

Quarter	2023
Quarter start date	1/1/2023
Quarter end date	12/31/2023

2023 Internal Affairs Summary

2023

Internal Affairs: 2023 Snapshot

This sheet contains some top-line facts and figures for Internal Affairs cases closed in 2023.
Detailed breakdowns can be found in the subsequent pages.

	# allegations	# initial allegation sustained	# other allegation sustained	# not sustained
Criminal violation	15	0	1	14
Differential treatment	1	0	0	1
Excessive force	5	1	0	5
Improper arrest	4	0	0	4
Improper entry	0	0	0	0
Improper search	2	0	0	2
Domestic violence incident (non-criminal)	1	0	0	1
Demeanor	21	2	2	18
Other rule violation	151	52	1	117
TOTAL	200	55	4	162

Distribution of sources for complaints closed in 2023

	Anonymous	Agency	Civilian
#	22	117	62
%	11%	58%	31%

Frequency of discipline by type for complaints closed in 2023

Oral reprimand or performance notice	3
Written reprimand or written warning	0
Monetary fine or loss of pay	0
Suspension without pay	2
Separated while IA pending	0
Demotion or loss of promotion opportunity	0
Discharge from employment	0
Training, coaching, or counseling	22
Loss of time	0
None	0
TOTAL	27

2023 Summary

Total Pending from Prior Years	51
Total Opened	217
Total Closed	200
Total Sustained	38
Total Not Sustained	163
Total >180 Days	0
Total Pending at end of 2023	68

NOTE: This sheet provides a snapshot of IA cases at a single point in time. As a case progresses, classifications and categorizations may change.

A single Internal Affairs case may involve one or more officers. This Summary refers to the count of OFFICERS who were named in an Internal Affairs Complaint.

2023: Cases Opened and Closed, All Allegations

Complaints OPENED by Most Serious Initial Allegation

Source of Complaint

Most serious <u>initial</u> allegation	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Criminal violation	0	9	7	5	0	1	1		2
Differential treatment	0	1	0	0	0	0			
Excessive force	0	0	0	3	2	0	1	1	
Improper arrest	0	0	0	0	4	0		1	
Improper entry	0	0	0	0	0	0			
Improper search	0	0	0	2	0	0	1		
Domestic violence incident	0	0	0	1	1	0	1	1	
Demeanor	1	8	0	4	11	0	0.25	1	
Other rule violation	8	3	14	146	30	7	1.2260274	1.2	0.714285714
TOTAL	9	21	21	161	48	8	1.1863354	1.125	0.875

PLEASE NOTE: This page counts complaints by most serious INITIAL allegation. For a focus on closed cases by their SUSTAINED allegations, please see Page 3.

This page and the subsequent page consider ALL ALLEGATIONS. For a breakdown of Other Rule Violations, see Pages 4-5. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED by Most Serious Initial Allegation

Most serious <u>initial</u> allegation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Criminal violation	15	49.2	0	5	8	2	0	0	0	0	0	3	1	1
Differential treatment	1	11	0	0	1	0	0	0	0	0	0	0	0	0
Excessive force	5	14.4	0	3	2	0	0	0	0	0	1	0	4	0
Improper arrest	4	29	0	0	4	0	0	0	0	0	0	0	4	0
Improper entry	0		0	0	0	0	0	0	0	0	0	0	0	0
Improper search	2	25	0	2	0	0	0	0	0	0	0	0	2	0
Domestic violence incident	1	88	0	1	0	0	0	0	0	0	0	0	1	0
Demeanor	21	48.09524	0	5	16	0	0	0	0	0	1	2	8	1
Other rule violation	151	42.37748	1	101	30	20	0	0	0	0	35	23	24	11
TOTAL	200	1.535364	1	117	61	22	0	0	0	0	37	28	44	13

2023: Cases Closed, All Allegations

Comparison of Initial and Sustained Allegations

Agency Name: Hackensack PD, Bergen C
Year: 2023

Most serious <i>initial</i> allegation	Total Initial Allegations	Total Sustained by Most Serious Sustained Allegation									Total Not Sustained
		Excessive Force	Improper Arrest	Improper Entry	Improper Search	Criminal Violation*	Differential Treatment	Demeanor	Domestic Violence	Other Rule Violation**	
Criminal violation	15	0	0	0	0	0	0	0	0	1	14
Differential treatment	1	0	0	0	0	0	0	0	0	0	1
Excessive force	5	0	0	0	0	0	0	0	0	0	5
Improper arrest	4	0	0	0	0	0	0	0	0	0	4
Improper entry	0	0	0	0	0	0	0	0	0	0	0
Improper search	2	0	0	0	0	0	0	0	0	0	2
Domestic violence incident	1	0	0	0	0	0	0	0	0	0	1
Demeanor	21	0	0	0	0	0	0	1	0	2	18
Other rule violation	151	0	0	0	0	0	0	1	0	30	117
TOTAL	200	0	0	0	0	0	0	2	0	33	162

* For a breakdown of "Criminal Violations", see Page 7.
** For a breakdown of "Other Rule Violations", see Page 5.

Most serious <i>sustained</i> allegation	Internally Sustained Source of Complaint			Average # sustained complaints Source of Complaint			Criminal Sustained Complaints Source of Complaint			Average Length (days) Disposition of most serious allegation	
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Sustained	Not sustained
Criminal violation	0	0	0				0	0	0	48	49.2857143
Differential treatment	0	0	0				0	0	0		11
Excessive force	0	0	0				0	0	0		14.4
Improper arrest	0	0	0				0	0	0		29
Improper entry	0	0	0				0	0	0		
Improper search	0	0	0				0	0	0		25
Domestic violence incident	0	0	0				0	0	0		88
Demeanor	1	1	0	2	1		0	0	0	75.66666667	43.5
Other rule violation	26	6	1	0.8846154	1	3	0	0	0	33.64705882	44.9145299
TOTAL	27	7	1	0.962963	1	3	0	0	0	37.34210526	43.9197531

2023: Cases Opened and Closed, Alleged Other Rule Violations

Complaints OPENED by Alleged Other Rule Violation

Agency Name: Hackensack PD, Bergen County
Year: 2023

Most serious <i>alleged</i> rule violation	Pending from Prior Years			New			Average # Initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	0	0	0	0	0	0			
DUI/DWI on duty	0	0	0	0	0	0			
EEO	0	0	0	0	0	0			
False documentation or failure to document	0	0	0	0	0	0			
Conduct unbecoming / Discredit to the agency	1	0	0	0	0	0			
Improper supervision or failure to supervise	0	0	0	0	0	0			
Insubordination or disobeying an order	3	0	7	6	0	0	2.16666667		
Neglect of duty	0	0	0	5	0	1	2.2		1
DUI or DWI off duty	0	0	0	0	0	0			
Preventable MV accident	0	0	0	8	1	0	1.125	1	
Vehicular pursuit policy violation	0	0	0	4	0	0	1		
Use of force policy violation	0	0	0	0	0	0			
BWC/MVR violation	0	1	0	2	0	0	0.5		
Attendance issues	0	0	5	11	0	0	1		
Loss of or failure to safeguard agency property	0	0	0	0	0	0			
Other departmental rule violation	4	3	2	115	35	7	1.139130435	1.171428571	0.85714286
	8	4	14	151	36	8	1.264900662	1.5	0.875

This page and the subsequent page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED Categorized by Alleged Other Rule Violation

Most serious <i>alleged</i> rule violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Drug test failure	0		0	0	0	0	0	0	0	0	0	0	0	0
DUI/DWI on duty	0		0	0	0	0	0	0	0	0	0	0	0	0
EEO	0		0	0	0	0	0	0	0	0	0	0	0	0
False documentation or failure to document	0		0	0	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	1	136	1	1	0	0	0	0	0	0	0	0	0	0
Improper supervision or failure to supervise	0		0	0	0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	16	63	0	9	0	7	0	0	0	0	1	2	1	0
Neglect of duty	3	81	0	2	0	1	0	0	0	0	0	0	0	0
DUI or DWI off duty	0		0	0	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	6	5.1666667	0	5	1	0	0	0	0	0	0	0	1	0
Vehicular pursuit policy violation	4	20.5	0	4	0	0	0	0	0	0	2	0	1	0
Use of force policy violation	0		0	0	0	0	0	0	0	0	0	0	0	0
BWC/MVR violation	3	11	0	2	1	0	0	0	0	0	0	0	0	0
Attendance issues	13	39.461538	0	8	0	5	0	0	0	0	3	0	0	0
Loss of or failure to safeguard agency property	0		0	0	0	0	0	0	0	0	0	0	0	0
Other departmental rule violation	115	41.313043	0	75	32	8	0	0	0	0	30	22	29	0
	161	397.44125	1	106	34	21	0	0	0	0	36	24	32	0

2023: Cases Closed, Alleged Other Rule Violations

SUSTAINED Complaints by Sustained Other Rule Violation

Agency Name: Hackensack PD, Bergen County

Year: 2023

Most serious <i>sustained</i> rule violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	0	0	0				0	0	0
DUI/DWI on duty	0	0	0				0	0	0
EEO	0	0	0				0	0	0
False documentation or failure to document	0	0	0				0	0	0
Conduct unbecoming / Discredit to the agency	1	1	0	3	1		0	0	0
Improper supervision or failure to supervise	0	0	0				0	0	0
Insubordination or disobeying an order	2	0	0	1			0	0	0
Neglect of duty	2	0	1	1		3	0	0	0
DUI or DWI off duty	0	0	0				0	0	0
Preventable MV accident	6	0	0	0.83333333			0	0	0
Vehicular pursuit policy violation	1	0	0	1			0	0	0
Use of force policy violation	0	0	0				0	0	0
BWC/MVR violation	3	2	0	1	1		0	0	0
Attendance issues	6	0	0	0.33333333			0	0	0
Loss of or failure to safeguard agency property	0	0	0				0	0	0
Other departmental rule violation	5	3	0	1	1		0	0	0
	26	6	1	0.88461538	1	3	0	0	0

This page and the previous page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Please note that cases sustained as Other Rule Violation may have a most serious initial allegation in another category, e.g. Differential Treatment. For a comparison of initial and sustained allegations, see Page 3.

Initial allegations resulting in a sustained charge, by alleged other rule violation

Most serious <i>initial</i> alleged rule violation	# complaints		Average case length (days)	
	Disposition of most serious initial allegation		Disposition of most serious initial allegation	
	Sustained	Not sustained	Sustained	Not sustained
Drug test failure	0	0		
DUI/DWI on duty	0	0		
EEO	0	0		
False documentation or failure to document	0	0		
Conduct unbecoming / Discredit to the agency	1	0	0	
Improper supervision or failure to supervise	0	0		
Insubordination or disobeying an order	1	15	0	0
Neglect of duty	3	0	0	
DUI or DWI off duty	0	0		
Preventable MV accident	4	2	0	0
Vehicular pursuit policy violation	1	3	0	0
Use of force policy violation	0	0		
BWC/MVR violation	2	1	0	0
Attendance issues	5	8	0	0
Loss of or failure to safeguard agency property	0	0		
Other departmental rule violation	16	86	0	0
	33	115	34.6666667	45.6956522

2023: Cases Opened and Closed, Alleged Criminal Violations

Complaints OPENED Categorized by Alleged Criminal Violation

Most serious <i>alleged</i> criminal violation	Pending from Prior Years			Source of Complaint			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	New Civilian	Anonymous	Agency	Civilian	Anonymous
	Sexual assault	0	0	0	0	0	0		
Domestic violence	0	0	0	0	0	0			
Assault	0	1	0	1	0	0	1		
Harassment or stalking	0	1	0	2	0	1	1		2
Theft	0	0	1	2	0	0	1		
Property damage or criminal mischief	0	0	0	0	0	0			
Other criminal violation	0	0	1	2	0	1	1.5		1
	0	2	2	7	0	2	27.28571429		3.5

Agency Name: Hackensack PD, Bergen County
Year: 2023

This page and the subsequent page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

Complaints CLOSED Categorized by Alleged Criminal Violation

Most serious <i>alleged</i> criminal violation	Top-line numbers			Source of Complaint			Criminal Outcomes				Internal Disciplinary Outcome			
	Total closed	Average length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administratively Closed
Sexual assault	0		0	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0		0	0	0	0	0	0	0	0	0	0	0	0
Assault	1	20	0	1	0	0	0	0	0	0	0	1	0	0
Harassment or stalking	4	42.75	0	2	1	1	0	0	0	0	0	1	1	0
Theft	2	27	0	2	0	0	0	0	0	0	0	1	1	0
Property damage or criminal mischief	0		0	0	0	0	0	0	0	0	0	0	0	0
Other criminal violation	4	76.25	0	2	0	2	0	0	0	0	0	0	0	0
	11	15.09090909	0	7	1	3	0	0	0	0	0	3	2	0

2023: Cases Closed, Alleged Criminal Violations

SUSTAINED Complaints Categorized by Alleged Criminal Violation

Most serious <u>sustained</u> criminal violation	Internally Sustained			Average # sustained complaints			Criminal Sustained Complaints		
	Source of Complaint			Source of Complaint			Source of Complaint		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault	0	0	0				0	0	0
Domestic violence	0	0	0				0	0	0
Assault	0	0	0				0	0	0
Harassment or stalking	0	0	0				0	0	0
Theft	0	0	0				0	0	0
Property damage or criminal mischief	0	0	0				0	0	0
Other criminal violation	0	0	0				0	0	0
	0	0	0				0	0	0

Agency Name: Hackensack PD, Bergen County

Year: 2023

This page and the previous page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

Please note that cases sustained as Criminal Violation may have a most serious initial allegation in another category, e.g. Differential Treatment. For a comparison of initial and sustained allegations, see Page 3.

Initial allegations resulting in a sustained charge, by alleged criminal violation

Most serious <u>alleged</u> criminal violation	# complaints		Average case length (days)	
	Disposition of most serious allegation		Disposition of most serious allegation	
	Sustained	Not sustained	Sustained	Not sustained
Sexual assault	0	0		
Domestic violence	0	0		
Assault	0	1		0
Harassment or stalking	0	3		0
Theft	0	2		0
Property damage or criminal mischief	0	0		
Other criminal violation	1	1	0	0
	1	7	48	98.5714286

2023: Discipline Issued
Discipline by most serious sustained allegation

<i>All allegations</i>	Oral reprimand or performance notice	Written reprimand or written warning	Monetary fine or loss of pay	Suspension without pay	Separated while IA pending	Demotion or loss of promotion opportunity	Training, coaching, or counseling	Loss of time	None	Total disciplined
Criminal violation	0	0	0	0	0	0	0	0	0	0
Differential treatment	0	0	0	0	0	0	0	0	0	0
Excessive force	0	0	0	0	0	0	0	0	0	0
Improper arrest	0	0	0	0	0	0	0	0	0	0
Improper entry	0	0	0	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0	0	0	0	0	0	0
Demeanor	1	0	0	0	0	0	1	0	0	2
Other rule violation	2	0	0	2	0	0	20	0	0	24
ALL ALLEGATIONS TOTAL	3	0	0	2	0	0	21	0	0	26
<i>Rule violations</i>										
Drug test failure	0	0	0	0	0	0	0	0	0	0
DUI/DWI on duty	0	0	0	0	0	0	0	0	0	0
EEO	0	0	0	0	0	0	0	0	0	0
False documentation or failure to document	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0	0	0	1	0	0	1	0	0	2
Improper supervision or failure to supervise	0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	0	0	0	0	0	0	0	0	0	0
Neglect of duty	0	0	0	1	0	0	2	0	0	3
DUI or DWI off duty	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	0	0	0	0	0	0	5	0	0	5
Vehicular pursuit policy violation	0	0	0	0	0	0	0	0	0	0
Use of force policy violation	0	0	0	0	0	0	0	0	0	0
BWC/MVR violation	1	0	0	0	0	0	4	0	0	5
Attendance issues	0	0	0	0	0	0	5	0	0	5
Loss of or failure to safeguard agency property	0	0	0	0	0	0	0	0	0	0
Other departmental rule violation	1	0	0	0	0	0	3	0	0	4
ALL RULE VIOLATIONS SUBTOTAL	2	0	0	2	0	0	20	0	0	24
<i>Criminal violations</i>										
Sexual assault	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0	0
Theft	0	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0	0
Other criminal violation	0	0	0	0	0	0	0	0	0	0
ALL CRIMINAL VIOLATIONS SUBTOTAL	0	0	0	0	0	0	0	0	0	0

Agency Name: Hackensack PD, Bergen C
Year: 2023