

NEW JERSEY STATE POLICE

2021 Annual Report



Phil Murphy
Governor

Sheila Oliver
Lt. Governor

Andrew J. Bruck
Acting Attorney General

Col. Patrick J. Callahan
Superintendent



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:

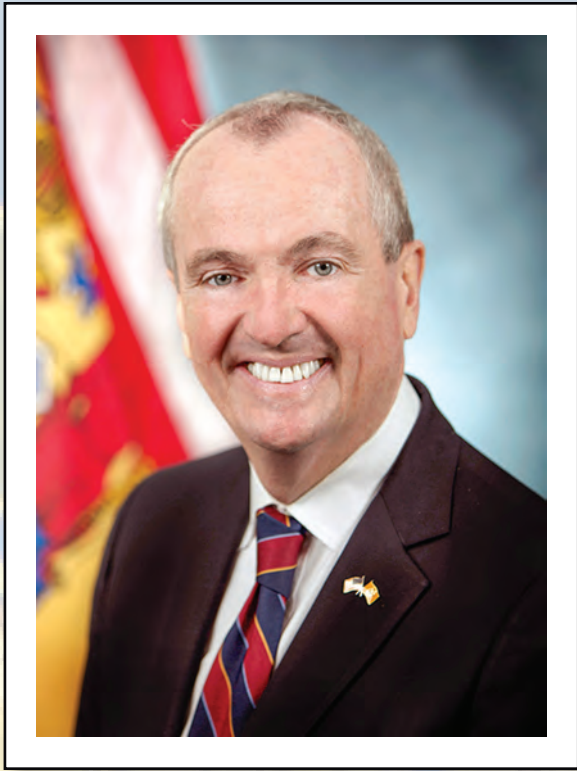
I respectfully submit the Annual Report of the Division of State Police for the calendar year January 1, 2021 – December 31, 2021, our 100th year of service to the citizens and the State of New Jersey.

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 continued integrity and professionalism. I am proud of our accomplishments during this year, especially our continued response and efforts associated with the COVID-19 global pandemic, and wish to take the opportunity to acknowledge the efforts of our members, enlisted and civilian, who have provided the highest level of service to the citizens of 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
Superintendent



Phil Murphy
Governor, State of New Jersey



Sheila Oliver
Lt. Governor, State of New Jersey



Andrew J. Bruck
Acting Attorney General, State of New Jersey



Colonel Patrick J. Callahan
Superintendent
New Jersey State Police

Lt. Col. Geoffrey Noble
Deputy Superintendent

Major Daniel Engelhardt
Division Executive Officer

Major Joseph Fraulo
Commanding Officer
Office of Professional Standards

Major Matthew Lubertazzi
Commanding Officer
Office of Executive Protection

Major Carla Thomas
Commanding Officer
Office of Employee Relations &
Community Outreach

Lieutenant Colonel Terence Carroll
Operations Branch Commander

Major Sean Kilcomons
Deputy Branch Commander
Field Operations Section

Major Brian Foody
Troop "A" Commander

Major Peter Velez
Troop "B" Commander

Major Brian Polite
Troop "C" Commander

Major Michael Zimmerman
Troop "D" Commander

Lieutenant Colonel Fritz Fragé
Investigations Branch Commander

Major Frederick Fife
Deputy Branch Commander
Investigations Branch

Major Joseph Brennan
Commanding Officer
Regional Operations & Intelligence Center
Section

Major James McGowan
Commanding Officer
Special Investigations Section

Major Jeffrey Procaccino
Commanding Officer
Intelligence & Criminal Enterprise Section

Major Salvatore DeGirolamo
Commanding Officer
Forensic & Technical Services Section

Lieutenant Colonel Wayne Korte
Homeland Security Branch Commander

Major Brenton Warne
Commanding Officer
Special Operations Section

Major Scott Poulton
Commanding Officer
Emergency Management Section

Lieutenant Colonel Scott Ebner
Administration Branch Commander

Major Jeanne Hengemuhle
Deputy Branch Commander
Administration Branch

Major Charles Sheppard
Commanding Officer
Identification & Information Technology
Section

Major Sherri Schuster
Commanding Officer
Administration Section

Major Mark Santiago
Commanding Officer
Division Human Resources Section

New Jersey State Police



2021

Trooper of the Year

Detective Jacob Schor #7928



On Tuesday, April 13, 2021, Detective Jacob Schor was called to investigate an attempted homicide in Fairfield Township, Cumberland County. Through his hard work and determination, he was able to locate witnesses that were able to provide credible information leading to several vehicle descriptions and the descriptions of potentially involved parties. While canvassing the area, he was also able to locate surveillance

cameras that captured footage of the suspect's vehicle. The videos revealed several unique features that would aid Detective Schor in locating and positively identifying the vehicle.

At the crime scene, Detective Schor was able to locate a shell casing in the vicinity of the initial incident. During the investigation, he quickly learned that the crime scene spanned three and a half miles. The meticulous processing of the enormous crime scene led to the recovery of multiple shell casings and bullet fragments, all linked to the same crime, and after conducting a multitude of interviews and recovering numerous items of evidentiary value, he was able to begin reconstructing the incident. Detective Schor was able to corroborate the attempted homicide and obtain descriptions of two vehicles and one of the suspects involved in the incident but was still actively attempting to identify the main suspect.

On Friday, May 22, 2021, a mass shooting and triple homicide occurred in Fairfield Township, Cumberland County. Through data analysis of the National Integrated Ballistic Information Network, multiple shell casings recovered from the crime scene revealed that one of the firearms used was the same firearm that was discharged in the attempted homicide the month prior. Detective Schor canvassed the area for surveillance cameras and located footage of a vehicle that he quickly identified as the vehicle from his attempted homicide investigation due to the vehicle's unique features. The video revealed clear footage of the driver of the vehicle which ultimately led to a positive identification of the suspect.

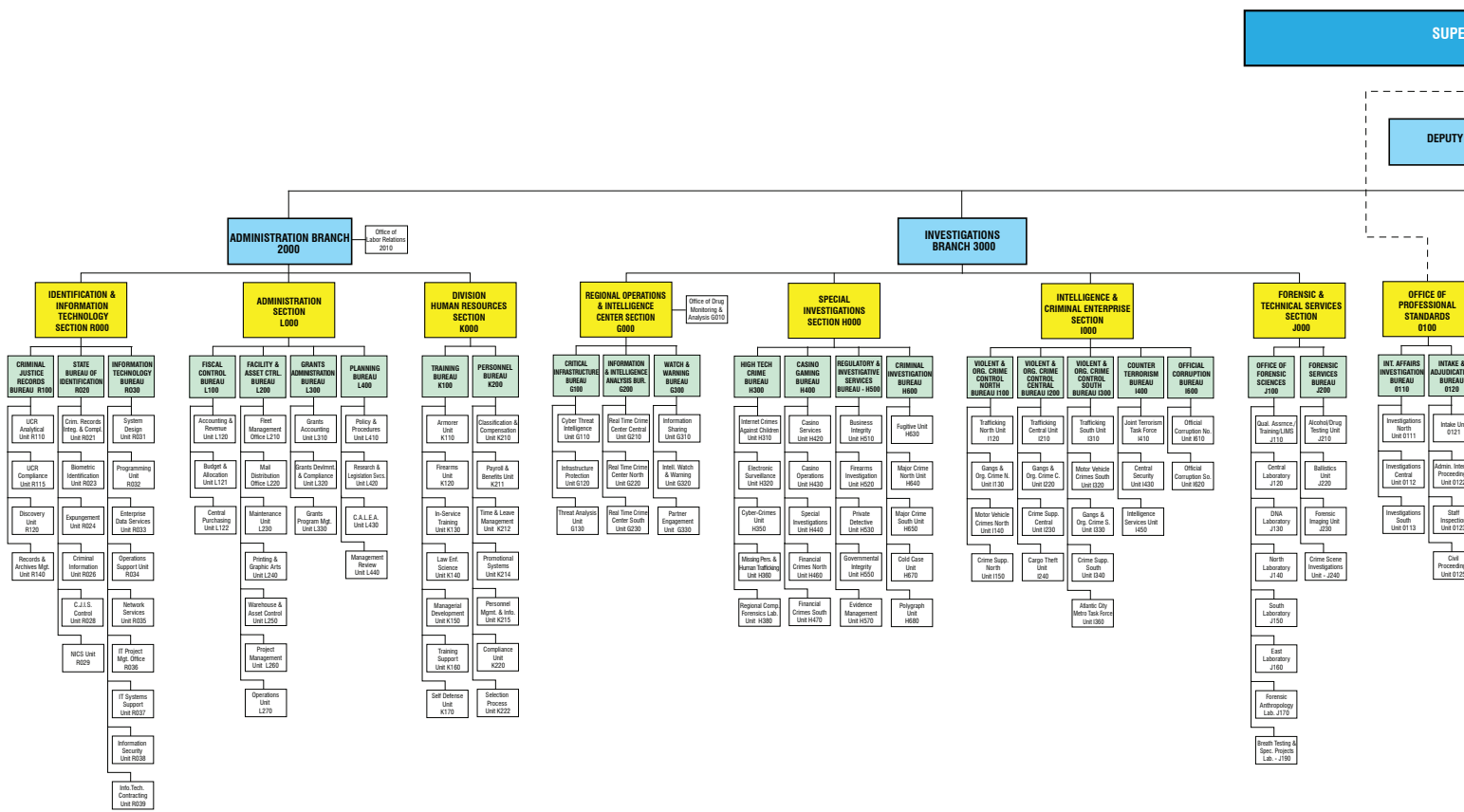
Through various investigative means, Detective Schor was able to locate the vehicle and link it and the driver to the scene of the attempted homicide. Detective Schor's persistence, dedication, keen interviewing, and investigative skills proved to be invaluable in solving this crime which ultimately led to a violent suspect being arrested and charged.

Detective Schor's outstanding dedication and commitment are deserving of the honor of being named, "Trooper of the Year." Due to his investigative excellence and tireless pursuit of justice, a violent criminal was removed from the streets undoubtedly protecting the residents of that neighborhood and community. The remarkable efforts of Detective Jacob Schor embody the core values of the New Jersey State Police: **Honor, Duty, and Fidelity.**

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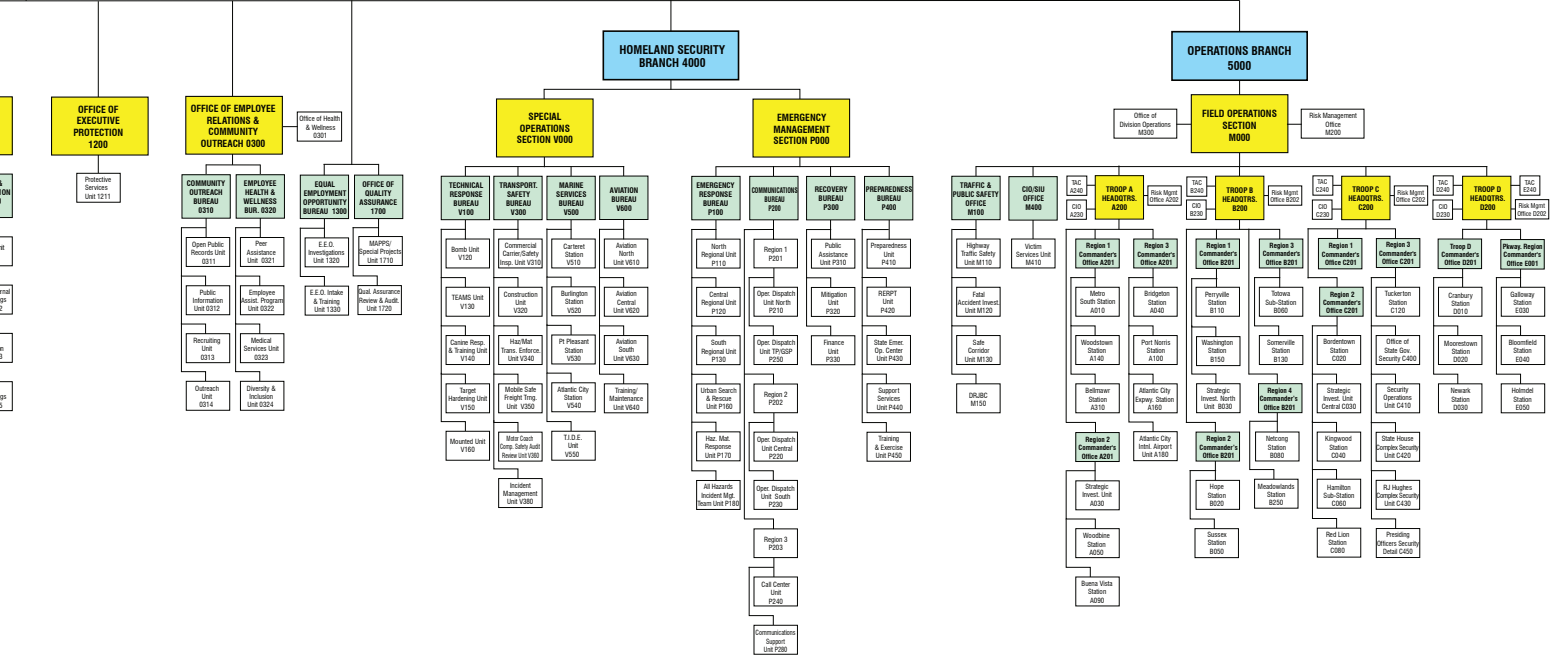
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Table of Organization



SUPERINTENDENT 0001

SUPERINTENDENT 0002





Throughout the year, the Division marked its 100 Year Anniversary with a series of events and ceremonies celebrating its rich history, showcasing its traditions, and honoring the men and women who have served. The events throughout the year were the result of countless hours of planning and preparation, and the tireless efforts of our active and retired members and our extended family and friends.





2021 CALENDAR OF EVENTS

March

March 17th - 161st NJSP Graduation

March 29th - Commemorate the 100th Anniversary of the State Police Bill at the State House, Trenton, NJ

April

April 3rd - Valor 5K - NJSP Honor our Fallen Uniform Run at Sea Side Park Boardwalk

April TBA - NJSP Civilian Appreciation Day at Division Headquarters

April 30th - 100th Anniversary Merchandise Tent Sale at Division Headquarters

May

May 3rd - NJSP Survivors of the Triangle Memorial Ceremony at Division Headquarters

May 9th – NJSP 100th Anniversary Police Unity Tour Send Off in Eatontown, NJ

May 22nd - NJSP Chase 5K run at Division Headquarters

June

June 3rd - Troopers Bridge Foundation Bridge Dinner - Shawnee Inn, Poconos, PA

June 14th - Colonel David B. Kelly Golf Outing at Trump Golf Club Bedminster

June 14th - State Police Memorial Association “Colonel’s Cup” Golf Outing at Mercer Oaks

June 24th – STFA Foundation Cigar Smoke at Grand Marquis Old Bridge

June 26th - Capitol to Coast Memorial Bike Ride Starting at Division Headquarters

June 28th - NCO Foundation Golf Outing at Trump Golf Club Bedminster

July

July 19-23 – Trooper Youth Week

July TBA - Former Troopers Association Picnic

August

August 16th - NJSP 100th Anniversary Golf Outing at Baltusrol

September

September 9th - National Troopers Coalition Picnic at Sea Port Pier in Wildwood

September 20th - STFA Golf Outing at Metedeconk Golf Club

October

October 1st - Former Troopers Reception - Hard Rock Casino Atlantic City

October 2nd - NJSP 100th Anniversary Gala – Hard Rock Casino Atlantic City

October 16th - NJSP Car Show and Open House at Division Headquarters

November

November 6th - Rutgers Football Game Color Guard in Throwback Uniforms

November 21st – Giants/Jets Football Game Color Guard in Throwback Uniforms

December

December 3rd - Wreath Laying at West Point

December 6th – Commemorate the 100th Anniversary of the First Patrol at the State House, Trenton, NJ

December 4th - NJSP Holiday Open House – Museum and Learning Center

December 11th - Army Navy Football Game at MetLife

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."

Col. Herman Schwarzkopf
SUPERINTENDENT



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 also directs and controls the State Office of Emergency Management, and when directed by either the Governor or the Attorney General, assists local or county police authorities in response to unlawful civil disturbances 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 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. The Deputy Superintendent’s 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

2021 Statistics at a Glance

Operations Branch

Investigations

Criminal	16,156
Accident	37,523
General/CAD Contacts.....	678,076
Arrest Total	10,801

Traffic

Motor Vehicle Stops.....	417,954
Summonses.....	274,468
Warnings	165,302
Motorist Aids	73,362
Driving While Intoxicated (DWI) Arrests.....	4,458

Investigations Branch

Investigations Total.....	2,170
Arrests Total.....	1,739
Intelligence Section/ Organized Crime Investigations	648
Number of Arrests.....	709
Racetrack Unit Investigations	69
Polygraph Examinations	149
Motor Vehicle Crimes Unit Investigations	63
Arrests	100
Recovered Vehicles	157
Recovered Property Value	\$6,426,000
Fugitive Investigations	305
Cleared By Arrest	815
Cyber-Crimes Investigations	41
Missing Person Complaints.....	166
Missing Persons Located	185
Child Exploitation Investigations	83
Unidentified Persons Investigations.....	29
Crime Scene Investigations	2,436
Laboratory Cases Received.....	22,369
Laboratory Cases Completed	29,085
Laboratory Cases Received/DNA Analysis	5,305
Laboratory Cases Completed/DNA Analysis.	5,778
Composite Drawing Cases.....	541

Regulatory Investigations

Solid/Hazardous Waste Investigations	669
Approvals	669
Rejections	0
Firearms Applications Received	22,954
Private Detective Licenses Issued	259
Security Officer (SORA) Registrations	28,362
Bounty Hunter Licenses	22
Criminal History Records Inquiries.....	5,000,721
Responses	5,000,721
Updates/Modifications	11,500,000

Homeland Security Branch

Marine Bureau

Criminal Investigations.....	69
Accident Investigations	109
General Investigations.....	53
Boardings	5,682
Assists.....	2,223
Pollution Investigations	16
DWI Arrests	5

Aviation Bureau

Homeland Security Flights	1,470
Medevacs	339
Transportation Flights	70
Surveillance Flights.....	53
General Policing Flights.....	635
Searches.....	221
Crime Scenes Photo Flights.....	21
SPEAR Rescue Hoist Flights.....	18
Demonstrations.....	158
Medevac On-Scene Pick-Up.....	265
Inter-Hospital Transport.....	30

Transportation Safety

Commercial Vehicles Inspected.....	31,517
Commercial Vehicle Inspection Summonses.	3,123
Commercial Vehicles Weighed	1,405,345

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 uphold 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 2021, 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 to promote safe and effective practices by our members but also benefit the citizens we serve. The COVID-19 pandemic continued to test of our operational capabilities while highlighting the resilience of our members as well as the Division's ability to dynamically respond to adversity. Due to the solid and sound foundation of established protocols, programs, and operations, the Division was able to mitigate the rapidly evolving demands triggered by the ongoing pandemic. In addition, the Deputy Superintendent and the Division Executive Officer were instrumental in spearheading many of the initiatives throughout the year, 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.

- ▼ **The creation of the Office of Employee Relations and Community Outreach to focus on enhancing both our external outreach to New Jersey communities as well as internal outreach to our enlisted and civilian personnel. This newly created office aligned units with complementary mission to help strengthen our current external partnerships and allowed the division to expand outreach capabilities and establish new relationships throughout the state. Internally, the office ensured that Troopers are offered essential services for their physical and mental well-being, and to assist them in dealing with the stresses of working in law enforcement.**
- ▼ **The entire 2021 Calendar of Events commemorating the Division's 100 Year Anniversary including the NJSP Civilian Appreciation Day at the newly acquired and renovated Ravine Club, the NJSP Car Show, and the 100th Anniversary Gala at the Hard Rock Casino in Atlantic City.**
- ▼ **The renovation of the entire NJSP Memorial Garden and the construction of the Columbarium.**
- ▼ **The return-to-work full time of our entire civilian work force.**

Throughout calendar year 2021, the Division continued to adopt practical solutions to the unprecedented and ongoing pandemic to continue our various core missions, protect the citizens we serve, and support our enlisted and civilian members. As it has for 100 years, our core values propelled us through all the challenges faced and further solidified the Division's commitment to "Honor, Duty, and Fidelity" for many years to come.



Lt. Col. Geoffrey Noble
Deputy Superintendent



Major Daniel Engelhardt
Division Executive Officer



Major Joseph Fraulo
Commanding Officer

Office of Professional Standards

The overall mission of the **Office of Professional Standards (OPS)** is to enhance the integrity of the Division through a professional and transparent internal affairs process, uphold our core values, improve the delivery of police services, and assure the public that complaints of police misconduct are properly addressed. The OPS also provides blocks of instruction at various leadership courses and presents an internal investigation school for both enlisted members and outside law enforcement agencies. The OPS is tasked with the oversight of the Benchmarks Analytics System throughout Division and the maintenance of the Division's Early Warning System. The OPS is often asked to participate in policy committees that touch on a myriad of policing topics. The OPS consists of the Internal Affairs Investigation Bureau and the Intake and Adjudication Bureau. As of December 2021, the OPS consisted of 58 members. This includes five professional support personnel and 53 enlisted members.

The **Internal Affairs Investigation Bureau (IAIB)** is responsible for the investigation of all misconduct complaints made against enlisted members of the Division. There are regional field units staffed with investigators, located in the northern, central, and southern parts of the state. In 2021, the Internal Affairs Investigation Bureau completed 185 misconduct investigations.

The **Intake and Adjudication Bureau** is divided into four units, the Intake Unit, the Administrative Internal Proceedings Unit, the Staff Inspection Unit and the Civil Proceedings Unit, all of which have varying responsibilities.

The **Intake Unit** accepts, classifies, and assigns or refers all reportable incidents received by the OPS. The Intake Unit is responsible for notifying complainants of the Division's response to their complaints and for the management of the Early Warning System, designed to detect patterns and trends in policing. The Intake Unit also reviews and assists the Division's members with Use of Force Reports within the Benchmark Analytics System. In 2021, the Intake Unit handled 600 reported incidents in 2021.

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

The **Staff Inspection Unit** is responsible for conducting Division-wide inspections to assure that the activities of the Division members are conducted in accordance with its policies and procedures, Rules & Regulations, and orders. The Staff Inspection Unit reviews all inspection procedures and ensures that all commands, installations, and activities of the Division are inspected in accordance with the policies of the division. The unit also conducts periodic audit inspections of Division operations to ensure compliance with policies and procedures.

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 OAG. Additionally, the Civil Proceedings Unit acts as a liaison between the Superintendent's Office and the OPS Commanding Officer to regarding the appropriation of personnel within the OAG in response to civil litigation. 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 concerning the Division and serves as the liaison for all federal, state, and county prosecutorial agency 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, the PSU provides security for various New Jersey State dignitaries to include the Lieutenant Governor, Attorney General, Director of Homeland Security and Preparedness, the Governor's Chief of Staff, and the Governor's Chief Counsel. Members assigned to the Office of Executive Protection are tasked with planning and ensuring the safety and security of their principal. The unit's responsibilities include security assessments of locations to be visited, gathering and evaluating intelligence regarding any event or venue that may affect the security, and the protection of their principal or dignitary while traveling to and from event locations. Members travel with their principal domestically and abroad, and coordinate security efforts between local entities, the State Department and the United States Secret Service as necessary. Additionally, the unit provides 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 Employee Relations & Community Outreach

The Office of Employee Relations & Community Outreach (OERCO) consist of two Bureaus, the Employee Health & Wellness Bureau and the Community Outreach Bureau. The Employee Health & Wellness Bureau offers services to both enlisted and non-enlisted members to support and enhance their overall physical, mental, and emotional health. The Community Outreach Bureau establishes meaningful and sustainable partnerships with members of the community by hosting a variety of community events and programs. The Community Outreach Bureau also serves as a conduit for information between the Division and the public.



Major Carla Thomas
Commanding Officer

Community Outreach Bureau

The **Community Outreach Bureau** (COB) provides consistent direction to unit supervisors, unit leaders, and their staff regarding the mission of the COB and the Division of State Police. COB completes all administrative reporting requirements, such as to monitor, evaluate and improve the activities of the units within the Bureau. COB maintains contact and correspondence with the OERCO, Office of the Deputy Superintendent of Administration, and the Office of the Attorney General regarding the vision and mission of the Bureau and it develops solutions to operational issues and proactively mitigates problems by updating internal procedures to comply with federal and state mandates.

The **Open Public Records Unit** (OPRU) is the custodian of records and is mandated to respond to a request for government records no later than seven business days upon receiving a completed request. Responses consist of granting access or partial access, denying access, or advising the requestor of the need for an extended compliance period.

The OPRU’s responsibilities include processing all incoming open public record 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 collecting the records. Once all records are gathered, reviewed, and redacted a response is written to the requestor detailing what records are, or are not, to be produced and the reason for any redactions or denials. During this time, OPRU 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 2021, the OPRU responded to 1,321 requests for government records (approximately 80% of all requests are for dash/body cam videos).

The **Public Information Unit** (PIU) provides a 24-hour access to information for the media regarding news worthy events involving the New Jersey State Police (NJSP) throughout the region. Within the 2021 calendar year, the unit handled over 3,000 media requests.

The PIU’s members initiate messaging on a variety of social media platforms, to apprise the public of significant events and accomplishments, solicit assistance for active investigations, and provides community outreach and recruiting information. Members

2021 Monthly Stats		Public Information Unit 0312											
Unit Statistics	January	February	March	April	May	June	July	August	September	October	November	December	Year to Date
Media Inquiries	197	147	224	203	262	293	279	237	291	220	357	294	3004
Social Media Posts (Facebook, Instagram, Twitter)	35	37	44	51	62	51	39	42	36	39	37	38	511
Press Releases	4	5	10	9	13	14	6	15	9	8	12	6	111
Press Statements/Quotes	3	1	8	5	10	8	11	6	5	8	5	7	77
Events Attended for Social Media Coverage	1	3	5	2	7	7	3	4	12	17	12	10	83
Social Media Projects (Video, Graphics)	2	7	8	6	4	2	2	1	10	5	6	2	55
Community Outreach Events	1	0	0	0	0	2	5	5	1	4	5	2	25
Awards Files Intake	0	4	0	3	2	1	1	2	1	2	9	4	29
Pending Files	0	70	54	53	48	44	45	47	48	50	59	63	581
Closed Files	0	0	5	18	12	24	0	0	0	0	0	0	59
Letters of Commendation Written	9	45	34	15	0	3	3	4	0	0	0	0	113
Ceremonies Held	1	0	2	2	4	1	0	0	0	0	0	0	10
Media Interviews for NJSP	0	1	0	0	0	1	2	2	2	0	3	2	13
Unit Assist	0	2	0	11	0	4	5	5	8	12	13	3	63
Participation on a special Board/Panel	0	0	0	0	2	2	0	1	1	0	2	2	10
TOTAL	253	319	393	378	454	457	401	371	424	365	520	431	4744

coordinate press conferences, write press releases, assist with interviews involving media/film crews, and notify command staff of any significant issues involving media and the State Police. The PIU also provides recommendations and best practices, from a practical and historical standpoint, for the mitigation of any potential social media/press inquiries or events that could negatively impact the reputation of the New Jersey State Police. During emergency events, the PIU responds directly to the scene and reports to the incident commander as a liaison between the NJSP and the press. To this effect, the PIU has expanded into a joint role with the Office of Emergency Management (OEM) to successfully augment their social media messaging and public safety announcements. This collaboration occurs not only during the critical timeframe during an activation of the New Jersey State Emergency Operations Center, but through regular photography and video projects highlighting OEM’s ongoing mission parameters.



The **Recruiting Unit** is responsible for recruiting qualified applicants of a diverse background representative of the citizens of New Jersey. Methodologies include, but not limited to, career fairs, classroom presentations, career development sessions and career nights, all of which are within the recruiting paradigm. The Recruiting Unit is also responsible for the training and oversight of mentors for the NJSP Applicant/Recruit Mentoring Program, Internship Program, as well as Ceremonial Interments within the Memorial Garden. Due to the demands of the enlisted hiring process and other initiatives implemented by the Division, enlisted members within the unit are also tasked with assisting the NJSP Explorer Program and supplementing the Selection Process Unit with events such as Candidate Review Boards, PEPP, Physical Qualification Test, Written Examination, and background Questionnaire sessions, as well as the Trooper Youth Week Program. 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, the Holiday Open House, the SP Chase, and the annual Survivors of the Triangle ceremony. Lastly, the unit also oversees the Jones Farm inmate work detail, which assists with cleaning and landscaping the Museum and Learning Center grounds.

Below is a breakdown of the Recruiting Unit activity for 2021, despite working within the challenges of the COVID pandemic:

▼ Career Presentations (In-person)	33	▼ Recruit Mentoring Sessions	21
▼ Career Presentations (Virtual)	53	▼ Social Media Posts.....	153
▼ Career Development Sessions.....	185	▼ Recruiting Material Distribution.....	393
▼ Career Mentoring Session	7744	▼ Unit Assists	59
▼ Job Fairs/Expos.....	11	▼ Boards/Panels Attended	6
▼ Log Cabin Events.....	143		

The **Outreach Unit** was created and publicly announced on January 6, 2021, by Colonel Patrick Callahan. The New Jersey State Police has taken a wholistic approach to ensure that Troopers, civilians, and the residents of New Jersey work together in a partnership that will create a unified community of one. The responsibility of the Outreach Unit is

2021 Outreach Unit Events	
Event Type	# Organized/Participated
Food, Toy, Clothing, Packaging/Distribution	73
Presentations & Educational	41
DWI, Distracted Driving, Graduated Driver's License	25
Other Community Outreach	68
207 Total Events	
<i>Source: Community Outreach Bureau, Outreach Unit, 0314</i>	

to promote and foster positive relationships within the community by using proactive educational programs such as: Bicycle safety, teen driving education, Trooper Youth Week, the NJSP Explorer Program, child passenger safety education, Law Enforcement Against Drugs and school security emergency drill best practices. In addition, the Outreach Unit fosters relationships between community leaders, faith-based leaders, and the citizens

of the State of New Jersey by leading community policing initiatives in towns and cities throughout the state. This initiative follows General Order #1, which was put into place one hundred years ago, which directed Troopers to cultivate and maintain the good opinion of the people of the State. This order has not changed and remains relevant as our Troopers today continue to create and cultivate relationships within our communities.

Employee Health & Wellness Bureau

The **Employee Health & Wellness Bureau (EH&WB)** provides consistent direction to unit supervisors, unit leaders, and their staff regarding the mission of the Employee Health & Wellness Bureau, and the Division of State Police. EH&WB develops solutions to operational issues and proactively mitigates problems by updating internal procedures in units to comply with Federal and State mandates. EH&WB is comprised of 8 enlisted members, 18 civilian employees, and it also oversees the State Police chaplains in their provision of pastoral counseling and spiritual guidance for enlisted and civilian members. During the 2021 calendar year, EH&WB oversaw the graduation of 20 members of the Citizens Academy program and the implementation of the Lactation Room Project in according to both Federal and State laws. EH&WB directly supported the creation of the Equity in Policing Inclusion Committee (EPIC) with the goal of creating dialogue amongst a diverse group represented by both enlisted and civilian members to jointly discuss all aspects of employment within the Division of State Police.

The **Peer Assistance Unit (PAU)** is staffed by non-clinical peers who can link enlisted and civilian employees with resources related to behavioral and emotional well-being. The PAU also manages the Regional Peer Program which consists of approximately 90 specially trained employees of diverse backgrounds dispersed regionally across the State. In calendar year 2021, the PAU logged 663 peer contacts.

Top 2021 Accomplishments:

The PAU was granted an extension to fully implement Community Orientated Policing Services for suicide prevention training. The awarded amount of \$34,500.00 was fully spent on Applied Suicide Skills Intervention Training (ASIST) training and Question, Persuade, and Refer (QPR) instructor training. Approximately 130 Division employees have received the two-day advanced (ASIST). Approximately 300 employees have received QPR training. Due to COVID, QPR classes were halted. A virtual format was also created and will be deployed in February 2022.

The PAU currently has members who participate on several inter-agency committees including: the 2022 CLEAR Mental Health Steering Committee, Statewide Steering Committee for Behavioral Health, Crisis Intervention Team State Committee, and the

Field Operations Section-Office of the Attorney General working group for the ARRIVE Together Program. The PAU assisted at several critical incidents including the mass shooting incident in Cumberland County and the deaths of enlisted members. The PAU also presented training blocks on resiliency, suicide awareness and wellness to multiple NJSP units including the 163rd State Police Class and Public Safety Telecommunicators initial training classes. The PAU continues to identify and evaluate training programs and methods which may be beneficial to Division of State Police and all its employees.

The **Employee Assistance Program Unit (EAPU)** is responsible for providing employees, members of their families, and the organization with practical solutions for every day and more serious life challenges. Confidential services are provided in order to enhance workplace effectiveness through prevention, identification and resolution of personal and productivity issues. The EAPU's unique perspective of both human and organization behavior enables us to customize the services offered to the Division of State Police and the other Divisions/Offices within the Department of Law and Public Safety.

The EAPU's staff provide their professional expertise and services by participating as members on special boards/panels. This promotes interdivision partnerships and enhances community relations.

The EAPU celebrated its 40th anniversary in 2021. It is a well-established program widely acknowledged and accepted as a valuable benefit to employees, their families, and the organization for the various services it provides.

The **Medical Services Unit (MSU)** is responsible for providing a multitude of medical services to guide health and wellness for all employees, and ultimately ensure enlisted personnel meet medical criteria for applicable duty status determination.

The MSU oversees the health and well-being of all personnel by conducting daily sick call for enlisted members and providing emergency treatment for both enlisted and civilian employees. The Medical Director and Division Physician examined 938 patients last year. In addition, MSU maintains the medical records for enlisted personnel reviews all medical records to determine the eligibility of academy applicants, and the staff coordinates and supervises the Annual Medical Exam (AME) for enlisted members. MSU viewed 2,499 AME's in 2021 and the MSU administered 98 vaccines for Flu, Tetanus, Hepatitis B and PPD. The unit also inspects, maintains and orders supplies for the Division's AEDs and provides care for the academy recruits. Unit members schedule medical appointments, provide discovery of medical documents, produces Time Loss Reports for the Division of Risk Management, and recommends appropriate actions concerning workers' compensation claims. The MSU prepares SCOR payments for newly promoted captains, and reviews Disability Retirement Applications. Unit members review retired members' medical records for any member applying for a private detective license or weapon permit. This past year, the MSU also conducted 4,249 rapid tests for COVID-19, distributed COVID-19 Vault test kits to unvaccinated employees, and supervised duty status changes and conducted workplace contact tracing for over 1,500 enlisted members who were exposed or contracted COVID-19.

The **Diversity & Inclusion Unit (D&IU)** serves as the direct internal and external connection for enlisted and civilian members as the Division fosters an inclusive environment both in the workplace and within the communities we serve. Unit members are tasked to create programs that ensure all members understand and respect the multiculturalism found within the Division of State Police.

The D&IU coordinated the 3rd Citizens Academy, which was held from October 06, 2021, to December 8, 2021, and from which 20 graduates were added to the roster of Citizens Academy alumni.



The D&IU was also instrumental in the creation of the Equity in Policing Inclusion Committee (EPIC). The EPIC's goal is to provide a forum for developing ideas and insights from NJSP employees on ways to promote training, education, and outreach regarding diversity and inclusion. Objectives include present new ideas from a diverse group of NJSP employees, assisting in various outreach efforts, promoting the diversity & inclusion mission within the NJSP, and organizing and communicating with various employee resource groups.

Equal Employment Opportunity Bureau

The **Equal Employment Opportunity Bureau (EEO)**, 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 also 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 also 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 2021, the EEO Intake and Training Unit handled 55 EEO complaints and conducted the training of 1,684 members.

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 policy. 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 2021, 29 complaints were being formally investigated by the EEO Investigations Unit. The EEO Bureau also completed 5,676 Meaningful Review Requests and 4,269 Brady/Giglio checks for enlisted and civilian members.

In 2021, due to the COVID-19 pandemic climate, the EEO Bureau continued the use of virtual training and conducted video interviews as necessary.

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 and serves 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 of Quality Assurance's sub-units include the Quality Assurance Review & Auditing Unit and the Management Awareness Personnel Performance System & Special Projects Unit.

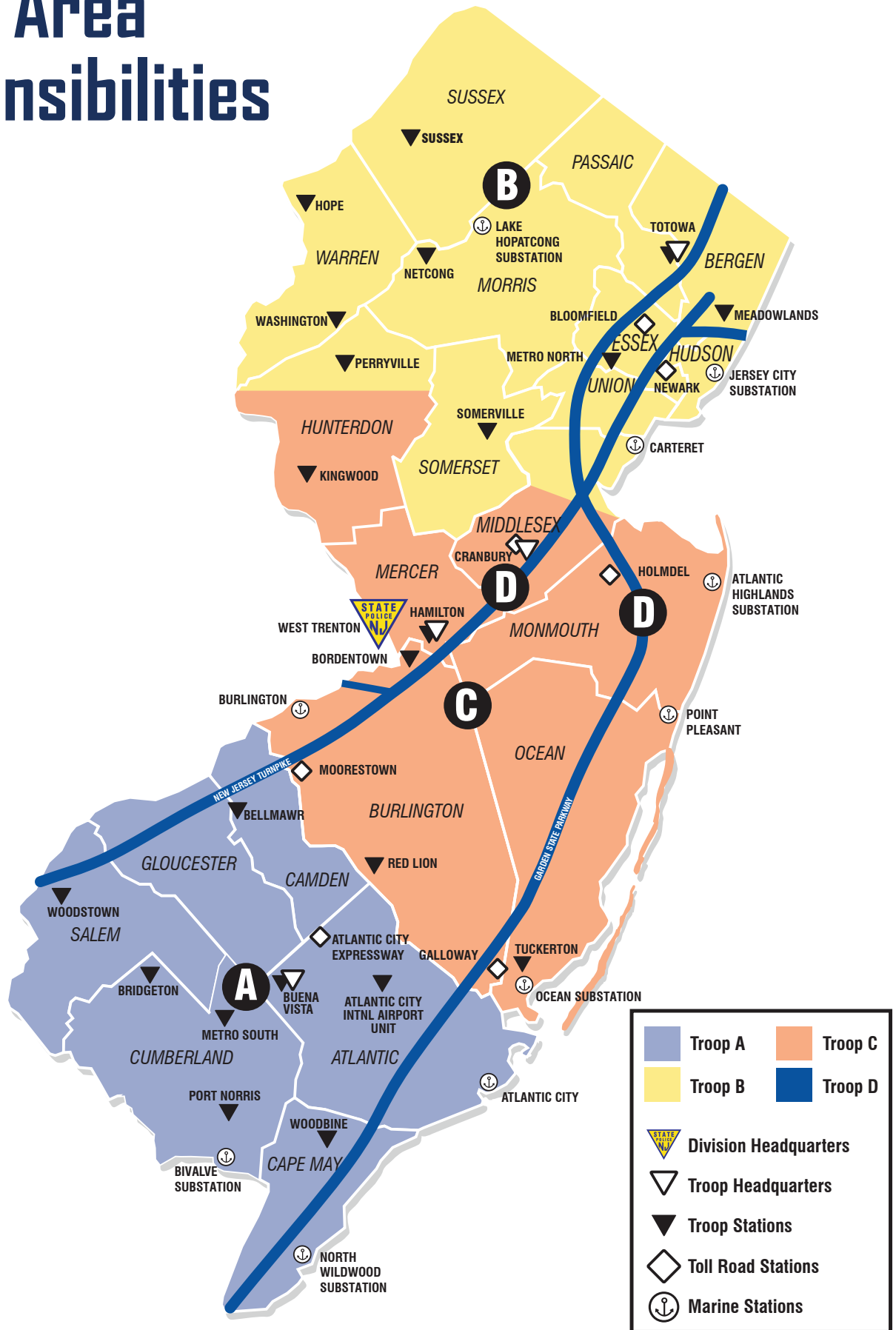
The **Quality Assurance and Auditing Unit** carries out its mission of liaising with the Field Operations Section (FOS), Operations Branch, in an effort to ensure that quality supervision is maintained throughout the State. The unit accomplishes this by conducting quality, in-depth Motor Vehicle Stop 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 enlisted member'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 OLEPS Oversight Report.

The MAPPS/Special Projects Unit carries out its mission of maintaining and analyzing records of Division statistical information 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 compiled 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. In addition, during 2021, the unit was responsible for:

- ▼ **Compiled and published the Annual Use of Force Report.**
- ▼ **Conducted Quarterly Trend Analysis Report in compliance with SOP C25.**
- ▼ **Conducted audits of the Use of Force and misconduct data in MAPPS compared to IA-Pro RMS.**
- ▼ **Conducted 57 Racial Profiling Reviews for OPS internal investigations.**
- ▼ **Completed 278 Special Projects including all weekly, monthly, quarterly and annual management and executive report data.**

The Division has experienced a steady decline in publicly reported deviations from policy and procedure during motor vehicle stops

Troop Area Responsibilities



Operations Branch

The **Operations Branch** oversees and coordinates the duties and functions of the Field Operations Section. The 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. The Operations Branch consists of the Field Operations Section, 4 regional Troop patrol areas, the Office of Division Operations, the Risk Management Office, Criminal Investigations Office, and the Traffic & Public Safety Office.



**Lieutenant Colonel
Terence Carroll**
*Operations Branch
Commander*

Field Operations Section

The **Field Operations Section (FOS)** is comprised of 1,769 enlisted and 223 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" – Garden State Parkway and New Jersey Turnpike.

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 2021, the Office coordinated several significant events, such as, Presidential visits to the State, COVID-19 statewide site security, Mass Vaccination Security Task Force coordination, civil unrest mass gathering statewide tracking and operations, Army-Navy Game planning and operations, winter weather storm preparedness, Special Olympics Torch Runs, and Rutgers football security details. This office was also responsible for assisting local and county agencies in response to the devastation caused by the remnants of Hurricane Ida as well as a tornado which caused widespread damage in the southern portion of the State. 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.



Major Sean Kilcomons
*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). 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 29 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 law enforcement 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 \$3.2 million of grant funding from the Division of Highway Traffic Safety. These funds are used to purchase traffic safety related equipment for the Alcohol Breath Test Unit, Fatal Accident Unit and Outreach Unit; as well as provide funding for various traffic enforcement details.

In 2021, the Highway Traffic Safety Unit in a cooperative effort between the NJSP, the Division of Highway Traffic Safety and Kean University, facilitated 10 basic crash investigation and 6 advanced crash courses statewide, training a total of 436 officers. Additionally, 9 specialty crash classes were held training 217 officers.

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. FAIU collects, reviews and analyzes reports for every fatal motor vehicle crash that occurs within the State of New Jersey and serves as the hub of information and report sharing between Department of Transportation, Motor Vehicle Commission, Fatality Analysis Reporting System and the Division of Highway Traffic Safety. FAIU prepares and submits a recommendation report which is utilized by the Motor Vehicle Commission, Fatal Accident Unit for driver improvement hearings in the Office of Administrative Law. FAIU maintains records of all fatal crashes and enters the pertinent information into a database for up-to-date comparative data information. FAIU provides State Police Commanders with a weekly fatal crash statistical report and monthly fatal crash summary report and provides other statistics to various traffic safety agencies on request. The FAIU publishes the Annual Fatal Motor Vehicle Crash Comparative Data Report for the State of New Jersey. The FAIU is the sole agency responsible for the administration and enforcement of the Motor Vehicle Race Track Regulations.

During 2021, members of FAIU responded to 263 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 unit and marine stations within the Marine Services Bureau. Members also responded to requests for technical assistance from the Attorney General's Shooting Response Team and provided technical assistance to county prosecutor's offices and municipal police departments in 36 crash investigations. FAIU members completed and forwarded more than 700 recommendation reports to

Members of FAIU responded to 263 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 unit and Marine Stations

the New Jersey Motor Vehicle Commission, a majority of which will be utilized in driver improvement hearings. FAIU also conducted 58 safety inspections of licensed motor vehicle race venues during the 2021 racing season.

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 (2020) Safe Corridors Report included a 7% increase in fatal crashes and there was no change in the number of serious motor vehicle crashes. These combined statistics resulted in an estimated decrease of \$390,000 in annual crash costs. 10 new Safe Corridor locations are still under consideration by the New Jersey Department of Transportation.

The **Delaware River Joint Toll Bridge Unit** (DRJTBC) 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 2021, the 6 NJSP Stations responsible for patrolling the DRJTBC bridges and property responded to over 600 calls for service, including 167 crash investigations, and conducted over 2200 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 Investigation Units, Operations Office with a Tactical Patrol Unit, and a Risk Management Office.



One notable CIO investigation involved the seizure of five “ghost” guns, over 400 pounds of marijuana, and over \$250,000 in U.S. currency

The **Criminal Investigation Office** (CIO) is comprised of detectives from the Field Operations Section who are assigned to all NJSP road stations. These detectives are responsible for conducting criminal investigations within the road stations’ areas of responsibility. CIO detectives also assist the uniform Troopers with their investigations, arrest processing, author affidavits and search warrants, manage evidence, and provide other general law enforcement functions.

For 2021, Troop “A” CIO Detective Jacob Schor #7928 was named “Trooper of the Year.” Detective Schor’s exemplary investigative skill and tireless efforts while investigating a triple homicide revealed information pertaining to not only the triple homicide but numerous unrelated shooting investigations.

Troop “A” CIO detectives participated in nearly 4,000 criminal investigations. Of those, 351 investigations were initiated by CIO detectives. Some of the more noteworthy investigations were the triple homicide in Fairfield Township in May, during which nine arrests were made. Troop “A” detectives also investigated an illegal rooster fighting operation in which nearly \$182,000 in U.S. currency, 4 handguns, and 22 ounces of narcotics were seized. Additionally, detectives handled a multitude of death investigations, shootings, armed robberies, sexual assaults, burglaries, thefts and seized over \$201,000 in U.S. currency. As a result of their investigative efforts, 212 individuals were arrested, 190 search warrants were executed, 74 firearms were seized and approximately \$74,200 in stolen property was recovered.

Troop “B” CIO detectives participated in 3,900 criminal investigations. Of those, approximately 219 investigations were initiated by Troop “B” CIO detectives. During the calendar year, detectives were recalled on 116 investigations and authored approximately 60 search warrants. Troop “B” CIO also recovered \$1,319,100 in stolen vehicles and \$22,000 in property.

Troop “C” CIO detectives participated in several thousand criminal investigations. Of those, 355 investigations were initiated by Troop “C” CIO detectives. During the calendar year, detectives investigated 85 sex related offenses, were recalled on 124 investigations, and authored or assisted on over 190 search warrants. Detectives were involved in 92 death investigations related to homicide, attempted homicide, and strict liability. As a result of their investigative efforts, 81 individuals were charged with various crimes. One notable CIO investigation involved the seizure of five “ghost” guns, over 400 pounds of marijuana, and over \$250,000 in U.S. currency seized from several residences and suspects, one of which is employed as a law enforcement officer in a nearby jurisdiction.

Troop “D” CIO detectives participated in 127 Investigations, authored 4,625 supplemental investigations reports, made 150 arrests, and executed 51 search warrants. Detectives assisted with 93 accident investigations, were recalled 86 times, reviewed 4,907 reports, conducted 325 interviews, and handled 1,327 pieces of evidence. The unit developed 2 confidential informants, seized \$5,221.00 in U.S. currency, and recovered various illicit narcotics and drugs valued at approximately \$38,100.00.

The **Victim Services Unit** was realigned 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 maintains an Operations Office which oversees squads of Tactical Patrol Units (TPU). The Division’s 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, perform high visibility and strategic patrols in high crime areas, conduct security and dignitary escorts throughout the State, and respond to incidents of civil disorder and natural catastrophe.

In 2021, the Troop “A” TPU squads and the Operations Office coordinated with the United States Capital Police and various other law enforcement agencies to effectively execute an operational plan for the January 6th riot at the United States Capitol, Washington DC. This operational plan required securing and monitoring roads at various points around the U.S. Capitol and ensuring safe passage and safety for US Congressmen and Congresswomen. TPU also worked with agents from the United States Housing and Urban Development and United States Labor Department for visits from Secretary Marcia L. Fudge and Secretary Marty Walsh respectively, as well as other various dignitaries. Troop “A” TPU and Operations assisted in the initial response and security details in Mullica Hill, NJ for Tropical Storm Ida as well as a confirmed tornado that created widespread damage. Other notable events the Operations office participated in was the Atlantic City Airshow, various election details in South Jersey, and the mass shooting in Fairfield, Cumberland County, NJ.

2021 Troop “A” Tactical Patrol Unit Statistics ▶

▼ Assigned details	121
▼ Assigned escorts.....	37
▼ Other agency assists	16
▼ Station and other State Police unit assists	20
▼ 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, Troop “B” TPUs were 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 Presidential details along with various national and world leaders.

2021 Troop “B” Tactical Patrol Unit Statistics ▶

▼ Assigned details	284
▼ Assigned escorts.....	197
▼ Other agency assists	14
▼ Station Assists	3
▼ Assigned Funeral Details.....	35

In 2021, 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 and Trenton Police Department to gather intelligence related to shootings, armed robberies, and violent crimes within the City of Trenton. Troop “C” Tactical Patrol Office deploys 10 Troopers twice a week in high visibility patrols within the city.

2021 Trenton Initiative Statistics



▼ Deployments	16 days
▼ Motor Vehicle Stops	197
▼ PRAs	58
▼ Warrant Arrests	56
▼ Criminal Arrests	2
▼ Investigations	3
▼ PC Searches	1
▼ Summons	217
▼ Warnings.....	73

Troops “A,” “B,” and “C” have Strategic Investigations Units (SIU) that 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.

Troop “A” SIU is primarily responsible for assisting and mentoring the Troop “A” Field Intelligence Officers (FIO) with debriefing individuals, collecting intelligence, and entering intelligence into the appropriate database, such as Info-Share. SIU monitors available intelligence databases such as Info-Share, the Regional Automated Property Information Database (RAPID), and the Suspicious Activity Reporting system (SARS) for actionable intelligence and initiate criminal investigations when warranted. In addition, SIU detectives collect and enter ILP data into the appropriate databases, such as Info-Share, and SARS. SIU members properly develop, document, maintain, and utilize confidential sources of information. SIU members also develop and maintain cooperative relationships with other law enforcement agencies and investigative entities/units. SIU detectives research and document Persons of Strategic Interest (PSI) to conduct targeted enforcement and to further criminal investigations and support high visibility patrols by uniform personnel aimed at suppressing criminal activity. Lastly, Troop “A” SIU investigates dormant (over 30 days old with no activity) investigations from Troop “A” stations.

2021 Troop “A” SIU Statistics



▼ CDS Value Seized	\$532,945.00
▼ Currency Seized	\$294,786.25
▼ Firearms Seized	5
▼ Investigation	31
▼ Search Warrants.....	20

Troop “B” SIU is tasked with primary oversight and management of the Troop “B” County Assistance Program (CAP) program. The CAP currently consists of four Field Operations Section Troopers detached to SIU 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.

2021 Troop “B” SIU Statistics



▼ Investigations	92
▼ Supplemental Investigations.....	86
▼ Arrests	108
▼ Search warrants	35
▼ Special Details	1
▼ Unit assists	116
▼ Cash recovered/seized value	\$206,435
▼ Drugs recovered/seized value.....	\$31,691
▼ Vehicles recovered/seized value	\$104,000

The Troop “C” SIU conducts proactive 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.

2021 Troop “C” SIU Statistics



▼ Criminal Investigations	70
▼ Search Warrants.....	19
▼ Confidential Informants	70
▼ Arrests	18
▼ FIO Debriefings	109
▼ Info Share Entries	71

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 MVR 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 and Critical Incidents. Furthermore, the Risk Management Office conducts Standard or Management MVR Reviews of assigned Section Patrol Practice Assessment Reviews (SPPAR).



Major Brian Foody
Troop "A" Commander

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 6 counties: Atlantic, Gloucester, Camden, Salem, Cumberland, and Cape May. Troop "A" headquarters is located in Buena Vista Township, Atlantic County. The Troop consists of 8 stations, which provide law enforcement functions for 28 municipalities and have patrol responsibilities for the Atlantic City Expressway, along with all State Highways and Interstate roadways within the southern 6 counties. In addition to these stations, Troop "A" also 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 which 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. 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, aiding motorists with disabled vehicles, and investigating motor vehicle crashes.

The **Buena Vista Sub, 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 6 counties of the State. Troopers 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. Troopers also work individually with local and county governments to address their concerns and the citizens of the townships they patrol.

▼ Motor Vehicle Stops	78,603
▼ Summons Issued	50,811
▼ Warnings Issued	39,442
▼ Arrests	4,212
▼ DWI Arrests	1,482
▼ Crash Investigations	6,538
▼ Investigations Reports	4,907
▼ Operations Reports	9,750

2021 Troop "A" Statistics



The **Metro South Station** is located in Vineland, NJ, Cumberland County. The Metro South Station’s primary mission is to improve the quality of life specifically within communities identified with significant violent, narcotic, and firearms related criminal activity. Metro South Station Troopers gather information and intelligence, initiate investigations and conduct uniformed patrol to reduce violence and illicit drug and narcotic activity and to prepare sound legal cases for prosecution. Metro South’s daily operations are conducted within Troop A’s area of responsibilities within Cumberland and Salem Counties, as well as surrounding jurisdictional areas such as Bridgeton City, Vineland, Millville City, Salem City and Penns Grove Borough. Station members are also routinely requested to assist with special details within the Division such as civil unrest and large-scale events.

2021 Metro South Station Statistics ▶

▼ Search Warrants Executed	15
▼ Criminal Investigations.....	32
▼ Criminal Arrests	54
▼ CDS Value Seized	\$71,940
▼ Currency seized.....	\$21,444
▼ Firearms Recovered	3
▼ Stolen Property Recovered.....	\$1,500
▼ Conducted Background Investigations for the 162nd and 163rd NJSP Academy Classes	

Special Details – Metro Station South members responded to the Nation’s Capital on January 6, 2021, assisted with multiple civil disturbance details within the state, assisted Troop “A” Operations with the Atlantic City Air Show, provided members to Troop “A” Training Office to assist with patrol and investigative scenario training.

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.

The **Traffic Office** is located within Troop “A” Headquarters, Buena Vista. The Traffic Office is responsible for implementing enforcement details to assist Troop “A” stations with traffic safety. The Traffic Office is also charged with assigning, reviewing, and verifying Memorandum of Understanding (MOU) details throughout the Troop “A” area, reviewing all motor vehicle accident reports for second level approval, reviewing all Troop Car crashes, and reviewing all motor vehicle pursuits. The traffic office coordinates and supervises the assignment of DWI mobile details and assigns and monitors the efficiency of 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, annual certification training on the radar and laser devices, calibration of all tuning forks, and responses to all Attorney General Referrals.

2021 Troop "A" Traffic Office Statistics



- ▼ **Conducted weekly DWI enforcement details.**
- ▼ **Assigned / Reviewed / Verified +/- 9500 MOU details.**
- ▼ **Reviewed 61 pursuits.**
- ▼ **Reviewed 93 Troop Car crashes.**
- ▼ **Conducted 133 Enforcement details resulting in 144 DWI arrests and the issuance of 3171 motor vehicle summonses**
- ▼ **Conducted 71 DWI Enforcement details resulting in 99 DWI arrests**
- ▼ **Conducted 31 "Drive Sober Get Pulled Over" campaign details resulting in 45 DWI arrests and the issuance of 477 motor vehicle summonses**
- ▼ **Conducted 17 "Click it or Ticket" details resulting in the issuance of 1081 motor vehicle summonses including 911 seatbelt violations**
- ▼ **Conducted 7 Aggressive Driver and Speed Enforcement details resulting in the issuance of 242 motor vehicle summonses**
- ▼ **Conducted 7 "U-Text, U-Drive, U-Pay" details resulting in the issuance of 283 motor vehicle summonses**



Major Peter Velez
Troop "B" Commander

Troop "B"

New Jersey State Police 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. 10 counties are located within the boundaries of Troop "B" consisting of 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.

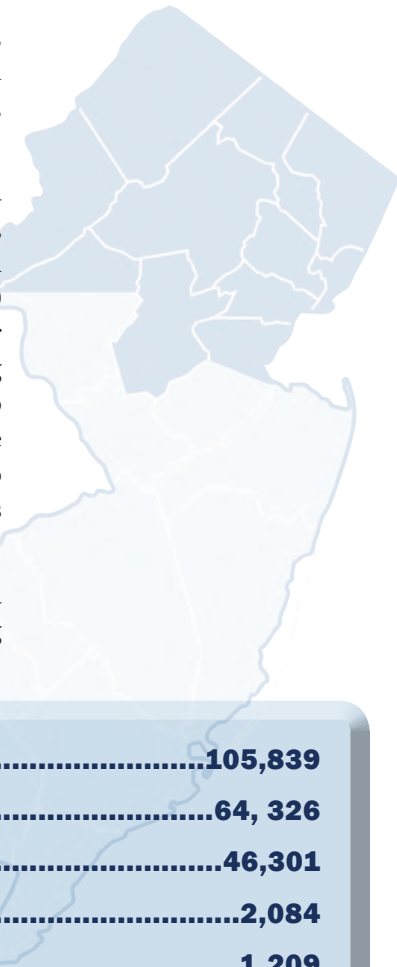
Troop "B" consists of 8 stations: **Hope, Meadowlands, Netcong, Perryville, Somerville, Sussex, Totowa-Sub, and Washington** and 5 specialty units: Tactical Patrol/Operations Unit, Traffic Office, Criminal Investigation Office, Strategic Investigation Unit, and Risk Management Office. Troop "B" has the responsibility of providing full police coverage to 29 municipalities, and part-time coverage to 6 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 8 stations also patrol 218 miles of 5 Interstate Highways that traverse the northern portion of the state: I-78, I-80, I-95, I-280, and I-287, as well as State Highway 24, a 10-mile state highway connecting I-287 and I-78.

Troop "B" continues to protect, preserve, and safeguard the constitutional and civil rights of all citizens through impartial and courteous law enforcement with integrity and professionalism and in partnership with the communities we serve. Troop "B"

accomplishes this mission with an aggressive traffic enforcement, accident reduction, and DWI enforcement programs at all stations. These stations are also tasked with investigating an increasing amount of motor vehicle accidents, criminal investigations, and homeland security incidents.

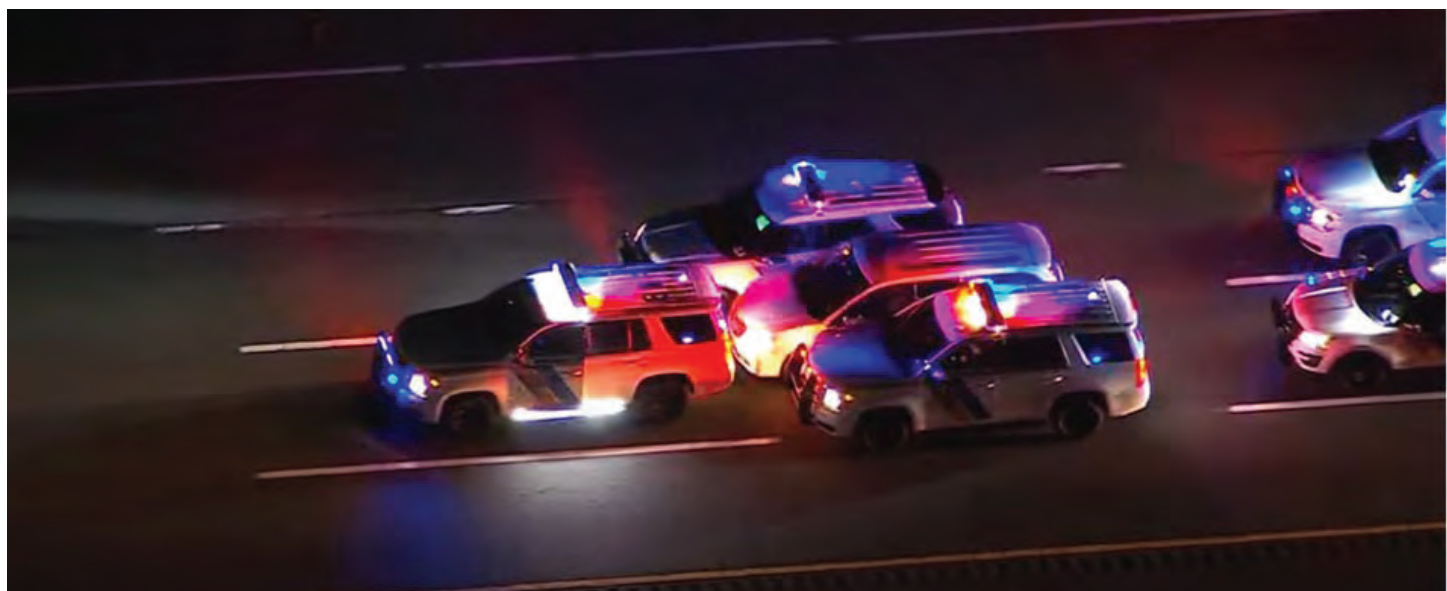
In 2021, Troop “B” continued with patrol duties of the American Dream Shopping and Entertainment Center, the second largest mall in the country. At 3.5 million square feet, the American Dream Shopping and Entertainment Center will house a combination of retail, dining, entertainment and attractions that 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 fifteen full-service restaurants. A 1,000-room hotel is also planned for the northern end, and there will ultimately be over 33,000 parking spaces dedicated to the American Dream property.

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.



2021 Metro South Station Statistics ▶

▼ Motor Vehicle Stops.....	105,839
▼ Summons Issued.....	64,326
▼ Warnings Issued.....	46,301
▼ Arrests.....	2,084
▼ DWI arrests.....	1,209
▼ Crash Investigations.....	11,501
▼ Investigation Reports.....	3,094
▼ Operation Reports.....	5,574



The **Traffic Office** is located in Troop “B” Headquarters, Totowa. The Traffic Office is responsible for numerous areas regarding traffic safety including: assigning Troopers MOU 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 efficiency, and the assignment of all crash reduction, “Click It or Ticket,” radar/laser, seatbelt and child seat, as well as “You Text You Pay” enforcement details. The Traffic Office is also responsible for the accountability of all traffic related equipment, annual certification training on the radar and laser devices, calibration of all tuning forks and responses to all Attorney General Referrals.

2021 Troop “B” Traffic Office Statistics

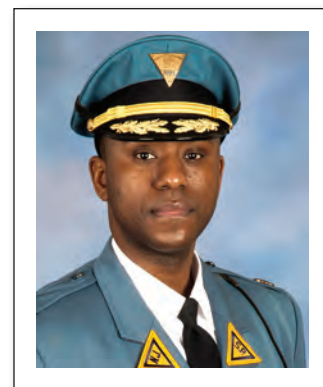
- ▼ **Assigned/reviewed/verified 12,000 MOUs**
- ▼ **Reviewed approximately 11,500 motor vehicle crash reports**
- ▼ **Reviewed 48 fatal motor vehicle crash reports**
- ▼ **Reviewed 105 pursuits**
- ▼ **Conducted 104 Child Seat Inspections**
- ▼ **110 DWI patrols were conducted resulting in 51 DWI impaired driver arrests**
- ▼ **Conducted 20 “Click It or Ticket” details**
- ▼ **Conducted 12 Radar/Laser details,**
- ▼ **Conducted 11 seatbelt/child seat details**
- ▼ **Assigned/reviewed/verified 24 “You Text You Pay” details**



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 5 road stations along with offices at the New Jersey State Capitol Complex.

The five Troop "C" Stations are responsible for 20 municipalities in 7 counties in central New Jersey. These stations patrol 5 State Highways and 430 miles of 3 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.



Major Brian Polite
Troop "C" Commander

2021 Troop "C" Statistics

▼ Motor Vehicle Stops	94,913
▼ Summons issued	58,464
▼ Warnings Issued.....	34,621
▼ Arrests	4,479
▼ DWI arrests.....	1,032
▼ Crash Investigations	4,446
▼ 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.





Major Michael Zimmerman
Troop "D" Commander

Troop "D"

Troop "D" continues to protect, preserve, and safeguard the constitutional and civil rights of all citizens through impartial and courteous law enforcement with integrity and professionalism. Troop "D" continually works in partnership with the New Jersey Turnpike Authority through aggressive and visible traffic enforcement, accident reduction, and DWI enforcement programs on both the New Jersey Turnpike and Garden State Parkway. The New Jersey Turnpike Authority operates the busiest toll roads in the United States. Troop "D" ensures these patrons experience the safest, quickest and most convenient routes for millions of drivers annually. In addition, Troop "D" Construction Incident Management Unit works with the Turnpike Authority on continued infrastructure improvements and long-term roadway projects.

Troop "D" is comprised of two regions, the New Jersey Turnpike and the Garden State Parkway. The Turnpike detachment is responsible for patrolling the New Jersey Turnpike which consists of 148 miles, incorporating areas of four to twelve lanes in addition to the Pearl Harbor Memorial Extension, which provides direct access to the Pennsylvania Turnpike. The Turnpike also includes the Newark Hudson Bay Extension, which provides direct access to New York City via the Holland Tunnel. The Turnpike is serviced by NJSP stations in Moorestown, Cranbury, and Newark.

The Parkway detachment 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 coastal areas in the State, including Atlantic City. Additionally, the Parkway detachment also provides event security at the PNC Bank Arts Center, located in Holmdel. The Parkway is serviced by NJSP stations in Galloway, Holmdel and Bloomfield. The stations on both roadways are responsible for investigating motor vehicle accidents, homeland security missions, conducting criminal and quality of life investigations and DWI enforcement.

2021 Troop "D" Statistics



- ▼ **Reviewed 13,273 motor vehicle crash reports**
- ▼ **Reviewed 42 fatal motor vehicle crash reports**
- ▼ **Reviewed 67 motor vehicle pursuits**
- ▼ **Crash Reduction details resulting in 20,760 motor vehicle stops, 14,574 total summons, 50 DWI arrests, 7,004 speed summonses, and 2,020 seatbelt summonses.**
- ▼ **Conducted 22 "Click It or Ticket" details**
- ▼ **Conducted 12 "Drive Sober or Get Pulled Over" details**
- ▼ **Conducted 20 Speed Enforcement details**
- ▼ **Conducted 10 "Over the Limit Under Arrest" details**
- ▼ **Conducted 14 "You Text You Pay" details**

New Jersey Turnpike

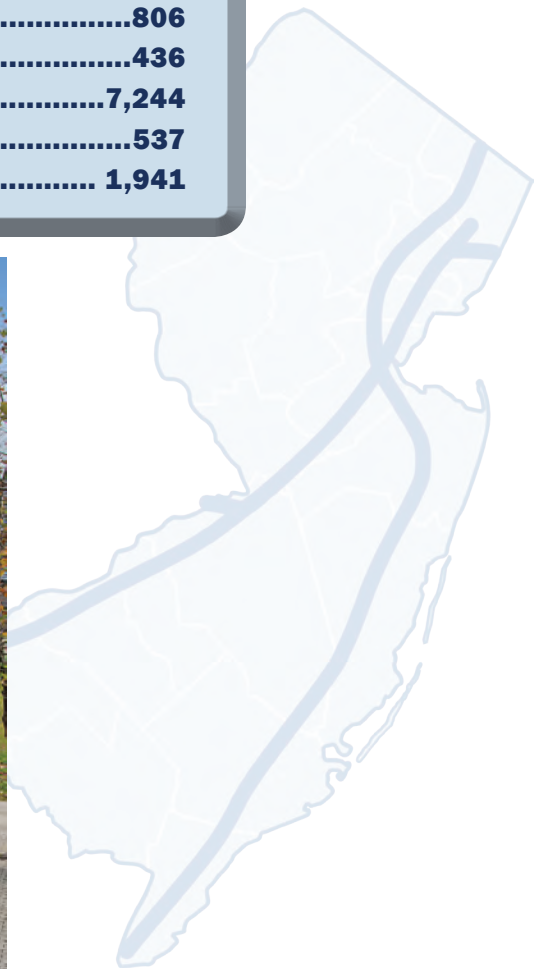
(Inclusive of targeted enforcement details, Tactical Patrol and CVI Units):

▼ Motor Vehicle Stops	51,780
▼ Summons issued	53,832
▼ Warnings Issued.....	18,279
▼ Crash Investigations	6,029
▼ DWI arrests.....	357
▼ Investigation Reports	703
▼ Operation Reports.....	2,833

Garden State Parkway

(Inclusive of targeted enforcement details, Tactical Patrol and CVI Units):

▼ Motor Vehicle Stops	61,227
▼ Summons issued	48,600
▼ Warnings Issued.....	17,982
▼ Arrests	806
▼ DWI arrests.....	436
▼ Crash Investigations	7,244
▼ Investigation Reports	537
▼ Operation Reports.....	1,941



100th Anniversary Golf Outing at Balustral

August 16, 2021



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 504 enlisted members and 254 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 4 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.



Lt. Colonel Fritz Fragé
*Investigations Branch
Commander*



Major Frederick Fife
*Deputy Investigations
Branch Commander*



Major Joseph Brennan
*Commanding Officer,
Regional Operations &
Intelligence Section*

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 Section is comprised of the Office of Drug Monitoring & Analysis, Critical Infrastructure Bureau, Information & Intelligence Analysis Bureau, and Watch & Waring Bureau. In 2021, members of the Regional Operations & Intelligence Center Section accomplished the following:

- ▼ **Intelligence Dissemination Reports..... 300**
- ▼ **Victim Profiles Completed..... 788**
- ▼ **Person of Strategic Interest Profiles Completed 313**
- ▼ **Facial Recognition Requests Completed 835**
- ▼ **GeoTime Analysis Requests Completed..... 210**
- ▼ **Stamp Searches Completed 651**
- ▼ **Automated License Plate Reader Requests Completed..... 6,100**

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.

Office of Drug Monitoring & Analysis

The mission of the **Office of Drug Monitoring & Analysis** 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.

For the eighth full year since its inception in 2013, NJ's Drug Monitoring Initiative (DMI) served as the nation's premiere intelligence capability enabling public safety and public health experts to better understand community drug harms, recognize evolving threats and impacts from illicit drug activity, and identify potentially vulnerable persons, populations, and areas.

- ▼ **Continued to be recognized by the National Governor's Association, Office of National Drug Control Policy, National HIDTA Coordination Center, and National Fusion Center Network as a nationwide best practice for illicit drug-related intelligence sharing.**
- ▼ **Received the Anti-Heroin Task Force grant totaling \$3,853,157.20 to continue to analytically support the Opioid Enforcement Task Force.**
- ▼ **Received the COPS Anti-Methamphetamine Program grant totaling \$1,000,000 to initiate and analytically support the Methamphetamine Eradication Task Force.**
- ▼ **Received the OD Map Statewide Expansion Grant to provide budgetary assistance totaling \$700,000 to bolster ORT and NJ OAG Operation Helping Hands initiatives in strategic vulnerable communities.**
- ▼ **Received \$90,000 investment from NJ OAG CARES in DMI's Operation RISE.**
- ▼ **Received close to 1,000 naloxone kits from NJ DHS in support of DMI's Operation RISE.**
- ▼ **Continued significant development with SAS Analytics of the NJ OAG priority, Integrated Drug Awareness Dashboard (IDAD), finalizing all of the remaining deliverables: Independent lab data integration, DMI Quarterly Report, and final content promotion.**
- ▼ **DMI continued to facilitate statewide law enforcement implementation of ODMAP becoming the first state in the nation with full LE implementation. New Jersey also had the most agencies and the most total ODMAP users in the nation.**

In addition, 648 investigative stamp search queries were conducted, 324 requests for information were responded to, and 539 analytical products were produced and disseminated by DMI personnel.

- ▼ The DMI won two awards from the New Jersey Narcotics Enforcement Officers Association (NJNEOA): “Analyst of the Year” for Intelligence Analyst Kailey DeSimone’s significant analytical support to large-scale narcotic investigations, and a “Unit Appreciation Award” for DMI personnel providing years of narcotic-related blocks of instruction to NJEOA members.
- ▼ Presented DMI-related intelligence at numerous high-level conferences and seminars including: the Office of National Drug Control Policy Heroin and Synthetic Drugs Group; NJ 2021 DHS Annual Conference; Drug Trends for the Camden County Coalition; New Jersey Drug Courts “Drug Trends” presentation; the Law Enforcement Against Drugs (LEAD) National Conference and 10 regional trainings; New Jersey Prevention Network Annual Conference; The National RX Drug Abuse & Heroin Annual Summit; and the National Conference on Emergency Medical Services.
- ▼ Along with AG Bruck, presented on the Partnership for a Drug-Free NJ Webinar “Opioid Epidemic & the Impact of Race.”
- ▼ Presented to State Opioid partners, including the Governor’s Office policy advisors, awareness on the drug-related arrests and drug-related charges.
- ▼ Presented a DMI Overview and capabilities brief to the Council of State and Territorial Epidemiologists.

Critical Infrastructure Bureau

The mission of the **Critical Infrastructure Bureau** 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** conducts vulnerability assessments for critical infrastructure/key resources (CIKR) and special events. This evaluation considers the organization’s ability to detect, delay, and respond to threat-based risks and evaluates how well people, procedures, and equipment function in this process. The unit works in collaboration with public and private sector partners including the United States Department of Homeland Security the New Jersey Office of Homeland Security & Preparedness (NJOHSP), County Counter Terrorism Coordinators and Risk Management Planner from all 21 counties and Critical Infrastructure Coordinators. The unit also supports the Statewide Mapping Initiative to further coordinate efforts during multi-jurisdictional operations, special events, and school safety during critical incidents.



▼ **Threat and Vulnerability Assessments.....42**

▼ **Tripwires/Red Team Exercises.....6**

▼ **Schools Mapped.....66**

As a result of the civil unrest related to various law enforcement and political events, the NJSP Emergency Management Section created the All-Hazards Incident Management Team (AHIMT) Unit. The Infrastructure Protection Unit and NJOHSP created the Intelligence Officer Training Course to gain the qualifications necessary to staff the Intelligence & Investigations Section of the AHIMT. In August, over 20 individuals were trained and qualified.



The **Threat Analysis Unit** collects and evaluates threats to officer and public safety specific in conjunction with the Federal Bureau of Investigation, Department of Homeland Security and the NJOHSP. They produce intelligence products and provide to assist public and private sector decision-makers forecast risk and inform resource allocation, prevention measures, and planning initiatives. The unit is responsible for the analysis of all New Jersey law enforcement encounters with persons on the Terrorist Screening Center watch list and conducts database queries to provide additional information regarding those encountered.

▼ **Intelligence Dissemination Reports.....40**

▼ **Public & Private Sector Briefings60**

▼ **Terrorist Screening Center Queries110**

In 2021, the NJ Threat Analysis Unit produced a variety of protective intelligence products including 258 daily threat reports, 15 additional threat advisories, 26 Executive Threat Watch reports, 9 photo arrays, 5 event advisories, and 2 State House security briefings as well as guidance for officials receiving threats.

The Cyber Threat Intelligence Unit (CTIU) oversee the Open-Source Intelligence (OSINT) Program for the NJ 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 & local agencies and private sector partners concerning cybersecurity information sharing, threat analysis, and incident reporting and further supports the NJCCIC by providing personnel and resources by facilitating and producing Cybersecurity Assessments for public sector partners.

▼ **Over 990 requests for OSINT were received this year**

▼ **Almost 600% increase in requests since program’s 2017 inception**

▼ **OSINT has trained over 100 detectives & analysts in OSINT techniques**

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.**

In April 2021, the ROIC opened a fully operational Real Time Crime Center Central (RTCC) within the City of Trenton. The RTCC Central was established with the collaboration of the Trenton Police Department, Mercer County Prosecutor’s Office,

Mercer County Sheriff's Office, and New Jersey State Parole to aide in the reduction of violent crime in the City of Trenton.

In May 2021, Trenton PD requested the assistance of the RTCC Central in identifying the victim of a shooting. RTCC Central contacted U.S. Customs and Border Patrol (CBP) who were able to obtain a potential match for the victim. RTCC Central was able to confirm the identity that CBP provided was a match to the shooting-hit victim. RTCC Central confirmed that the victim had multiple ACS warrants and he had an active NCIC warrant for deportation.

Also in May 2021, the Mercer County Homicide Task Force (MCHTF) requested the assistance of the RTCC Central in a homicide investigation. MCHTF requested information on individuals associated to an apartment complex located at 241 E. Hanover Street in Trenton following a shooting and murder on May 15th. RTCC Central assisted in narrowing down an apartment for a potential suspect and accomplice. A search warrant was eventually executed on the apartment resulting in the recovery of a .380 handgun, 9mm ammo, 45 bricks of heroin, and a quantity of crack-cocaine.

In June 2021 Trenton PD responded to a struck pedestrian at the intersection of 129 and Cass Street. Trenton PD detectives obtained video of the incident and subsequently requested multiple ALPR inquiries from the RTCC Central at the intersection of 129 and Lalor Street based upon vehicle direction of travel. Multiple ALPR inquiries were conducted resulting in the full identification of the suspect vehicle matching the description of the vehicle depicted in the video. The information was disseminated to Trenton PD detectives, who proceeded to the residence of the registered owner and located the suspect vehicle with damage consistent with the incident. The owner was subsequently interviewed at Trenton Police Headquarters and provided a confession which led to formal charges.

In July 2021, a homicide occurred in the City of Trenton on Stuyvesant Avenue. The RTCC Central assisted the MCHTF in providing intelligence on both victims and a list of potential suspect vehicles in the area during the time of the homicide. MCHTF utilized the list to identify the suspect vehicle after which they responded to the address of the vehicle's registered owner. The registered owner was not at the residence but fled in a separate vehicle. RTCC Central conducted an ALPR inquiry which resulted in the vehicle being captured within the city. RTCC Central supplied the location to MCHTF and the vehicle was subsequently stopped with two suspects, one of which later confessed to driving the vehicle during the homicide. A search warrant was ultimately executed on the vehicle resulting in the recovery of a 9mm "ghost gun" under the driver's seat with a 33-round extended magazine, 16 hollow point bullets, and an additional 10 round magazine. Based on the information the RTCCC supplied, the suspect interview, and additional investigative techniques, MCHTF charged the suspect as an accomplice to the homicide.

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 April 2021, the ROIC opened a fully operational Real Time Crime Center Central (RTCC) within the City of Trenton.

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.

The **Intelligence Watch & Warning Unit (IWW)** 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 July 2021, the IWW issued an AMBER Alert on behalf of Rahway Police Department. The IWW utilized all ALPR databases and investigative inquiries available and a multitude of ROIC units were leveraged to assist the NJSP Missing Persons Unit with the investigation. The IWW utilized the HSIN platform and collaborated with numerous fusion centers throughout the county until the final apprehension of the suspect in Monterey, Tennessee.

In July 2021, the IWW received via telephone from Facebook's Law Enforcement Response Team advising that an individual utilizing the username "gloria.basco.14" made a post indicating that she ingested 60 pills and wanted to end her life. After receiving the above information, IWW personnel began conducting a multitude of law enforcement database checks and was able to positively identify the subject who lived in Englewood, NJ. It was further discovered that the most probable location of the subject was different than what Facebook had provided. IWW personnel were able to contact, brief, and direct the Englewood Police Department to a location on Glenbrook Parkway shortly after which the subject was discovered in need of medical and psychological evaluation.

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.



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 that state’s law enforcement community. The section is comprised of 4 bureaus, the Criminal Investigations Bureau, High Tech Crime Bureau, Casino Gaming Bureau, and the Regulatory & Investigative Services Bureau

In 2021, Special Investigations Section was responsible for:

- ▼ **Investigations** **1,456**
- ▼ **Arrests** **985**
- ▼ **Firearms Seized** **62**

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 High Tech Crime Bureau consists of the **Internet Crimes Against Children Unit, Electronic Surveillance Unit, Cyber Crimes Unit, Missing Persons & Human Trafficking 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.

The ICACU has increased participation and collaboration with law enforcement to improve the overall effectiveness of the ICAC Task Force program in New Jersey. ICACU has identified police agencies in New Jersey interested in becoming NJ ICAC Task Force affiliates and meets with the command of those agencies to explain the how the ICAC Task Force program leverages resources, equips affiliate agencies, and conducts ICAC investigations. They have invited law enforcement agencies not affiliated with the NJ ICAC Task Force to the quarterly meetings. In addition, ICACU has equipped task force affiliates with leading edge hardware and software, as well as identify and provide task force members specialized training that furthers investigative abilities and enhances forensic capabilities. On November 11, 2021, an ICAC investigation resulted in the arrest of a Lawrence Township Police Officer for the Possession of Child Pornography.

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 2021, Electronic Surveillance Unit detectives conducted 46 Title II intercepts, 243 pen register orders, 4 consensual intercept assistance requests, 51 cellular assists, 189 high voltage pole camera installations, 10 countermeasure sweeps, 8 GPS installations, 23 drone deployments, responded to 6 Crisis Negotiation Team call outs and produced



Major James McGowan
*Commanding Officer
 Special Investigations
 Section*

The MP&HTU was given additional proactive investigative responsibilities and was mandated to increase participation and collaboration within the NJSP and law enforcement community to improve the overall effectiveness of child protection initiatives, human trafficking, and missing persons investigations.

30 evidence products to include consensual downloads, wiretap discovery evidence, and duplication of all variation of evidential media.

The **Cyber Crimes Unit** is a 24/7 on-call unit that conducts and assists investigations in which 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 Cyber Crimes Unit has continued to develop undercover operations within the Dark Web. The Dark Web component of the internet is only accessible by means of special software, allowing users and website operators to remain anonymous or untraceable which pose innovative and formidable challenges for law enforcement agencies. The Cyber Crimes Unit has partnered with the Department of Homeland Security Investigations and is working in concert with detectives of the Intelligence & Criminal Enterprise Section to further efforts in this area.

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.

In August of 2021, the **Missing Persons and Child Exploitation Unit** was reorganized and the Missing Persons & Human Trafficking Unit (MP&HTU) was created. The MP&HTU was placed under the supervision of the High-Tech Crime Bureau with two squads, the Missing Persons Squad and the Human Trafficking Squad. The MP&HTU was given additional proactive investigative responsibilities and was mandated to increase participation and collaboration within the NJSP and law enforcement community to improve the overall effectiveness of child protection initiatives, human trafficking, and missing persons investigations. As this endeavor is a top priority within the Special Investigations Section, the MP&HTU has worked in collaboration with both the Internet Crimes Against Children Unit and various units within the Casino Gaming Bureau. Since the reorganization, the MP&HTU has deployed calculated, specific, and concentrated operations in support of combating human trafficking throughout the state. The unit has recently conducted several human trafficking investigations. As of November 2021, the unit handled 166 investigations, 23 Amber Alert Requests, 4 Amber Alert Activations and 421 CART activations.

During the global pandemic, the MP&HTU was called upon to maintain temporary morgue sites in the north and central regions of the state as the death toll was overwhelming for the hospitals, medical examiner's offices, funeral homes, and crematories. The unit assisted medical examiners and hospitals with next of kin notifications, the identification of unknown deceased individuals, and long-term DNA Family Reference Sample requests. In the event of a mass causality incident, the knowledge and expertise of unit members to identify individuals/human remains is paramount.

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 with a nexus to the casino industry, the Atlantic City Tourism District, or within the statewide online gaming industry.

The bureau consists of the **Special Investigations Unit, Financial Crimes North Unit, Financial Crimes South, and Casino Operations Unit**. Most notably during the year of 2021, members of the Casino Gaming Bureau initiated 810 criminal investigations, made 273 arrests, completed 881 operations reports, issued 607 hand summonses, completed 1,667 supplemental investigations, seized six firearms as well as approximately \$139,000 in recovered property.



The **Casino Operations Unit's** primary area of responsibility is the investigation of criminal activity occurring on the casino floor in each of 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.

In April of 2021, Casino Operations Unit detectives investigated two separate player's card comp scams at the Ocean Hotel and Casino. Two individuals utilized player's cards belonging to other patrons to fraudulently obtain comp dollars resulting in \$16,000 and \$10,000 in ill-gotten gains, respectively. Both subjects were arrested and charged with Computer Theft and Theft by Deception.

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

In February of 2021, NJSP Special Investigations Unit detectives with the assistance of NJSP TEAMS South Squad, and NJSP Canine Unit, concluded a CDS investigation in Atlantic City, NJ. As a result of a search warrant approximately three pounds of marijuana, CDS paraphernalia consistent with CDS distribution and \$54,165 was seized. One individual was charged with CDS related offenses.

The **Financial Crimes North Unit and Financial Crimes South Unit** were expanded in August of 2021 and now incorporate the scope of criminal investigations at Monmouth Park, Meadowlands Race Track, Freehold Raceway, and the entire online sports wagering industry statewide. The three racetracks, along with each of the nine casino properties in Atlantic City, now all operate Sports Wagering Parlors within the state. The Financial Crimes North and South Units primarily focus on protracted, complex investigations on matters related to identity theft, money laundering, credit card fraud, financial crime detection, and internet gaming. With the ability of patrons to be able to gamble online throughout the state, detectives assigned to these units operate and conduct their investigations in all 21 New Jersey counties.

In May of 2021, Financial Crimes Unit detectives obtained information indicating a suspect from Tewksbury, MA, received a \$150,000 marker on November 4, 2019, at the Borgata Hotel and Casino, and walked with the marker balance after minimal gambling activity. The check written by the suspect to cover the marker later returned from TD Bank for non-sufficient funds. A review of financial records indicated the suspect removed the \$150,000 from his account on November 7th and deposited it into his wife's account. After moving the money around to several other accounts, the suspect eventually wired the money to a destination in the country of Vietnam. The suspected was charged with Bad Checks and Theft by Deception, both 2nd degree charges.

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 Regulatory & Investigative Services 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 2021, the Business Integrity Unit detectives completed 669 Solid Hazardous Waste investigations including one compliance investigation, 921 School Development Authority Investigations and 69 horse racing 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 2021, the Firearms Investigation Unit detectives issued 13,287 handgun permits and completed 11,843 retired police officer carry permits. The Firearms Investigation Unit has been working through several phases of a long-term firearms application modernization project, Firearms Application and Registration System (FARS). In 2021, Phase II included training of each municipal police department in the state on the use of the FARS system and the newly released electronic Firearms ID Card and Electronic Handgun Purchase Permit. FIU also trained nearly 400 retail firearms dealers in the use of the system to include accepting multiple handgun purchase permit applications for submission to FIU and the execution of electronic handgun permits. The success of this project was not only the development of the program and process for statewide use, but the effectiveness of it during the COVID-19 pandemic in which the state received a unprecedented increase in firearms applications. As a result, the FARS program processed 131,786 firearms and issued 248,344 handgun permits. For comparison, over the past ten years the annual statewide average of firearms applications was 76,000. The ability to control and process the influx of applications through FARS and managed by hundreds of autonomous police departments was a success.

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 and to ensure compliance with statutory guidelines.

In 2021, the Private Detective Unit detectives completed 237 inspections on Security Officer Registration Act (SORA) agencies, worksites, instructors, officers, and private detectives. A total of 23,362 SORA Certifications were issued, 146 background investigations were completed, and a total of 149 licenses were issued within the industry. During the 2021 calendar year, Private Detective Unit members completed

and administered the “Standardized Letter of Need for Security Officers.” This was a long-term project focused on reducing the number of fraudulent applications for a permit to carry a handgun and this program is now fully operational throughout the state. Significant reductions have already been recognized. The unit has implemented various methods by which security officer instructors can give instruction to future security officers through virtual portals. A new computer database (PRISMS) to ultimately replace the existing SORA has a signed statement of work and multiple meetings have taken place to assess what the unit wants/needs in the system.

The **Governmental Integrity Unit’s** primary function is to conduct confidential background investigations, commonly known as 4-Way investigations, 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 Offices.

In 2021, Governmental Integrity Unit detectives completed 115 confidential character and criminal background investigations for the Office of the Governor, 4 confidential background investigations for railroad police officers, and 601 three-way investigations for State Police interns, the Personnel Bureau, and the Governor 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.”

In 2021, Evidence Management Unit detectives conducted the evidence and property destruction of 16,568 items. Detectives destroyed a combined 3.39 tons of evidence, including 1.5 tons of Controlled Dangerous Substances 1,472.1 pounds of prescription medication.

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 homicides, violent crime, interview & interrogation, and fugitive apprehension. The bureau consists of the Fugitive Unit, Major Crime North Unit, Major Crime South Unit, Polygraph 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.

During the calendar year 2021, NJSP Fugitive Unit detectives conducted 9 Mobile Deployment Initiatives throughout the State of New Jersey. In addition to these Mobile Deployment Initiatives, detectives from the Fugitive Unit assisted the United States Marshals Service NY/NJ Regional Fugitive Task Force with the planning, coordination, and execution of two large scale warrant sweeps throughout the State of New Jersey.

As of December 31, 2021, unit detectives working throughout New Jersey, arrested a total of 496 fugitives who were wanted on a variety of charges to include, murder, attempted murder, aggravated assault of a law enforcement officer, unlawful possession of a weapon, aggravated assault, robbery, carjacking, burglary, aggravated sexual 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.

In 2021, detectives from the MCNU responded to 17 law enforcement involved shooting investigations initiated by the Attorney General's Shooting Response Team. Unit members served as the lead authority on 16 NJSP homicides and/or suspicious death investigations and 5 Essex / Hudson County Homicide Task Force murder investigations. As a result of their efforts, detectives from the MCNU charged 9 individuals with Murder and other associated crimes.

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



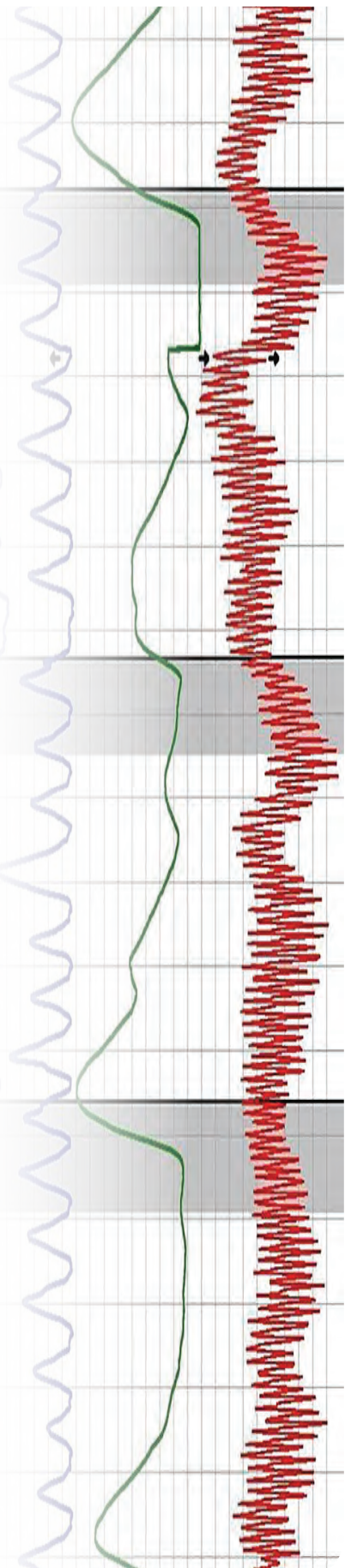
country. These members are assigned to the Attorney General's Shooting Response Team and investigate all fatal police shootings and in custody deaths which occur in the State of New Jersey. The Major Crime South Unit provides lectures and trainings for the proper care and evaluation of crime scenes, 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.

In 2021, MCSU detectives conducted 46 death and deadly force investigations throughout the central and southern portions of the state. Of these investigations, 12 were for the crimes of murder or attempted murder. The MCSU also responded to 7 law enforcement involved shooting investigations initiated by the Attorney General's Shooting Response Team and 14 unidentified deceased person cases. All decedents were successfully identified and the investigations into their death were found not to be criminal in nature. The MCSU also assigned a member to the Mercer County Homicide Task Force where that detective was assigned as the lead investigator on 6 homicide investigations.

The **Polygraph Unit** is tasked with developing 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."

During 2021, members of the Polygraph Unit responded to 180 Investigations while conducting instruction on interview and interrogation techniques throughout the State of NJ. Detectives assisted jurisdictions from Federal, State, County, and Local authorities with investigations, including but not limited to 78 Sexual Assaults/Contacts, 52 Burglary/Theft(s), 8 Missing Person(s), and 11 Child Abuse cases.

The **NJSP Cold Case Unit** is tasked with solving unsolved homicides. The Cold Case Unit has established working relationship with the NJSP Office of Forensic Sciences, the Attorney General's Office, and various County Prosecutor's Offices to ensure all cases are properly reviewed with insight from a scientific and legal perspective. The Cold Case Unit applied for and was awarded the 2021 Fiscal Year Sexual Assault Kit Initiative (SAKI) Grant from the Department of Justice which provides funding to advance unsolved cases with a sexual nexus. As a result, several cases have been identified and found to have biological evidence submitted for advanced DNA testing. Most notably, detectives assisted the Atlantic County Prosecutor's Office in submitting offender DNA from a 1996 sexual assault case. A DNA profile was subsequently extracted and sent for genetic genealogy analysis. This resulted in the offender being identified and arrested. The Cold Case Unit has taken a lead role in the North Regional Cold Case Task Force supplying two members to supervise and investigate cases throughout the Northern New Jersey Region. An arrest for the 1974 unsolved murders of Mary Ann Prior and Lorraine Kelly were made on April 14, 2021, when convicted serial killer Richard Cottingham confessed to sexually assaulting and strangling the females in Montvale Township.





Major Jeffrey Procaccino
*Commanding Officer
Intelligence & Criminal
Enterprise Section*

Intelligence & Criminal Enterprise Section

The mission of the **Intelligence & Criminal Enterprise Section** 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 5 bureaus, 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 2021, members of the Intelligence & Criminal Enterprise Section conducted 714 investigations, made 754 arrests, and seized 381 firearms.

The **Intelligence Service Unit (ISU)** specializes in effectively collecting, extracting, summarizing, analyzing, and disseminating criminal intelligence data regarding 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**
- ▼ **Overseeing the Division's undercover assets, capabilities, and training**
- ▼ **Managing Division access to investigative databases and resources**

Violent & Organized Crime Control Bureaus

The 3 regional Violent & Organized Crime Control Bureau's (North, Central, and South) mission is 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 3 regional Trafficking Units, 3 regional Gangs & Organized Crime Units, 2 regional Motor Vehicle Crimes Units, 3 regional Crime Suppression Units, Cargo Theft Unit, and the Atlantic City Metro Task Force Unit.

In February 2021, the **Crime Suppression North Unit** initiated a firearms and narcotics investigation in and around East Orange. On August 21st, detectives concluded their investigation by tracking the main subject to a Ramada Inn hotel in East Orange. Detectives identified their suspect hiding on top of the ceiling tiles inside the bathroom. The person was apprehended and arrested on various possession and distribution of firearms. Crack cocaine and heroin were also seized from the subject. On September 16th, detectives arrested additional subjects in East Orange in possession of crack cocaine and heroin. A third subject was later identified and arrested in the City of Newark. In total, 5 firearms were seized during this operation.

In February 2021, the **Trafficking South Unit** initiated a criminal investigation for narcotics distribution orchestrated by a suspect in Camden. Confidential Source information indicated the suspect was operating a narcotics production facility and was distributing large amounts of heroin and cocaine in the Camden County area. On April 30th, detectives conducted searches of residences in Camden City. As a result of the searches, detectives seized one AR-15 assault rifle with high-capacity magazine, one 9mm privately made handgun with a high-capacity magazine, 1 kilogram of heroin, 2 kilograms of cocaine, 2 kilograms of liquid cocaine, \$32,553 in U.S. currency, a kilo press, grinders, scales, and packaging materials consistent with heroin and cocaine distribution. The NJSP ultimately arrested two subjects who were charged with various CDS and weapons offenses.



In March 2021, the **Motor Vehicle Crimes North Unit** was tracking a 2018 BMW X5 reported stolen by the Westfield Township Police Department. The tracking system indicated that the BMW X5 had traveled to Irvington and later departed. The unit established surveillance at the location when the target vehicle was observed entering the driveway and parking in the rear yard. Three suspects wearing masks and gloves were observed exiting the stolen vehicle. Detectives executed a search warrant and approached the suspects to effectuate the arrests and recover evidence of the crime. All 3 suspects fled the scene on foot and were subsequently apprehended. A 9mm Taurus handgun with an extended magazine was observed on the rear seat of the stolen vehicle. A black Taurus .40 caliber handgun, as well as 2 cellular telephones and gloves were recovered from the rear of a yard where subjects were apprehended. Detectives immediately learned the 3 arrested individuals were suspects in a shooting homicide that occurred moments earlier in Newark, in which the BMW X5 was used as the travel vehicle. Detectives coordinated the response of the Essex County Prosecutors Office (ECPO) Homicide Task Force and were able to place the vehicle at the scene of the homicide. The scene and stolen vehicle were processed by the ECPO Evidence Response Unit, and the homicide investigation conducted by the ECPO.

In March 2021, the **Gangs & Organized Crime South Unit** conducted an investigation into drug activity in Camden County. Through various investigative means, detectives linked the suspects to a drug distribution network that was operating out of several residences in Gloucester Township and Camden. Detectives subsequently executed a search warrant at a subject's residence in Gloucester Township and 3 residences in Camden. As a result, 4 pounds of fentanyl, 5 pounds of heroin, 6 pounds of cocaine, 21 pounds of marijuana, 106 VAPE marijuana cartridges, 86 marijuana edibles, one .380 caliber handgun, over \$50,000.00 in U.S. currency were recovered. Additionally, 3 vehicles were seized for forfeiture action and 4 subjects were arrested and charged with various CDS and weapons offenses.

In April 2021, detectives from the **Crime Suppression Central Unit** were conducting a narcotics investigation in the City of Trenton. Suspicious activity involving a Chevrolet Tahoe was observed and detectives conducted a motor vehicle stop. A consent to search of the vehicle was conducted and detectives identified 2 aftermarket hidden compartments. 1 kilogram of cocaine and \$249,522 was seized and the driver was placed under arrest. Details of this arrest were provided to the New York City Police Department, New York State Police, and the DEA, which led to additional arrests in New York and the seizure of 28 kilograms of cocaine, 20 kilograms of heroin, and 25,000 fentanyl pills.

In May 2021, the **Atlantic City Metro Task Force Unit** in conjunction with the United States ATF, Gloucester Township Police Department, and the DEA, brought Operation Wizard to a conclusion with the execution of three residential federal search warrants, two vehicle federal search warrants, one storage unit federal search warrant and two federal arrest warrants. As a result of the multiple search warrants, three subjects were arrested and charged federally for various CDS and weapons offenses. Seized as a result were one assault rifle, 16 various handguns and rifles, Tannerite Explosive Powder, numerous rounds of ammunition, various firearm parts and firearm machine building equipment, 5 unfinished Polymer 80 firearms and kits, heroin, cocaine, 117 grams of Liquid Methadone, marijuana, and \$5,600.00.

In June 2021, detectives from the **Gangs & Organized Crime Central Unit** concluded a long-term methamphetamine distribution investigation. Detectives executed a residential search warrant at a residence in Toms River. As a result, their suspect was arrested in possession of 1.5 ounces of methamphetamine, 6 handguns, 4 assault rifles, 1 sub machine gun, 2 shotguns, 7 rifles, ghost gun parts, 13 improvised explosive devices (IED) and explosive materials. The subject was later identified an affiliate of the Bandanas Motorcycle Club.

In June 2021, the **Motor Vehicle Crimes South Unit** concluded a long-term investigation into a theft ring targeting motorcycles, trailers, jet skis, and all-terrain vehicle in the Camden County area. Detectives initiated an investigation and through the skillful introduction of two undercover officers, they were able to infiltrate this criminal enterprise which was later found to also be involved in the distribution of narcotics and firearms. Over the course of the investigation, detectives seized 25 stolen motorcycles, approximately 5 ounces of cocaine, approximately 5 ounces of methamphetamine and 21 firearms (8 of which were privately manufactured firearms - "Ghost Guns"). In total, 11 suspects were arrested and charged with racketeering, fencing, receiving stolen property, and various CDS and weapons offenses.

In July 2021, the **Trafficking South Unit** executed 3 residential search warrants and 2 vehicle search warrants within the City of Camden. As the result of this long-term heroin/fentanyl investigation, three subjects were arrested and charged with numerous 2nd and 3rd degree CDS, conspiracy and weapons charges. In total, 100 grams of fentanyl, \$16,374 in U.S. currency, heroin, crack cocaine, 1 pound of marijuana, packaging and distribution materials, a Glock 19 handgun, a defaced Taurus .45 caliber revolver, a High Standard Falcon .22 caliber handgun, a stolen Springfield 511 sawed off shotgun, and a defaced Colt AR-15 assault rifle with scope and tripod were seized or recovered.

In July 2021, the **Cargo Theft Unit** conducted a long-term organized theft investigation with other New Jersey, Maryland, and Delaware law enforcement agencies. A suspected theft crew was identified as committing burglaries of high-end power equipment. Detectives conducted undercover purchases of stolen power equipment from the criminal conspirators. On July 7th, the primary suspect was arrested, and a search warrant was executed at his storage facility in Buena, Atlantic County. Approximately 215 pieces of

stolen power equipment, primarily Stihl brand weed trimmers, back-pack blowers, chain saws, hedge clippers, pole saws and demolition saws valued in excess of \$100,000 were recovered.

In August 2021, the **Atlantic City Metro Task Force Unit**, as part of the NJSP Opioid Enforcement Task Force, concluded a heroin trafficking investigation taking place in the Pleasantville and Atlantic City areas. Within the investigation 4 suspects were believed to be affiliated with the Southside gang operating in the area and believed to be involved several unsolved shootings in the area. On August 20th, detectives executed 3 residential search warrants, and 1 vehicle search warrant which resulted in the seizure of over 600 grams of cocaine, 2 semi-automatic 9mm handguns, 200 folds of packaged heroin and the arrest of 5 suspects all charged with weapons and various CDS related offenses.

In October 2021, the **Crime Suppression Central Unit** obtained real-time intelligence that a party bus was traveling throughout the City of Trenton with several recidivist violent offenders armed with handguns. Detectives located the bus on I-195 and conducted an investigative motor vehicle stop. Upon approach of the vehicle, several suspects within the bus were observed concealing weapons. After executing search warrants, detectives discovered 6 semi-automatic “ghost” handguns, hollow point ammunition, 3 high-capacity magazines, and codeine syrup. In total, 13 subjects were arrested.



The NJSP Joint Terrorism Task Force Unit members, led by federal law enforcement, undertook a nationwide manhunt for the perpetrators, with numerous arrests and indictments in the days following. In total, more than 615 people have since been charged with federal crimes including 20 subjects residing within New Jersey

In October 2021, **Motor Vehicle Crimes North Unit** detectives concluded an investigation into the theft, fencing, and the altering of vehicle identification numbers on stolen motor vehicles within Union, Essex, and Passaic Counties. The investigation led to the identity of multiple suspects and locations involved in the crimes. In total, detectives executed 10 search warrants resulting in the arrest of 11 members, the recovery of 19 stolen motor vehicles with an approximate value of \$1.2 million dollars, 2 handguns, over 31 pounds of marijuana, ½ kilogram of cocaine, heroin, MDMA, and the seizure of \$17,799 in U.S. currency.

In December 2021, the **Trafficking Central Unit** received information that a person would be traveling by bus from South Carolina to New Jersey with an unknown number of firearms and ammunition intended to be sold in New Jersey. Detectives began surveillance along the New Jersey Turnpike and conducted a motor vehicle stop once the bus was located. During the stop, they were able to positively identify the suspect as a passenger. Detectives continued surveillance and later observed the suspect depart the bus into a taxi. Detectives confirmed a warrant for the suspect, stopped the taxi and took the suspect into custody. A consent search of the subject's baggage led to the recovery of 2 handguns, an AR-15 style assault weapon along with ammunition and various firearms parts. The subject was subsequently charged with various firearms offenses.

Counter Terrorism Bureau

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

The **Intelligence Services Unit** is responsible for collecting intelligence and investigating 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 support Division operations and provide the command staff with visibility on emerging matters throughout the world.

The **Joint Terrorism Task Force Unit** members are assigned to the FBI Joint Terrorism Task Force 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.

On January 6th, an organized insurrection attacked the United States Capitol in Washington, D.C to thwart the United States' election process. This mob sought to overturn the 2020 presidential election by disrupting the joint session of Congress assembled to count electoral votes that would formalize President-elect Joe Biden's victory. A large-scale criminal investigation was undertaken, with the Federal Bureau of Investigation opening more than 400 case files. The NJSP Joint Terrorism Task Force Unit members, led by federal law enforcement, undertook a nationwide manhunt for the perpetrators, with numerous arrests and indictments in the days following. In total, more than 615 people have since been charged with federal crimes including 20 subjects residing within New Jersey including a suspect from Stockholm, NJ, who was subsequently sentenced to 41 months in federal prison for assaulting a federal police officer.

In December 2021, the **Central Security Unit** effectuated the arrest of a suspect from Downe Township, Cumberland County. The arrest stems from an investigation regarding Bias Intimidation, Stalking and Harassment of a New Jersey State Trooper, specifically by making derogatory statements and threats while Port Norris Station Troopers were at the suspect's residence for a domestic dispute.

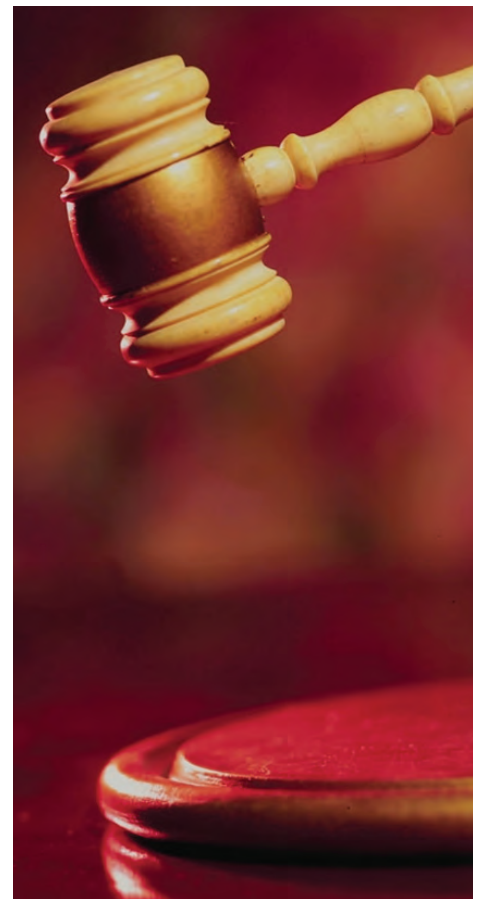
The Undercover Program administered by the **Intelligence Services Unit** has placed undercover operatives throughout the state for criminal investigations involving corruption, fraud, prostitution, firearms, and drug trafficking, including requests from outside agencies.

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.

In April 2021, the **Official Corruption North Unit** was contacted by Warren County Prosecutors Office requesting assistance regarding a possible blackmailing scheme reported to them by the Phillipsburg Superintendent of Schools. The Superintendent alleged that several Phillipsburg High School teachers threatened to release an old email, purportedly authored by him, to social media if he recommended tenure for the Phillipsburg High School Principal during the next school board meeting. The email allegedly contained questionable material and comments but was never produced throughout the course of the investigation. During the investigation detectives conducted consensual recordings between the Superintendent and several suspects, two of which made incriminating statements furthering the blackmail scheme. In May, detectives approached two of the suspects at the Phillipsburg High School and attempted to formally interview them. Both suspects declined to be interviewed but granted consent to a search of their personal cell phones. Upon review, numerous incriminating text messages affirming the blackmailing scheme were discovered. Both suspects were subsequently arrested and charged with Official Misconduct, Criminal Coercion, and Improper Threats while a third suspect was charged with Conspiracy, Official Misconduct, and Improper Threats. In September 2021, two suspects plead guilty to 4th Degree Criminal Coercion charges while charges against the third suspect will be presented to a Grand Jury in January 2022.





**Major Salvatore
DeGirolamo**
*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 2021, the Forensic & Technical Services Section supported several initiatives to include the following:

Rapid DNA Initiative: The Forensic & Technical Services Section 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 F&TSS, 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. In October 2021, the Forensic & Technical Services Section completed the process of implementing Rapid DNA technology in the State of New Jersey and as a result, the New Jersey State Police has earned the distinction of being one of a few pioneering agencies in the nation to adopt this technology. The application of this technology will significantly reduce the time necessary to identify criminals by means of DNA analysis, potentially saving the lives of additional victims.

ForenScope Equipment: In 2021, the NJSP Crime Scene Investigations Unit procured ForenScope contactless fingerprint equipment made possible through grant funding. This equipment allows for the rapid visualization and capture of latent fingerprints and requires no powders, glue, chemicals or dyes. The contactless capability prevents the possibility of contaminating or destroying delicate DNA evidence. After conducting validation testing of the ForenScope technology, the Forensic & Technical Services Section implemented its use into the Crime Gun Protocol which allowed for quicker processing, improved capability to capture latent fingerprints, and the higher likelihood of recovering DNA from crime gun evidence.

Dreager Alcotest 9510 Program: 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 2022. Once validated, the Alcohol Drug Testing Unit will then coordinate the roll out of the instrument to 25 police departments in Monmouth County, anticipated during late spring of 2022. The pilot program will conclude after 500 field tests have been accumulated, after which the remaining 20 counties will begin transitioning 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 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 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.

In 2021, the Alcohol Drug Testing Unit conducted 1,547 Alcotest inspections and 1,297 recalibrations of Alcotest instruments. The north and south training teams recertified 4,073 police officers and Troopers on the Alcotest and trained 520 police officers and Troopers in the detection of impaired driving and administration of the Standardized Field Sobriety Tests. Another 52 police officers and Troopers were trained as new Alcotest operators. In the area of drug impaired driving, ADTU trained 71 police officers and Troopers as Drug Recognition Experts (DREs), recertified another 133 police officers and Troopers as Drug Recognition Experts, and trained 20 new police officers and Troopers as Drug Recognition Expert Instructors. Unit members trained 659 police officers and Troopers in the Drug Impaired Driving Course, and 599 police officers and troopers in Advanced Roadside Impaired Driving Enforcement Training (ARIDE).

With the newly enacted legalization of marijuana, ADTU has increased its drug impaired driving training efforts substantially. These efforts included an increase in providing Advanced Roadside Impaired Driving Enforcement Training to law enforcement statewide. During 2021, ADTU trained 599 law enforcement officers in ARIDE, which represents a 150% increase from last year. Along with the increased ARIDE training, ADTU created a one-day Drug Impaired Driving Course. This course has no prerequisite and every law enforcement officer in the state is eligible to attend. To go along with this increased emphasis on drug impaired driving, ADTU has completed outfitting all the Drug Recognition Experts in the state with tablets for report writing. These tablets will allow New Jersey to have the most oversight of any state's DRE program in the country. It will also allow for more timely and accurate statistics on drug impaired driving. New Jersey is the first large volume DRE state to have all of the DREs utilizing tablets on a statewide basis.

The **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.

During calendar year 2021, the Ballistics Unit received 3,672 firearm related cases and completed 2,895. Furthermore, the Ballistics Unit has continued to meet the high standard of acquiring, correlating, processing National Integrated Ballistics Information



Network (NIBIN) related information within the 24-48 hour period. For 2021, 5,934 discharged cartridge cases were entered into NIBIN from which NIBIN successfully alerted law enforcement agencies to 793 “potential” hits and 119 “confirmed” hits providing agencies with rapid investigative leads.



The **Forensic Imaging Unit** (FIU) 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 2021, FIU members provided forensic imaging assistance for 388 criminal investigations, to include suspect composite sketches, image modifications, facial reconstruction, and video enhancement. Suspect composite sketches directly contributed to the positive identification of 18 wanted suspects. Forensic Photographers completed a total of 1,268 photographic assignments encompassing 1,041 non-criminal assignments and 227 criminal investigations assists. In addition, 172 defaced firearms were photographed in support of the Division’s Crime Gun Protocol.

On Tuesday, October 19, 2021, a burglary/aggravated sexual assault occurred in Westfield, NJ. Upon returning home, the female victim discovered an armed male suspect inside of her house. The suspect then attacked the victim and sexually assaulted her at knifepoint. The following day, the Union County Prosecutors Office contacted the FIU for assistance. A FIU detective interviewed the victim and completed a composite sketch of the suspect based on her description. Simultaneously, FIU enhanced surveillance footage of the suspect’s vehicle captured from a nearby school. Ultimately, FIU’s efforts enhancing the vehicle’s license plate, in addition to the composite sketch, aided in the identification and arrest of the suspect who was charged with first-degree aggravated sexual assault and first-degree robbery.

On April 16, 2021, an aggravated sexual assault occurred in Port Reading, NJ. A dating couple were parked in their vehicle on Lee Street when they were approached by two male suspects with handguns who demanded to enter the victim’s car. After a brief struggle, both suspects forced their way into the victim’s vehicle and ordered the driver to move his car into a nearby dark, secluded area. The suspects then beat and robbed both victims and raped the female victim before fleeing the scene on foot. The Middlesex County Prosecutors Office contacted the FIU and requested assistance. A FIU detective interviewed the victims and completed composite sketches based on their descriptions. The sketches were circulated throughout the surrounding area and within ten days, the suspects were arrested and charged with first-degree crimes including aggravated criminal sexual assault, robbery, and kidnapping.

The **Crime Scene Investigations 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.

In 2021, the Crime Scene Investigations Unit provided expert assistance in 2,436 criminal investigations. These investigations included the processing of 1,292 crime guns, 264 fatal or serious motor vehicle crashes, 11 law enforcement-involved shootings, 27 homicides, and 70 aggravated assaults.

In May 2021, members of the Crime Scene Investigations Unit assisted with a mass shooting homicide investigation in Fairfield Township, Cumberland County. Initial reports indicated that several individuals opened fire into a crowd of over 500 people attending a party at the residence. The shooting killed 3 people and injured 14 others. The injured were transported to several hospitals in the area to include Cooper Trauma Center in Camden County and Inspira Hospital in Cumberland County. Processing at the scene consisted of Leica Scan 3D digital imaging, photographic documentation, evidence collection, blood pattern analysis and shooting reconstruction analysis. Crime Scene Investigations detectives recovered 8 handguns, which were immediately submitted to the Ballistics Unit in accordance with Crime Gun Protocol. NIBIN analysis confirmed that 6 of the 8 handguns examined were fired at the scene. This multi-day investigation involved not only the initial scene, but numerous victims, vehicles, and secondary crime scenes.

The Crime Scene Investigations Unit trained 54 law enforcement officers in a seven-week Crime Scene Investigation Course (CSIC) during the spring and fall of 2021. The course is academically accredited by Seton Hall University and segments of the course are approved by the International Association of Identification (IAI) and the National Institute of Justice (NIJ). Detectives enrolled in the course complete rigorous, comprehensive training to obtain certificates of completion in Fingerprint Identification, Shooting Reconstruction, Bloodstain Pattern Analysis and an overall certificate of completion in Crime Scene Investigation. Detectives enrolled in the course are required to successfully complete practical exercises in photography, clandestine grave excavation, evidence collection, and a mock homicide investigation. The detectives that successfully complete this course are required to complete several written examinations including a 200 question final exam. The CSIC is fortunate to have some of the best instructors from the State Police, County Prosecutor Offices, County Sheriff Offices, local police departments, the FBI, and the Office of the Attorney General. The CSIC also incorporates the most experienced and knowledgeable instructors from the NJSP Office of Forensic Sciences, Bergen County Medical Examiner's Office, NY Medical Examiner's Office, Innocence Project, Biometrics Unit, Arson Investigators, Highland Forensics, judges, defense attorneys, prosecutors, NYPD, and additional law enforcement from other states. The course is a collaborative effort to provide the highest caliber of instruction and information to the detectives enrolled in the course.

Office of Forensic Sciences

The mission of the 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 4 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 OFS 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 2021, the **North Regional Laboratory** received over 2,781 drug cases and analyzed over 4,043 drug cases. Additionally, the laboratory received over 601 toxicology cases; more than 759 cases were analyzed. In September, the remnants of Hurricane Ida hit New Jersey and caused extensive damage. The North Regional Laboratory was flooded and became uninhabitable. Many of the scientists were relocated to the East Regional Laboratory in Sea Girt and the Central Regional Laboratory in Hamilton.

In 2021, the **East Regional Laboratory** received over 2,791 drug cases; 4,502 were analyzed. Additionally, the laboratory received over 1,182 toxicology cases; 1,147 were analyzed. In addition, two fire debris cases were received and analyzed.

In 2021, the **Central Regional Laboratory** received 3,036 drug cases and analyzed 4,683 cases. A total of 529 toxicology cases were received and analyzed. The Central Regional Laboratory received 31 fire debris cases and analyzed 29. In February 2021, the Trace Evidence Unit assisted in a double homicide investigation where glass was recovered from suspect's sneakers approximately five months after the incident. Glass from the suspect's sneakers was compared to broken window glass from the scene, after which the physical, elemental, and optical properties were examined and compared.

In 2021, the **South Regional Laboratory** received 5,127 drug cases and analyzed 6,834. A total of 1,013 toxicology cases were received and 1,100 were analyzed. No fire debris cases were received this year.

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 2021, the **DNA Caseworking Unit** received 2,868 cases. 2,985 cases were completed for the year. The DNA Database Laboratory received 7,485 total databank samples. In 2021, approximately 8,107 were uploaded to the state database (SDIS) and approximately 7,309 were uploaded to the national database (NDIS). As of December 31, 2021, a total of 354,496 New Jersey offender profiles were uploaded into NDIS.

The **CODIS Unit** issued a total of 1,245 Hit Notification Letters. The unit also aided in the investigation of 965 crimes, 337 of which were violent in nature. As of December 31, 2021, there are 30,164 searchable casework profiles in the state database. Case working 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.

100th Anniversary Gala

October 2, 2021





**Lieutenant Colonel
Wayne Korte**
*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, and the Special Operations Section. 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 Brenton Warne
*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 pro-active 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 299 enlisted members and 31 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 TRB is comprised of five specialized units: **Bomb Unit, Technical Emergency and**

Mission Specialists Unit (T.E.A.M.S.), Canine Response and Training Unit (CRTU), Target Hardening Unit (THU) and the Mounted Unit.

The TRB 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 **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, and the disposal of deteriorated explosives, and commercial and consumer fireworks. Members of the Bomb Unit provide essential render-safe 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. The Bomb Unit also provides training and outreach to first responders along with public and private entities.



The unit is involved in joint operations with the Federal Bureau of Investigation (FBI), Bureau of Alcohol, Tobacco, Firearms and Explosives (BATFE), and the U.S. Secret Service as it applies to explosive operations, training, and dignitary sweeps. Members of the Bomb Unit assisted the FBI by serving as instructors for the FBI Post Blast Investigators Course and the Tactical Bomb Technician Course. Members also assisted the BATFE by serving as instructors with the delivery of Ravens Challenge, a counter-IED interoperability exercise that is delivered throughout the country.

In 2021, members of the Bomb Unit responded to 270 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 3 squads, regionally located in the north, central, and south. The TEAMS Unit is a multi-faceted entity which 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 261 entries and responded to 22 barricaded subjects in 2021. The unit further assisted Division and outside law enforcement investigative entities with the arrest of 241 individuals, the recovery of 140 weapons, and the seizure of over \$800,000 in U.S. currency in 2021.

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 Services Bureau assets to include rescue swimmer insertions with the utilization of NJSP Aviation Bureau. The unit executed 29 scuba details in 2021.

Counter-Terrorism Operations: The TEAMS Unit 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 10 protection details for POTUS, VPOTUS and international dignitaries in 2021. The unit conducted 34 protection details for undercover operations as well as all MetLife NFL football and concert events.

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 (NJSP), the U.S. military, and 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 deployed to over 1,700 requests for service in 2021.

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 1,600 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 multiple task 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 searches 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 person tracks and area searches, preventative explosives detection sweeps, narcotics searches, cadaver searches, and electronic storage searches. The CRTU continues to progress with its newly formed Vapor Wake Detection Canine Program. Vapor Wake Detection canines can detect person borne explosives odor in moving crowds as an added layer of security at mass gathering events throughout the State. In 2021, CRTU were detailed to:

- ▼ **Search Warrants.....426**
- ▼ **Fugitive Details417**
- ▼ **Explosive Detections Deployments302**
- ▼ **Cadaver Detection Deployments17**
- ▼ **Electronic Detection Deployments44**
- ▼ **Narcotic Detection Deployments.....104**
- ▼ **Vapor Wake Deployments13**
- ▼ **Suspect Tracks69**
- ▼ **Missing Person Tracks35**



The **Target Hardening Unit (THU)** is comprised of eight enlisted and one civilian member. 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.

The THU has become increasingly involved in the Division Unmanned Aircraft 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 has established a Counter-UAS capability to include a mobile detection system and participation in multiple Counter-UAS Task Forces throughout the region.

The 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. The THU conducted over 60 Target Hardening Operations and 1,500 checks at CIKR sites throughout the state.



The **Mounted Unit** consists of four fulltime Troopers and ten trained field riders. The Mounted Unit can build bridges between the police and the citizens of the State of New Jersey. This allows members the opportunity to start conversations, establish bonds, and strengthen relationships with the communities we serve. The Mounted Unit possesses the unique quality of being one of the most versatile tools in the Bureau and Section due to its ability to transition from a community outreach role to patrol, search and rescue, crowd control, and other operational functions in a single deployment. Five mounted

troopers were issued the original 1921 replica uniform and played an essential role in the 100th anniversary of the New Jersey State Police. 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.

In 2021, three members attended the Pennsylvania State Police Basic Mounted Police Tactics Course and began serving the citizens in multiple details throughout the state. Two new horse trailers were purchased bringing the total to five division owned trailers and four repurposed heavy trucks. This allows both full-time members and field riders a much-needed boost with the increase in mounted requests. Two full-time unit members also completed a nationally accredited mounted supervision and training class allowing them to train current unit members, field riders, aspiring division members, and outside agencies.

The Mounted Unit continued to make progress with the acquisition of 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. A working group was created, and three barns were purchased which will house division-owned mounts. Furthermore, a 200 x 150 riding arena was cleared, leveled, and a fence was built around the perimeter. This will be the training location for monthly orientation, training, and in-services.

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. TSB 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. TSB 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. TSB 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 89 enlisted members and 7 civilian members in six distinctive units: Commercial Carrier Safety Inspection Unit, Construction Unit, Hazardous Material Transportation Enforcement Unit, Mobile Safe Freight Training Unit, Motor Coach Compliance Safety Audit Review Unit, and the Incident Management Unit.

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 seven 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 MSF is “Truck” Training and Certification. Known as the subject matter experts in their field, the element 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. MSFTU 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. The other is 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 MCSARU 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. 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 impacting NJ Department of Transportation Road Systems. IMU’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

Operating with the belief that there is no filter to criminal activity, these specialists differentiate innocent commercial shipments from those using the industry for nefarious means during a time when they are most vulnerable: “While in transit.”

(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, 3) struck utility poles that interfere with the roadway.

- ▼ **Total Inspections..... 33,005**
- ▼ **Compliance Reviews86**
- ▼ **Non-Haz Mat Inspections 24,414**
- ▼ **Public Outreach.....22**
- ▼ **Haz Mat Inspections 3,784**
- ▼ **Traffic Enforcements1,976**
- ▼ **Passenger Vehicle Inspections 5,080**
- ▼ **Portable Weighs.....6,427**
- ▼ **Safety Audits..... 1,733**
- ▼ **Criminal Arrests14**

Marine Services Bureau

The **Marine Services Bureau (MSB)** is comprised of 69 enlisted and 12 civilian members assigned to distinct missions. MSB 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 MSB 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. MSB also provides 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, MSB 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 3 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 representing a total of 700 square miles of surface area.

In 2021, the Marine Services Bureau responded to:

- ▼ **Criminal Investigations 69**
- ▼ **General Police Calls for Service 5,804**
- ▼ **Vessel Assists..... 915**
- ▼ **Persons Assisted 1,308**
- ▼ **Boating Accidents.....109 (including 44 injuries& 9 fatalities)**
- ▼ **Search & Rescue Cases..... 53**

▼ **Vessel Boardings**5,682

▼ **BUI Arrests**5

▼ **On-Water Recreational Boating Mission Hours**78,454

▼ **Total Recreational Boating Safety Activity Mission Hours**114,763



The Marine Services Bureau also administers New Jersey’s boating safety program. To date, there are 616,211 boating certificates in the bureau’s database, 55 course providers, and 492 course instructors. Since January 1, 2021, MSB has approved and distributed 19,151 boating safety certificates to New Jersey boaters.

Aviation Bureau

The **Aviation Bureau** is comprised of 34 enlisted members, (33 pilots) and 11 civilian members (9 mechanics, 1 storekeeper and 1 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 5 Augusta AW139s, 2 Bell 206Ls and 1 Bell OH-58. There are 3 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, and the support of metropolitan task forces in the interdiction of narcotics trafficking and auto theft. The Central Unit maintains search and rescue capabilities, provides investigative assistance 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 2021, 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**.....1470

▼ **Medevacs, Inter-facility transports, and organ transports**339

▼ **Transportation flights**70

▼ **Surveillance flights**.....53



- ▼ **General Police missions consisting of Aggressive Drivers, Coastal Patrols, Marijuana Eradication, Patrols, Pursuits, Speed Timing, Surge Details, and Traffic Surveys 635**
- ▼ **Searches for Fugitives, Missing Persons, Suicidal Subjects, and Drones..... 221**
- ▼ **Photo flights of Crime Scenes, Event Planning, or active investigations 21**
- ▼ **S.P.E.A.R and Marine Services Bureau Patrols 18**
- ▼ **Training and Maintenance Missions..... 682**
- ▼ **Demonstration flights..... 158**

In September, the Aviation Bureau was tasked with rescuing multiple people during the aftermath of Tropical Storm Ida. The bureau provided local, state, and federal departments with the following: 12 searches, 2 medevacs, positive searches for the recovery of multiple deceased persons, 5 live hoist evolutions with 6 people being rescued, 7 transport flights for 22 stranded victims, and 3 photo/damage assessment flights for Gloucester County OEM, NJSP Recovery Bureau, and Port Authority.

During Tropical Storm Ida, the Aviation Bureau was dispatched to rescue a victim in Princeton Township trapped by rapidly rising flood waters. Upon arrival at the scene, the crew observed a significant number of dangers. The victim was partially below a tree canopy, clinging to a light stanchion which was located on the side of a bridge. Under normal conditions, the bridge would sit eight feet above a small creek. Due to flooding, the small creek was now approximately 15 feet of rapidly moving water littered with debris. The weather conditions were gusty winds and rain showers. The crew, consisting of Aviation North Unit pilots and a TEAMS Trooper formulated a plan and put it into action. From approximately 150 feet above, the TEAMS member was lowered within two feet of the victim. While still attached to the hoist cable, he was able to climb along the light stanchion, attach a rescue strap securely around the victim after which the victim was safely returned to the cabin and subsequently turned over to emergency medical services.



Major Scott Poulton
*Commanding Officer
 Emergency Management
 Section*

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 464 personnel (105 enlisted, 299 full-time civilian, 15 part-time civilian, 45 civilian contractors) 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;**
- ▼ **Sustain the efficient use of human and material resources and technologies that yield the greatest benefit and return on investment, as well as ensuring effective cybersecurity;**
- ▼ **Develop and sustain a well-trained cadre of staff and volunteers across the State; and**
- ▼ **Enhance preparedness and self-sufficiency on the part of the general public, especially the State's most vulnerable residents.**

The section has demonstrated excellence in facing evolving threats and continues to serve as a national leader in emergency management. Throughout 2021, section members went “above and beyond” to maintain steady state responsibilities while supporting the pandemic response and severe weather and other incidents. Section personnel facilitated vaccination mega sites and mobile vaccination sites – ensuring that the State met the targets set by the Governor and provided our most vulnerable residents with access to vaccines. Tasked by the State's executive leadership in 2020 with the acquisition and management of the State's personal protective equipment (PPE) cache, to date section personnel have acquired and disseminated over 146,000,000+ pieces of vital PPE supplies for hospitals, long-term care facilities, home health aides, first responders, state agencies and others. Members also worked tirelessly to support local, county, state and federal entities in the administration of the State's \$2.4 billion Coronavirus Relief Fund.

Although 2021 was dominated by COVID-19 operations, members responded to the collapsed 13-story Champlain Tower South in Surfside, Florida – our most significant collapsed-structure response since the attacks of September 11, 2001. Phase two of the P25 radio system upgrade to improve interoperability, increase coverage and fully encrypt NJSP Communications was completed. The section also moved forward with key initiatives and programs, including: the transition to the EMMIT platform for situational awareness and resource requests, preparation for the 2022 EMAP assessment of the State's emergency management program, enhancements to the State's Radiological Emergency Preparedness program and successful completion of a FEMA-evaluated exercise for Salem/Hope Creek nuclear power plant, and continued delivery of advanced emergency management training. Section personnel led a long-overdue initiative to revise and update the NJOEM Directives, as well as making major strides in the issuance of two Executive Orders to support the work of the State Emergency Response Commission and provide guidance on NIMS compliance and training.

Emergency Response Bureau

The Emergency Response Bureau (ERB) serves as the conduit between the Emergency Management Section and county and municipal offices of emergency management through its extensive network of state, county, and local partnerships. ERB personnel support local preparedness, response, and recovery efforts, and stakeholders' situational awareness and resource requests. Members also coordinate State assistance for local and federal search and rescue operations, provide incident management or support during large/long duration incidents and perform HazMat response, with an increasing emphasis on fentanyl and opioids.

ERB personnel were an integral part of the State's COVID-19 response efforts, such as: supporting vaccination mega sites, mobile vaccination sites, extensive assistance with logistics and liaising with countless agencies. Members supported the response to the unprecedented flooding and rescue efforts of the remnants of Tropical Storm Ida

The North Region responded to 48 significant events and incidents, including major structure fires, flooding, building collapses, landslides, active shooter threats, and oil spills.

throughout the State. As part of steady-state responsibilities, the bureau has also been instrumental in assisting the State Emergency Response Commission in accomplishing some of the goals to improve service and information sharing with the general public and first responders through research and community outreach efforts.

ERB is comprised of six units: North Region, South Region, Central Region, Urban Search and Rescue Unit, Hazardous Materials Response Unit, and the All-Hazards Incident Management Unit.

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 continued to assist with the COVID-19 pandemic by assisting at State and FEMA-supported testing and vaccines sites. The North Region personnel provided critical support to the planning and staffing of two of the six State Vaccine Mega Sites (VMS) located in Morris and Bergen Counties. These sites were integral to the early rollout of the vaccines and the successful administration of over 600,000 vaccines reflects the strong partnerships between State, County, and Healthcare partners. North Region served as the lead for the FEMA Type one Community Vaccination Center (CVC) located at New Jersey Institute of Technology in Newark, Essex County, which administered 6,000 daily vaccinations through the CVC and secondary sites located throughout three other counties (Hudson, Passaic & Union). North Region was responsible for overseeing operations, communication, coordination, and security for all partners which included the Department of Defense (Air Force), FEMA, NJDOH, NJIT, county and local law enforcement and Offices of Emergency Management.

In addition to the COVID-19 response, the North Region responded to 48 significant events and incidents including major structure fires, flooding, building collapses, landslides, active shooter threats, and oil spills. Winter Storm Orlena, which dumped record snowfall in Sussex, Warren, and Morris County, required substantial resources to address the concerns related to the event. North Region assisted in coordinating State response efforts and the subsequent Preliminary Damage Assessment that followed.

Hurricane Ida impacted the North Region with massive flooding and loss of life throughout the eastern counties. The North Region assisted with the initial days of the response and worked in conjunction with FEMA to perform damage assessment. North Region Reps were embedded with Public Assistance and Individual Assistance Teams as they canvassed the North Region Counties to assist survivors. North Region was also integral in assisting FEMA Disaster Survivor Assistance (DSA) Teams with coordinating their schedule with our municipal partners as well as assisting County OEMs and FEMA with the location and staffing of Disaster Recovery Centers (DRC).

In September 2021, the Passaic Valley Water Reservoir located in Woodland Park was compromised from the effects of Tropical Storm Ida. The Reservoir was contaminated by flood waters and three major cities in Passaic County, approximately 250,000 customers, were placed on a boiled water advisory. The North Region collaborated with Passaic County Water Commission (PVWC), New Jersey Department of Environmental Protection (NJDEP), NJOHSP, New Jersey – All Hazards Incident Management Team (NJ-AHIMT), New Jersey National Guard, local and county government leaders, and their Offices of Emergency Management, along with non-governmental organizations, to remediate the damage to the reservoir. The North Region assisted with the coordination, acquisition, and distribution of bottled water to the public. To alleviate the dependability on water delivery, a voucher water program was implemented by utilizing water inventory from local supermarkets located in the affected area.

The **Central Region** provides emergency management support to the central counties of

Hunterdon, Mercer, Middlesex, Monmouth, Ocean, Somerset, and Union. The Regional Representatives continued to provide a critical link between NJOEM and the county and municipal OEM's in order to ensure the operational coordination between the numerous agencies and emergency support functions.

Tropical Storm Ida severely impacted several counties within the Central Region. The event caused major flooding in Middlesex, Somerset, Hunterdon, and Union Counties and impacted thousands of residents. The Region Representatives worked continuously throughout the storm helping to coordinate response efforts and maintaining connectivity to the State Emergency Operation Center. Members continued to operate within their counties during the recovery operations by providing damage assessments, assisting with sheltering operations, and setting up of FEMA Disaster Recovery Centers.

Additionally, region members continued to be fully engaged in the State's response to the COVID-19 health emergency. Our members provided logistical support to our partners and assisted with the build out of State-run vaccination mega sites.

In 2021, our Region Representatives performed a wide array of responsibilities including:

- ▼ **Delivering training to our local and county partner agencies;**
- ▼ **Leveraging technology to develop an EOP compliance dashboard through the EMMIT/ESRI systems;**
- ▼ **Providing situational awareness during all severe weather events;**
- ▼ **Providing operational coordination during the Ballinger Forest Fire, Little Egg Twp., Ocean County;**
- ▼ **Serving as the Planning Section Chief for the State House Testing Site;**
- ▼ **Deploying to the Surfside Condominium collapse in Miami, FL;**
- ▼ **Providing response and/or reporting for 111 emergency operations within the Region.**

The **South Region** supports the emergency management efforts and missions of New Jersey's seven southern counties to include Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem. Throughout 2021, South Region continued the tradition of fostering lasting relationships and providing the highest level of service to each municipal and county stakeholder represented throughout the region.

In 2021, South Region personnel held critical positions within the COVID-19 response in a variety of areas including: The Critical Resource Allocation and Procurement Unit, the New Jersey COVID-19 Response Planning Section Chief, and the State Deputy Coordinating Officer. The personnel and the relationships developed by the Regional Representatives were critical for the continued success of the ongoing Covid-19 Pandemic mission. The South Region was host to three of the six original COVID-19 Vaccination Mega Sites. The combined total number of vaccines administered from the main hub mega sites along with smaller spoke sites that were located in Atlantic, Burlington, and Gloucester Counties was approximately 1.1 million vaccinations. Although these original mega sites closed in July 2021, the South Region again became host to two COVID-19 Vaccine Booster Mega Sites located in Burlington and Gloucester Counties that opened in fall 2021. All seven South Region Counties are also conducting county supported testing and vaccination sites that are routinely assisted by Regional Representatives.

In early September 2021, the remnants of Hurricane Ida severely impacted the South Region, specifically Gloucester County which experienced an EF-3 tornado that caused massive power outages and property damage across the County. In response



During 2021, the USAR Unit responded to the Champlain Tower South Collapse in Surfside, Florida. A 13-story condominium complex collapsed, entrapping residents. NJ-TF1 worked 24 hours per day for nine days at the site

to this catastrophic event, South Region Representatives worked tirelessly to conduct preliminary damage assessments along with FEMA, Public and Individual Assistance, County OEMs, and other recovery personnel. South Region also assisted Gloucester County OEM and FEMA with the location and staffing of a Disaster Recovery Center (DRC). The initial response and post storm efforts were an integral part of securing a Federal Disaster Declaration.

In addition to the above major events, the South Region reported on approximately (40) significant events and incidents in 2021 including, but not limited to: downed aircrafts, an aircraft fire, structure fires, a residential explosion, forest fires, fuel spills, a fugitive manhunt, a mass shooting, a bomb threat, civil unrest, planned and unplanned protests, mass gatherings, a vessel fire, a vessel collision, threats to schools, power outages, missing persons, traffic issues, flash flooding, and numerous severe weather events. Members also monitored and reported on the Afghan Refugee mission at Joint Base MDL, assisted with planning for and instructing at the New Jersey Emergency Preparedness Association Conference, hosted the first Coast Guard Area Committee Meeting held outside of the Philadelphia Coast Guard base, and participated in numerous exercises and training. Regional Representatives also play a primary role in the Section's initiative to review and update the NJOEM directives, leading to the promulgation of several new directives.

The **Urban Search and Rescue (USAR) Unit** oversees New Jersey Task Force One (NJ-TF1) and continues to improve its administrative and operational readiness of personnel and equipment. The Unit maintains excellent relationships with all partners through training and exercises. The unit continues construction on the State Homeland Security and Preparedness (SHSP) Emergency Support Function Nine (ESF-9) state-of-the-art training facilities for federal, state, and local partners.

During 2021, the USAR Unit responded to the Champlain Tower South Collapse in Surfside, Florida. A 13-story condominium complex collapsed, entrapping residents. NJ-TF1 worked 24 hours per day for nine days at the site and recovered 14 decedents. This response was the most significant event the USAR Unit has responded to since September 11th. The USAR Unit also responded in New Jersey to a tornado touchdown, devastating flooding, and building collapses during the remnants of Tropical Storm Ida. The team conducted multiple swift-water rescues and evacuations in Hunterdon and Somerset Counties, as well as wide-area and building searches in Union County. This response was the most significant in-state incident to which the team has responded since Superstorm Sandy. The State Search and Rescue Coordinator (SSARC) was awarded the Kevin and Avonte Grant for \$149,000 to assist with lost and missing-persons cases for dementia patients. The State SAR Coordinator also participated in 36 missing-person/lost hiker cases and delivered 21 classes that totaled 4,528 hours of personnel training.

Hazardous Material Response Unit: During 2021, HMRU aided numerous local, county, state, and federal agencies with requests for assistance with narcotics investigations and clandestine labs, including search warrants, heroin and fentanyl mills, and law enforcement exposures. HMRU totaled 155 responses including: 48 CBRNE sweeps/monitoring for large-scale events, 22 clandestine laboratories, 61 narcotics testing/search warrant assists (including 21 fentanyl related), seven suspicious mail incidents, and eight exposure investigations.

▼ HMRU conducted four Hazardous Materials Technician Courses during the 2021 calendar year. This resulted in 65 responders being trained to the Technician Level. These responders come from various disciplines including fire service, police, health department, and other state, county, and local agencies.

▼ During 2021, HMRU’s Securing the Cities (STC) program trained 398 first responders in Personal Radiation Detector and Backpack Radiation Detector (24 classes total). HMRU hosted four Field Training Exercises (FTX) for the members of the NJSP. Each FTX had participants use various radiation detection instruments to detect and interdict various radiation sources.

The All-Hazards Incident Management Team Unit oversees the New Jersey-All Hazards Incident Management Team (NJ-AHIMT) that provides incident management or support during incidents or events that exceed a jurisdiction or agency’s capability or capacity. The team includes members of various local, county, and state agencies, Non-Government Organizations (NGO), and private sector organizations. It is a statewide resource administered and managed by the New Jersey Office of Emergency Management (NJOEM). The team maintains itself as a Type 3 Incident Management Team as per FEMA’s resource typing definitions. The team is also trained, exercised, and competent to perform as an EOC Management Support Team. The NJ-AHIMT can be requested through NJOEM by any State agency, allied agency, County OEM, or Municipal OEM. The team is also available to deploy outside of NJ via the Emergency Management Assistance Compact (EMAC) and the Interagency Resource Ordering Capability (IROC).

In 2021, the NJ-AHIMT was tasked with the setup, management, and oversight of up to 6,000 vaccinations per day (over 2 million shots were delivered), 14 Community Based Vaccination Sites in ten cities where there were increased vulnerable populations with no equitable access to vaccines, and one Federal Community Vaccination Center site which was partnered with NJIT to deliver up to 6,000 vaccinations per day. They are currently working on an additional round of setup, management, and oversight of five Vaccination Mega Sites located in five counties spread geographically throughout New Jersey as well as management of several testing sites throughout New Jersey.

The NJ-AHIMT has taken on multiple additional COVID-19 missions throughout the state, such as managing operations and support of the NJ Department of Health Rapid Mobile Response Team, which was designed to assist vulnerable and high-risk communities that may not have direct access to a vaccination site and had less than 70 percent vaccination rate. A “Grateful for the Shot” campaign was designed to reduce vaccine hesitancy and ramp up vaccination efforts with a “block party feel” to create a relaxed atmosphere.

The NJ-AHIMT also assisted the Passaic Valley Water Commission with strategic points of distribution for bottled water to provide residents with safe drinking water after the remnants of Hurricane Ida, provided management, operational coordination, and oversight of the Barefoot Country Music Festival in Wildwood, NJ, coordinated resources and planned for potential civil unrest throughout New Jersey, assisted and collaborated with the planning, operational,

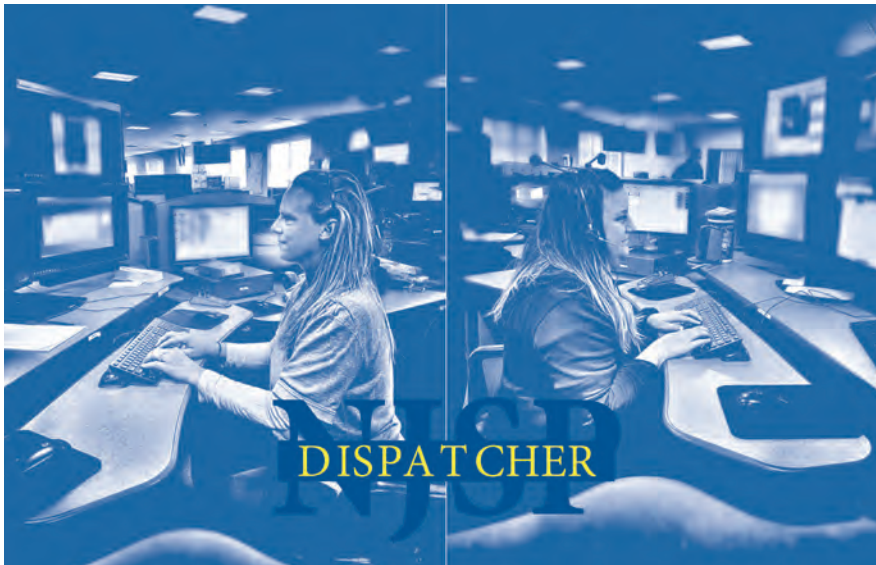


and logistical needs on several NJSP Trooper funerals, and provided coordination of resources, management, and oversight during the Army / Navy game at MetLife Stadium.

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 2021, the Communications Bureau successfully completed phase two of the P25 radio system upgrade to improve interoperability, increase coverage, and add encryption to the system. During phase two, all site equipment was installed, and all microwave links were upgraded. The Bridgeton simulcast cell was completed improving radio system coverage in Cumberland County. One hundred and twelve (112) new consoles are staged in West Berlin and being prepared for installation.

In 2022, multiple new microwave link installations will be completed across the state and the new consoles will be installed at all ODU sites. The full transition from the 4.1 radio system to the new P25 system is planned for September 2022.



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 Division of Gaming

Enforcement. Each of the ODUs 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 2021, the ODUs handled over 128,000 9-1-1 calls, one million administrative calls and generated over 1.4 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 within the ROIC at Division Headquarters and staffed with PSTs and a Communications Operator. The Communications Operator answers the State Police 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. During 2021, the unit installed patrol equipment in 41 vehicles/vessels, prepared 246 patrol installation kits for vendors, removed patrol equipment from 272 vehicles, made 624 repairs to patrol equipment, 374 vehicles were up-fitted by vendors were inspected and radios programmed for fleet distribution, 563 radios were programmed, 391 telephone repairs, 207 smart phones and 147 Mi-Fi devices were issued, exchanged or repaired, and 518 maintenance tasks were completed at tower sites and ODU sites statewide.

Recovery Bureau

The **Recovery Bureau** oversees the State's disaster recovery and mitigation planning and implementation, and 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.

The year 2021 was unprecedented for the Recovery Bureau, and it required nonstop teamwork and collaboration to meet the challenges. In addition to administering open disasters from prior years, the Bureau added two additional disaster declarations for Severe Winter Storm & Snowstorm Orlena and Hurricane Ida. This past year, the Recovery Bureau was successfully able to administer a total of seven disasters which includes navigating the ever-changing guidance for FEMA reimbursement of the COVID-19 Disaster Declaration. It is a testament to each member of the Recovery Bureau for their ability to assume the additional responsibilities to support local, county, state, and federal entities in the administration of the State's \$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 \$3.7 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 2021, the unit closed out approximately \$60 Million dollars in Public Assistance grant funding, including a backlog from prior disasters. At present, seven declared disasters remain open – the largest of which is DR4086 Hurricane Sandy and DR4488 COVID. These disasters are comprised of approximately 12,500 projects as of December 31, 2021. Out of those 12,500 projects, 1,238 small projects and 757 large projects remain open. DR4488 COVID project count will continue to increase until FEMA implements a project deadline date.



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 year 2021 provided novel challenges for the Public Assistance Unit, 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, 1,679 applicants registered in the new FEMA Grants Portal system, including approximately 550 Private Non-Profits as part of the 1,679 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 virtual preliminary damage assessments, resulting in Presidential Disaster Declaration for (DR4597 Orlena) and (DR4614 Ida), which were all 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 \$650 million in Hazard Mitigation Grants for both disaster and non-disaster grants. Of particular note, 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 2021 grant applications submitted for potential award by FEMA include: Flood Mitigation Assistance (FMA) – 27 projects for \$109 million and Building Resilient Infrastructure and Communities (BRIC) – 31 projects for \$157 million.

The Mitigation Unit has provided critical assistance to the State’s COVID-19 and Tropical Storm Ida 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 contracted with Tetra Tech to assist communities effected by Tropical Storm Ida with application development. We have worked with the most impacted communities in Bergen, Hunterdon and Somerset Counties. We have coordinated with FEMA on updating the most recent NFIP claims data from Ida. This new data has helped prioritize homes that are Substantially Damaged, Severe Repetitive Loss and Repetitive Loss. These applications will help those homeowners most effected from Ida recover from this event by elevating their home to the base flood elevation or acquiring their home and returning the property to open space.

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 applicants, alignment of all expenses with the project worksheets, and coordination of fund transfers to applicant’s 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 2021 receivables totaled \$1.1 Million and were the result of insurance proceeds to the applicant that needed to be repaid to FEMA or FEMA de-obligations to be repaid to FEMA.

In 2021, 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 2021 totaled \$1.5 Billion.

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, Radiological Emergency Response Planning & Technical Unit, State Emergency Operations Center Unit, Support Services Unit, Training & Exercise Unit, and Support Services Unit. In 2021, 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 2021 include incorporation of the new Cybersecurity Incident Annex to the SEOP, 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. In 2021, the Preparedness Unit also focused heavily on preparing for the 2022 EMAP assessment by attending training for the Program Management Certification, successfully applying for an assessment extension, and preparing documentation for the review process. Additionally, Unit personnel filled critical staffing roles to support SEOC operations, including staffing the Operational Planning Section and Resource Management Section for numerous weather events, and staffing the Resource Management Section for COVID-19 operations. The Preparedness Unit also 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 2022 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) 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, Ida, and numerous other emergency activations.

During 2021, the State underwent a FEMA federally evaluated exercise for Salem/Hope Creek nuclear power plant, supported the power plant during their Nuclear Regulatory Commission evaluation, and held several drills. The drills, practices, and evaluated exercise for Salem/Hope Creek met the State's annual exercise requirement under the New Jersey Radiation Accident Response Act (RARA) and there were no issues identified out of the 399-criterion evaluated by FEMA. The unit successfully conducted several trainings and meetings (both virtual and in person) to ensure compliance with all federal regulations. As of 2021 Federal oversight is no longer required for Oyster Creek since the facility is no longer operating as generating station and has moved into an industrial facility status.

The **State Emergency Operations Center Unit** (SEOC) maintains the operational readiness of the SEOC, including drafting/updating procedures, training staff and partner agencies in EMMIT (Emergency Management Mapping & Information Tracking) and ESRI (Environmental Systems Research Institute), providing GIS support, maintaining critical contact lists, and disseminating situational awareness. During 2021, Unit personnel worked nearly non-stop to manage the SEOC activation in support of the State's Pandemic COVID-19 response from January 1, 2021 (full and hybrid format activation) to date. This was in addition to SEOC activations for severe weather incidents, civil unrests, and planned events such as Presidential visits and NJ Elections, the Army/Navy Football Game, and drills to include FEMA evaluated exercises.

Numerous SEOC unit members have also been assigned to additional duties within the pandemic operations to include details with PIO messaging, NJ-AHIMT, COVID command and general staff, COVID security task force, COVID morgue operations & planning and COVID warehouse/logistics operations and coordination.

A strategic focus of the unit has been updating the communication and information sharing platforms and re-design of the SEOC operations room, SEOC Support room, and training rooms used by NJOEM, State, county and local partners, allied agencies, and others to maintain situational awareness and resource support. During 2021, SEOC personnel have continued their work with ERSI and have fully transitioned all state, county, local partners, and allied agencies to the EMMIT platform. Through the ongoing use of EMMIT during activations, further buildouts continued throughout the year to improve the platform for increased situational awareness and resource tracking and accountability. The unit has also tested its three A/SEOC (Alternative State Emergency Operations) sites located in Cape May, Washington Township, Warren County and with MCV (Mobile Command Vehicle), further enhancing the unit's ability to activate in various locations throughout the state while providing the same capabilities and functions as if at the ROIC, should need the arise.

Finally in 2021, the unit updated and redesigned the MCV with the latest technology, communications, and operations footprint to be optimally utilized during deployments to planned and unplanned events. The MCV was deployed to multiple events to include the Atlantic City Air Show, exercises at the ROIC and the 162nd NJSP Graduation.

The Training & Exercise Unit (TEU) coordinates emergency management training across the state and supports exercise design and facilitation. During 2021, the TEU delivered the National Emergency Management Basic Academy (NEMBA), utilizing one regional venue to serve customers through regional delivery of classes:

▼ **Union County OEM hosted the NEMBA, and 16 graduated the Basic Academy program.**

▼ **This is the seventh completed cohort in New Jersey since the inception in September 2017. The Basic Academy has now been offered in seven of the State's 21 counties.**

In 2021, all members within the unit were assigned to oversee the SEOC's COVID-19 resource management operations. The unit oversaw a massive logistics function 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 146,000,000+ pieces of vital PPE supplies to 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 2022 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.

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 2021, the State of New Jersey provided intelligence support, via the ROIC, to Washington, D.C. in response to the NCR Threat Intelligence Consortium (NTIC). Through EMAC the NJSP was able to deploy troopers to Washington, D.C. to assist with the Presidential Inauguration in January of 2021. EMAC was also utilized to support the COVID-19 Pandemic response – with New Jersey receiving assistance from California for Personal Protective Equipment.

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 2021 was working with the Defense Logistics Agency (DLA) to update the platform used by law enforcement agencies in New Jersey to receipt, track, and inventory equipment obtained from DLA by these agencies. The State Plan of Operation (SPO) and NJ 1033 Program Controlled Equipment Certification form (CEC) were updated in 2021 and required the Chief Law Enforcement Officer of each department to acknowledge and sign off on both forms. SSU also completed the National 1033 Program annual inventory, which was successfully completed in August 2021, well ahead of the original due date of October 2021.

The GSA Surplus Personal Property Donation Program, administered by SSU, facilitated the allocation and disbursement of more than \$3.51 million of federal surplus equipment within the State of NJ for Fiscal Year 2021. SSU personnel also worked closely with



GSA and the NJ Attorney General's Office to secure the execution of a Memorandum of Agreement (MOA) which allowed Veteran Owned Small Businesses (VOSBs) to participate in the Program. The implementation of the MOA is complete, and NJ VOSBs are currently being donated federal surplus property.

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 2021, CERT Members accumulated over 38,200 hours of training and volunteer service through deployments. CERT members assisted in the following types of deployments for the COVID-19 and Disaster Relief Response:

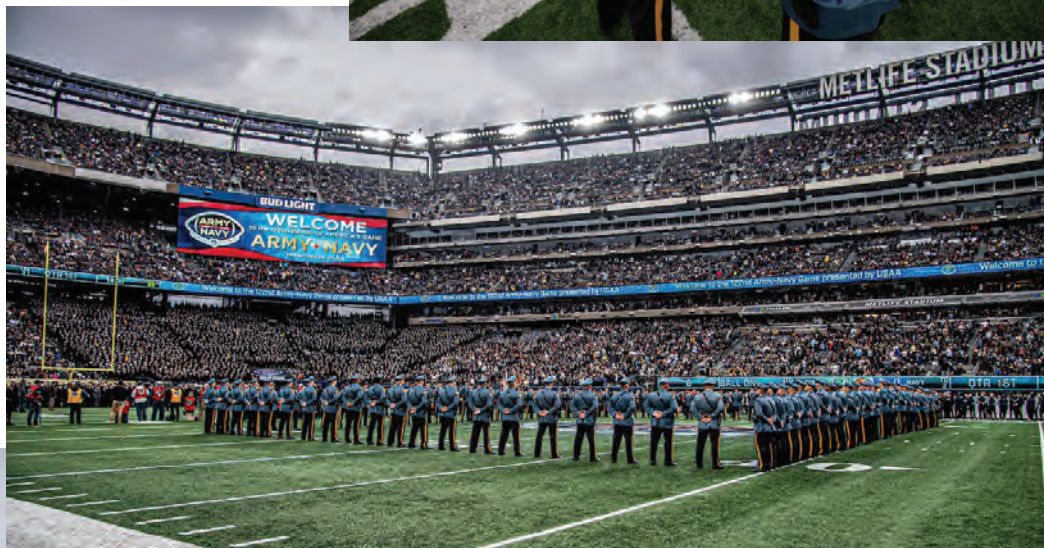
- ▼ NJ Poison Control Center/Call Center during COVID-19
- ▼ Sheltering Operations
- ▼ Testing, Vaccination, and Booster Drive Site Logistics and Operations
- ▼ Resource and Donations Management Support
- ▼ Inventory and Distribution of PPE
- ▼ Delivery of groceries, meals, and conducting wellness checks of 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.



Army-Navy Game at MetLife Stadium

December 11, 2021



Administration Branch



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

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 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.

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 serves as the liaison with contractual bargaining units and other governmental employee relations agencies. OLR collects, analyzes, and evaluates employee data in reference to employee management bargaining issues and collective negotiations. OLR reviews executive and legislative policies and assists the Administration Branch Commander in performing the duties of the Division's ethics liaison officer. OLR also represents the Division at all grievances and civilian discipline hearings.

In addition to the bargaining and grievance related duties, 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 2020. OLR processed 48 total civilian disciplines. 24 cases were associated with time and leave, 2 cases were associated with poor job performance, 1 case involved workplace violence, 3 cases involved conduct unbecoming a state employee and 18 cases were categorized as other. OLR processed 16 total civilian grievances broken down to 4 hostile workplace environment cases, 6 job change/reassignment cases, and 6 other cases. OLR processed 15 STFA grievances, three NCO grievances and 3 SOA Grievances.

OLR has revised/updated SOP B17, 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, more effective and efficient way.



Major Jeanne Hengemuhle
*Deputy Administration
Branch Commander*

2021 continued to present 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 vaccinations, 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.

Identification & 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 58 enlisted members and 181 civilian employees in this section. The section is comprised of the State Bureau of Identification, the Information Technology Bureau, and the Criminal Justice Records Bureau all of whom 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 the use of 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.

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.



**Major
Charles Sheppard**
*Commanding Officer
Identification &
Information Technology
Section*

This year, the UCR units have collaborated with the Office of the Attorney General and developed a customized monthly bias incident report for public notice/consumption.

In 2021, the UCR units finalized the NCS-X funded National Incident Based Reporting System (NIBRS) project. This \$2.4 million initiative transitioned 28 sample agencies including the New Jersey State Police and obtained NIBRS state certification for the New Jersey UCR program from the FBI. All programmatic updates were made for the UCR repository. Development guidelines were distributed to all RMS vendors operating in New Jersey, and the UCR units have begun to collect NIBRS data from reporting agencies. The UCR units have made great strides in transitioning the remaining agencies to the National Incident Based Reporting System (NIBRS). Approximately 200 law enforcement agencies have transitioned to NIBRS reporting, of the 539 contributing agencies.

This year, the UCR units have collaborated with the Office of the Attorney General and developed a customized monthly bias incident report for public notice/consumption. This report provides up-to-date statistics regarding bias motivated crimes and offenses throughout the state. As a result, the UCR Units were recognized by the New Jersey Bias Crime Officer's Association and given an outstanding service award for their efforts.

In response to the Youth Bias Task Force recommendation for improved public access to bias incident data, the UCR Analytical Unit developed a monthly report and commenced monthly postings of year-to-date data on April 20, 2021.

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 Criminal Justice Records Bureau identified a solution to archive legacy microfilm and microfiche. The FlexScan multi-format production scanner was purchased with grant money from the bail reform/expungement initiative. FlexScan produces a true archival digital reproduction of reports which are then stored within the Division's File 360 database. Storing records within File 360 provides an expeditious retrieval process resulting in substantial time/cost savings. The FlexScan scanner has been successfully connected to the Division's network and is capable of indexing records transferred into File 360. Indexing legacy records within File 360 will result in considerable time savings for those tasked with retrieving records.

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, SOP D13, Records Retention Schedule and Form Control Procedures, was updated to establish procedures for the development, elimination, revision, and accountability of all standardized forms.

RAMU personnel served on the Department of Revenue and Enterprise Services (DORES) Extraordinary Events Records Working Group. The working group is tasked

with identifying records associated with high profile events and determining retention thresholds for said records. RAMU identified several NJSP records applicable to add to the state's Artemis records schedule and continue to participate in Working Group endeavors in 2022.

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 2021, SBI generated \$19,384,299.00 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 Criminal History Record Information (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** (CRICU) primary responsibilities include but are not limited to managing and overseeing the New Jersey Sex Offender Registry (SOR), all arrest and court disposition data contained in the New Jersey Computerized Criminal History (NJCCCH) database, the Firearms License System (FLS), 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, narrowed the scope of supervision, and allowed unit personnel to cross train in all unit tasks and responsibilities, ultimately improving the units' productivity, efficiency, and accountability.

During this past year, the implementation of the marijuana expungement legislation, caused CRICU's backlog pertaining to the number of "unflagged" records in the NJCCCH system to grow exponentially to 277,534 records. This new backlog was targeted by both enlisted and civilian personnel to work exclusively on reducing this backlog. The unit also worked in conjunction with the Information Technology Bureau's Programming Unit to create a digital dashboard which allows CRICU personnel to complete flagging updates digitally, as opposed to the paper copies previously utilized.

The unit continued to exercise a more proactive approach in overseeing local municipalities to ensure that sex offender registration was fully compliant with federal mandates. CRICU personnel continued to audit law enforcement agencies in Monmouth, Hunterdon, Cape May, and Mercer counties were completed. 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 unit continued to accurately maintain the FLS by entering firearm purchasing information into the platform. CRICU began 2021 with a backlog of 46,400 purchase permits pending entry into the FLS. In November 2021, CRICU completed the FLS backlog and firearm purchases began to be entered upon receipt.



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. In addition, the unit maintains the Mugshot Maintenance System, which contains photographic data of arrested subjects, domestic violence offenders, and registered sex offenders.

In 2021, Biometric Identification Unit personnel processed 122,074 criminal arrest fingerprint submissions and conducted 3,772 criminal latent examinations resulting in 2,876 positive identifications. Unit members processed a total of 579,275 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 (NJCCCH) System.

During 2021, the Expungement Unit received a total of 41,560 expungement orders which was a 261% increase from the prior year. The increased volume was due primarily to the courts being completely closed and/or court personnel working remotely due to the COVID-19 and extensive legislative amendments to current expungement statutes. These amendments resulted in expanded eligibility for petitioners and massive workload increases under newly enacted "Clean Slate" and marijuana decriminalization laws.

In March, the unit commenced a major document scanning project to convert 1,119 filing cabinets containing paper criminal record "jackets" into digital format. The unit also commenced the programming and building of the new expungement database, which will help automate and streamline the overall expungement process. The unit has completed the New Jersey Computerized Criminal History (NJCCCH) System Expunged Record Access and Information Upgrade project, which allows NJCJIS users the ability to view expunged records in real time and converts 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 (NJCCCH) system in response to individual public requests or on behalf of businesses, as well as checks associated with firearms transfers/purchases. Lastly, the unit administers the Volunteer Review Operation (VRO), which provides state and federal fingerprint-based criminal history record information searches of prospective employees and volunteers for non-profit youth serving organizations.

This past year, the Criminal Information Unit processed 423,548 applicant/noncriminal justice fingerprint submissions and 161,521 name-based 212 submission checks. As a result, the unit generated revenue of \$19,384,299.00 through the processing of fingerprint submissions and name-based criminal history background checks.

The **Criminal Justice Information Systems Control Unit's** (CJIS) 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 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 initiated the Cycle 13 CJIS compliance audits for approximately 850 criminal justice agencies throughout the state. The Cycle 13 CJIS compliance audits began on September 15, 2020. Despite difficulties in New Jersey presented by the COVID-19 pandemic throughout 2021, the CJIS Control was able to stay on schedule with the compliance audits.

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 \$980,000 in National Criminal History Improvement Program (NCHIP) grant funds. The Division provides critical Criminal Justice Information (CJI) 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 eAgent 2.0 application will be the replacement for CJIS 2000. The CJIS Control Unit overcame the additional challenges levied by the pandemic and completed an aggressive training schedule for 386 agencies, so they received their eAgent 2.0 training. To date, approximately 400 agencies have been trained and have access to the eAgent 2.0 application.

The **National Instant Criminal Background Check System Unit** (NICS) 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 213,000 NICS checks were completed in 2021.

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 2021 deployment and use of the Flex/Spillman Computer Aided Dispatch (CAD)/Records Management System (RMS). This system is used statewide by the Division to dispatch and document any and all incidents that may require the response of law enforcement personnel. In addition to the deployment, SDU personnel continue to refine, manage and troubleshoot (on and off hours) all concerns governed by the workability of the software.

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.

In 2021, the Programming Unit was responsible for implementing new applications that assisted in administrative tasks and streamlining workflow: Applicant Tracking software using the SimpliGov platform, which facilitated automated entry to the Human Resources Database for new recruits. The new process streamlined data entry and eliminated erroneous data, while improving speed.

In addition, the unit made monumental changes to the state's criminal history repository to comply with the new "Clean Slate" Act and decriminalization of marijuana. The system now allows for expungements to be processed in bulk based on information from the Administrative Office of Courts (AOC), allowing the state to be compliant with the potential 1.6 million expungements slated to be processed.

The **Enterprise Data Services Unit** (EDSU) is responsible development and management of database solutions, Middleware technology and the administration of associated Linux/Windows servers consistent with the needs and goals of the Division and its associated business units. Additionally, the unit installs, configures, and maintains the Division's business applications infrastructure, including regular application of database software and security patches and updates. unit members collaborate with application development, network services, support services, information security, information and technology contracting and our vendor partners in order to support technology related needs and goals for the Bureau.

During 2021, EDSU took an active and crucial role in the CSI Expungement project by attending planning sessions with the vendor and implementing a MS SQL Server "Always On" Database Cluster. This highly available cluster will house CSI Expungement transactional data.

In support of the July 2021 FLEX rollout, EDSU re-engineered Crash Reporting services used by NicUsa, NJ Turnpike and Carfax. EDSU also re-engineered CAD AXON reports now sourced from the FLEX server.

Additionally, other 2021 significant upgrades, migrations and security patches included Oracle Weblogic upgrade to version 14c, Oracle Database 19c upgrades, and Log4j mitigations.

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 after-hours operation of the Computer Aided Dispatch (CAD) system, Mobile Data Computers (MDCs), Digital In-Video Recorder (DIVRs), Body Worn Cameras (BWC), E-ticketing, Electronic Accident Reporting, and all related in vehicle peripheral devices for the Field Operations Section.

In 2021, the Operations Support Unit completed the deployment of the AXON interview room across all Troops A, B, and C road stations. The completion of this project represented a major step forward in providing a quality station house video recording system to the Field Operations Section. Members are now equipped with a AIVR system that allows the ability to conduct an interview anytime during their shift. The high-quality video and sound captures the interview and instantaneously uploads it to evidence.com.

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 via Microsoft Active Directory, as well as Dynamic Host Configuration Protocol (DHCP) and Domain Name System (DNS). The NSU maintains Microsoft O365 for the Division which includes Exchange Email Services, Teams, and Sharepoint. 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.

In 2021, the Network Services Unit successfully migrated its legacy internet facing firewall from a Cisco ASA to a Palo Alto device. This firewall is responsible for providing security and protection to all traffic that transverses to / from the NJSP network. This was an extensive undertaking as it involved reviewing thousands of existing firewall access control lists and adding them to the new device, while ensuring no network interruption.

In 2021, the Operations Support Unit completed the deployment of the AXON interview room across all Troops A, B, and C road stations. The completion of this project represented a major step forward in providing a quality station house video recording system

This new firewall gives NJSP the ability to “blacklist” sites by IP address and threat assessment, as well as check for and block known malicious sites. This solution has not only increased network security for NJSP but also provides new enhanced features and management utilities previously unavailable.

In addition, NSU completed the implementation and installation of a new five node VXRail data and storage device. This new hardware was needed to ensure all server, network and disk space requirements could be met for the new Expungement CSI project. This project took several weeks to complete as it involved numerous tasks and network configurations. Once the device was installed, NSU worked closely with the CSI vendors and Expungement Unit to create the necessary virtual machines and storage space needed.

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 27 technology projects in 2021, most notably, the overhaul of the state’s expungement process developed by CSI Technologies. PMO primarily focuses on keeping projects on track, time and budget, mitigates risk and provides stakeholders one information source to ensure the project is successful.

The **IT Systems Support Unit** (ITSSU) is responsible for the receipt, configuration, installation, and ongoing maintenance of all computers 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 2021, ITSSU was tasked with implementing over 100 new computers to support the expansion of the Expungement Unit. This included assisting with the procurement process, receiving the devices, and configuring and deploying the systems. The expansion took place at Division HQ as well as a new office space in West Trenton. The new office also required the installation of printers and multifunction copiers and testing new wired and wireless networks. ITSSU was also instrumental with activating new user accounts and ensuring new employees were able to access computer and network resources.

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 are the security and integrity of the network from intrusion, disruption, and destruction of sensitive data. The ISU provides proactive monitoring 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 April 2021, the New Jersey State Police Security Information and Event Manager (SIEM) solution was decommissioned and no longer operable. 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 2021, the ISU collaborated with New Jersey Cybersecurity Communication and Integration Cell (NJCCIC) to transition and implement Chronicle for its SIEM solution for event logging.

IT Contracting Unit (ITCU) provides Division-wide Information Technology (IT)

purchasing services. ITCU highlight for this year is continuing to secure Capitol Improvement IT purchases to improve the network infrastructure for the Division. ITCU continues to purchase needed hardware, software, and network equipment to keep NJSP missions in compliance while working remotely during the pandemic. During COVID-19, ITCU assisted the NJ Office of Innovation and Division's fiscal purchase of the COVID-19 software Yext needed to keep the state's COVID-19 website running. ITCU was instrumental in making sure necessary hardware, software and network equipment was purchased for the expansion of the Division's Expungement Unit. ITCU continues to ensure the Division is compliant with the state's regulations for software companies that provide software as a solution/service (SaaS) by assisting vendors with the rigorous process of the state's T3121 software contract custom agreement list. ITCU also continues to ensure approximately 120 annual IT maintenance contracts totaling 7.3 million is renewed in a timely fashion.

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** (FCB) 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. FCB is comprised of the following units: Accounting & Revenue Unit, Budget & Allocations Unit, and Central Purchasing Unit.

Most notably during 2021, FCB accomplished the following:

- ▼ **In 2021, FCB became an integral member in the Public Assistance (PA) partnership alongside the Office of Emergency Management (OEM) and Federal Emergency Management Agency (FEMA). During 2021, the FCB was tasked with providing cost analysis for damages related to declared disasters throughout the state, most notably Winter Storm Orlena and Tropical Storm Ida. The FCB was instrumental in identifying eligible damages throughout the Division, provided detailed cost estimates, and worked in conjunction with FEMA to apply for reimbursement for eligible expenses.**
- ▼ **The COVID-19 pandemic provided the Division the unique opportunity to apply as an applicant for PA and seek reimbursement for allowable administrative costs associated with the pandemic. The FCB took this opportunity and procured allowable administrative products which included: vehicles, laptops, and IT infrastructure. Leveraging PA reimbursement for allowable items provided the Division the means to mitigate approximately \$1 million in Division costs.**



Major Sherri Schuster
Commanding Officer
Administration Section

▼ **During 2021, the FCB supported the Office of Emergency Management in the COVID-19 statewide response. The Fiscal Control Bureau worked in conjunction with the Department of Treasury and the Office of Emergency Management to identify funding and facilitate the procurement and reimbursement of COVID-19-associated requests from local, county, and state entities totaling in excess of \$500 million. Additionally, the State relied upon the expertise of the Central Purchasing Unit to address its emergent need for purchasing agents as it related to the extraordinary number of procurement requests associated with the State's response to the COVID-19 pandemic.**

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. 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 350 million appropriated dollars and an additional 30 or greater special purpose accounts totaling \$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 ensure 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 ensure 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, 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 (FACB)** provides consistent direction for the unit leaders and their subordinates regarding the mission of the FACB, 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, FACB works cooperatively with the Division Health and Safety Officer to mitigate all PEOSH concerns and violations. FACB is comprised of the following units, the 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 2021, FACB accomplished the following:

- ▼ **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, OEM. Coordinated and managed the response of daily and emergent COVID-19 sanitizing of all State Police facilities.**
- ▼ **Conducted weekly audits for the billing of daily sanitizing and uncovered numerous overcharges of approximately \$167,000.**
- ▼ **Maintained the Division's operations through the COVID-19 pandemic. The Bureau developed a protocol for the Fleet Management Office to safely continue servicing Troop vehicles. The Maintenance Unit continued to provide all the services to keep the buildings mechanically operational and installed COVID-19 compliant partitions at workstations with an extreme shortage of personnel.**
- ▼ **Worked with the Colonel's Office to make all NJSP 100th Anniversary events a success.**
- ▼ **Completed major paving projects at Division Headquarters, including asphalt, curbing, and sidewalks.**
- ▼ **Secured a new location for the expanding Expungement Unit.**
- ▼ **Completed the installation of body worn camera charging boards for all of Field Operations, Transportation Safety Bureau, and Marine Services Bureau.**
- ▼ **Continued the renovation and remodel of the new Tuckerton Station. Completed installation of walls, wiring, sheetrock, and roof repair of garage.**
- ▼ **Secured new lease at the Port Norris Station and began the process to build a new station.**
- ▼ **Completed the security wall adjacent to Interstate 295 at Division HQ.**
- ▼ **Completed ROIC concrete and handrail repairs.**
- ▼ **Completed Troop "C" paving of rear driveway and miscellaneous potholes.**
- ▼ **Completed emergency repair of sewer inlet at Building 16.**
- ▼ **Completed Point Pleasant Station exterior painting project.**
- ▼ **Completed a new roof and siding at the Warren Grove Tower Site.**

- ▼ Completed Bordentown Station cabinet replacement after flooding.
- ▼ Installed new curbing near the Division HQ gas pumps.
- ▼ Installed Steam Generators at Hamilton Technology Complex.
- ▼ Installed new chillers at Hamilton Technology Complex OIT.
- ▼ Coordinated the distribution of equipment, gear, uniforms, and supplies to the State Police Academy. The Warehouse & Asset Control Unit distributed this equipment to recruits of two State Police Classes which were conducting classes seven days a week.
- ▼ The Warehouse & Asset Control Unit completed over 19,000 standard equipment and supply transactions to include the ordering, processing, and issuance of equipment and uniforms for Academy classes.
- ▼ The Fleet Management Office conducted 10,000 inspections and service work orders for the entire Division's fleet, resulting in over \$13 million of parts, labor, and fuel being managed. Fleet Management will have purchased 500 vehicles for the State Police totaling approximately \$24,000,000.
- ▼ The Maintenance Unit processed over 2,600 Facilities HelpDesk tickets and completed over 2,100 of these requests.
- ▼ The Mail Distribution Office handled and processed 79,000 outgoing, 40,500 incoming, and 13,000 interoffice pieces of mail last year.
- ▼ The Printing & Graphic Arts Unit received and completed over 500 work orders.
- ▼ The LBAM Coordinators managed the reporting of over \$432 million in State Police assets.
- ▼ Ravine Facility was partially remodeled, and several successful events were held at the facility.

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 50. 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 Division's 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, and 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** supervises and provides consistent direction and management for the Maintenance Unit. The 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 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. GAB is comprised of the following units: Grants Accounting Unit, Grants Development & Compliance Unit and Grants Program Management Unit.

Most notably during 2021, the Grants Management Bureau was again awarded two highly competitive grants relating to the growing opioid and methamphetamine epidemics in the United States.

▼ **The Division received \$3,975,502 for the FY 21 Anti-Heroin Task Force Program. This will be the sixth 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 also received \$1,079,206 for the FY 21 COPS Anti-Methamphetamine Grant Program. This is the second year that the Division received funding for this program. Funds will be used to further combat the rising threat of methamphetamine trafficking in New Jersey, including increased intelligence gathering and analysis capabilities, community outreach, and education.**

The GAB was also successful with three other highly competitive grant programs during the 2021 grant cycle.

▼ **The Division received \$232,164 in funding for the FY 21 Intellectual Property Enforcement Program (IPEP). This is the third time that the Division received funding for this program, the goal of which is to support law enforcement agencies that have an IP enforcement task force or plan to create one. The NJSP IP task force collaborates with relevant state, local, territorial, tribal, and federal agencies, including the local U.S. Attorney's Office to fulfill program goals.**

▼ **The Division also received \$394,752.00 in funding for the FY 21 Adam Walsh Act Implementation Program, which assists jurisdictions with developing and enhancing programs designed to implement the Sex Offender Registration and Notification Act (SORNA). The last time the Division was awarded funding for Adam Walsh was in FY 18.**

▼ **Lastly, the Division received \$150,000 for the FY 21 Kevin and Avonte Program: Reducing Injury and Death of Missing Individuals with Dementia and Developmental Disabilities. This was the first time the Division applied for and received funding under this program, which supports local jurisdictions' efforts to reduce the number of deaths and injuries of individuals with forms of dementia such as Alzheimer's disease or developmental disabilities such as autism, who, due to their condition, wander from safe environments. This program provides funding to law enforcement and public safety agencies to implement locative technologies to track missing individuals.**

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 (NJCFIS).

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 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: 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 units' 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 2021 the Planning Bureau accomplished the following:

- ▼ **The CALEA Unit successfully completed the requirements for 159 standards, which lead to the Division's first Training Academy Re-Accreditation in July of 2021. The CALEA Unit also facilitated the re-accreditation of the Division's fifth Advanced Law Enforcement Re-Accreditation award by achieving compliance with 458 standards. The bureau command and the accreditation manager attended the 2021 Accreditation Managers Conference in Atlantic City and garnered invaluable information that will assist the CALEA Unit in successfully moving forward in the various accreditation processes.**



- ▼ **The Policy & Procedures Unit (P&P) completed updates on 24 Standing Operating Procedures (SOPs) including 2 rescissions, and 37 Operations Instructions (OIs), as well as assisted in nine Division reorganizations by providing accurate unit codes and charts. Most notably, the Unit played an instrumental role in the completion of the new SOPs on Use of Force and Vehicle Pursuit that included additional changes at the end of 2021. In addition, the unit was proudly able to create and implement the Division's first ever Pregnancy Policy OI that ensured the rights of motherhood were protected from sick leave accumulation. Though the challenges of COVID-19 persisted in 2021, the P&P Unit operated most of the year on reduced personnel and still had one of its most successful years in terms of projects completed.**
- ▼ **The Research & Legislation Services Unit (R&LSU) provided 27 detailed analyses and eight fiscal impact worksheets on proposed legislation throughout 2021. The most notable of these pieces of legislation was amending the extension of mandatory retirement from the State Police Retirement System. The unit also completed 5 administrative codes, while working on 4 additional codes. Furthermore, R&LSU initiated 25 State & Provincial Police Planning Officers Section (SPPPOS) requests for various sections/bureaus within the Division, while responding to 256 requests initiated by other law enforcement agencies throughout the country and Canada.**
- ▼ **The Management Review Unit (MRU) performed auditing and monitoring duties to ensure compliance and accountability regarding Division resources. During 2021, MRU completed the following audits: Emergency Management Performance Grant (EMPG) – FY 2017 & FY 2018, Confidential Investigative and Legal Fund – FY 2019 & FY 2020, and Economic Crimes and Witness Assessment/Intelligence Services Unit Fund – FY 2019 & FY 2020. MRU performed five weapons serial number verification audits involving the receipt of 100 Colt LE6933 rifles, 200 Glock 19 handguns, 5 Smith & Wesson revolvers and 6 FN303 Tactical Less Lethal Launchers. MRU is currently auditing the FY 2017 & FY 2018 Office of Homeland Security and Preparedness Grant (OHSP) as well as federal funding received regarding the COVID-19 Pandemic.**

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 CALEA 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 CALEA Unit garners Division wide cooperation to maintain proof of CALEA 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.

Division Human Resources Section

The **Division Human Resources Section (DHRS)** supports, facilitates, and manages all career-related personnel matters including hiring, training, payroll, benefits, leave time, personnel records, 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 and the Personnel 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 2021, despite the continued COVID-19 Pandemic, the Division Human Resources Section (DHRS) continued to support, facilitate, and oversee future and present civilian and enlisted employees of the Division. This year 294 new Troopers graduated from the 161st and 162nd State Police classes. Human Resources hired 177 new civilian employees and processed 93 civilian promotions. In 2021, the Promotional Systems Unit successfully posted 338 promotional vacancies and processed 1653 enlisted members. The following is a brief overview of each unit along with some notable achievements those units accomplished in 2021.

Training Bureau

The **Training Bureau** is responsible for providing training to the Division's enlisted members and 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 CALEA Standards. The Safety Officer ensures that all training is properly recorded and is responsible for submitting the documents to the Office of Law Enforcement Professional Standards (OLEPS) and CALEA. The Safety



Major Mark Santiago
*Commanding Officer
 Division Human
 Resources Section*

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.

Despite the challenges faced in 2021, the Training Bureau successfully graduated the 161st Recruit Class which added 144 new troopers and graduated the 162nd Recruit Class which added 150 new troopers. The Training Bureau continued to provide enlisted members with a wide array of advanced training courses in spite of the COVID-19 pandemic. Below is a brief summary of each unit's description and responsibilities along with each unit's accomplishments during the 2021 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 a myriad of 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 2021, 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 inventory of hundreds of new weapons.

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 recertifications. Members also tested a new weapon mounted duty flashlight for the division. Members completed the Firearms Training for the 162nd Recruit Class. 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'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 Return 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 2021, the unit was responsible for the physical fitness instruction for the 161st and 162nd Recruit Classes. During this time, unit members conducted the First Responder Training for both Recruit Classes. The Recruit Classes were also provided instruction and guidance regarding nutritional counseling.

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 Return to Duty Training. Return 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 only conducted one Trooper Youth Week Program.



The entire Physical Qualifications Test (PQT) was safely administered with, the assistance of various members of the entire Training Bureau. There was minimal use of any of the interior facilities of the Training Bureau to reduce and limit COVID-19 exposure to the 161st and 162nd Recruit Classes.

Due to the COVID-19 Pandemic the In-Service Training Unit conducted the 2021 C-20 Annual Physical Test in Building 11 of Sea Girt Academy to maintain distance from the 162nd Recruit Class being in session. C-20 was conducted from Sept. 8, 2021, thru Oct. 20, 2021, with a maximum attendance of 110. Additionally, the 2021 Annual In-Service was offered by the Training Bureau between November 15, 2021, and December 31, 2021, 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 2021 Integrated In-Service. Troopers were provided both the updated Search and Seizure focusing around the "Legalization of Marijuana" and the Law Enforcement Interactions with Lesbian, Gay, Bisexual, Trans-gender, Questioning, and communities. Both these blocks of instruction were provided via the NJ LEARN platform. Finally, a new block of instruction was introduced focusing on "Trooper Fitness for Duty."

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 driver training, including classroom instruction, 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 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 help to ensure that enlisted members are trained uniformly and help to dismiss any doubts when it comes to Search and Seizure as well as Consent Decree policies.

During 2021, the Law Enforcement Science Unit successfully graduated two State Police Classes: 144 new Troopers from the 161st New Jersey State Police class graduated on March 17, 2021, at the Prudential Center in Newark, NJ. On December 23, 2021, 150 new Troopers graduated from the 162nd New Jersey State Police class at Brookdale Community College in Lincroft, NJ. Additionally, the Law Enforcement Science Unit provided two Emergency Vehicle Operations Courses, one Humane Law Enforcement Officer Course and completed the tri-annual enlisted driving cycle by delivering a one-hour block of instruction to all members in the 2021 Annual Integrated In-Service.

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, Trooper, and recruit computer troubleshooting, recruit remedial and class videos, and posts all enlisted and civilian training orders. 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. The Training Cycle Squad also enters all 935 outside training courses via ACTS, step 6 and leadership assessment annual reports, and oversees NJ Learn and E-Learn online courses.



Currently, the Training Support Unit is staffed with two enlisted personnel and one 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. Additionally, the

unit coordinates 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 throughout 2021 for all Recruit and Trooper trainings.**
- ▼ **Coordinated with Network Services, Information Technology Bureau (ITB), and other Division entities for the Training Bureau's 161st and 162nd Class logons and other technical requirements for the recruit class.**
- ▼ **Coordinated the graduation ceremonies at Newark Prudential Center and Brookdale College for the 161st and 162nd Classes.**
- ▼ **Coordinated the Recruit Assistance Program and Mentoring program for both the 161st and 162nd Recruit classes.**
- ▼ **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 as some of this gear was delivered in both 2020 and 2021.**
- ▼ **Completed the full request to upgrade the building 11 North classroom.**
- ▼ **Hired an Administrative Analyst 3 to replace a retired member.**

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 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 161st and 162nd Recruit Classes. The Self-Defense program along with the lesson plan, were improved and updated in conjunction with the new Attorney General's Use of Force Policy. The Self-Defense program now contains three dismissible Defensive Tactics Assessments throughout the program.

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 conducted 15 Vehicle Extraction Courses in between the 161st and 162nd class training a total of 289 members and outside agency personnel.

The Self-Defense Unit also conducted 2 Jiu-Jitsu for Law Enforcement courses in between the 161st and 162nd classes training a total of 89 members and outside agency personnel. The Jiu-Jitsu for Law Enforcement Course provides enlisted members advanced training on use of force, de-escalation, defenses against common attacks, and control and restraint techniques.

The Self-Defense Unit also worked with the Office of Professional Standards to implement changes to the S.O.P. B-22, "Use of Force and Reporting Requirements" and provided its written opinion on the new Attorney General's Use of Force Policy.

The Self-Defense Unit hired its first civilian Self-Defense instructor to assist with recruit and advanced training.

The Self-Defense Unit was tasked with coordinating the training of all Field Operations and Non-Field Operations members in ICAT/ABLE as per the new Attorney General's Use of Force policy. The Self-Defense Unit coordinated the training with the Field Operations Section and reported weekly attendance directly to OLEPS. Along with coordinating the training, 4 Self-Defense Unit instructors were certified ICAT/ABLE instructors and responsible for delivering the training daily.

In 2021, the Self-Defense Unit also completed four Use of Force reviews for the Internal Affairs Investigations Bureau, giving its subject matter expert opinion on incidents that were being reviewed.

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 that the information provided and scoring components of the packets are in compliance with the guidelines outlined in the Operations Instruction. The unit manages and maintains a promotional database and works to advance and streamline the promotional process including assisting Labor Relations on grievances. For the calendar year of 2021, there were 338 promotional vacancies processed by the unit, with a total of 1,653 individual member's promotional packets received.

Furthermore, the unit's Professional Development Squad is tasked with managing the Personnel Evaluation Process. The squad 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. Additionally, this squad assists Troopers with the process of specialist selections, by way of reviewing resumes and statements of qualifications for format. They subsequently liaised with the various sections and were responsible for overseeing and managing the administrative functions related to 154 specialist selection process facets overall.

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 2021, the Classification and Compensation Unit was responsible for processing 177 new hires, 93 promotions, 5 demotions, 13 advancement journeyman titles, 266 job openings, 88 promotional announcements, 5 competitive announcements, 198 probationary reports, and 160 status letters.

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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. In 2021, Payroll and Benefits Unit processed 100 enlisted retirements, 36 civilian retirements, and 48 civilian resignations.

The **Personnel Management & Information Unit** 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 publishes personnel orders, corresponds with the Branch Commander of Administration Branch, the Office of the Superintendent, and all section administrative officers regarding any questions pertaining to personnel orders, 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 Field Operations Sections, adds recruits as enlisted into the Human Resources Management 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 2021, PMIU processed 1228 personnel orders, 389 enlisted transfer orders, 9 re-organizations, 325 promotions, 631 compliments, and 60 retired officer's permits to carry (RPO).

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, comp, 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 **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: 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 2021, SPU was tasked with completing the 162nd and starting the 163rd selection processes. The 162nd selection process continued February 3, 2021, with sending out 816 (BIQ's) Background Investigation Questionnaire's. The Selection Process Unit conducted multiple background investigation courses for investigators and for supervisors for the 162nd selection process. This background investigation phase had 400 full background investigations and 107 administrative reviews conducted. The (CRB's) Candidate Review Board conducted 365 interviews to all qualified applicants. The Medical and Psychological phase had 274 applicants attend. The Pre-employment preparation (P.E.P.P.) phase continued with an Academy, Sea Girt – PT/Self Defense/ Military Drill/ Firearms/ Recruit Training Sessions and Division, HQ – Swim Sessions. In the last phase of the 162nd selection process, 214 applicants successfully attended one of four scheduled Academy Awareness Days and 197 applicants were approved and invited to attend the 162nd State Police Academy Class.

The selection process for the 163rd New Jersey State Police Class began on March 28, 2021. The 163rd on-line application was launched with 5,109 total applications submitted. 3,437 of the applications were from qualified applicants who continued in the process for the Physical Qualification Test (PQT). The 163rd PQT had 2,634 applicants register and 1,549 attend from which 1,262 passed and 287 failed. The Written Examination had 1,262 applicants qualified to take the exams and 1,193 attend in June 2021 from which 855 applicants passed and 338 failed. As the 163rd selection process progressed the unit launched a "New" Applicant Tracking Program in August 2021 allowing the Selection Process Unit to send out 822 Background Investigation Questionnaire's digitally.

The Selection Process Unit conducted multiple background investigation courses for investigators and supervisors for the 163rd selection process. The background investigation phase included 400 full background investigations and 118 administrative reviews. The Candidate Review Boards conducted 333 interviews to qualified applicants. Currently there are 300 applicants scheduled to begin the Medical and Psychological Phase in January 2022. Pre-employment preparation phase (P.E.P.P.) will also begin in January in conjunction with physical training/ self-defense/ military drill/ firearms/ recruit training and swim sessions. The 163rd Academy Awareness sessions will begin in February 2022 and the 163rd NJSP Academy Class is anticipated to begin on March 7, 2022.

The **Compliance Unit** oversees, enforces, and administers the following policies and Standing Operating Procedures (S.O.P) 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," and S.O.P. C47, "Military Leave." In addition, the unit manages all Conscientious Employee Protection Act complaints and 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 also ensures enlisted personnel adhere to

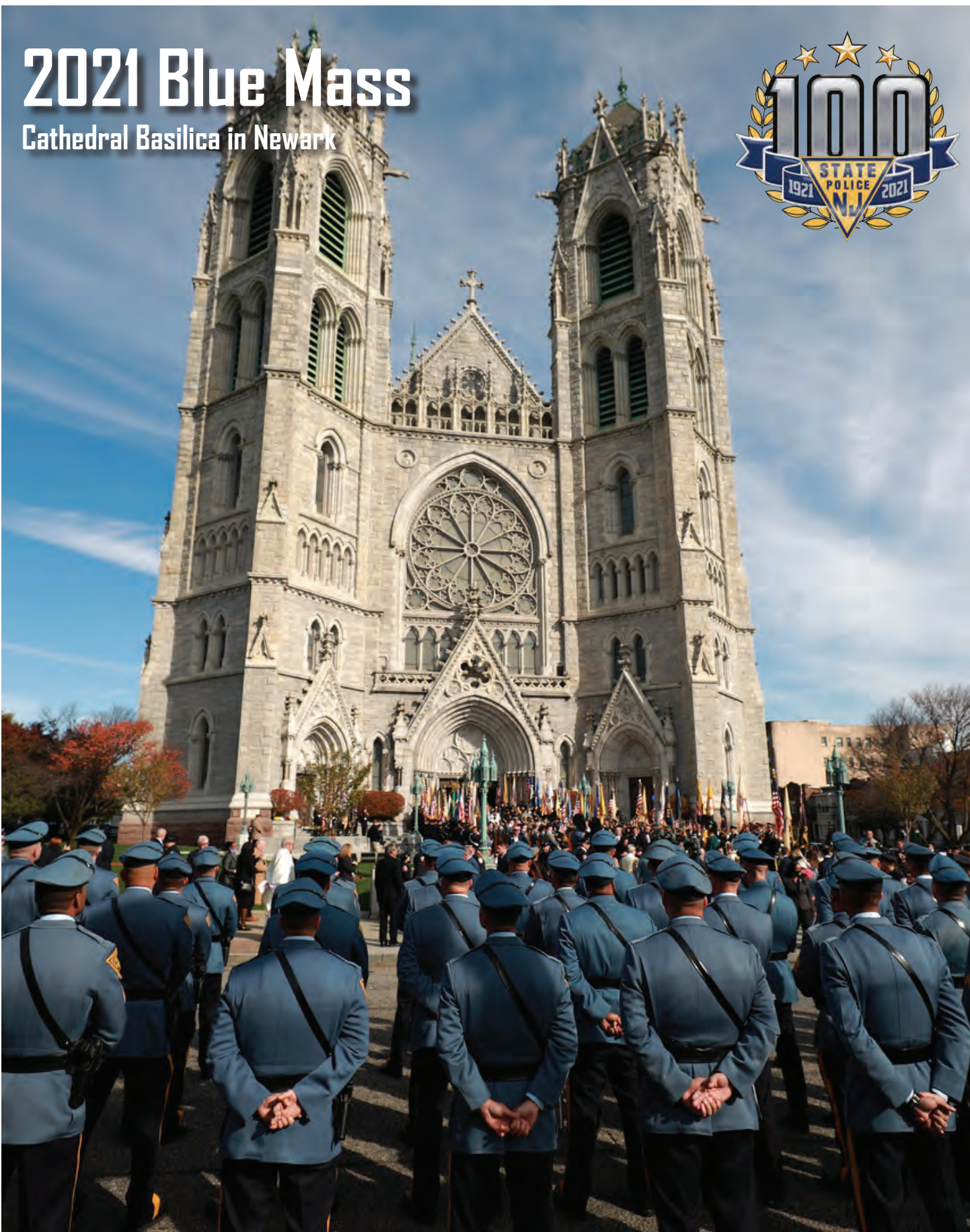
S.O.P. C33 through random integrity and compliance checks on members off-duty due to illness or injury in the form of either telephonic checks or personal visits. Unit personnel also provide guidance and insight to supervisors regarding S.O.P. interpretation and individuals under their command. Due to the COVID-19 pandemic, the Compliance Unit developed an on-line Weapon Memo process to expedite the weapon memo process.

In 2021, the Compliance Unit conducted 236 compliance checks and 644 random drug tests on enlisted members, ensuring the Division met its 20% yearly requirement for random drug testing. The Compliance Unit also facilitated the testing for applicants and recruits in 2021 and recorded 2,569 medical message notifications. The Compliance Unit also maintained the Administrative Absence Unit by completing all members E-dailies, monitoring their weapons status, and completing 104 personnel orders.



2021 Blue Mass

Cathedral Basilica in Newark



IN MEMORIAM

2021 NEW JERSEY STATE POLICE FORMER TROOPERS

Lt. Leo J. Kerwin Jr.	#1891	Captain Daniel J. Jordan, Jr.	#1405
SSgt. James M. Sharpless, Sr.	#4578	Captain Thaddeus Kobiela	#1209
Sergeant Robert W. Arndt	#2899	Lt. Mathew Razukas	#5939*
Lt. Stephen Cermak	#1499	Trooper I Douglas W. Evans	#3382
Sergeant William J. Tulko	#2131	DSFC Robert C. Bunting	#2232
SFC Jack R. Conover	#2433	Major Edward R. Martin	#1215
Trooper I Jerome D. Tomasso, Jr.	#3822	Lt. Joseph A. Zarrella	#2230
Lt. Vincent W. Mattis	#1613	Sergeant Walter D. Maderski	#1106
Trooper James F. Murray	#3919	Captain Albert Sacchetti	#2985
Lt. Phillip B. Pelligra	#1760	Lt. James J. Golden	#3883
Lt. Raymond J. Elliot, Jr.	#1702	Lt. Carlo Capra	#3847
Captain Arnold Kleeberg	#1406	Trooper Timothy Hanratty	#5276
Lt. Keith A. Young	#5949*	Lt. Robert M. Warner	#1799
Captain Edward J. Pitko	#2155	SFC Dennis O'Dea	#6652*
SFC William T. McGuire	#2973	Lt. Robert J. Jarman	#1711
Lt. Donald G. Stout	#1553	DSFC Wayne K. Young	#3075
Lt. John C. Thompson	#2545	Sergeant Vincent J. Casale	#3850
SSgt. Robert B. Blatchford	#3839	Trooper I Michael J. Querubin	#3930
Sergeant Robert V. Babiak	#1732	Lt. Edward J. Gay	#1935
Lt. Richard A. Avalone	#3835	DSG Richard Lasasso	#2792
Trooper Blaine K. Elmer	#3695	Sergeant Donald J. Hillman	#2294
Captain Leon Adams	#1730	Sergeant Juan C. Fajardo	#6564*
Sergeant John A. O'Neill	#3132	DSFC Clifford E. Coyle	#2370
Major Ernest Wrzesinsky	#1773	SFC Peter H. Hansen, Sr.	#2379
Sergeant Howard J. Vance	#2093	Major James E. Campbell	#3233
Detective I Edwin Muhlbeck	#1572	Sergeant Anthony A. Fiore	#1580
Detective I Charles R. Cooper	#3859	Lt. Warren J. Ferry	#1806
Lt. John D. Murphy	#2218	Trooper I Thomas J. Palguta	#2883
Lt. Frank J. Nemeth, Jr.	#2398	SFC Walter J. Zarsky	#1696
SSgt. Donald G. Steadman	#4116	DSFC Kenneth E. Prescott, Sr.	#1983
SFC Gary C. Hill	#5067	Trooper Thomas J. Listing	#2211
DSFC Jack P. Wingard	#2229		

**Denotes Active Jersey Troopers*

