

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	42	5	4	34
Differential treatment	36	1	1	35
Excessive force	25	5	0	21
Improper arrest	25	1	1	24
Improper entry	6	0	0	6
Improper search	6	0	3	3
Domestic violence incident (non-criminal)	6	1	3	3
Demeanor	190	21	8	168
Other rule violation	571	292	11	292
<b>TOTAL</b>	<b>907</b>	<b>326</b>	<b>31</b>	<b>586</b>

#### Distribution of sources for complaints closed in 2023

	Anonymous	Agency	Civilian
#	41	435	432
%	5%	48%	48%

#### Frequency of discipline by type for complaints closed in 2023

Oral reprimand or performance notice	32
Written reprimand or written warning	87
Monetary fine or loss of pay	0
Suspension without pay	38
Separated while IA pending	3
Demotion or loss of promotion opportunity	0
Discharge from employment	6
Training, coaching, or counseling	117
Loss of time	27
None	8
<b>TOTAL</b>	<b>318</b>

#### 2023 Summary

Total Pending from Prior Years	167
Total Opened	933
Total Closed	907
Total Sustained	323
Total Not Sustained	588
Total >180 Days	35
Total Pending at end of 2023	193

**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	1	15	7	15	21	1	1.1	1.1	2.0
Differential treatment	0	8	0	0	30	1		1.2	1.0
Excessive force	0	3	0	7	17	0	1.3	1.0	
Improper arrest	0	4	0	5	18	0	1.0	1.2	
Improper entry	0	0	0	0	8	0		1.0	
Improper search	0	3	0	2	2	0	1.0	2.0	
Domestic violence incident	1	1	0	6	1	1	1.2	1.0	1.0
Demeanor	1	34	0	13	157	7	0.9	1.0	1.1
Other rule violation	35	39	15	461	141	19	1.1	1.1	1.1
<b>TOTAL</b>	<b>38</b>	<b>107</b>	<b>22</b>	<b>509</b>	<b>395</b>	<b>29</b>	<b>1.1</b>	<b>1.1</b>	<b>1.1</b>

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	42	86.3	0	9	31	2	3	1	0	3	1	12	13	0
Differential treatment	36	101.4	0	0	35	1	0	0	0	0	13	10	5	0
Excessive force	25	100.8	2	7	18	0	0	0	0	0	11	2	6	0
Improper arrest	25	68.2	0	4	21	0	0	0	0	0	15	0	8	0
Improper entry	6	58.3	0	0	6	0	0	0	0	0	6	0	0	0
Improper search	6	95.0	0	2	4	0	0	0	0	0	1	0	2	0
Domestic violence incident	6	48.0	0	5	0	1	0	0	0	0	1	0	2	0
Demeanor	190	48.7	0	13	169	7	0	0	0	0	60	51	37	0
Other rule violation	571	50.4	15	395	143	30	0	0	0	0	83	93	56	0
<b>TOTAL</b>	<b>907</b>	<b>55.9</b>	<b>17</b>	<b>435</b>	<b>427</b>	<b>41</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>191</b>	<b>168</b>	<b>129</b>	<b>0</b>

## 2023: Cases Closed, All Allegations

### Comparison of Initial and Sustained Allegations

Agency Name: BERGEN COUNTY PROSEC  
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	42	0	0	0	2	4	0	0	
Differential treatment	36	0	0	0	0	0	0	0	0	1	35
Excessive force	25	4	0	0	0	0	0	0	0	0	21
Improper arrest	25	0	0	0	0	0	0	0	0	1	24
Improper entry	6	0	0	0	0	0	0	0	0	0	6
Improper search	6	0	0	0	0	0	0	0	0	3	3
Domestic violence incident	6	0	0	0	0	0	0	0	0	3	3
Demeanor	190	0	0	0	0	0	1	15	0	7	168
Other rule violation	571	0	0	0	0	0	0	3	0	270	292
<b>TOTAL</b>	<b>907</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>18</b>	<b>0</b>	<b>286</b>	<b>586</b>

\* 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	4	0	0	0.8			3	0	0	159.1
Differential treatment	0	1	0		1.0		0	0	0	28.0	103.5
Excessive force	3	1	0	1.3	12.0		0	0	0	181.5	85.4
Improper arrest	0	0	0				0	0	0	164.0	64.2
Improper entry	0	0	0				0	0	0		58.3
Improper search	0	2	0		2.0		0	0	0	164.0	26.0
Domestic violence incident	0	1	0		2.0		0	0	0	33.7	62.3
Demeanor	6	11	1	1.5	1.0	1.0	0	0	0	50.0	49.1
Other rule violation	249	33	3	1.2	1.4	2.0	0	0	0	47.4	53.3
<b>TOTAL</b>	<b>262</b>	<b>49</b>	<b>4</b>	<b>1.2</b>	<b>1.5</b>	<b>1.8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>53.7</b>	<b>57.8</b>

## 2023: Cases Opened and Closed, Alleged Other Rule Violations

### Complaints OPENED by Alleged Other Rule Violation

Agency Name: BERGEN COUNTY PROSECUTOR'S OFFICE  
Year: 2023

Most serious <i>alleged</i> rule violation	Source of Complaint								
	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Drug test failure	1	0	0	1	0	0	1		
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	3	0	8	1	1	1	1	1
Improper supervision or failure to supervise	0	0	0	7	0	0	1		
Insubordination or disobeying an order	4	0	7	10	0	1	1.7		1
Neglect of duty	1	3	0	29	0	4	1.413793103		1.75
DUI or DWI off duty	1	0	0	0	0	0			
Preventable MV accident	1	0	0	34	1	0	1.058823529	1	
Vehicular pursuit policy violation	8	0	1	25	1	0	1.12	1	
Use of force policy violation	0	19	0	3	1	0	1	1	
BWC/MVR violation	1	2	0	10	8	1	1.4	1.625	1
Attendance issues	1	0	5	27	0	0	1		
Loss of or failure to safeguard agency property	1	0	0	4	0	0	1		
Other departmental rule violation	14	21	2	297	187	17	1.043771044	1.080213904	1
	<b>34</b>	<b>48</b>	<b>15</b>	<b>455</b>	<b>199</b>	<b>24</b>	<b>1.224175824</b>	<b>2.16080402</b>	<b>1.33333333</b>

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		Administratively Closed
												Sustained	Unfounded	
Drug test failure	2	79.5	1	2	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	8	166.5	2	4	3	1	0	0	0	0	1	1	1	0
Improper supervision or failure to supervise	6	70.0	1	6	0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	20	73.4	1	12	0	8	0	0	0	0	1	2	1	0
Neglect of duty	28	97.3	4	22	3	3	0	0	0	0	2	0	2	0
DUI or DWI off duty	1	297.0	0	1	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	29	21.5	0	28	1	0	0	0	0	0	0	3	2	0
Vehicular pursuit policy violation	28	60.8	0	26	1	1	0	0	0	0	3	1	1	0
Use of force policy violation	12	152.4	1	3	9	0	0	0	0	0	1	0	0	0
BWC/MVR violation	21	44.2	2	10	10	1	0	0	0	0	0	1	0	0
Attendance issues	29	33.4	1	24	0	5	0	0	0	0	5	0	0	0
Loss of or failure to safeguard agency property	5	57.0	0	5	0	0	0	0	0	0	0	0	0	0
Other departmental rule violation	436	45.9	3	242	174	16	1	0	0	0	80	78	51	0
	<b>625</b>	<b>52.4</b>	<b>16</b>	<b>385</b>	<b>201</b>	<b>35</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>93</b>	<b>86</b>	<b>58</b>	<b>0</b>

## 2023: Cases Closed, Alleged Other Rule Violations

### SUSTAINED Complaints by Sustained Other Rule Violation

Most serious <u>sustained</u> 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	2	0	0	1.0			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	4	3	0	4.5	2.3		0	0	0
Improper supervision or failure to supervise	6	2	0	1.0	2.0		0	0	0
Insubordination or disobeying an order	7	0	0	1.4			0	0	0
Neglect of duty	17	1	1	1.5	1.0	3.0	0	0	0
DUI or DWI off duty	0	0	0				0	0	0
Preventable MV accident	23	0	0	1.0			0	0	0
Vehicular pursuit policy violation	24	0	1	1.0		1.0	0	0	0
Use of force policy violation	2	0	0	2.0			0	0	0
BWC/MVR violation	12	10	0	1.3	1.0		0	0	0
Attendance issues	23	0	0	0.8			0	0	0
Loss of or failure to safeguard agency property	4	0	0	1.0			0	0	0
Other departmental rule violation	125	17	1	1.2	1.4	2.0	0	0	0
	249	33	3	1.2	1.4	2.0	0	0	0

Agency Name: BERGEN COUNTY PROSECUTOR'S OFFICE

Year: 2023

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 <u>initial</u> 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	2	0	79.5	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	4	2	259.8	20.0
Improper supervision or failure to supervise	4	2	62.5	42.5
Insubordination or disobeying an order	4	16	97.3	269.5
Neglect of duty	19	8	95.1	45.8
DUI or DWI off duty	1	0	297.0	0.0
Preventable MV accident	21	8	25.1	4.6
Vehicular pursuit policy violation	22	5	66.5	5.5
Use of force policy violation	1	8	165.0	1423.0
BWC/MVR violation	18	1	44.8	0.7
Attendance issues	19	10	20.7	30.4
Loss of or failure to safeguard agency property	5	0	57.0	0.0
Other departmental rule violation	156	206	35.3	68.3
	276	266	47.4	115.1

## 2023: Cases Opened and Closed, Alleged Criminal Violations

### Complaints OPENED Categorized by Alleged Criminal Violation

#### Source of Complaint

Most serious <i>alleged</i> criminal violation	Pending from Prior Years			New			Average # initial complaints		
	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault / Criminal sexual violation	0	7	0	0	3	0	1.0		
Domestic violence	0	2	0	2	0	0	1.0		
Assault	0	2	0	1	0	0	1.0		
Harassment or stalking	0	1	0	2	7	1	1.0	1.0	2.0
Theft	1	1	1	2	0	0	1.0		
Property damage or criminal mischief	0	0	0	1	1	0	2.0		
Other criminal violation	0	3	1	7	12	1	1.1	1.3	1.0
	1	16	2	15	23	2	37.1	18.7	16.0

Agency Name: BERGEN COUNTY PROSECUTOR'S OFFICE  
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 / Criminal sexual violation	10.0	63.4	0.0	0	10	0	0	0	0	0	0	0	3	0
Domestic violence	1.0	202.0	0.0	0	1	0	0	0	0	1	0	0	0	0
Assault	1.0	20.0	0.0	1	0	0	0	0	0	0	1	0	0	0
Harassment or stalking	9.0	47.0	0.0	2	6	1	0	0	0	0	1	3	0	0
Theft	4.0	135.0	0.0	3	1	0	1	0	0	0	1	1	0	0
Property damage or criminal mischief	1.0	50.0	0.0	0	1	0	0	0	0	0	1	0	0	0
Other criminal violation	19.0	99.6	0.0	4	13	2	2	0	0	2	0	8	0	0
	45.0	83.6	0.0	10	32	3	3	0	0	3	4	15	0	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 / Criminal sexual violation	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	2	0	0	1			2	0	0
Property damage or criminal mischief	0	0	0				0	0	0
Other criminal violation	1	0	0	0			0	0	0
	3	0	0	1			2	0	0

Agency Name: BERGEN COUNTY PROSECUTOR'S OFFICE

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 / Criminal sexual violation	0	10		63.4
Domestic violence	1	0	202.0	
Assault	0	1		20.0
Harassment or stalking	0	8		41.9
Theft	1	3	363.0	59.0
Property damage or criminal mischief	0	1		50.0
Other criminal violation	5	10	103.4	112.6
	7	33	154.6	71.0

## 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	1	0	0	0	0	0	0	0	1	2
Differential treatment	0	1	0	0	0	0	0	0	0	0	1
Excessive force	0	1	0	2	0	0	0	0	0	0	3
Improper arrest	0	0	0	0	0	0	0	0	0	0	0
Improper entry	0	0	0	0	0	0	0	0	0	0	0
Improper search	0	0	0	0	0	0	2	0	0	0	2
Domestic violence incident (non-criminal)	0	0	0	0	0	0	0	1	1	1	2
Demeanor	3	3	0	1	0	0	8	3	0	0	18
Other rule violation	28	79	0	34	3	0	104	23	1	1	272
<b>ALL ALLEGATIONS TOTAL</b>	<b>31</b>	<b>85</b>	<b>0</b>	<b>37</b>	<b>3</b>	<b>0</b>	<b>114</b>	<b>27</b>	<b>3</b>	<b>3</b>	<b>300</b>

Agency Name: BERGEN COUNTY PROSEC  
Year: 2023

<i>Rule violations</i>											
Drug test failure	0	0	0	0	1	0	0	0	0	0	1
DUI/DWI on duty	0	0	0	0	0	0	0	0	0	0	0
EEO	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
Conduct unbecoming / Discredit to the agency	0	1	0	4	1	0	1	0	0	0	7
Improper supervision or failure to supervise	0	2	0	1	0	0	3	1	1	1	8
Insubordination or disobeying an order	1	2	0	0	0	0	0	1	0	0	4
Neglect of duty	1	3	0	8	1	0	3	2	0	0	18
DUI or DWI off duty	0	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	4	5	0	0	0	0	9	4	0	0	22
Vehicular pursuit policy violation	3	1	0	2	0	0	12	6	0	0	24
Use of force policy violation	0	0	0	0	0	0	0	0	0	0	0
BWC/MVR violation	1	3	0	2	0	0	13	3	0	0	22
Attendance issues	5	7	0	2	0	0	6	2	0	0	22
Loss of or failure to safeguard agency property	1	1	0	1	0	0	0	1	0	0	4
Other departmental rule violation	12	54	0	14	0	0	57	3	0	0	140
<b>ALL RULE VIOLATIONS SUBTOTAL</b>	<b>28</b>	<b>79</b>	<b>0</b>	<b>34</b>	<b>3</b>	<b>0</b>	<b>104</b>	<b>23</b>	<b>1</b>	<b>1</b>	<b>272</b>

<i>Criminal violations</i>											
Sexual assault / Criminal sexual violation	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0	0	0	0	0	0	0	0	0	0	0
Assault	0	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0	0	0	0	0	0	0	0	0	0	0
Theft	0	1	0	0	0	0	0	0	0	0	1
Property damage or criminal mischief	0	0	0	0	0	0	0	0	0	1	1
Other criminal violation	0	0	0	0	0	0	0	0	0	0	0
<b>ALL CRIMINAL VIOLATIONS SUBTOTAL</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>