



Allen Pascual
Commissioner

TOWNSHIP OF NORTH BERGEN DEPARTMENT OF PUBLIC SAFETY

POLICE DEPARTMENT

LAW & PUBLIC SAFETY BUILDING
4233 KENNEDY BOULEVARD
NORTH BERGEN, NJ 07047



Robert J. Farley Jr.
Chief of Police

Appendix L Major Discipline Report 2025

Rank: Lieutenant
First Name: Otoniel
Last Name: Cruz
Terminated: No
Demoted: No
Suspended: Yes
of Days Suspended: 30 days
Other Sanction Type: N/A
Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Standard of Conduct, Obedience to Laws and Regulations, Prohibited Activity on Duty, Knowingly and Willfully making a false entry in any Departmental report or record, Conduct subversive of good order and the discipline of the department, General Order 19-01 (Police Officer Scheduling, attendance, and time management), and General Order 18-03 (Overtime).*

Description: On April 15, 2024, while off-duty, Lieutenant Otoniel Cruz rented a U-Haul vehicle to conduct personal business. The investigation further revealed that Lieutenant Cruz enlisted the assistance of another off-duty Township employee to perform this task. Following the completion of this activity, Lieutenant Cruz authorized compensatory overtime for the assisting employee, despite the work being unrelated to official Township business.



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Rank: Lieutenant

First Name: Otoniel

Last Name: Cruz

Terminated: No

Demoted: No

Suspended: Yes

of Days Suspended: 8 days

Other Sanction Type: N/A

Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(3) Inability to perform duties, N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Standard of Conduct, Obedience to Laws and Regulations, Ethical Standards, Private Conduct*

Description: On March 18, 2025, Lieutenant Otoniel Cruz was arrested by the Palisades Park Police Department for Driving While Intoxicated (N.J.S.A. 39:4-50) while off duty.



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Appendix L Major Discipline Report 2025

Rank: Lieutenant
First Name: Otoniel
Last Name: Cruz
Terminated: No
Demoted: No
Suspended: Yes
of Days Suspended: 10 days
Other Sanction Type: N/A
Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(9) Discrimination that effects equal employment opportunity (as defined in N.J.A.C. 4A:7-1.1), including racial and sexual harassment, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Use of derogatory terms, Disparaging nationality-Race-or Religion, Conduct subversive of good order and the discipline of the department, Private conduct, and General Order 13-11 (Workplace violence, harassment, discrimination, and sexual harassment).*

Description: On July 1st, 2025, another member of the police department provided the North Bergen Internal Affairs office with screenshots of a group text message thread in which Lieutenant Otoniel Cruz utilized a racial slur that is offensive to African American individuals.



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Appendix L Major Discipline Report 2025

Rank: Police Officer

First Name: Rasheed

Last Name: Siyam

Terminated: No

Demoted: No

Suspended: Yes

of Days Suspended: 10 days

Other Sanction Type: N/A

Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(1) Incompetency, inefficiency, or failure to perform duties, N.J.A.C. 4A:2-2.3(a)(7) Neglect of Duty, General Order 14-46 (Temporary Detention), General Order 15-15 (Communications), Truthfulness, Failure to take police action when necessary, Neglect of duty, Conduct subversive of good order and the discipline of the department, and Insubordination.*

Description: On May 23, 2025, Police Officer Rasheed Siyam was assigned to a prisoner watch detail at Jersey City Medical Center while awaiting medical clearance for a prisoner. During this assignment, hospital staff advised Officer Siyam that the prisoner had been medically cleared for incarceration. Despite receiving this information, Officer Siyam failed to notify communications, a supervisor, or take any action to arrange for the prisoner's transport. When a relieving officer arrived on scene, hospital personnel advised them that the prisoner had been cleared several hours earlier and that Officer Siyam had been informed of the clearance. The relieving officer further documented that Officer Siyam provided misleading and false information regarding the status of the prisoner and the reason for the delay. The Internal Affairs investigation revealed a preponderance of evidence establishing that Officer Siyam had knowledge of the prisoner's medical clearance and failed to act upon it, resulting in the prisoner being held at the hospital longer than necessary. The investigation corroborated the relieving officer's statement that Officer Siyam provided false information to both the other officer and supervisory personnel regarding his knowledge of the clearance and his actions while assigned to the detail. Additionally, when ordered to participate in an administrative interview regarding the incident, Officer Siyam, through counsel, refused to cooperate despite being lawfully ordered to do so, constituting insubordination.



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Appendix L Major Discipline Report 2025

Rank: Police Officer

First Name: Rasheed

Last Name: Siyam

Terminated: Yes

Demoted: No

Suspended: Yes

of Days Suspended: 56 days

Other Sanction Type: N/A

Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(1) Incompetency, inefficiency, or failure to perform duties, N.J.A.C. 4A:2-2.3(a)(5) Conviction of a crime (pending), N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(7) Neglect of Duty, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Radio Failure, Standard of Conduct, General Responsibilities, Performance of Duty, Obedience to Laws and Regulations, Prohibited Activity on Duty, Relief, Suspending Patrol for Lunch or Coffee Break, Hours of Duty, Repeated Violations of Departmental Rules and Regulations, Failure of Employees to remain at their assignments, Failure to take Police Action When Necessary, Failure to Properly Patrol Sector or Post, Conduct Subversive of Good Order and the Discipline of the Dept.*

Description: On September 15, 2025, Police Officer Rasheed Siyam was arrested by the Hudson County Prosecutor's Office and charged with Theft by Deception (N.J.S.A. 2C:20-4a), a third-degree crime. Criminal disposition pending.



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Appendix L Major Discipline Report 2025

Rank: Lieutenant

First Name: Alex

Last Name: Guzman

Terminated: No

Demoted: No

Suspended: Yes

of Days Suspended: 90 days

Other Sanction Type: N/A

Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(9) Discrimination that effects equal employment opportunity (as defined in N.J.A.C. 4A:7-1.1), including racial and sexual harassment, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Private conduct, Ethical standards, Standard of conduct, Obedience to laws and regulations, Use of derogatory terms, Disparaging nationality-Race-or Religion, Truthfulness, Repeated violations of departmental rules and regulations, Conduct subversive of good order and the discipline of the department, and General Order 13-11 (Workplace violence, harassment, discrimination, and sexual harassment).*

Description: In June and July of 2025, the North Bergen Internal Affairs Unit received two self-recorded videos created and distributed by Lieutenant Alex Guzman to other members of the department. The recordings contained multiple racial slurs offensive to African American individuals, as well as derogatory and disparaging remarks regarding the spouses of fellow officers and women in general. As a result of these findings, a Final Notice of Disciplinary Action was issued. The matter is currently pending a hearing before the Office of Administrative Law.



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Appendix L Major Discipline Report 2025

Rank: Detective
First Name: Christopher
Last Name: Orellana
Terminated: Yes
Demoted: No
Suspended: Yes
of Days Suspended: 88 days
Other Sanction Type: N/A
Resigned/Retired/Transferred/Separated IA Pending: No

Sustained Charge: *N.J.A.C. 4A:2-2.3(a)(1) Incompetency, inefficiency, or failure to perform duties, N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee, N.J.A.C. 4A:2-2.3(a)(7) Neglect of Duty, N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause, Private conduct, Ethical standards, Standard of conduct, Obedience to laws and regulations, Involved in a crime of moral turpitude that negatively affects the operation of the department, Failure to take appropriate action concerning illegal activity, and/or to make written report of the same to commanding officer, Associating/fraternizing or business transactions at any time or in any manner whatsoever with known criminals or persons engaged in unlawful activities, Failure to take police action when necessary, Neglect of duty, and Conduct subversive of good order and the discipline of the department.*

Description: On August 4th, 2025, Detective Christopher Orellana was arrested by the Hudson County Prosecutor's Office and charged with Conspiracy to Possess a Controlled Dangerous Substance (N.J.S.A. 2C:5-2A(1) and N.J.S.A. 35-10A(1)), a third-degree crime. Criminal disposition pending.