

## **OFFICER ACCOUNTABILITY BUREAU**

The goal of the Lawrence Township Police Department is to provide the most professional police services possible to the citizens of Lawrence Township and the State of New Jersey. Honesty and integrity are paramount to this goal. The mission of the Officer Accountability Bureau is to fully and impartially investigate all complaints about police officer conduct. Lieutenant Joseph Amodio and Sergeant Brian Caloiaro staffed the Officer Accountability Bureau until Sergeant Caloiaro was promoted to Lieutenant in June. Lieutenant Caloiaro then took over the duties as the Internal Affairs Officer. Lieutenant Amodio and Lieutenant Caloiaro received specialized instruction on internal affairs investigation through the Rogers Consulting Group and conducted the majority of the complaint investigations. Under the direction of the Officer Accountability Bureau, an officer's direct supervisor investigates occasional complaints.

Police procedure mandates that complaints about police officer conduct be accepted 24 hours a day, seven days a week. Complaints are accepted from all persons regardless of race, color, creed, sex or handicap. Complaints are also accepted from juveniles and arrested persons, as well as other law enforcement organizations. In addition, complaints can be received in person, by telephone, mail, email or anonymously.

Complaints received about police officer conduct are generally broken down into nine categories. These categories include allegations of committing a crime, excessive use of force, improper arrest, improper entry and improper search. They also include differential treatment and demeanor complaints, as well as serious and minor rule infractions. All complaints are investigated fully using a variety of investigative techniques. During 2014, the Officer Accountability Bureau received 43 complaints about officer conduct. Three complaints were received alleging excessive force, one for improper entry and none for improper search. Ten complaints were received for demeanor, 16 for other rule violations, and one for alleging a potential crime. Of these 43 complaints, none have resulted in officers being prosecuted for criminal charges. Nine of the complaints were sustained, three were exonerated, eight not sustained and four were considered unfounded. Seven cases were administratively closed. As of the end of 2014, 12 cases are still under investigation.

Another function of the Officer Accountability Bureau is to conduct random drug testing of sworn police personnel at least twice in a calendar year. The first random test took place on June 2, 2014. The second took place on October 29, 2014. During these drug tests, officer names are randomly selected and an impromptu drug test is conducted. During this year, all officers tested were negative for any use of illegal drugs. No officers were tested under the suspicion of using illegal drugs.

In conclusion, the bureau strives to ensure all complaints brought to the attention of the department will be investigated fully and impartially. Information gained from complaints and investigations is used to train officers, review procedures and plan for the future. Although 43 complaints were received during this past year, a review of the sustained dispositions revealed the overwhelming majority of the complaints were the result of minor rule violations addressed internally by departmental supervisors. The positive discipline brought forth from the sustained dispositions ultimately results in employees that are better able to serve the community.

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Police procedure mandates that complaints about police officer conduct be accepted 24 hours a day, seven days a week. Complaints are accepted from all persons regardless of race, color, creed, sex or handicap. Complaints are also accepted from juveniles and arrested persons, as well as other law enforcement organizations. In addition, complaints can be received in person, by telephone, mail, email or anonymously.

Complaints received about police officer conduct are generally broken down into nine categories. These categories include allegations of committing a crime, excessive use of force, improper arrest, improper entry and improper search. They also include differential treatment and demeanor complaints, as well as serious and minor rule infractions. All complaints are investigated fully using a variety of investigative techniques. During 2015, the Officer Accountability Bureau received 34 complaints about officer conduct. Those complaints are broken down into the following categories: 2 complaints alleging excessive force, 9 complaints for demeanor, 19 for other rule violations, and 4 alleging differential treatment. The results of these 34 complaints are: 4 were sustained, 9 were exonerated, 5 were not sustained and 7 cases were administratively closed (this occurs when the complainant voluntarily requests that the complaint be withdrawn). As of the end of 2015, 9 cases are still under investigation.

### 2015 Internal Affairs Dispositions

| Type of Complaint        | Sustained | Exonerated | Not Sustained | Unfounded | Admin. Closed | Total Dispositions |
|--------------------------|-----------|------------|---------------|-----------|---------------|--------------------|
| Excessive Force          |           | 2          |               |           |               | 2                  |
| Improper Arrest          |           |            |               |           |               |                    |
| Improper Entry           |           |            |               |           |               |                    |
| Improper Search          |           |            |               |           |               |                    |
| Other Criminal Violation |           |            |               |           |               |                    |
| Differential Treatment   |           | 1          | 1             |           |               | 2                  |
| Demeanor                 |           | 3          | 3             |           | 2             | 8                  |
| Domestic Violence        |           |            |               |           |               |                    |
| Other Rule Infraction    | 4         | 3          | 1             | 5         |               | 13                 |
| <b>TOTAL</b>             | <b>4</b>  | <b>9</b>   | <b>5</b>      | <b>5</b>  | <b>2</b>      | <b>34</b>          |

**Sustained:** The investigation disclosed sufficient evidence to prove the allegation against the officer by a preponderance of the evidence.

**Exonerated:** The alleged incident occurred, but the officers involved were justified, legal and proper.

**Not Sustained:** The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.

**Unfounded:** The alleged incident did not occur.

**Administratively Closed:** Examples include situations where the complainant withdraws the complaint or the subject officer terminates his or her employment prior to disposition of the complaint.

In accordance with the New Jersey Attorney Generals Guidelines on Internal Affairs, police agencies are required to publicly report when an officer has received a fine or suspension of 10 days or more. During 2015, no Lawrence Township officer received a suspension of 10 days or more.

The Officer Accountability Bureau reviews each Use of Force incident that occurs to ensure proper levels of force were utilized by the officers. In 2015, Lawrence Township police officers arrested 1,913 individuals for various crimes and offenses. An additional 29 citizens were taken into protective custody for the safety of themselves or the involved officers. Of these 1,942 arrests, officers had to use force on 40 occasions. Thirty-five of the incidents required the officers to use only physical force. Physical force involves contact with a subject beyond that which is generally utilized to effect an arrest. Examples include wrestling a resisting subject to the ground, using wrist locks or arm locks, striking with the hands or feet, or other similar methods of hand-to-hand confrontation. Five of the incidents required the officers to use mechanical force. Mechanical force involves the use of some device or substance, other than a firearm, to overcome a subject's resistance. Examples include the use of a baton or other object, canine physical contact with a subject, or chemical or natural agent. All of the 2015 Mechanical Force incidents utilized by Lawrence officers were by the use of a chemical agent (O.C. Spray/mace). None of the incidents required the use of deadly force. Deadly force is force which a law enforcement officer uses with the purpose of causing, or creates a substantial risk of causing, death or serious bodily harm.

2015 Use of Force Report

|                                                                     |           |
|---------------------------------------------------------------------|-----------|
| <b>Total Number of incidents necessitating the use of Force</b>     | <b>40</b> |
| Total number of persons against whom force was used                 | 40        |
| Total number of incidents involving officer use of Physical Force   | 35        |
| Total number of incidents involving officer use of Mechanical Force | 5         |
| Total number of incidents involving office use of Deadly Force      | 0         |

Another function of the Officer Accountability Bureau is to conduct random drug testing of sworn police personnel at least twice in a calendar year. The first random test took place on February 9, 2015. The second took place on August 31, 2015. During these drug tests, officer names are randomly selected and an impromptu drug test is conducted. During this year, all officers tested were negative for any use of illegal drugs. No officers were tested under the suspicion of using illegal drugs.

In conclusion, the bureau strives to ensure all complaints brought to the attention of the department will be investigated fully and impartially. The utilization of the newly installed WatchGuard in-car video cameras have assisted in the investigation of the majority of the complaints. Information gained from complaints and investigations is used to train officers, review procedures and plan for the future. Although 34 complaints were received during this past year, a review of the sustained dispositions revealed the overwhelming majority of the complaints were the result of minor rule violations addressed internally by departmental supervisors. The positive discipline brought forth from the sustained dispositions ultimately results in employees that are better able to serve the community.

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Police procedure mandates that complaints about police officer conduct be accepted 24 hours a day, seven days a week. Complaints are accepted from all persons regardless of race, color, creed, sex or handicap. Complaints are also accepted from juveniles and arrested persons, as well as other law enforcement organizations. In addition, complaints can be received in person, by telephone, mail, email or anonymously.

Complaints received about police officer conduct are generally broken down into nine categories. These categories include allegations of committing a crime, excessive use of force, improper arrest, improper entry and improper search. They also include differential treatment and demeanor complaints, as well as serious and minor rule infractions. All complaints are investigated fully using a variety of investigative techniques. During 2016, the Officer Accountability Bureau received 47 complaints about officer conduct. Those complaints are broken down into the following categories: 2 complaints alleging excessive force, 1 complaint of unlawful entry, 16 complaints for demeanor, 23 for other rule violations, and 5 alleging differential treatment. The results of these 47 complaints are: 1 was sustained, 22 were exonerated, 8 were not sustained, 1 was unfounded and 3 cases were administratively closed (this occurs when the complainant voluntarily requests that the complaint be withdrawn). As of the end of 2016, 12 cases are still under investigation.

### 2016 Internal Affairs Dispositions

**Sustained:** The investigation disclosed sufficient evidence to prove the allegation against the officer by a preponderance of the evidence.

**Exonerated:** The alleged incident occurred, but the actions of the officer were justified, legal and proper.

**Not Sustained:** The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.

| Type of Complaint        | Sustained | Exonerated | Not Sustained | Unfounded | Admin. Closed | Total Dispositions |
|--------------------------|-----------|------------|---------------|-----------|---------------|--------------------|
| Excessive Force          |           |            |               |           | 1             | 1                  |
| Improper Arrest          |           |            |               |           |               |                    |
| Improper Entry           |           |            |               |           |               |                    |
| Improper Search          |           |            |               |           |               |                    |
| Other Criminal Violation |           |            |               |           |               |                    |
| Differential Treatment   |           | 3          |               |           |               | 3                  |
| Demeanor                 |           | 9          | 6             |           |               | 15                 |
| Domestic Violence        |           |            |               |           |               |                    |
| Other Rule Infraction    | 1         | 10         | 2             | 1         | 2             | 16                 |
| <b>TOTAL</b>             | <b>1</b>  | <b>22</b>  | <b>8</b>      | <b>1</b>  | <b>3</b>      | <b>35</b>          |

**Unfounded:** The alleged incident did not occur.

**Administratively Closed:** Examples include situations where a complainant withdraws the complaint or the subject officer terminates his or her employment prior to disposition of the complaint.

In accordance with the New Jersey Attorney Generals Guidelines on Internal Affairs, police agencies are required to publicly report when an officer has received a fine or suspension of 10 days or more. During 2016, no Lawrence Township Officer received a suspension of 10 days or more.

The Officer Accountability Bureau reviews each Use of Force incident that occurs to ensure proper levels of force were utilized by the officers. In 2016, Lawrence Township Police Officers arrested 1,439 individuals for various crimes and offenses. Of these 1,439 arrests, officers had to use force on 40 occasions. Thirty-seven of the incidents required the officers to use only physical force. Physical force involves contact with a subject beyond that which is generally utilized to affect an arrest. Examples include wrestling a resisting subject to the ground, using wrist locks or arm locks, striking with the hands or feet, or other similar methods of hand-to-hand confrontation. Three of the incidents required the officers to use mechanical force. Mechanical force involves the use of some device or substance, other than a firearm, to overcome a subject's resistance. Examples include the use of a baton or other object, canine physical contact with a subject, or chemical or natural agent. All of the 2016 Mechanical Force incidents utilized by Lawrence officers were by the use of a chemical agent (O.C. Spray/Mace). None of the incidents required the use of deadly force. Deadly force is force which a law enforcement officer uses with the purpose of causing, or creates a substantial risk of causing, death or serious bodily harm.

**2016 Use of Force Report**

|                                                                     |           |
|---------------------------------------------------------------------|-----------|
| <b>Total Number of incidents necessitating the Use of Force</b>     | <b>40</b> |
| Total number of persons against whom force was used                 | 40        |
| Total number of incidents involving officer use of Physical Force   | 37        |
| Total number of incidents involving officer use of Mechanical Force | 3         |
| Total number of incidents involving office use of Deadly Force      | 0         |

Another function of the Officer Accountability Bureau is to conduct random drug testing of sworn police personnel at least twice in a calendar year. The first random test took place on February 15, 2016. The second took place on October 24, 2016. During these drug tests, officer names are randomly selected and an impromptu drug test is conducted. During this year, all officers tested were negative for any use of illegal drugs. No officers were tested under the suspicion of using illegal drugs.

In conclusion, the Bureau strives to ensure all complaints brought to the attention of the department will be investigated fully and impartially. The utilization of the WatchGuard in-car video cameras have assisted in the investigation of the majority of the complaints. Information gained from complaints and investigations is used to train officers, review procedures and plan for the future.