance Unit, and Firearms Unit in the course of its responsibilities. In addition, members of the unit participate in the Weapons & Tactics Committee.

During 2020, the unit was responsible for providing a certified armorer at over 300 semi-annual firearms qualification sessions. The unit also provided a certified armorer at the mandatory quarterly rifle training/qualifications. Members also coordinated numerous station/unit visits. With that said, over 4,000 weapons were inspected and serviced during the calendar year. The unit hosted a Benelli Armorer Courses as well.



In addition, the unit coordinated the efficient return of 2,984 Sig Sauer P229R Enhanced Elite handguns, along with corresponding equipment, as per the settlement agreement between State of New Jersey and Sig Sauer, Inc. It should be noted that this monumental task was completed effectively and efficiently in spite of the COVID-19 Pandemic issues.

The **Firearms Unit** is responsible for managing an integrated firearms training program that promotes safety, effectiveness, and adherence to all relative laws, policies, procedures, and guidelines. At the same time, the unit ensures that all enlisted members maintain a high level of proficiency in firearms. In addition to the firearms program, the unit is responsible for developing, maintaining, and facilitating all pre-service, in-service, and advanced firearms training curriculum to include the development and/or review of all lesson plans and corresponding materials.

Some of the courses currently facilitated by the unit include: Firearms Instructor Course, Rifle Instructor Course, Force-on-Force Instructor Course, Police Service Rifle Operator Course, Tactical Handgun Course, Tactical Rifle Course, Combat Handgun Course, and Combat Rifle Course. Last but not least, the unit is also the main source for the Division's Conducted Energy Device (CED) Program to include initial certifications and annual re-certifications. Members also attended training related to the Bola Wrap manufactured by Wrap Technologies. Members completed the Firearms Training and Police Service Rifle Operator Course for the 160th Recruit Class and the beginning of firearms training for the 161st Recruit Class.

Due to the COVID-19 Pandemic, the 160th Recruit Class' Firearms Training Program was conducted at outside agencies facilities. A total of six ranges were utilized to fulfill the training requirements necessary to adhere to the high standards of the New Jersey State Police. As a result of traveling from range to range, the Firearms Unit members had to store the weapons at the Troop "C" Hamilton State Police Range. Each day, Firearms Unit members had to retrieve the weapons and transport them to whichever range we were utilizing that specific day. At the end of the day, the weapons had to be transported back to the Hamilton Range

for safe keeping. The Firearms Unit had to coordinate with the Armorers Unit on a daily basis to make this complicated task run smoothly. The Firearms Unit had to coordinate transportation of the recruits from the 160th Recruit Class from The College of New Jersey (TCNJ) to the range. The Firearms Unit also coordinated with the Division for the pickup and transportation of the ammunition needed to complete training.

The **In-Service Training Unit** is responsible for all post-academy in-service training programs. These programs are designed to maintain, update, and improve an enlisted member's job knowledge and skills. These In-Service courses directly reflect the Division's established organizational goals and objectives, and are developed with an integrated curriculum, which incorporates ethics, cultural diversity, leadership/supervision, and basic core values.

The In-Service Training Unit's responsibilities are divided between the Academic Training Squad and the Physical Training Squad. The Academic Training Squad's main responsibilities are the Annual Integrated In-Service, Trooper Coach Program, Annual C-20 Academic Program, Trooper Youth Week, Remedial Training Program, and Back to Duty Training. The Physical Training Squad's main responsibilities are Recruit Physical Training, Recruit Water Safety Program, Recruit CPR, C-20 Physical Fitness Test and Re-Tests, Top Physical Challenge Program, Applicant Pre-Employment Preparation Program (PEPP), Physical Qualification Testing (PQT) Programs, Physical Training, and Lifeguard Schools.

In early 2020, the unit started the physical fitness instruction the 160th Recruit Class. Training for the 160th Recruit Class was in week four of the training schedule when physical fitness training was stopped due to the COVID-19 Pandemic. During this time, unit members conducted the First Responder Training virtually for two weeks to the 160th Recruit Class. The class was also offered at-home workouts and personal nutritional counseling. The class resumed at TCNJ and during the work from home protocol members of the unit came up with strategic plans on the facilitation of the Unit's benchmark

The In-Service Training Unit conducts remedial training for troopers that are having training issues identified by their command. The In-Service Training Unit also conducts Back to Duty Training. Back to Duty Training is intended for any Trooper that missed training due to military leave, sick leave, or suspension. Due to the COVID-19 Pandemic, the In-Service Unit did not offer any Trooper Youth Weeks.



The entire Physical Qualifications Test (PQT) was safely administered with the use of two outdoor air conditioned tents for the administrative and physical testing. There was no use of any of the interior facilities of the Training Bureau in order to reduce and limit COVID-19 exposure to the 160th Recruit Class.

Due to the COVID-19 Pandemic the In-Service Training Unit added an additional 20 sessions to the annual C-20/CPR Training Program in order to adhere to a strict 50 person per day attendance. Additionally, 2020 Integrated In-Service was offered by the Training Bureau between November 19, 2020, and December 31, 2020, via NJ LEARN online platform.

The needs assessment phase involved anecdotal information, collection of data from the Office of Professional Standards, OLEPS, MAPPS Unit, Risk Management Unit, and Field Operations Section. This year's leadership block of instruction focused on "Resiliency" which was a major component of the 2020 Integrated In-Service. Troopers were provided both the Law Enforcement and the Jewish Orthodox Community and the Law Enforcement Interactions with Transgender Individuals blocks of instruction via the NJ LEARN platform.

The **Law Enforcement Science Unit (LESU)** is responsible for the pre-service training of State Police recruits as well as the Basic Course for Police Officers. The Law Enforcement Science Unit also conducts specialized courses for state, county, and local police agencies. The Law Enforcement Science courses include, but are not limited to, Basic Police Practice and Procedures Training and Class Coordinator functions. The Law Enforcement Science Unit is comprised of the Police Science, Criminal Science, Pre-Service Traffic, In-Service Traffic, and Recruit Training Squads. Some of the courses delivered by the Law Enforcement Science Unit include Emergency Vehicle Operator Courses (EVOC), L3 Driver Simulator, Stop Sticks Training and refreshers, Defensive Driving Courses, a Pursuit Policy Workshop, and a Humane Law Enforcement Officer Course. Members of the Criminal Science Squad have created a Criminal Science Focus Group to help bring any issues or concerns with Consent Decree related topics and Search and Seizure to the forefront. The members of the Criminal Science Focus Group will help to ensure that enlisted members will be trained uniformly and help to dismiss any doubts when it comes to Search and Seizure as well as Consent Decree policies.



On March 19, 2020, the Training Bureau suddenly stopped live training of the 160th Recruit Class. During this time, LESU members were asked to adapt quickly to the COVID-19 Pandemic and began instructing the recruits from the 160th Recruit Class virtually. As the virtual training progressed, LESU members, along with other bureau members were deployed to various COVID-19 deployment sites. At the same time, the decision was made to have the recruits from the 160th Recruit Class deployed alongside the academy staff members. While assigned to the deployment details, LESU members were instructed that in person training would resume on June 5, 2020, at TCNJ. LESU members, within a 10-day period, picked up all of their equipment and materials, from the Sea Girt Training Academy, and successfully moved all operations to TCNJ. Training eventually commenced at TCNJ and continued for ten straight weeks (seven days per week).

The **Managerial Development Unit (MDU)** is currently responsible for coordinating over 20 different programs and utilizes a two-squad concept to take on its extensive advanced training responsibilities. The Executive Development Training Squad is responsible for developing, coordinating, and delivering training programs for all troopers who are advancing in rank. Courses currently delivered are the Supervision Course for the First Line Supervisor which is a mandatory 56-hour course for newly promoted Sergeants. It consists of practical instruction in the areas of technical skills, human skills, conceptual skills, media and public relations and how to be a great mentor. The Mid-Level Management Course is a mandatory 40-hour course given to newly promoted Sergeants First-Class. This course focuses on knowing and improving one's self, one's team and the Division as a whole. The Executive Leadership Course is a mandatory 40-hour course for those enlisted who reach the rank of Lieutenant. It is designed to provide executive level members with practical skills and information relevant to the demands of their position. MDU has also developed a separate course of instruction for the ranks of Captain, Major, and Lt. Colonel. The overall goal of these courses is to provide Division supervisors with leadership principles, decision making skills, supervision strategies and techniques that will result in the participants improving their immediate commands. MDU also provides a 24-hour leadership program for outside agencies to include our federal, state, county and local agencies. The Division's professional staff receives 3 one-day leadership programs, Self, Team, and Organization, which focuses on improving skills and knowledge in the titled areas.

The Civilian and Advanced Training (CAT) Squad is responsible for coordinating and delivering advanced level training courses to troopers and the Division's professional support staff. A course currently delivered to both enlisted and civilian members is the Instructor Training Course (ITC). The 80-hour course provides instruction on how to improve one's public speaking skills, lesson plan writing, and classroom management. Other courses include Spanish for Law Enforcement, Criminal Investigation School, Interview & Interrogation, FBI Undercover, FBI Crisis Negotiation, Executive Protection, and High Technology Crimes Investigations. Civilian training courses are a new addition to the MDU curriculum and will be a tremendous training opportunity for all our professional support staff. The CAT Squad is responsible for the Civilian Development and Leadership, Civilian Defensive Driving courses and Office of Attorney General's Leadership Lectures.

The **Training Support Unit (TSU)** is responsible for providing the support functions required to maintain the Training Bureau's training capabilities and to assess and evaluate all authorized training programs. The Technical Support Squad coordinates the bureau's network infrastructure and website, provides all logistical needs, purchasing requirements, and maintains the schedule for both recruit and advanced training. The Training Cycle Coordination Squad is responsible for the assessment, evaluation and operational implementation of all authorized training programs. The squad also assists other units in the development of training programs, data collection, research design, and publishes findings that determine the effectiveness of the specific training.

Currently, the Training Support Unit is staffed with four enlisted personnel and two full time civilian support staff. In addition to one data manager that works at the Training Bureau one day per week. The unit is also responsible for processing Outside Agency Training Appraisal Reports (S.P. 935), Division's training curriculum, LEOTEF Grant Application. Additionally, the unit coordinates of the maintenance of State Police occupied buildings with the National Guard Command and other National Guard Base partners. Additionally, TSU was responsible coordinating the following critical bureau tasks:

- ◆ **Obtained the required Personal Protection Equipment (PPE) for troopers and recruits. All gear was collected and distributed in April for the Division's COVID-19 Deployment Details.**
- ◆ **Coordinated with Network Services, Information Technology Bureau (ITB), and other Division entities for the Training Bureau's move from Sea Girt to and from TCNJ in June for the training of the 160th Recruit Class. Completed the installation of printers, copiers, and networks to ensure full training capabilities at TCNJ campus.**
- ◆ **Coordinated the graduation ceremony at Arm and Hammer Park, Trenton, for the 160th Recruit Class.**
- ◆ **Coordinated and distributed all PPE for our classrooms, instructors, and recruits for the 161st Recruit Class.**
- ◆ **Oversaw the Recruit Assistance Program.**
- ◆ **Completed the Training Bureau's CRF Funding Project COVID-related purchases for all bureau units including PPE, two new Polaris trucks, disinfecting and self-defense equipment.**

The **Self-Defense Unit** utilizes a two squad concept (In-Service and Pre-Service Squad). The unit is responsible for training recruits in Active Counter Measures, Defensive Tactics, Monadnock Expandable Baton (MEB), and Oleoresin Capsicum (OC) Spray Practical. The unit also delivers a basic block of instruction in Active Counter Measures to applicants at the Pre-Employment Preparation Program (P.E.P.P.). The unit also offers the following courses:

MEB Instructor, Jiu-Jitsu for Law Enforcement, and Mobile Training (Vehicle Extraction) courses for enlisted members.

The increased amount of personnel within the unit allowed for more supervision during the 160th and 161st Recruit Classes. Every Active Counter Measures bout for a State Police Recruit Class was video recorded. The Mobile Defensive Tactics (Vehicle Extraction Course) allowed members of the unit to bring defensive tactics training to Field Operations and Intelligence Section members while working at their road duty stations. The main focus of the training is vehicle extraction techniques for removing non-compliant occupants from their vehicle, as well as discussing any use of force issues.

The Self-Defense Unit is working on the creation of a Use of Force Review Board. The Use of Force Review Board will help to bring any issues or concerns with use of force to the forefront. The members of the board will help to ensure that the enlisted members will be trained properly and help to dismiss any doubts on whether use of force should be used or not be used. The Use of Force Review Board will also work directly with the Attorney General's Office to ensure that the Division is properly documenting all use of force incidents. The Self-Defense Unit also has been working with the Office of Professional Standards to make changes to the S.O.P. B-22, "Use of Force and Reporting Requirements" and gave our written opinion on the new Attorney General's Use of Force Policy draft.

In 2020, the Self-Defense Unit also completed Use of Force reviews for the Internal Affairs Investigations Bureau and Field Operations Section, giving our subject matter expert opinion on incidents that are being reviewed. A member of the Self-Defense Unit was added to the Weapons and Tactics Committee.

The Self-Defense Unit also is taking part in the Unarmed Defense Training Committee for the Police Training Commission (PTC). This committee is attempting to make improvements to the PTC training program as it pertains to "unarmed defense," and has asked for the Self-Defense Unit's assistance and input.



Personnel Bureau

Among the many responsibilities of the **Personnel Bureau**, the bureau coordinates the recommendations and implementation of personnel policies and procedures, facilitates all preliminary administrative aspects of the promotional process and specialists selections, oversees and manages participation in the Federal Bureau of Investigations (FBI) National Academy, as well as other advanced leadership training programs, maintains oversight over the catalog of benchmarks, oversees the training and instruction of the Performance Evaluation System and Performance Appraisal. The bureau also monitors and assist enlisted and civilian members serving in the military who are or have been deployed through military orders.

The **Promotional Systems Unit** is responsible for facilitating the process used to promote members of the Division. Members of this unit process all incoming packets from individuals who are applying for promotional vacancies in all sections, including verifying all information provided and scoring components of the packets in compliance with the guidelines provided in the operations instruction. The unit manages and maintains a promotional database, and works to advance and streamline the promotional process including assisting the Office of Labor Relations on grievances. For the calendar year of 2020, there were 201 promotional

The foundational mission of PDU is to serve as a link between Troopers and institutions of higher learning in an effort to assist them obtain graduate and post-graduate degrees that will benefit, not only their careers, but the overall professionalism of the NJSP.

vacancies processed by the unit, with a total of 1,538 individual member's promotional packets received. Additionally, the unit was responsible for overseeing and managing the administrative functions related to 121 specialist selection processes overall. Furthermore, as the main point of contact regarding the posting of all messages to the Division's Administrative Information Center, the Promotional Systems Unit coordinated 532 postings.

The **Professional Development Unit (PDU)** is in charge of managing the 287a Appraisal & Evaluation Process, governed by O.I. 20-23, "Performance Appraisal" and S.O.P. C7, "Personnel Performance Evaluation System" respectively. PDU is also in charge of managing the selection process for the FBI National Academy and the Command & Leadership Academy, sponsored by the NJSA COP, liaising with both agencies in this regard. The processes for the NJSP Advanced Leadership Program are governed by S.O.P. B27, "Advanced Leadership Training Selection Process." In 2020, no new Advanced Leadership processes were initiated due to an active list.

Additionally, PDU is in charge of assisting Troopers with the process of specialist selections, governed by S.O.P. C45, "Specialist Selection Process," by way of reviewing resumes and statements of qualifications for format.

Most importantly, the foundational mission of PDU is to serve as a link between Troopers and institutions of higher learning in an effort to assist them obtain graduate and post-graduate degrees that will benefit, not only their careers, but the overall professionalism of the NJSP.

Specifically in 2020, we managed the launch of the new Evaluation System in April & October, at the ends of the first and third quarters, and a modified version of the new appraisal system (minus interviews) in July.

The **Classification and Compensation Unit** is responsible for the recruitment for civilian staff, new hire processing, new employee orientation, job vacancy announcements and selection process, promotions/demotions/lateral position movement, trainee to journeyman appointments, civilian position control, promotional and open competitive certifications (hiring and for permanent appointments), working test periods, classification appeals, administration of PAR (Performance Assessment Review) program, and position reclassifications. In 2020, the Classification and Compensation Unit was responsible for processing: 34 new hires, 50 promotions, 3 demotions, 27 advancement journeyman titles, 186 job openings, 11 promotional announcements, 9 competitive announcements, 56 probationary reports, and 74 status letters.

The **Payroll and Benefits Unit** has the critical mission to ensure all employees of the Division of State Police are paid accurately and receive their proper benefits accordingly. Their responsibilities include: enlisted and civilian payroll - overtime & regular pay, recruit payroll, enlisted and civilian - promotional, retro pay, W-4 (Federal & State), union cards, credit union and direct deposit, pay stub on the web, enlisted and civilian pension systems, enlisted and civilian exit interviews, marriage, divorce, baby and change of address packages, SCOR, vacation and comp payout, enlisted and civilian, and certification of salaries. Representatives of the Payroll and Benefits Unit will attend the Office of Professional Standards suspension hearings for enlisted members to ensure the member understands the process and regulations of COBRA and HIPPA.

The **Personnel Management & Information Unit (PMIU)** is responsible for maintaining enlisted and civilian personnel records, scanning personnel files, data entry and maintenance of the Human Resources Management System (Transfer/Reorganization Changes, etc.). The unit types, processes, and posts personnel orders, corresponds with the Deputy Superintendent of Administration, Office of the Superintendent, and all section administrative officers regarding any questions pertaining to POs, transfers, reorganization packages, etc. In addition, the Personnel Management & Information Unit generates crystal reports as requested,

processes VA monthly certifications for members who participate in the VA on-the-job and apprenticeship training program, processes permit to carry forms, assigns recruits position numbers, request assignments from FOS, adds recruits as enlisted into the HR system and their corresponding information into PMIS, maintains PL time, processes military leave time, and PMIS entries for class designations, title changes, graduated Troopers, and interim appointments. In 2020, PMIU processed the following: 1,026 personnel orders, 942 enlisted transfer orders, six re-organizations, 272 promotions, 707 compliments, 55 personnel file requests, 116 outside employees, 15 Attorney requests, and 88 permits to carry.

The **Time & Leave Management Unit** is responsible for processing the leaves of absence for all enlisted and civilian employees of the Division of State Police. The various types of leaves include: medical, pregnancy, worker's compensation, donated leave, etc. The unit processes family leave for enlisted staff, intermittent leave (under the Federal Family and Medical Leave (FMLA) and/or the State Family Leave Act (FLA) entitlements), donated leave requests, initiates worker's compensation claims, voluntary furlough requests, vacation, compensation time, sick time management (tracks FMLA/FLA entitlements), verifies time usage for civilian employees (per pay period including overtime, and any changes to the electronic Cost Accounting and Timesheet System (eCATS) entries, and retro time), manages and oversees the approval of all civilian employees timesheets within eCATS system, contacts supervisors directly over eCATS matters to provide guidance and oversight of all entries in the eCATS system.

The **Medical Services Unit (MSU)** is the primary record keeper for all enlisted members' medical records, enlisted worker's compensation cases, and serves as liaison with the Health and Safety Office of the DL&PS, Office of the Attorney General, for all health and safety concerns within the Division of State Police. MSU responsibilities include the Annual Medical Examination (previously known as the Annual Fitness for Duty Program/Well Trooper), applicant examinations/investigations, duty status and determinations of medical conditions. Several other administrative programs and duties are conducted by the MSU, including alcohol testing of designated enlisted members, processing leaves of absence, ordering and maintaining AED's for the entire Division, and the administration of the Naloxone Opiate Antidote Program. In addition, MSU is responsible for tracking COVID-19 cases pertaining to enlisted members and ensuring a healthy and safe work environment according to CDC guidelines. All medical information is disseminated and maintained according to confidentiality guidelines, S.O.P. C33, "Medical Procedures." The MSU/Director of Medical Services (DMS) is responsible for all aforementioned duties, as well as all medical matters pertaining to NJSP enlisted personnel, to ultimately ensure.

The **Compliance Unit** oversees, enforces, and administers the following for the Division: S.O.P. A4, "Drug Testing Procedures," S.O.P. A6, "Commercial Driver's License (CDL) Drug, and Alcohol Testing Program, S.O.P. C31, "Care and Handling of Authorized Firearms and Equipment," S.O.P. C33, "Medical Policy and Procedures," S.O.P. C47, "Military Leave," and manages all Conscientious Employee Protection Act complaints. The Compliance Unit is responsible for implementing the Division's Alcohol and Drug Testing Programs. Two percent of the enlisted population is randomly selected to participate in monthly random drug tests. The unit also oversees any reasonable suspicion tests for enlisted personnel. As per S.O.P. A6, the Compliance Unit maintains and administers the Commercial Driver's License Program for Division's enlisted and civilian personnel. This responsibility includes distribution of materials and information to personnel required to maintain a Commercial Driver's License as part of their job duties. The Compliance Unit is responsible for maintaining a database of all members within the Division who have had their weapon removed. The Compliance Unit, in conjunction with the Firearms Unit and the Armorer's Unit, conducts weapon removals and returns Division-wide for all members failing to qualify, going on extended

military leave, medical removals, or removals resulting from suspension. The unit ensures the enlisted personnel adhere to S.O.P. C33 through random integrity and compliance checks on member's off-duty due to illness or injury in the form of either telephonic checks or personal visits. Unit personnel also provide guidance and insight to supervisors regarding S.O.P. interpretation and individuals under their command.

Recruiting Bureau

The Recruiting Bureau administration faced a challenging year in 2020 due to the COVID-19 pandemic. With the decline of interest in the law enforcement profession, the bureau was challenged like never before. The pandemic rendered traditional recruiting efforts, application processing, and community outreach initiatives almost obsolete.



Our bureau, and our Troopers, had to apply innovative thinking and “outside the box” solutions to utilize technological advances in newer ways to achieve our goals. Virtual meetings, teleconferencing and our member's commitment to the goals of each unit and the Bureau as a whole, directly contributed to our success and the start of the 161st State Police Class.

The Division's Recruiting Unit is responsible for recruiting qualified applicants of a diverse background representative of the citizens of New Jersey. Methodologies including, but not limited to: career fairs, classroom presentations, career development sessions, and career nights are

all considered part of the recruiting paradigm. The Recruiting Unit is also responsible for the training and oversight of mentors for the Applicant/Recruit Mentoring Program, Internship Program, and Ceremonial Interments within the Memorial Garden. Due to the continuing demand of the enlisted hiring process and other initiatives implemented within the Recruiting Bureau, enlisted members within the unit are often tasked with assisting the NJSP Explorer Program, the Selection Process Unit's details such as CRBs, PEPP, Physical Qualification, Written Examination, and Background Questionnaire sessions, as well as the Trooper Youth Week Program, as required. Additionally, the Recruiting Unit supervises and facilitates the maintenance and operation of the New Jersey State Police Museum and Learning Center, museum tours, and all event coordination in the museum such as command staff meetings, Holiday Open House, State Police Chase, and Survivors of the Triangle to name a few. Lastly, the unit also requests and provides oversight for the Jones Farm Inmate Work Detail which assists with cleaning and landscaping of the Museum and Learning Center.

In 2020, the unit working under the constraints of COVID-19 continued identifying ideal candidates that meet the qualifications to become a New Jersey State Trooper. From March 16, 2020, all external recruiting activities were canceled. On the reopening of the museum, through continued research on best practices to select ideal candidates, a proactive approach to recruitment yielding efforts towards collaborative meetings with enlisted members, community leaders and various partners. During the 2020 calendar year members attended over 39 various colleges/universities, high schools, job fairs, community/churches, veterans/military, and athletic events in and around the Tri-State area. In total, Recruiting Unit members spoke to the general public, specifically obtaining candidate information of 836 potential applicants. A specific breakdown of the detail and event locations are as follows:

New Jersey State Police Museum:

- ◆ **In 2020, the museum was closed to visitors from March 16 - June 1, 2020. Upon reopening, the archivist was unavailable for direct presentations, but was available for direct consultation on the subject matter.**
- ◆ **Archivist Mark Falzini facilitated 4 researcher appointments for various NJSP historical events.**
- ◆ **Swedish National Police visited the museum and received a tour from Col. Callahan.**
- ◆ **Recruiting Unit staff were appointed to the 100th Anniversary Committee to assist with the planning of events for the 100th Anniversary of the State Police in 2021.**

The **School Safety & Outreach Unit (SSOU)** fosters ongoing communication and cooperation between the State Police and school districts served both within and outside of State Police areas. SSOU also develops and facilitates traffic safety strategies and injury prevention directed at children riding in vehicle with child seats, teen drivers, and those riding bicycles, skateboards, and scooters. Recognizing the importance of ensuring the safety of young and adult drivers, SSOU is committed to actively evaluating and monitoring these needs and developing new methodologies and programs. Through these initiatives, the State Police hopes to reduce injuries and fatalities sustained in traffic related crashes. SSOU has a comprehensive relationship with the New Jersey Department of Education (DOE) – School Preparedness and Emergency Planning and different units within the Division, to provide a safe environment for students. Through the relationship with DOE, SSOU is able to offer best practices for school safety and security at both NJSP patrolled schools and those served by local law enforcement. As subject matter experts, SSOU members assisted the Information Technology Bureau to bring State Police school camera systems into one database through the “School Camera Integration Initiative.” Members also supported the Critical Infrastructure Bureau with the Critical Response Group (CRG) service and implementation of geospatial mapping of State Police schools.



As a community outreach component, SSOU is responsible for the administration and coordination of the NJSP Explorer Program and Law Enforcement Against Drugs (LEAD). These programs have been influential with building relationships with the youth throughout the state and providing character education and career information for all involved. Despite the COVID-19 Pandemic, SSOU was able to hold explorer post meetings. The meetings continued with CDC guidelines in place, or virtually, through the Microsoft Teams platform for Troops A, B, and C. Additionally, SSOU has been fully tasked with the NJSP Trooper Youth Week Program and now has consolidated their responsibility with the Operations Instruction, “Trooper Youth Week (TYW),” 20-11 officially approved this year.

The **Selection Process Unit (SPU)** is responsible for the coordination, planning, and management of the Division’s hiring process. SPU must submit a timetable for the efficient recruitment, selection, and training of recruit classes in anticipation of NJSP attrition.

The current process consists of nine phases, namely: Initial Application, Physical Qualification Test, Written Examination, Background Investigation, Candidate Review Boards, Medical,

Psychological Screening, Pre-Employment Preparation Program, and Academy Awareness Weekend. SPU staff ensures personnel are assigned, testing sites are secured, and each phase is efficiently completed.

During 2020, SPU was tasked with completing the 160th NJSP selection process. The last phase of this selection process was to administer two Academy Awareness Weekends. Immediately following the start of the 160th NJSP Class, SPU started the background investigation phase of the 161st selection process. This phase had 740 applicants being assigned a background investigation and 466 qualifying to continue to the Candidate Review Board. As the 161st selection process continued we were met with COVID-19 restrictions. Although causing numerous hurdles, the Selection Process Unit was able to “think outside the box” to accomplish the task at hand and complete the process for the 161st NJSP Class. This resulted in 202 recruits arriving at the Sea Girt for the academy. Along with that, SPU conducted the 162nd selection process with the Initial Application, Physical Qualification Test, and Written Examination successfully while complying with all COVID-19 restrictions.

Statistics for the 2020 process are as follows: 5,885 applicants applied online, 3,932 applicants qualified, 1,992 scheduled to take the Physical Qualification Test, and 1,099 passed and were invited to take the Written Examination. 1,009 applicants attended the Written Examination with 737 applicants passing this test battery. A total of 737 applicants can receive Background Investigation Questionnaires for the 162nd Selection Process (or the 163rd Selection Process). Currently, SPU is working towards the background investigation phase for the 162nd NJSP Class in February 2021. Operational decisions for backgrounds for the 162nd NJSP Class scheduled to begin in August, 2021, are currently being made. SPU is also anticipating the new selection process to begin in April of 2021.

Explorer Program

The 2020 calendar year marks four years for the NJSP Explorer Program. Post #846 continues to be a success throughout Troops A, B, and C. This year the program was able to continue to operate with CDC protocols in place or virtually through Microsoft Teams. At year’s end, a combined total of 51 Explorers registered throughout the state. Each region site meets

approximately twice a month and SSOU facilitated a total of 104 Explorer meetings for 2020. It should be noted that planning is underway for the expansion of the Troop C Post to Del Val High School. A return to the Stockton Explorer Competition and assistance with the Boy Scout Camporee is also anticipated in 2021.



Identification & Information Technology Section



Major Denman B. Powers
*Commanding Officer
Identifications &
Information Technology
Section*

The members of the Identification & Information Technology Section were instrumental in providing technological services to the law enforcement community statewide. There are 50 enlisted members and 159 civilian employees in this section. The section is comprised of the State Bureau of Identification, Information Technology Bureau, and Criminal Justice Records Bureau, that work together to further the Division's mission. From the development and implementation of state-of-the-art applications, to the electronic publishing of crime statistics, to using mapping to identify high crime areas, this section enables the Division to stay at the forefront of the nationwide drive to better use today's technological advances to deter and fight crime.

State Bureau of Identification

The **State Bureau of Identification (SBI)** is the state's central repository for all Criminal History Record Information (CHRI) and all responsibilities are established pursuant to N.J.S.A. 53:1-12 et. seq. The bureau manages the activities of the Criminal Records Integrity & Compliance Unit, the Biometric Identification Unit, the Expungement Unit, the Criminal Information Unit, the Criminal Justice Information System (CJIS) Control Unit, and the National Instant Criminal Background Check System (NICS) Unit. In 2020, SBI generated over US\$17 Million in "User-Fee" revenue through the processing of noncriminal-justice fingerprints, employment background checks and National Instant Criminal Background Checks (NICS) associated with firearms transfers/purchases. As the custodian and repository for all CHRI, the bureau provides Criminal Justice Information (CJI) access to 985 criminal justice agencies with over 20,000 criminal justice terminals.

The bureau's primary responsibilities include managing and overseeing daily operations, including the supervision of all enlisted and civilian employees, maintaining the state's central repository for criminal history record information pursuant to state statutes, developing solutions to operational issues, preparing correspondence, and coordinating the Central Drug Registry.

The **Criminal Records Integrity & Compliance Unit's** primary responsibilities include, but are not limited to, managing and overseeing the New Jersey Sex Offender Registry, all arrest and court disposition data contained in the New Jersey Computerized Criminal History (NJCCCH) database, the Firearms License System, and the registry status of convicted sex offenders in NJCCCH. This unit was created in September of 2019 by merging the Data Reduction Unit and the Records Assembly Unit. This consolidation streamlined the organization structure, narrow the scope of supervision, and allow unit personnel to cross train in all unit tasks and responsibilities, ultimately improving the Units' productivity, efficiency, and accountability.

During this past year, the unit has reduced the number of "unflagged" records in the NJCCCH system by 7,000. The unit also worked in conjuncture with vendor, Watch Systems LLC, to create an upgraded Sex Offender Registration (SOR) Portal known as OffenderWatch 3.0. The new portal allows for easier navigation, communication between users, and an improved linkage between the NJSOR and National Crime Information Center (NCIC) databases

In 2020, the members of the Biometric Identification Unit processed 131,699 criminal fingerprint submissions and conducted 3,407 criminal latent examinations resulting in 2,598 positive identifications.

to help achieve federal SOR mandates. This unit has taken a more proactive approach in overseeing local municipalities to ensure that sex offender registration is fully compliant with federal SOR mandates. Unit personnel now audit law enforcement agencies on a triennial basis utilizing the newly created SOR Field Report (S.P. 734) to record all deficiencies observed during the audit. Further, SOR audits were included in the CJIS User Agreement obligating local agencies to adhere to the Megan’s Law Guidelines or face CJIS sanction plans.

The **Biometric Identification Unit** is responsible for maintaining the central fingerprint and palm print repository for the State of New Jersey. It is also responsible for classifying, verifying, searching, and storing all criminal and applicant fingerprint, palm print, and mugshot data submitted to the Division. The unit oversees the operation and maintenance of the Division’s Automated Fingerprint Identification System (AFIS), conducts the automated searching of criminal latent fingerprints and palm prints submitted by New Jersey law enforcement agencies, and maintains the Mug Shot Maintenance System, which contains photographic data of arrested subjects, domestic violence offenders, and registered sex offenders.

In 2020, the members of the Biometric Identification Unit processed 131,699 criminal fingerprint submissions and conducted 3,407 criminal latent examinations resulting in 2,598 positive identifications. The unit members processed a total of 570,406 fingerprint submissions for criminal offenders, applicants, juvenile offenders, convicted sex offenders, and unidentified deceased persons.

The **Expungement Unit** reviews expungement petitions and provides notification to the county prosecutor’s office of the petitioner’s eligibility prior to the scheduled hearing date, reviews final court orders for accuracy, and expunges all required information from the New Jersey Computerized Criminal History System.

During 2020, the Expungement Unit processed a total of 11,514 expungement orders which was a 14% increase from the prior year. These cases increased in spite of the COVID-19 pandemic and the courts being closed for most of the year. Unit members also managed the New Jersey Computerized Criminal History System Expunged Record Access and Information Upgrade project, which will allow NJCJIS users the ability to view expunged records in real time and will convert hardcopy expungement files into digital media.

The **Criminal Information Unit** is responsible for the legal dissemination of criminal history record information to authorized criminal justice and noncriminal justice agencies, in accordance with N.J.A.C. 13:59-1.1, et seq. The unit oversees the New Jersey Applicant Live Scan Program, which includes managing the contract with the state vendor and acting as a liaison with all participating state agencies. The unit also conducts name based searches (SBI 212A and 212B Forms) of the New Jersey Computerized Criminal History System for individuals or on behalf of businesses, and administers the Volunteer Review Operation (VRO), which provides state and federal criminal history record information searches of employees and volunteers for non-profit youth serving organizations.

This past year, the Criminal Information Unit processed 414,532 applicant fingerprint submissions and 119,177 name-based and 212 submission checks. As a result, the unit generated revenue of over US\$15 Million through the processing of fingerprint submissions and name-based submissions.

The **Criminal Justice Information Systems (CJIS) Control Unit’s** primary responsibility is to ensure statewide compliance with all National Crime Information Center (NCIC), National Law Enforcement Telecommunications System (NLETS), and New Jersey Law Enforcement Communications System (NJLETS) policies and procedures, pursuant to the provisions of S.O.P. D9, “New Jersey Criminal Justice Information System” and the Federal Bureau of Investigation’s (FBI) User Agreement and Security Policy. CJIS data is comprised of accurate, timely, and complete Criminal Justice Information (CJI) that includes

wanted/missing persons, stolen vehicles and plates, stolen articles, stolen guns, violent gang and terrorist databases, criminal history (rap sheets), and motor vehicle information (license plate/driver's license). This year, the unit completed the Cycle 12 CJIS compliance audits for approximately 850 criminal justice agencies throughout the state.

The unit continues to work with an outside vendor to finalize the CJIS 2000 Modernization/Upgrade Project, which began in 2015 and was partially funded with US\$980,000 in National Criminal History Improvement Program (NCHIP) grant funds. The Division provides critical Criminal Justice Information to the State's law enforcement and criminal justice users through its Criminal Justice Information System (CJIS) 2000 application. The current interface is witnessing many efficiency, accuracy, and compatibility issues, due to the technological advancement of current web browsers and operating systems. The remote access to timely, accurate, and complete CJI is mission critical to the criminal justice community. The CJIS 2000 replacement system will provide the reliable and stable user interface required to ensure that all New Jersey criminal justice personnel have access to timely and accurate criminal justice information.

The **National Instant Criminal Background Check System (NICS) Unit** is the clearinghouse for all approval or denial decisions, whenever a Federal Firearms Licensed (FFL) dealer in the state sells or transfers a firearm. The unit performs the critical public safety function of ensuring that persons attempting to obtain firearms are not subject to any federal or state disqualification criteria under the permanent provisions of the Brady Handgun Violence Prevention Act or under N.J.S.A. 2C:58-3. These decisions must be rendered in the most expeditious manner possible and without error and are subject to audit by the FBI.

This year, the NICS Unit experienced a substantial increase in the number of NICS submittals. Additional resources including the detachment of both civilian and enlisted members were required to assist with the large number of daily submittals. Over 177,000 NICS checks were completed in 2020. Currently, there is a project to automate the NICS check process utilizing robotic process automation. This project will improve the efficiency of the database searches required for a NICS check.

Information Technology Bureau

The members of the **Information Technology Bureau (ITB)** are instrumental in providing technological services to the law enforcement community statewide. The bureau manages the activities of the System Design Unit, Programming Unit, Enterprise Data Services Unit, Operations Support Unit, Network Services Unit, IT Project Management Office, IT Systems Support Unit, Information Security Unit, and IT Contracting Unit. Furthermore, ITB augments the law enforcement community's ability to protect and serve by facilitating the storage and retrieval of computerized information relevant to preserving the public's safety. From the development and implementation of state of the art applications, this bureau enables the Division to stay at the forefront of the nationwide drive to better use today's technological advances to fight crime.

The ITB Command provides consistent direction for unit leaders and bureau members regarding the mission of the Information Technology Bureau, the Identification & Information Technology Section and the Division of State Police. ITB Command is charged with planning, organizing, and controlling the overall information technology activities of the Division. ITB Command also manages the activities of the units assigned to the Information Technology Bureau.

The primary mission of the **Systems Design Unit (SDU)** is to design custom IT solutions for the New Jersey State Police, as well as for the NJ law enforcement community at large. The SDU is also responsible for coordinating the development and maintenance of the IT solutions they design.

A significant development that has been impactful to the Division is the use of the SimpliGov product, which is being utilized to create and improve various electronic workflows/applications. The new Doc Tracking application was built, a pilot group was formed, testing complete, and is currently being utilized. Additional forms/workflows were replaced, are currently being utilized and others are being tested which includes the New Software Request Form, Network Shared Folder Request, Vehicle Maintenance & Repair Worksheet, PEER Support, Outside Activity and Applicant Tracking.

The **Programming Unit** develops, tests, implements, and debugs computer programs and web-based applications based on specifications written by the Systems Design Unit. The unit also maintains the information management systems necessary to support all New Jersey law enforcement communities including the Division of State Police, while ensuring data integrity and confidentiality.

This past year, the Programming Unit was responsible for implementing two new applications that assisted in administrative tasks and streamlining workflow: Benchmark Information Management and Simpligov Software.

The **Enterprise Data Services Unit (EDSU)** is responsible for the design, writing, testing, and debugging of personal computer/local area network database applications and the administration of the Division's database servers. The primary responsibility of the unit is the development and management of database solutions consistent with the needs and goals of the Division of State Police and its associated business units. Additionally, the unit installs, configures, and maintains the Division's business applications infrastructure, including the regular application of database software and security patches and updates.

EDSU took the lead and played a crucial role in having the Alcotest development and production environments up and running with valuable and timely support from network services. EDSU has continued working with Alcohol Drug Testing Unit members and personnel from Draeger and THinc and were able to test the Alcotest instrument by connecting to the dev environment, uploading data, and processing them.

EDSU also coordinated efforts with the benchmark vendor, Mapps vendor, project management staff, network services and the Programming Unit to implement IPSEC tunnel and provide daily data file uploads to benchmark site.

The **Operations Support Unit (OSU)** identifies information technologies having strategic value to the Division's business and enforcement activities. The unit is responsible for proper implementation and operation of the Computer Aided Dispatch (CAD) System, Mobile Data Computers (MDCs), Digital In-Video Recorder (DIVRs), Body Worn Cameras (BWCs), E-ticketing, Electronic Accident Reporting, all computers and related peripheral devices for the Field Operations Section.

The Operations Support Unit completed the deployment of the AXON Body-Worn Cameras (BWC's) across all road stations, including toll roads. The completion of this project represented a major step forward in providing a quality video recording system to Field Operations Section personnel, after the numerous issues presented by the previously used system. Members are now equipped with a reliable BWC device that can be successfully used for the duration of a shift, in addition to providing seamless video uploads to an industry-standard centralized digital evidence storage solution.

The **Network Services Unit (NSU)** is responsible for the planning, development, configuration, implementation, and maintenance of the Division of State Police data network. This statewide infrastructure is comprised of the physical wiring, routers, switches, wireless access points, and server hardware, as well as the software and services that together provide local and wide area connectivity. The unit develops, deploys, and maintains the Division of State Police

Storage Area Network (SAN), including strategies and tactics for disaster recovery of data storage. The unit is charged with the management of all network authentication of users and computers, directory and print services, as well as Dynamic Host Configuration Protocol (DHCP) and Domain Name System (DNS). The NSU designs, implements, and maintains all email services for the Division, including remote and mobile access. Unit personnel maintain all systems in accordance with policies of the NJSP Information Security Unit (ISU) as well as the NJ Office of Information Technology (OIT) security mandates.

The Network Services Unit successfully implemented Microsoft Office365 in the NJSP environment. This implementation included the successful migration of over 5,000 NJSP email accounts along with the email archives to Microsoft Exchange. This high-priority project successfully put the Division in-line with all other state entities. Users benefited from being on a widely-accepted email platform and now enjoy improved remote access and functionality. NJSP email can now be accessed remotely via any web browser, directly from the Microsoft Outlook website with dual-factor authentication availability of Microsoft Teams to allow for remote collaboration between users during the Covid-19 pandemic.

The **IT Project Management Office (PMO)** tracks the Division's Information Technology Portfolio. The PMO documents clearly defined project boundaries and resources, placing simple processes into motion to ensure consistent reporting and change management. PMO has helped to complete more than 25 projects in 2020. PMO ensures risks are properly managed and mitigated against to avoid becoming issues. PMO ensures what is being delivered, is right, and will deliver real value against the business opportunity.

The **IT Systems Support Unit (ITSSU)** is responsible for the receipt, configuration, installation, and ongoing maintenance of all computer related hardware and software for the Division. The unit sets computer hardware and software standards and ensures computer equipment is purchased and deployed within these guidelines. ITSSU Manages user accounts for Division personnel, providing secure access to State Police computer systems and data. The unit's staff provides technical support to Division personnel as well as its vendors and partners.

In late 2019, the IT Systems Support Unit was tasked with the replacement of three-hundred eighty-one (381) obsolete desktop computers throughout the Division. The systems were purchased and received in early 2020. ITSSU personnel worked diligently to configure, deliver, and deploy the systems to over 50 separate locations, minimizing downtime, and with no loss in data or productivity.

In response to the COVID-19 pandemic, ITSSU was tasked with deploying 425 laptop computers to enable State Police personnel to work remotely. During the height of the pandemic, ITSSU technicians responded to Division to configure and deploy all of the devices, as well as assisting Division personnel with VPN remote access.

The **Information Security Unit (ISU)** is responsible for the safeguarding of information contained within the Division of State Police computing resources. Associated with these responsibilities is the security and integrity of the network from intrusion, disruption, and destruction of sensitive data. The ISU provides proactive monitor-



ing of the CJIS Network and is responsible for network security design and configuration. They also conduct periodic field audits to ensure local, county, and state compliance with FBI CJIS regulations. The unit implements and maintains the requirements for the federally mandated state Information Security Officer (ISO) and serves as a state level focal point for the gathering and dissemination of information for other local, county, state, and military on information security issues.

In December 2019, the New Jersey State Police McAfee Security Information and Event Manager (SIEM) was decommissioned and no longer operating. This had a direct effect on the NJSP adhering to mandates set forth in the New Jersey Statewide Information Security Manual (NJSISM) and FBI CJIS Security policy. In 2020, the ISU implemented and transitioned to Qradar as its SIEM solution for event logging and now compliant with NJSISM and FBI CJIS security policy.

The **IT Contracting Unit** provides Division-wide Information Technology (IT) Purchasing Services. A unit highlight for this year was securing Capitol Improvement IT purchases to improve the network infrastructure for the Division. During COVID-19, the unit was instrumental in purchasing laptops, docking stations, and webcams for employees working remotely. The unit was also tasked with purchasing network, software, and hardware items for the new RTCC (Real Time Crime Center) in Trenton. This year, the IT Contracting has been working with numerous software companies by assisting vendors with the rigorous process of getting on the state's custom agreement list. IT Contracting continues to manage approximately 120 annual IT maintenance contracts totaling US\$7.3 Million.

Criminal Justice Records Bureau

The **Criminal Justice Records Bureau (CJRB)** collects, collates, maintains, and reproduces criminal and traffic reports generated by Division personnel. The bureau manages the activities of the uniform Crime Reporting Analytical Unit, Uniform Crime Reporting Compliance Unit, Discovery Unit, and Records & Archives Management Unit.

The CJRB manages critical benchmarks of an efficient and effective law enforcement agency. This management includes internally and externally generated reports. Most importantly, the CJRB is responsible for generating the annual New Jersey Uniform Crime Report (UCR) and, therefore, strives to maximize accuracy and effectiveness for this purpose.

The Uniform Crime Reporting (UCR) program for the State of New Jersey is managed by two units: the **UCR Compliance Unit** and the **UCR Analytical Unit**. Together, they are responsible for gathering, analyzing, and publishing UCR data for the state. The UCR Analytical Unit analyzes the UCR data, to include the supplemental reports completed for all domestic violence, bias, carjacking, and assault firearms incidents reported statewide. Additionally, our analytical team compiles the reported statewide crime data and produces annual crime statistics, the Domestic Violence Report, the Bias Incident Report, and the Carjacking Offense Report. Lastly, after collection and review, the UCR Units submits UCR statistics for inclusion in the Federal Bureau of Investigation's Uniform Crime Report Program.

This year, the UCR Units fully implemented the Optimum Repository for all UCR-reporting law enforcement agencies in New Jersey. Along with the traditional UCR reporting, the UCR Units have made great strides in transitioning the state UCR program to the newer federal reporting format, the National Incident Based Reporting System (NIBRS). All programmatic updates have been made for the UCR repository. Development guidelines have been distributed to all RMS vendors operating in New Jersey, and the UCR Units have begun to collect NIBRS data from reporting agencies.

This year the UCR Units have developed an online portal for crime statistics for public notice/consumption. Deployment of the portal is contingent on approval from the Office of the Attorney General.

The **Discovery Unit** is comprised of two squads: the Criminal Records Squad and the Traffic Records Squad. The Criminal Records Squad is responsible for processing and maintaining all State Police investigation, arrest, and criminal-related reports. The Traffic Records Squad is responsible for processing and maintaining all State Police motor vehicle (non-toll), drinking driving, and boating accident reports. This year, the Discovery Unit identified new software called Robotic Process Automation (RPA) to automate manual steps in the discovery process workflow. RPA is the fastest and most efficient way to acquire, enhance, and deliver information from virtually any application or data source, including websites, portals, desktop applications, and enterprise systems. The value of RPA is evidenced by the expansion of this initiative to other I&ITS Units.

The **Records & Archives Management Unit (RAMU)** preserves State Police documents through the digitization of records produced throughout the Division. Previously, this process used microfilm and microfiche, a method no longer used. State Police records are archived per Department of Treasury, Division of Revenue and Enterprise Services, Records Management Services. RAMU is also responsible for maintaining the Division's Records Retention Schedule System and ensuring Division business units properly destroy their records in accordance with policies set forth by the agencies listed. This year, S.O.P. D13, "Records Retention Schedule and Form Control Procedures," was updated to establish procedures for the development, elimination, revision, and accountability of all standardized forms.

Administration Section

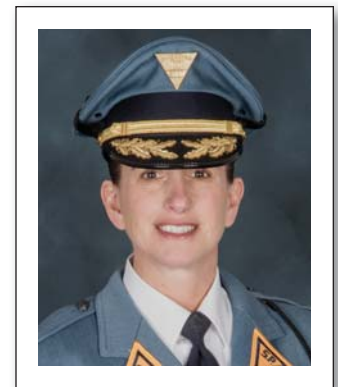
The Administration Section operates as the support function of the Division, providing services such as: affecting and implementing policy and procedure; acquisition, maintenance and replacement of transportation and facilities; accountability, coordination and distribution of fixed assets; the procurement of all commodities required to operate the Division; and the formulation of the annual budget. The section is comprised by the following bureaus: Fiscal Control Bureau, Facility & Asset Control Bureau, Grants Administration Bureau, and the Planning Bureau.

Fiscal Control Bureau

The **Fiscal Control Bureau** oversees the expenditure of NJSP funding. During the continuing years of budgetary reductions and dwindling resources, the bureau implemented innovative adjustments to maximize thrift. These adjustments necessitated an exact monitoring of all Division programs to ensure all expenditures were necessary and in conformance with the Division spending plan. The Fiscal Control Bureau is comprised of the following units: **Accounting & Revenue Unit, Budget & Allocations Unit, and Central Purchasing Unit.**

Most notably during 2020, the Fiscal Control Bureau has accomplished the following:

- ◆ **The procurement of PPE and other pandemic-related services for the Division, Department of Health, Department of Corrections, and various other state entities in excess of \$500 Million**



Major Sherri Schuster
Commanding Officer
Administration Branch

- ◆ **Provided financial and administrative support to the Office of Emergency Management in response to the COVID-19 pandemic and other emergency deployments**
- ◆ **Provided financial support to NJTF-1, Type I Team, in the SPEAR response to the earthquakes in Puerto Rico during a 30-day activation in which state resources were utilized pending federal reimbursement**

The **Accounting & Revenue Unit** prepares, processes, records, and files various types of fiscal documents, including revenue receipts and bank deposits; inputting these documents to the state's automated financial system. They also bill other state agencies for goods and services provided by the State Police. The unit is a fully autonomous unit within the Fiscal Control Bureau that is directly responsible for overseeing the centralized processing and collection of all revenue submitted to the Division of State Police, in accordance with guidelines established by the Department of Treasury.

The unit maintains an electronic database that records and reconciles billing, collection, and maintenance of revenue received for various purposes from several different entities within the Division of State Police. Additionally, the unit pursues private sector vendors and governmental entities that are delinquent in fulfilling their financial obligations to the Division, by initiating and maintaining dialogues with upper managerial financial components.

The **Budget & Allocations Unit** monitors the Division's accounts which contain appropriated Direct State Service funds and special purpose accounts. The unit is also involved in managing funds related to hiring and promotions as well as preparing quarterly spending plans. In any given year there are approximately 70 state accounts that contain a total of US\$350 Million appropriated dollars and an additional 30 or greater special purpose accounts totaling US\$54 Million.

The monitoring of "Special Purpose" accounts that have funding for specific units, functions, purposes, or purchases entails tracking all the Division's requests for spending to insure that the correct account is charged and more importantly, that the item being purchased fits into the parameters of the respective funding source. Tracking and monitoring all of the Division's hiring and promotions to insure proper funding is available is another essential duty. In addition, the salary expenses are billed to outside agencies and departments such as the New Jersey Turnpike.

The Budget & Allocations Unit also prepares quarterly spending plans for the Department of Law and Public Safety. The spending plans are utilized in the preparation of the next year's budget to be presented at the State Legislature budget hearings. In addition, executive summary reports and projections are prepared for the Attorney General and Legislature.

The **Central Purchasing Unit** oversees the centralized procurement process of all commodities required by the State Police to complete its mission. The unit is directly responsible for the handling and processing of public utilities, office furniture, police equipment and supplies, photocopiers, office, medical and janitorial supplies. The unit maintains the files of state contract awards, and verifies and approves all methods of procurement. They process and audit Division invoices and obligations for payment and constantly monitor account balances to identify shortages and surpluses of funds. Additionally, they record and process all Division bid proposals forwarded to prospective bidders. The unit processes the Waiver of Advertising packages that are submitted to the Office of the Attorney General for approval.

Facility & Asset Control Bureau

The **Facility & Asset Control Bureau** provides consistent direction for the unit leaders and their subordinates regarding the mission of the Facility & Asset Control Bureau, the Administration Section, and the Division of State Police. Furthermore, the bureau monitors all operations and evaluates their priority in relation to the overall effectiveness of the bureau and the Division. Personnel maintains a working knowledge of all operations and conducts periodic inspections of unit offices and personnel. Most importantly, the bureau coordinates the project management of all major renovations, alterations, expansions, and construction of Division facilities. Lastly, the bureau works cooperatively with the Division Health and Safety Officer to mitigate all PEOSH concerns and violations. The Facility & Asset Control Bureau is comprised of the following units: Fleet Management Office, Mail Distribution Office, Maintenance Unit, Printing & Graphic Arts Unit, Warehouse & Asset Control Unit, Project Management Unit, and Operations Unit.

Most notably during 2020, the Facility & Asset Control Bureau has accomplished the following:

- ◆ **Completion of the expansion and full remodel of Woodstown Station.**
- ◆ **Completion of the paving project at Division Headquarters.**
- ◆ **Completion of Americans with Disabilities Act (ADA) upgrades including walkways, curb-cuts, and new ADA parking for the Museum.**
- ◆ **Relocation of the bus terminal at Division Headquarters.**
- ◆ **Oversaw the construction of the Atlantic Highlands Marine Bureau Sub-Station.**
- ◆ **Continued the renovation and remodel of the new Tuckerton Station.**
- ◆ **Managed the design and construction of the Real Time Crime Center in Trenton, NJ.**
- ◆ **Began the boiler replacement project at Buena Headquarters.**
- ◆ **Installation of Body Worn Camera boards at all Field Operations stations.**
- ◆ **Installation of new flooring at the Burlington Marine Bureau station.**
- ◆ **Installation of new flooring at the Piscataway Scale facility.**
- ◆ **Installation of new flooring at the Carney's Point Scale facility.**
- ◆ **Completion of new boiler installation in Building 17.**
- ◆ **Completion of exterior upgrades and repainting of trailers 1, 2, 3, and rear of Bldg. 4.**
- ◆ **Completion of carpet installations in Buildings 4, 14, and 15.**
- ◆ **Completion of renovations to the Troop "A" Headquarters Command Staff offices. This included carpet, painting, ceiling tiles, base molding, etc.**
- ◆ **The Fleet Management Office conducted 10,000 inspections and service work orders for the entire Division's fleet, resulting in over US\$12 Million of parts, labor, and fuel being managed. Fleet Management purchased 400 vehicles for the State Police totaling approximately US\$20,000,000.**
- ◆ **The bureau developed a protocol for the Fleet Management Office to safely continue servicing Troop vehicles during COVID-19.**

- ◆ **The Mail Distribution Office handled and processed 78,000 outgoing, 39,000 incoming, and 13,000 interoffice pieces of mail last year.**
- ◆ **The Maintenance Unit processed over 2,000 Facilities HelpDesk tickets and completed over 1,750 of these requests. This unit has also worked closely with the Colonel's Office in the preparation of Division Headquarters for the NJSP 100th Anniversary.**
- ◆ **The Printing & Graphic Arts Unit received and completed over 500 work orders.**
- ◆ **The Warehouse & Asset Control Unit completed over 10,000 standard equipment and supply transactions to include the ordering, processing, and issuance of equipment and uniforms for academy classes.**
- ◆ **Managed and oversaw the Division's COVID-19 response maintaining State Police operations by keeping all State Police buildings open and operational. Supplied, stockpiled, and coordinated the distribution of millions of pieces of PPE. Worked closely and in conjunction with Office of Emergency Management. Coordinated and managed the response of daily and emergent COVID-19 sanitizations of all State Police facilities.**
- ◆ **Implemented a new maintenance schedule for the replacement of air filters due to COVID-19.**
- ◆ **The Facility & Asset Control Bureau coordinated the distribution of equipment, gear, uniforms, and supplies to support the Mobile Field Force operations during the periods of civil unrest. This began with less than 24 hours' notice and continued throughout the duration of the incidents. The Warehouse & Asset Control Unit distributed this equipment statewide to all Troopers involved.**
- ◆ **The LBAM Coordinators managed the reporting of over US\$432 Million in State Police assets.**

The **Fleet Management Office** is responsible for the acquisition, maintenance, repair, upfitting, and overall management of the State Police fleet. The maintenance of the entire fleet is conducted at eight garage facilities by a staff of 49 members. The organizational structure of the unit has very little administrative overhead and reflects the State Police focus on maintaining low operative costs, while minimizing vehicle downtime. Annually, the State Police fleet travels approximately 44 million miles. The current fleet include marked, investigative, maintenance, and utility vehicles. The technical staff of the unit continually researches the updating of vehicles and equipment specifications, reviews operational procedures and practices, and tests/evaluates assorted vehicle components and equipment. The unit assists other municipalities and police departments with their fleet management needs by fulfilling their requests for professional advice and recommendations.

The **Mail Distribution Office** is responsible for establishing postal operations policies related to the processing of Division mail. The unit is also responsible for the management and operation of the postal program to move and deliver Division mail as necessary. The unit provides prompt, efficient, and economical service in support of the Division mail consistent with the required delivery date, security, accountability, and class of mail. Moreover, all mail on hand is checked to assure prompt and accurate delivery and verified for accountability.

The **Maintenance Unit** coordinates the project management of all major renovations, alterations, expansions, and construction of Division facilities. It formulates, presents, and reviews the Division's capital budget and coordinates space allocation at Division facilities.

The unit also manages the Division central rent account leases, acquisition and disposal of facilities, and the installation of facility security systems.

The **Printing & Graphic Arts Unit** identifies and addresses the Division's core printing and graphic needs. It provides printing and graphic needs for offset and digital printing as it pertains to graphic design, electronic forms, or electronic page conversion.

The **Warehouse & Asset Control Unit** issues, maintains, records, and controls inventory for all uniforms, police equipment, office, medical, and janitorial supplies for the Division. It provides security control measures for equipment and supplies stored in the central warehouse and ensures Division's compliance with inventory regulations established by the Department of the Treasury, Department of Law and Public Safety, and the New Jersey Fixed Asset System (NJFAS). Additionally, the unit maintains the Division's Land and Building Asset Management database on behalf of Treasury for entry of information, accuracy, and updating of inventory-related information for the Comprehensive Annual Financial Report (CAFR). It maintains the master inventory database and other inventory records and coordinates the Division's annual inventory.

The **Project Management Unit** coordinates the project management of all major renovations, alterations, expansions, and construction of Division facilities. It effectively responds to the needs of the Division concerning the coordination of space allocations and inspections of Division facilities to establish and maintain a preventive program relating to code requirements. The unit also conducts minor renovations, alterations, and expansions of Division facilities in conformance with the State Uniform Construction Code and Fire Code.

The **Operations Unit** supervises and provides consistent direction and management for the Fleet Management Office, Mail Distribution Office, Printing & Graphic Arts Unit, and Warehouse & Asset Control Unit. It assures that all bureau operations have the resources to meet each mission. The unit coordinates all changes or upgrades to computer management support functions in the bureau, and formulates, plans and presents the deployment process and procedures related to the dissemination of new or upgraded equipment. It assures that all circular letter directives and purchasing procedures are followed and is responsible for issues concerning bureau safety codes and hazardous materials reporting requirements, e.g. Material Safety Data Sheets, Right-to-Know (RTK) and Chemical Abstract Service (CAS). The unit inspects facilities and personnel work practices as part of a proactive risk assessment and injury mitigation program and coordinates space allocation requests by Division command. Finally, it supervises the postal program for the proper delivery of Division mail and addresses the Division's core printing and graphic needs.

Grants Administration Bureau

The **Grants Administration Bureau (GAB)** continuously works with project directors throughout the Division in order to assist in the application and management of various grants and other contractual agreements. Many of the grants are extremely competitive, and therefore require clear and concise applications with credible and measurable program goals and objectives. This requires teamwork on the part of the GAB working in conjunction with multiple project directors to accomplish the overall goals of the Division. The Grants Administration Bureau is comprised of the following units: Grants Accounting Unit, Grants Development & Compliance Unit, and Grants Program Management Unit.

Most notably during 2020, the Grants Management Bureau (via the Department of Law & Public Safety) was awarded two highly competitive grants relating to the growing opioid and methamphetamine epidemics in the United States. Additionally, the Grants Management Bureau was designated the Agency Contract Manager to work with the independent Integrity Monitor in order to interface with OEM and OAG as recipients/administrators of COVID-19 recovery funds totaling an estimated US\$424 Million.

- ◆ **The Division received US\$3,853,157 for the FY 2020 Anti-Heroin Task Force Program. This will be the fifth year the Division has received funding for this program, and as such will continue to use the funds to advance public safety by investigating illicit activities related to the distribution of heroin or unlawful distribution of prescription opioids or to unlawful heroin and prescription opioid traffickers through statewide collaboration.**
- ◆ **The Division received US\$1,000,000 for the FY 2020 Anti-Methamphetamine Program. This is the first year the Division received funding for this program and will use the funds to increase efforts to locate and investigate illicit methamphetamine activities including precursor diversion, laboratories, or traffickers.**

The Grants Management Bureau (via the Department of Law & Public Safety) was also awarded the following highly competitive grants:

- ◆ **The Division received US\$918,058 for the FY 20 Sexual Assault Kit Initiative Grant. This is the first year the Division was awarded funding under this program and will use the funding to support the investigation of unsolved sexual assault cases using advanced DNA and research methodologies and investigative tools to help identify and prosecute violent sex offenders.**
- ◆ **The Division received US\$34,350 for the FY 20 COPS Community Policing Microgrant Topic #4, Officer Safety and Wellness. This is the first year the Division was awarded funding under this program and will use the funding to provide basic suicide awareness and intervention training to improve the New Jersey State Police's ability to identify and help employees at risk of dying by suicide.**

The **Grants Accounting Unit** provides direct oversight on all outside source funding appropriations to ensure purchases are conducted within generally accepted accounting principles, Treasury regulations and circulars, and grant guidelines. It ensures expenditures are eligible based upon budgetary constraints and coordinates the disbursement of funds and preparation of the related fiscal reports required by the granting authority. It reviews and approves authorized grant expenditures to facilitate timely procurement of equipment, and monitors outside source appropriations to ensure that funds are adequately expended and accurately recorded within the grant period. Lastly, the unit ensures accurate financial accounting of outside source appropriations within the New Jersey Comprehensive Financial System (NJCFS).

The **Grants Development & Compliance Unit** reviews federal websites, identifies potential funding sources for DSP initiatives, and assists bureaus and units with the grant application and submission process. It develops and conducts grant training programs for Division personnel assigned as project directors, project participants, and other representatives of bureaus and units. It develops standard programmatic and fiscal compliance procedures for all grants based upon the condition of the grantor agencies for use by all program managers with their respective grant programs.

The **Grants Program Management Unit** reviews and processes all grants, agreements, memoranda of understanding, or any lawfully binding contract or document that requires the Division of State Police to provide services and/or receive goods and services from an outside entity. It provides direct technical assistance to Division personnel to facilitate proper development of grant applications while promoting responsible organizational governance. The unit is the central repository for all records and relevant data on all outside source funding opportunities and the primary point of contact for all grants, agreements, memoranda of understanding, etc., on behalf of the Office of the Superintendent.

Planning Bureau

The **Planning Bureau** provides consistent direction for the unit leaders and their subordinates to meet the strategic goals and mission of the Planning Bureau, the Administration Section, and the Division of State Police. The Bureau Chief ensures section representation on the following Division Boards and Committees: Search and Seizure Review Board (S.O.P. B30), Weapons and Tactics Committee (S.O.P. B37), and Uniform Committee (S.O.P. B40).

Collectively, the bureau and unit leaders establish well defined goals and objectives to meet the demands of the continuous changes in law and policy, C.A.L.E.A. reaccreditation, and fiscal audits/monitoring. The bureau maintains a working knowledge of all operations undertaken by its personnel, conducts periodic inspections and tracks the unit's workflow via Doc Track to ensure proper dissemination. Additionally, the bureau prepares accurate and concise "Significant Issues" reports and works cooperatively with the Office of Legislative Services on responses to bill comments, administrative codes, and fiscal notes.

Most notably during 2020 the Planning Bureau has accomplished the following:

- ◆ **Public Safety Training Academy accreditation was a new endeavor for the New Jersey State Police (NJSP) that took place over two years, spanning July 2018 through July 2020. After planning extensively for eight months, the C.A.L.E.A. Unit had to change directions quickly to accommodate a remote-style review using video conferencing, the coordination of many additional last minute requests from the commission and rescheduling over 20 members of the Division for "virtual" interviews due to the COVID-19 pandemic. The C.A.L.E.A. Unit successfully completed the requirements for 160 standards, which lead to the Division's first Training Academy Accreditation award. The C.A.L.E.A. Unit also facilitated the re-accreditation of the Division's fourth Advanced Law Enforcement Accreditation award by achieving compliance with 389 standards.**
- ◆ **The Policy & Procedures Unit completed updates on 19 Standing Operating Procedures (S.O.P.) and 43 Operations Instructions (O.I.) as well as assisted in five Division re-organizations by providing accurate unit codes and charts. Most notably, the unit played an instrumental role in the completion of new Promotional O.I.s and the Use of Force S.O.P. With exceptional work ethic and diligence throughout the challenges of 2020, the Policy & Procedures Unit was able to bring to the table the first ever O.I. that encompassed the rights of lesbian, gay, bisexual, transgender, and queer/questioning individuals (LGBTQ+).**
- ◆ **The Research and Legislation Services Unit provided 41 detailed analyses and 25 fiscal impact worksheets on proposed legislation throughout 2020. Most notable of these pieces of legislation deal with police reform as well as law enforcement response to the COVID-19 pandemic regarding the acquisition and distribution of PPE. Additionally, the unit has completed or worked on seven New Jersey Administrative Codes during calendar year 2020. Furthermore, the unit has initiated 14 SPPPOS requests for various sections/bureaus within the Division, while responding to 322 requests from other law enforcement agencies throughout the country and Canada.**

◆ **The Management Review Unit (MRU) performed an independent analysis in the form of monitoring and reconciliation/accountability of equipment procured by the Emergency Management Performance Grant (EMPG). EMPG has and will continue to assist in funding critical levels of local and state personnel that support emergency management and homeland security programs. MRU conducted the independent analysis in the form of monitoring of two vehicles and five pieces of equipment purchased under the FY17 EMPG funding and equipment over US\$5,000.00 purchased with FY18 EMPG funds. MRU found the financial transactions were specific to the EMPG program, were reasonable, and were properly accounted for. MRU was also involved in several Weapons Inventories at the NJSP Warehouse. These included 30 Colt LE6933 and 200 Glock 19's. MRU also conducted the very first Audit of Division Television Cable Services. This audit included both active and inactive cable boxes throughout the Division.**

The **Policy & Procedures Unit** ensures that all organizational policies are promulgated in accordance with all federal and state laws, Department and Division Rules and Regulations, and Attorney General Directives. Unit members assist all other Division entities in the drafting, revision, and formulation of policies and procedures through Standing Operating Procedures and Operations Instructions. The unit is also tasked with assisting the C.A.L.E.A. Unit with the national accreditation process through review and revision of policies and procedures in order to ensure consistency and compliance with national standards for law enforcement.

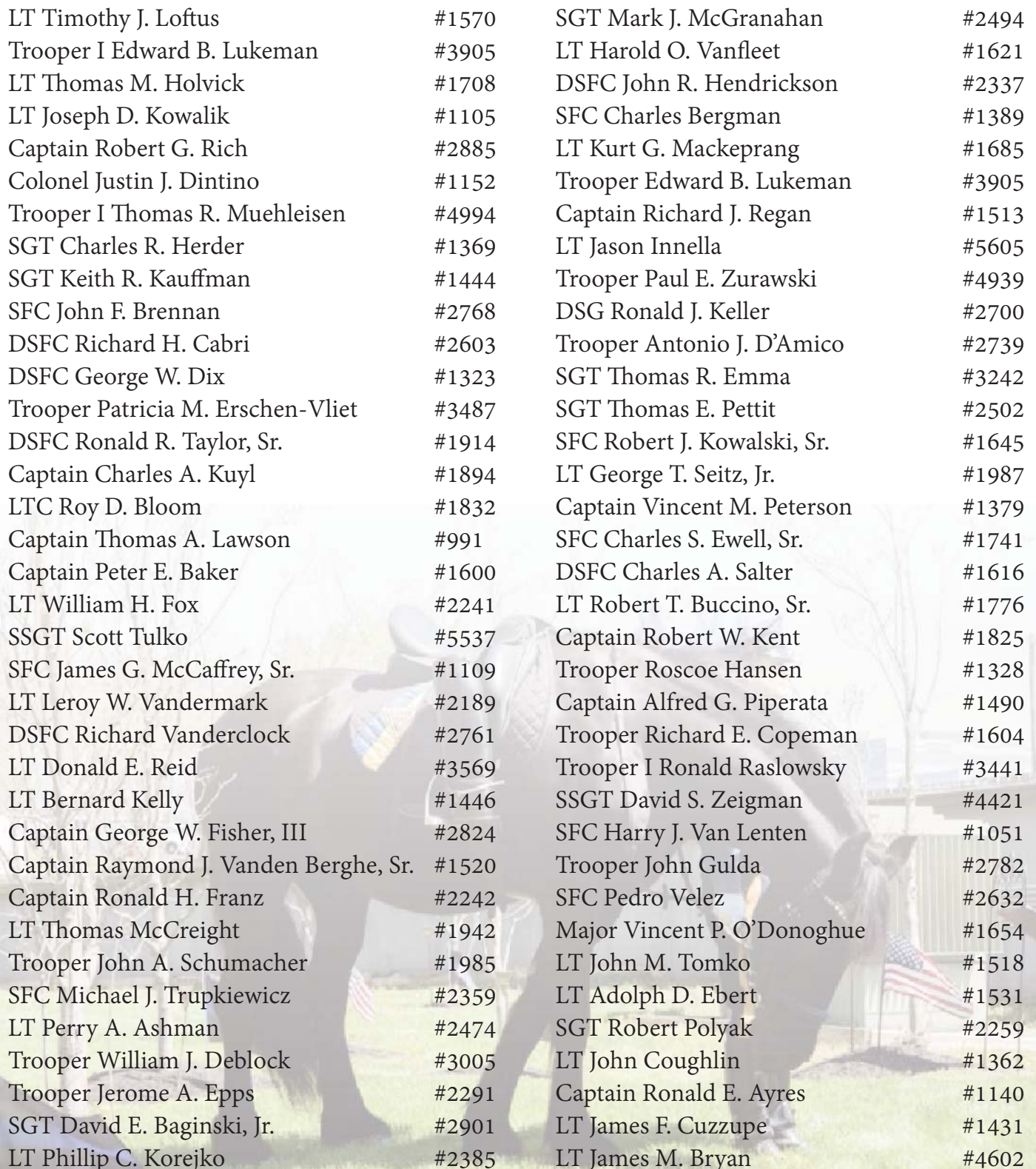
The **Research & Legislation Services Unit** is vested in providing support for short and long-term Division operations and goals through comprehensive research projects, and the monitoring and analysis of all legislation and administrative codes affecting the Division and its overall service to the citizens of the state. The unit serves as the Division's liaison to the Office of Legislative Affairs in the Office of the Attorney General. As such, the unit is responsible for monitoring, analyzing, and commenting on all legislative proposals (bills) introduced into the State Assembly which might impact law enforcement in general and the Division specifically.

The **C.A.L.E.A. Unit** is committed to ensuring the Division's successful national re-accreditation through the Commission on Accreditation for Law Enforcement Agencies. The C.A.L.E.A. Unit garners Division wide cooperation to maintain proof of C.A.L.E.A. compliance that illustrates the Division's commitment to excellence through nationally accepted law enforcement standards. The unit maintains the Division's master accreditation files and ensures the necessary periodic reports, reviews and other activities mandated by the applicable accreditation standards are accomplished.

The **Management Review Unit** analyzes and assesses specific financial data, along with data from other Division programs and activities. In doing so, they offer an independent and unbiased determination only audits of such specificity can provide. The unit also assesses the effectiveness of Division's various internal control structures as well as assists sections and bureaus in developing a system of review thereby facilitating the cost-effective use of resources.

IN MEMORIAM

2020 NEW JERSEY STATE POLICE FORMER TROOPERS



LT Timothy J. Loftus	#1570	SGT Mark J. McGranahan	#2494
Trooper I Edward B. Lukeman	#3905	LT Harold O. Vanfleet	#1621
LT Thomas M. Holvick	#1708	DSFC John R. Hendrickson	#2337
LT Joseph D. Kowalik	#1105	SFC Charles Bergman	#1389
Captain Robert G. Rich	#2885	LT Kurt G. Mackeprang	#1685
Colonel Justin J. Dintino	#1152	Trooper Edward B. Lukeman	#3905
Trooper I Thomas R. Muehleisen	#4994	Captain Richard J. Regan	#1513
SGT Charles R. Herder	#1369	LT Jason Innella	#5605
SGT Keith R. Kauffman	#1444	Trooper Paul E. Zurawski	#4939
SFC John F. Brennan	#2768	DSG Ronald J. Keller	#2700
DSFC Richard H. Cabri	#2603	Trooper Antonio J. D'Amico	#2739
DSFC George W. Dix	#1323	SGT Thomas R. Emma	#3242
Trooper Patricia M. Erschen-Vliet	#3487	SGT Thomas E. Pettit	#2502
DSFC Ronald R. Taylor, Sr.	#1914	SFC Robert J. Kowalski, Sr.	#1645
Captain Charles A. Kuyl	#1894	LT George T. Seitz, Jr.	#1987
LTC Roy D. Bloom	#1832	Captain Vincent M. Peterson	#1379
Captain Thomas A. Lawson	#991	SFC Charles S. Ewell, Sr.	#1741
Captain Peter E. Baker	#1600	DSFC Charles A. Salter	#1616
LT William H. Fox	#2241	LT Robert T. Buccino, Sr.	#1776
SSGT Scott Tulko	#5537	Captain Robert W. Kent	#1825
SFC James G. McCaffrey, Sr.	#1109	Trooper Roscoe Hansen	#1328
LT Leroy W. Vandermark	#2189	Captain Alfred G. Piperata	#1490
DSFC Richard Vanderclock	#2761	Trooper Richard E. Copeman	#1604
LT Donald E. Reid	#3569	Trooper I Ronald Raslowsky	#3441
LT Bernard Kelly	#1446	SSGT David S. Zeigman	#4421
Captain George W. Fisher, III	#2824	SFC Harry J. Van Lenten	#1051
Captain Raymond J. Vanden Berghe, Sr.	#1520	Trooper John Gulda	#2782
Captain Ronald H. Franz	#2242	SFC Pedro Velez	#2632
LT Thomas McCreight	#1942	Major Vincent P. O'Donoghue	#1654
Trooper John A. Schumacher	#1985	LT John M. Tomko	#1518
SFC Michael J. Trupkiewicz	#2359	LT Adolph D. Ebert	#1531
LT Perry A. Ashman	#2474	SGT Robert Polyak	#2259
Trooper William J. Deblock	#3005	LT John Coughlin	#1362
Trooper Jerome A. Epps	#2291	Captain Ronald E. Ayres	#1140
SGT David E. Baginski, Jr.	#2901	LT James F. Cuzzupe	#1431
LT Phillip C. Korejko	#2385	LT James M. Bryan	#4602

