

NORTH BERGEN POLICE DEPARTMENT

2015 Annual Report



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IN MEMORIAM



Commissioner Theresa V. Ferraro

January 2, 1925 - March 17, 2015

Theresa Ferraro enjoyed a groundbreaking and illustrious career serving the people of the Township of North Bergen. In 1999 she was the first woman ever to be elected to the North Bergen Board of Commissioners. She presided over the North Bergen Police Department as Public Safety Commissioner and watched it grow into one of the most effective and diverse police units in the state. She will be sorely missed.



"You would be hard pressed to come up with an example of anyone who exhibited more pride in the men and women of this department. She was truly proud to be our commissioner."

- Police Chief Robert J. Dowd

MOTTO & MISSION STATEMENT

DUTY ■ HONOR ■ COURAGE



MISSION STATEMENT

The primary mission of the North Bergen Police Department is to provide safe and stable neighborhoods for the residents and visitors of the Township of North Bergen through various department programs and community policing efforts. This goal can only be accomplished through a mutually cooperative relationship between the North Bergen Police Department and the resident and business community which it serves. By working together, we can maintain peace, provide safety and security for our citizens, and reduce crime. We are part of a team dedicated to the safety and protection of our community.

MESSAGE FROM THE MAYOR



As Mayor of the Township of North Bergen, it is with great pride to present to you the North Bergen Police Department's 2015 Annual Report. Public safety is, and always shall be, one of my highest priorities as mayor. From our newly appointed police officers, to our new Public Safety Commissioner Allen Pascual, to Police Chief Robert Dowd and his senior staff – every member of our police department goes above and beyond the call of duty to help ensure that North Bergen remains a safe place to live, work, shop and raise a family.

Some of the events that have occurred over the past year have placed a spotlight on the lack of diversity within police departments across the nation. I am proud to announce that our police department is one of the most diverse departments in our area. We have a higher than average percentage of female officers and over 60% of our officers are of Hispanic heritage. Our Resident Only Hiring Policy has played an important role to ensure our police department is truly representative of the community that it serves. Our officers actively engage with the community and participate in various programs such as *National Night Out Against Crime*, *Winterfest*, and *Coffee with a Cop*. These initiatives allow our officers to bond with the community in a fun and informal setting in order to help facilitate stronger relationships with our residents.

Maintaining safe and stable neighborhoods requires a fully staffed, properly equipped, and well-trained police department. Through tough economic times, we have worked diligently to ensure that public safety is not sacrificed due to financial shortfalls. We have been able to maintain our police table of organization while at the same time keeping taxes stable. This comes at a time where many municipalities are forced to reduce their police ranks in order to balance budgets.

I would like to thank Chief Robert Dowd, his command staff and every single officer in the North Bergen Police Department for their unshakable commitment to the Township of North Bergen and its residents. These brave men and women are the reason why our community is a safe place and why it will remain successful, vibrant and dynamic in the future.

A handwritten signature in black ink that reads "Nicholas J. Sacco". The signature is written in a cursive, flowing style.

Nicholas J. Sacco
Mayor, Township of North Bergen

MESSAGE FROM THE CHIEF

On behalf of the 120 men and women of the North Bergen Police Department, it is my pleasure to share the Department's 2015 Annual Report that features the men and women of the Department, who protect our township 24 hours a day. Members of the NBPD are working harder than ever before. I am proud to report that in 2015, officers responded to over 105,000 calls for service, while at the same time, our street robberies decreased by nearly 45 percent, and reports of home burglaries are the lowest number in our recorded history. The NBPD focuses on improvements in the quality of life that affect our residents, businesses, and visitors.



Overall, the men and women of the NBPD are dedicated to serving our community to the best of our ability. Many officers, including myself, are not only employed by the township but are proud to call North Bergen our home. Before the end of 2016, the NBPD expects to obtain Accreditation from the New Jersey State Association of Chiefs of Police. It is with the full support of Mayor Nicholas J. Sacco, Public Safety Commissioner Allen Pascual and the entire Board of Commissioners, that North Bergen Police Department is properly equipped, trained, and fully committed to ensuring the Township of North Bergen is a great place to live, work and visit. I encourage you to browse our web site for further information at www.northbergenpolice.com

Thank you for taking the time to read the 2015 Annual Report.

Very truly yours,

A handwritten signature in white ink, which appears to read "Robert J. Dowd". The signature is stylized and cursive.

Robert J. Dowd
Chief of Police

TABLE OF ORGANIZATION



POLICE & TOWNSHIP DATA



North Bergen Police Department

Sworn Police Officers

Chief	1
Deputy Chief	1
Captain	4
Lieutenant	10
Sergeant	13
Detective	17
Patrol Officer	73
Special Class II (P/T)	2
Total Sworn	121

Civilians

Clerks	4
Dispatchers	10
CCTV Monitors	30
Interns	3
Other P/T	2
Total Civilian	49
Total Employees	170

Township of North Bergen

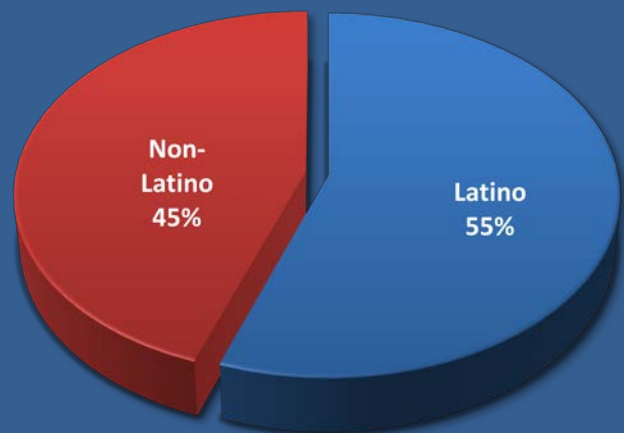
Statistics

Population 2010	60,773
Population 2014 (est.)	62,602
Area	5.575 sq. mi.
Population Density	11,838 / sq. mi.
Households	22,062
Median Age	36

Demographics

White	66.98%
Asian	6.55%
Black	4.04%
Native American	0.88%
Pacific Islander	0.08%
Other	16.63%
Hispanic/Latino of any race:	68.40%

Police Department Demographics




SPECIAL INITIATIVES

Analytic Unit

In an effort to bolster the intelligence-led policing process, the North Bergen Police Department has trained a small contingent of officers in crime analysis through the New Jersey Regional Intelligence Academy and Office of Homeland Security. These officers now produce various intelligence products and reports that not only target immediate patterns of crime and disorder, but also attempt to anticipate future and long-term problems. Finally, our partnership with the Newark Real-Time Crime Center and New Jersey Regional Operations and Intelligence Center has proven to be an invaluable asset in our crime-fighting efforts.

Intelligent Traffic Enforcement



Over the past several years, traffic issues have become one of the most relevant quality of life and public safety issues in the County and State. To help contend with traffic issues, the North Bergen Police Department Traffic Enforcement Unit was expanded both in operational personnel and supervision. In addition, the Township of North Bergen invested heavily in the acquisition of technology such as Automated License Plate Readers (ALPRs) and E-Ticketing to generate operational data and to increase overall efficiency. Through the utilization of traffic safety monitoring, vehicle flow data, and speed enforcement, the Department is now better manned and equipped to handle public safety issues related to traffic. Finally, through the introduction of the North Bergen Township *HelpDesk* web portal, citizen now have additional routes from which to notify the Police Department regarding traffic issues.

Community Policing Unit

In 2015, the North Bergen Police Department reinstated a fully staffed Community Policing (CP) unit. In anticipation of a major reorganization in 2016, the Department instituted the CP unit to provide various fundamental police services to the citizenry at a community level. The first phase of the program aims to nurture high quality relationships between the police and the community through various programs specifically designed for to develop police-community partnerships. Programs such as *Neighborhood Watch* and *Coffee with a Cop* as well as social media campaigns, aim to eliminate barriers between the police and the community that they serve. These partnerships will lay the foundations for our future community policing endeavors. The North Bergen Police Department strongly embraces the community policing philosophy and is investing heavily in the program to begin a department-wide transformation.

COMMUNITY AFFAIRS

WINTERFEST 2015



Each year, the men and women of the North Bergen Police Department volunteer hundreds of personal hours for various Township community events. For the 2015 Winterfest celebration, over 80 police officers volunteered their time to help with the planning, execution, and management of the event. Officers were encouraged to interact with residents and guests to help

foster greater sense of community partnership. Our officers assisted with traffic control and patrolled the streets to help ensure Winterfest was a safe and enjoyable experience for everyone who attended and participated with the event.

COFFEE WITH A COP

In the spring of 2015, the North Bergen Police Department launched their Coffee with a Cop program. The program concept is simple. There are no agendas or speeches. Coffee with a Cop just provides attendees with an opportunity to ask questions, voice concerns and get to know the officers in the neighborhood. Officers visit various locations throughout the township on a monthly basis and residents have the chance to interact with their local officers in a casual environment. It has been a successful program which has brought together many of our officers with the community that they serve.



NATIONAL NIGHT OUT AGAINST CRIME



In 2015, the Township of North Bergen significantly expanded its National Night Out (NNO) program. In an effort to involve more residents, the Township doubled the amount of locations where NNO was hosted. The North Bergen Police Department was able to meet the task of simultaneously participating and supporting in six various locations throughout the township which managed to bring in a record number of community members. NNO engages residents to become actively involved

in crime prevention. It also reinforces our police-community partnerships empowering our citizens to help us keep our community safe.

YOUTH OUTREACH

L.E.A.D. and L.E.A.D. Day

In 2015, the North Bergen Police Department implemented and transitioned to the Law Enforcement Against Drugs or *L.E.A.D.* program. The L.E.A.D. Program is the evolution of the already successful D.A.R.E. program. L.E.A.D. utilizes many of the lessons learned from D.A.R.E.



but also adds a comprehensive resource solution for parents to assist them in their efforts to keep their children drug free. L.E.A.D. combines classroom education with family resources assistance consisting of community coalitions and the law enforcement community as well as other outreach programs. L.E.A.D. provides both children and their parents with the education, skills, and resources necessary to avoid becoming involved in drugs, gangs, and other related activities.

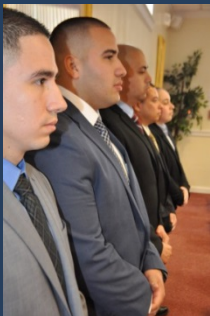


L.E.A.D. day is the culmination of the North Bergen L.E.A.D program. It is filled with various events, programs, and activities designed to bring together students, educators, families, and law enforcement for a day of enjoyment and celebration. L.E.A.D. Day also takes time to publically recognize the hundreds of students who participated in the L.E.A.D. program. This year, over 600 students within the school district received L.E.A.D. instruction many of whom attended the L.E.A.D. Day event.

PROMOTIONS & APPOINTMENTS

Appointed to Detective March 13, 2015

- Jason Appello
- Hector Botello
- David Botwin
- Gary Lowman
- Carmen Recinos
- James Vangelakos



Hired April 10, 2015

- Jennifer Fernandez
- Cristobal Lara-Nunez
- Jorge Vanegas
- Xavier Romo
- Feliz Vargas



Family Business

Officer Jennifer Fernandez who was hired in April, poses with her father, Jesus Fernandez who was promoted to Lieutenant in September.

Promoted to Captain September 9, 2015

- David Corbisiero
- Robert Farley, Jr

Promoted to Lieutenant September 9, 2015

- Jesus Fernandez
- Alex Guzman

Appointed to Detective September 9, 2015

- William Fleischhauer

Hired November 5, 2015

- Indira Cabrera
- Daniel Rodriguez
- Eric Weyand
- Michael Whalen



Captains Corbisiero and Farley being administered their oaths of office by Mayor Nicholas Sacco and Public Safety Commissioner Allen Pascual.

INTERNAL AFFAIRS SUMMARY REPORT

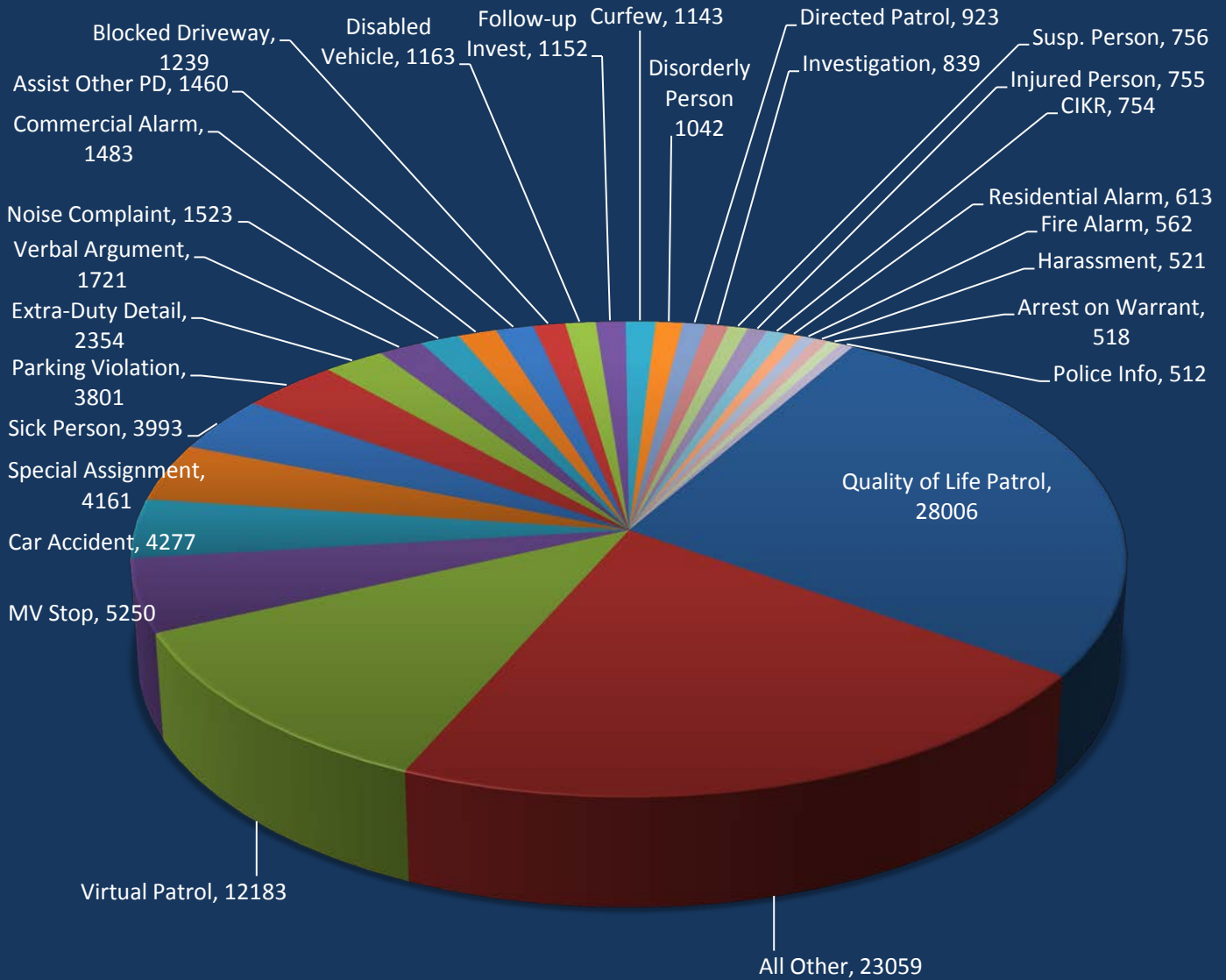
The Internal Affairs Unit exists to ensure the highest level of professionalism among the employees of the North Bergen Police Department. Its major function is to investigate complaints of misconduct against employees in an impartial and objective manner to ensure fairness and protect the rights of both citizens and our officers. Each investigation is handled in a thorough and timely fashion. Prompt and fair dispositions of complaints are essential to good discipline and morale, and are also vital to maintaining the respect and confidence of the community.

The following table is a summary of Internal Affairs complaints and dispositions for 2015:

Type of Complaint	Cases Pending From Prior Years	Cases Received	Total Cases	Number of Dispositions					Administratively Cleared	Cases Pending End of Year
				Sustained		Exonerated	Not Sustained	Unfounded		
				Criminal Charge	Internal Discipline Action					
Excessive Force	0	3	3	0	0	0	2	0	0	1
Improper Arrest	0	0	0	0	0	0	0	0	0	0
Improper Search	0	0	0	0	0	0	0	0	0	0
Differential Treatment	0	1	1	0	0	0	1	0	0	0
Demeanor	0	5	5	0	2	0	2	0	1	0
Other Rule Violation	0	35	35	0	19	2	9	0	0	5
Other Criminal	1	0	0	1	0	0	0	0	0	0
Total	1	44	45	1	21	2	14	0	1	6

2015 CALLS FOR SERVICE

105,763 Total Service Calls



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UNIFORM CRIME REPORT (UCR)

OFFENSE TYPE (Part 1 Index Crime)	2015		2014		% Change From 2014	5-Year (2010) Comparison		% Change From 2010
	Offense Count	Crime Rate*	Offense Count	Crime Rate*		Offense Count	Crime Rate*	
Murder	1	0.02	0	0.00	100%	0	0.00	100%
Rape	17	0.27	9	0.14	89%	5	0.08	240%
Robbery	24	0.38	42	0.67	-42.86%	43	0.71	-44.19%
Aggravated Assault	74	1.18	62	0.99	19.35%	43	0.71	72.09%
Burglary	106	1.69	116	1.86	-8.62%	136	2.24	-22.06%
Larceny (Theft)	485	7.75	479	6.68	1.25%	504	8.29	-3.77%
Automobile Theft	70	1.12	90	1.44	-22.22%	121	1.99	-42.15%
Arson**	1	0.02	3	0.05	-67%	5	0.08	-80.00%
CRIME INDEX TOTAL	777	12.41	798	12.8	-2.63%	852	14.02	-8.80%
Crimes Against People	116	1.85	113	1.81	2.65%	91	1.50	27.47%
Crimes Against Property	661	10.56	685	10.99	-3.50%	761	12.52	-13.14%
Overall Crime (Part 1 & Part 2)	2671	42.67	2614	41.93	2.18%	2816	46.34	-5.15%



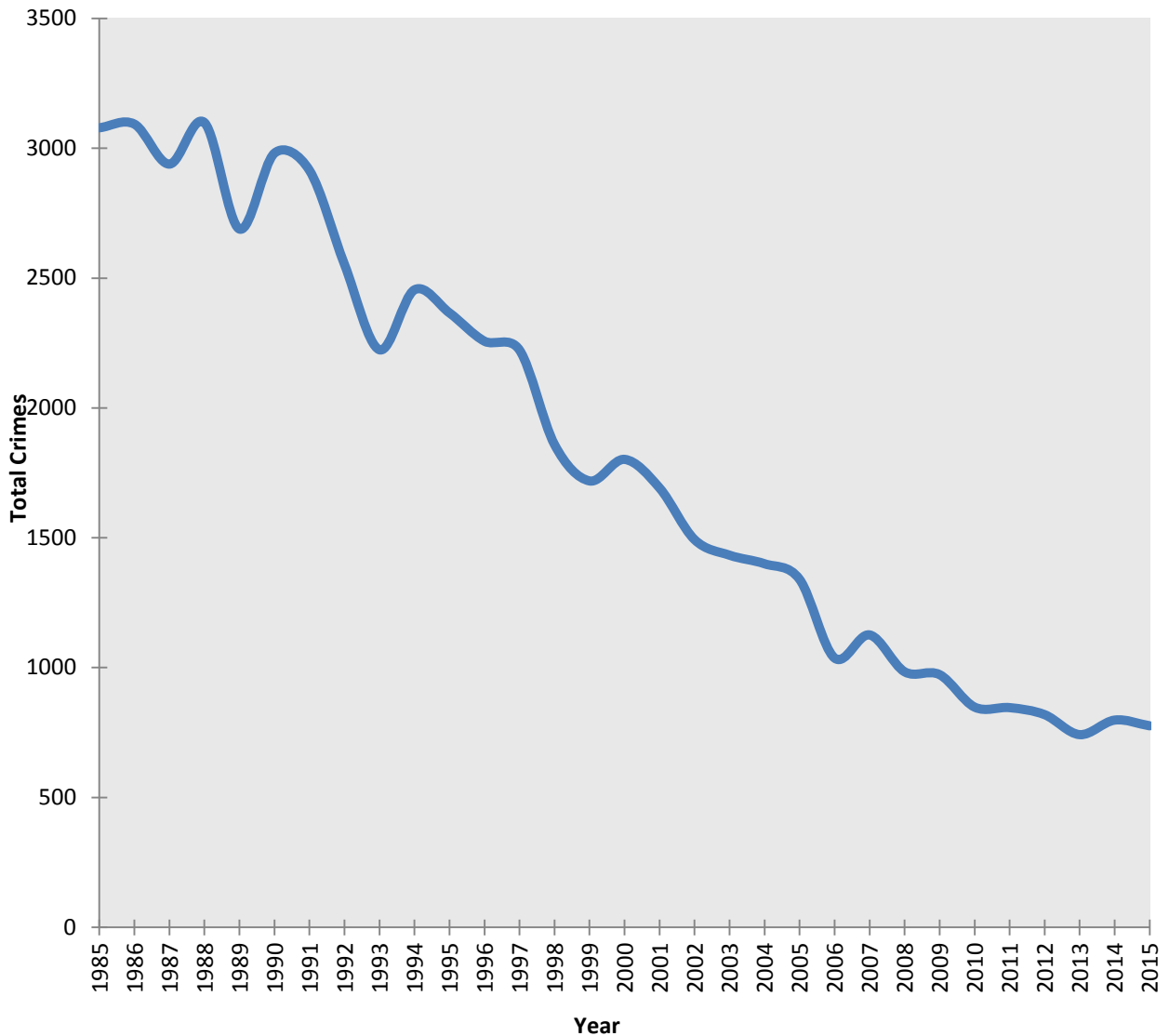
* Crime rate per 1,000 inhabitants based on est. population for calendar year

**The UCR Program does not include arson statistics when tabulating Index Crime totals.

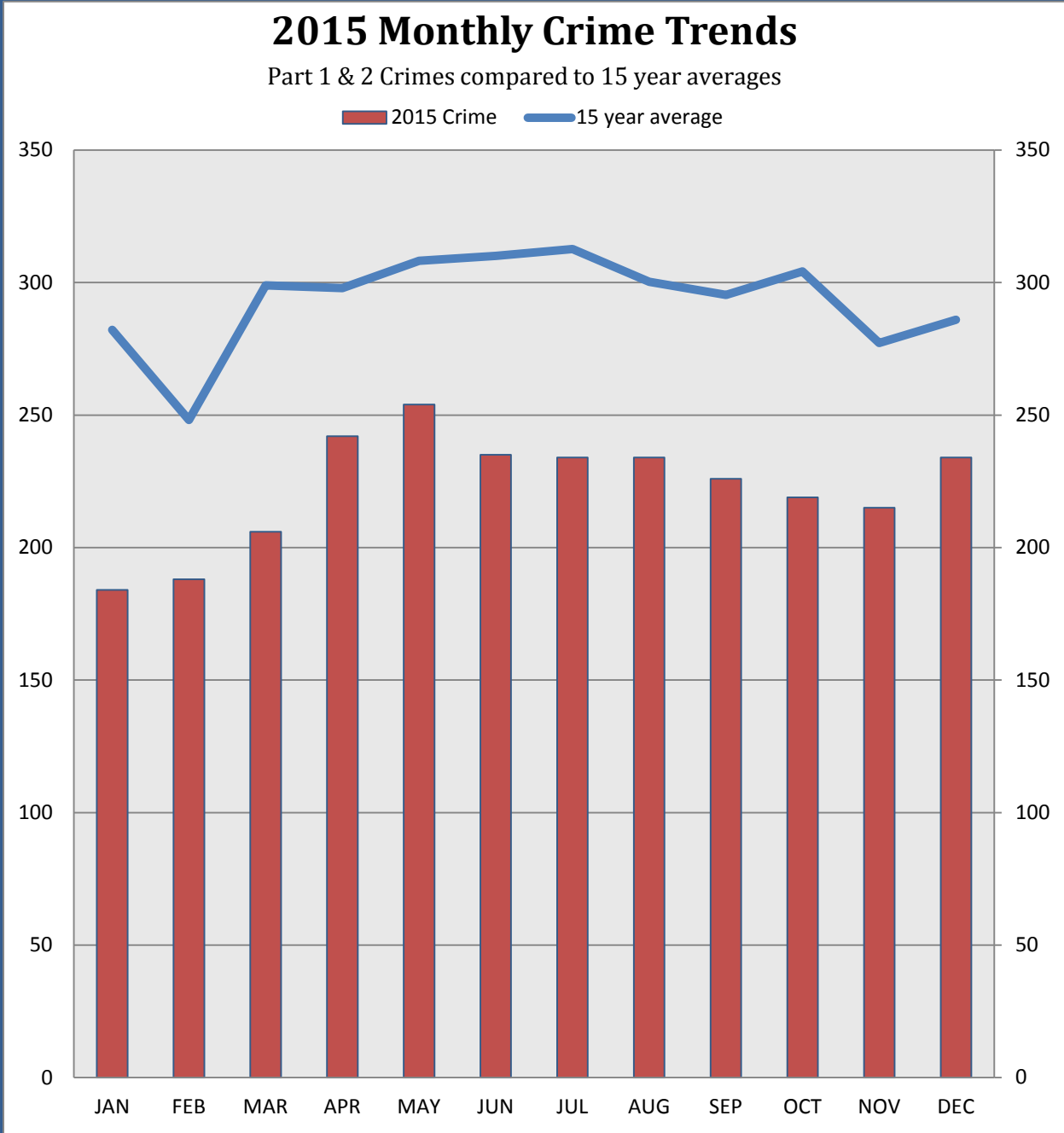
CRIME TRENDS - OVERALL

Crime Trend Analysis: Overall Crime

Index Crimes from 1985 to 2015

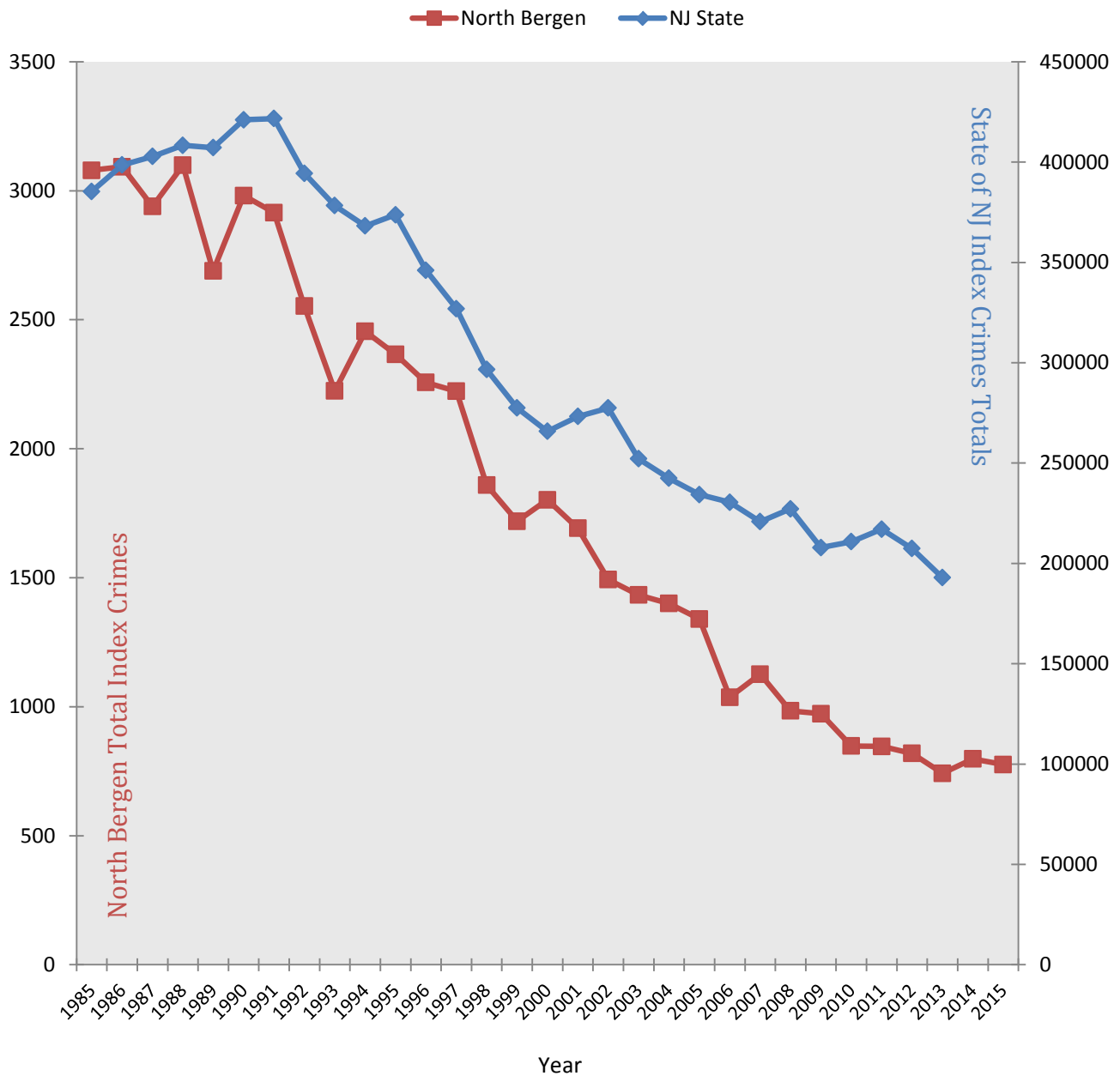


CRIME TRENDS – MONTHLY



CRIME TRENDS vs. STATE

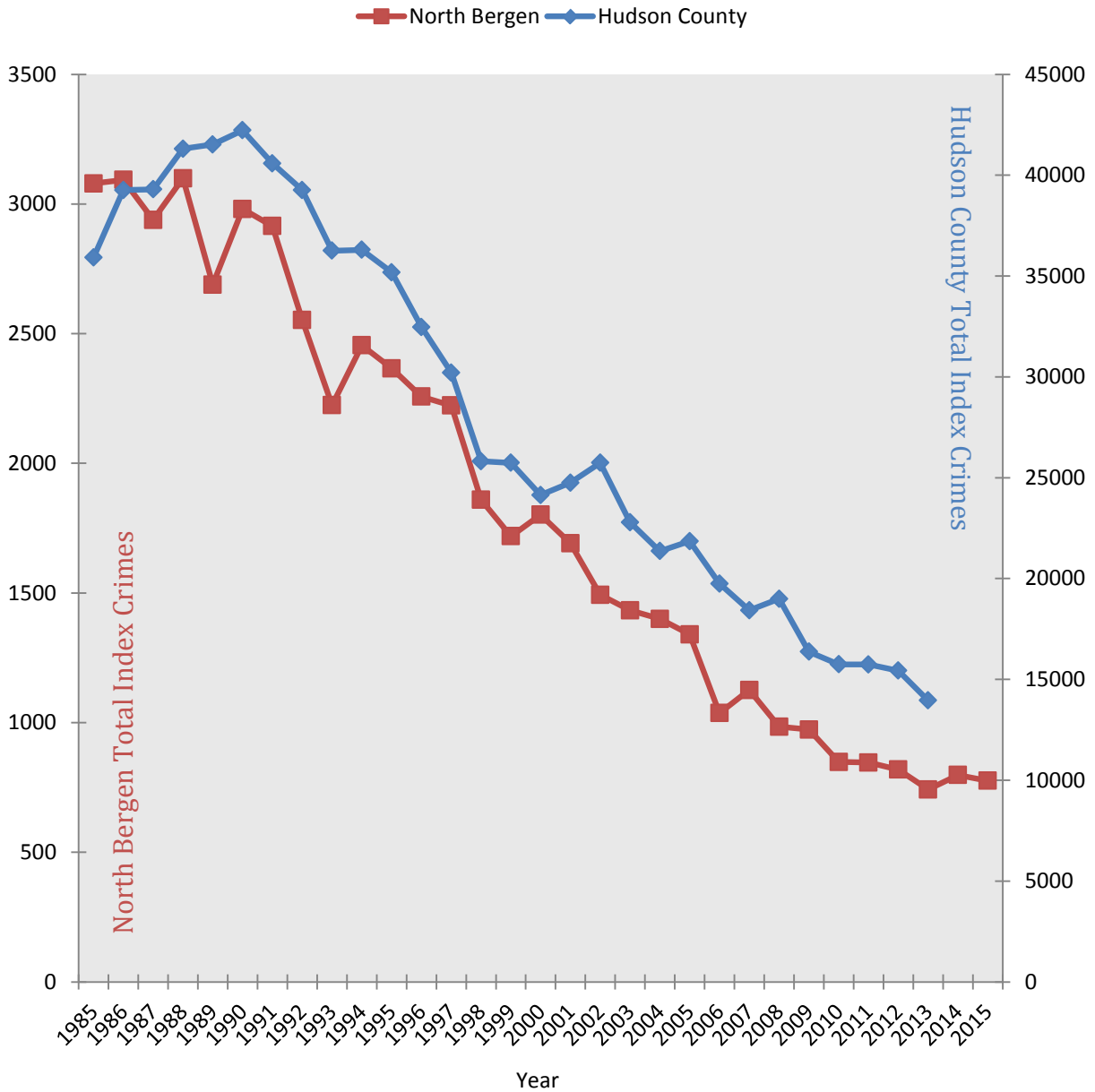
Comparative Index Crime Trend Analysis 1985 though 2015



Note: 2014-2015 NJ State figures not published.

CRIME TRENDS vs. HUDSON COUNTY

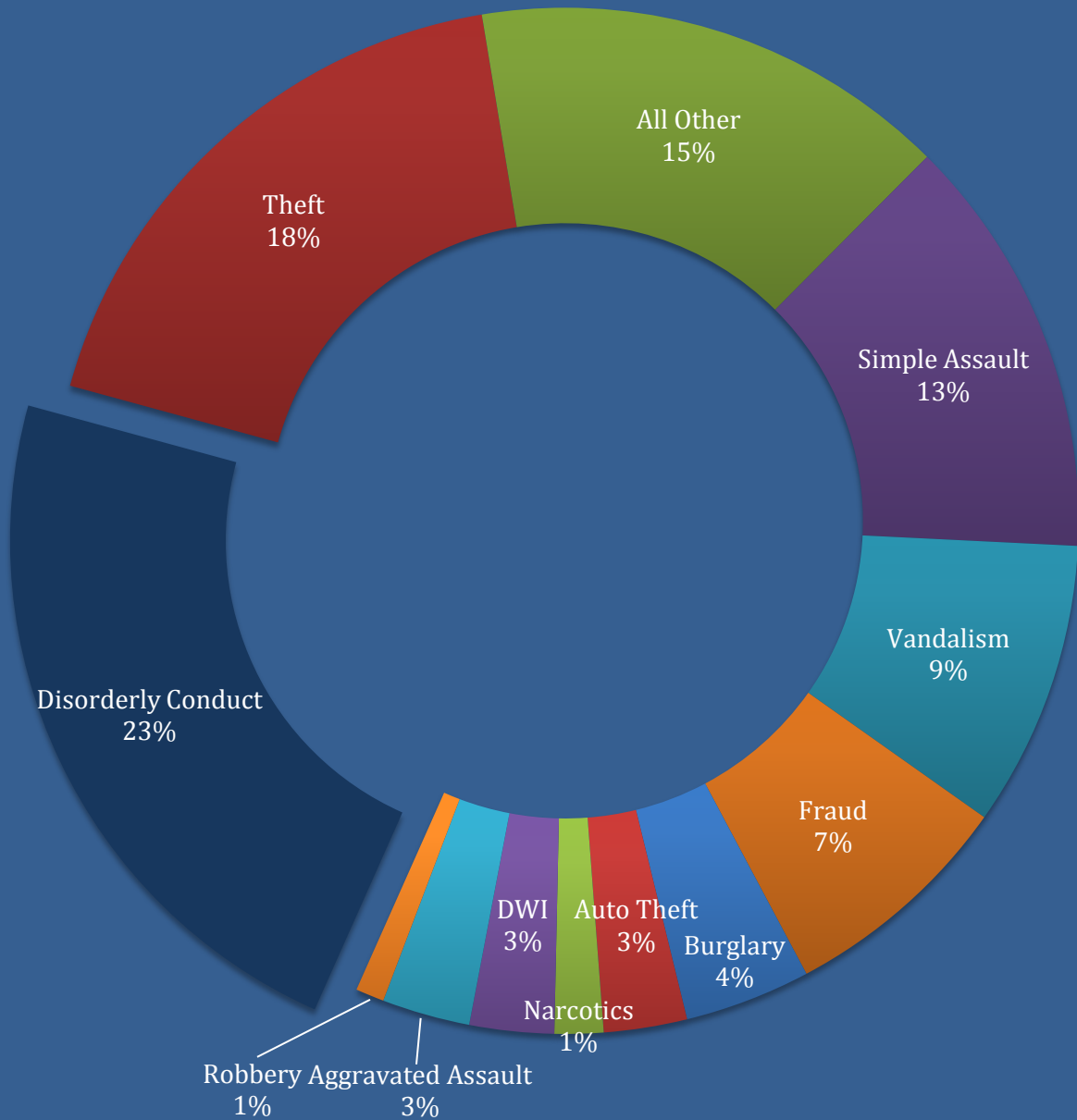
Comparative Index Crime Trend Analysis 1985 through 2015



Note: 2014-2015 Hudson County figures not published.

OFFENSE BREAKDOWN

Breakdown by Types



ARREST DATA

PART I ARRESTS

	2015	2014
Juveniles	11	11
Adults	351	373
Part I Totals	362	384

PART II ARRESTS

Juveniles	39	58
Adults	413	491
Part II Totals	452	549

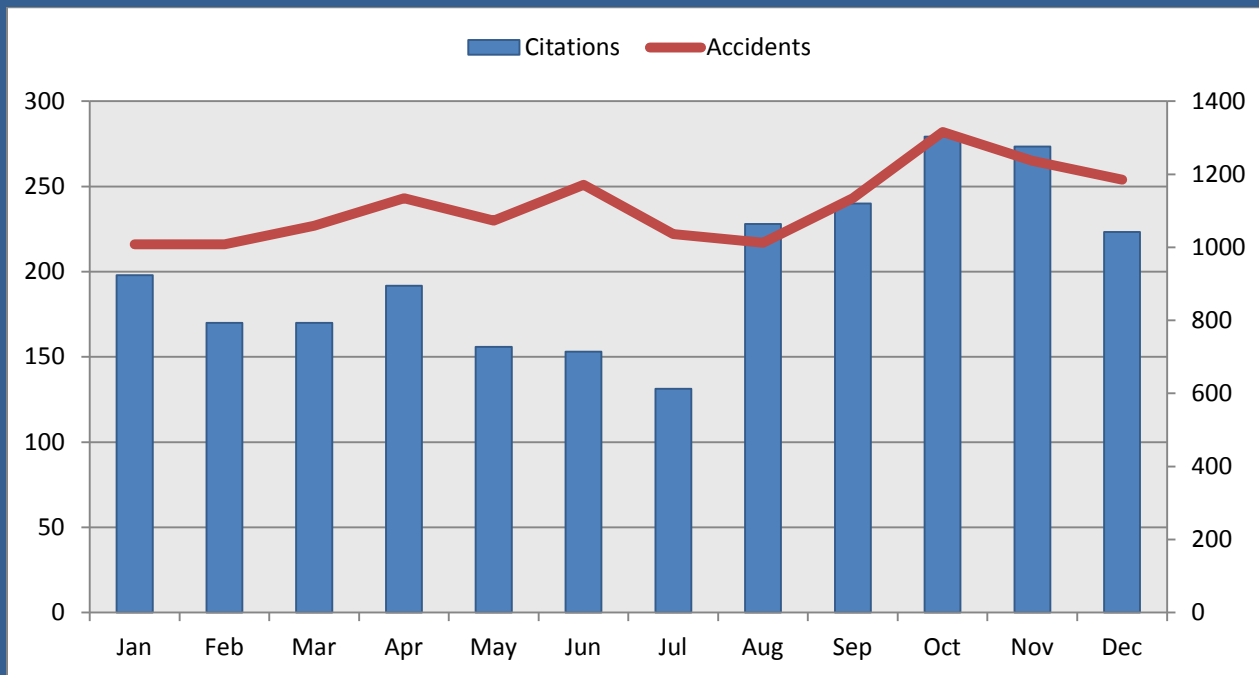
TOTAL ARRESTS

Juveniles	50	69
Adults	764	864
Arrest Totals	814	933

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TRAFFIC DATA

2015 Totals	Traffic Accidents	Tows	Citations	D.U.I.
January	216	173	924	2
February	216	186	793	4
March	227	203	793	9
April	243	193	895	4
May	230	181	727	6
June	251	197	714	5
July	222	194	613	3
August	217	175	1064	8
September	243	192	1120	4
October	282	219	1303	10
November	265	206	1276	7
December	254	199	1042	9
Total	2866	2318	10256	71



PROMINENT CASES

NBPD BLOTTER

In January of 2015 Officers responded to a report of a gas station robbery. A male had approached the gas attendant and demanded money while displaying a handgun. During the investigation, detectives recovered video obtained from a local residence that revealed the getaway vehicle. Detectives eventually located the vehicle in question and secured it for evidence. A subsequent search of the vehicle revealed a BB gun fashioned to simulate a real handgun, a large hunting knife and several plastic flex cuffs used as handcuffs. The investigation led to the apprehension of two individuals one of which was also arrested for committing a robbery in a neighboring municipality. The other actor was also charged for an additional gas station robbery that occurred within the township several days earlier thereby ending the crime spree.

In February of 2015, a male displaying a large knife committed an armed robbery of a gas station. The robbery was one of the many topics of discussion presented during the North Bergen Police Department's monthly detectives meeting where numerous law enforcement agencies attended to address crime trends and share intelligence. Additional crime information was collected when the Jersey City Police Department arrested a suspect involved in three gas station robberies and the two motor vehicle thefts during the course of seven days. Detectives were able to positively identify the suspect from a photo lineup and he was charged with the robbery in North Bergen.



In August of 2015, over the course of a week, and at varying times of the day and night, an unknown individual began calling the police department with bomb threats for numerous locations and addresses throughout the township. A little bit of modern technology and a lot of good detective work led to the suspect's speedy apprehension. The individual was linked to at least seven of the bomb threats which caused extreme public alarm, inconvenienced residents and visitors, and caused massive traffic congestion during the subsequent investigations.

PROMINENT CASES

NBPD BLOTTER

Officers responded to a home invasion involving a female that suffered serious bodily injury by an unknown male that fled the scene. The victim was brutally attacked by a male suspect who was armed with a Taser-type device. The suspect had physically struck the victim several times in the face and held the weapon in her mouth causing her serious injury. Officers also observed injuries on the female's infant son who was in a crib during the incident. The patterns found behind the infant's ear were consistent with the use of a Taser device. The investigation led to the discovery of the suspect who turned out to be the infant's father. Detectives obtained video of the suspect at various locations which shows him traveling to New Jersey via a New York waterway ferry. Detectives were able to interview the father and obtain probable cause to file charges for aggravated assault. He was eventually charged with attempted murder.

Officers responded to a call of multiple gunshots fired at a motorcycle club event held within the township. Officers arrived and observed several hundred people fleeing the scene on foot and in vehicles. A request was made for mutual aid in which multiple surrounding agencies sent officers for assistance. The incident stemmed from a fight



which broke out between rival motorcycle gangs. Several people were assaulted and suffered serious stab wounds causing them to be admitted into several area hospitals. Video surveillance showed several suspects shooting handguns at each other and shell casings as well as bullet fragments were recovered from the scene. The investigation led to a search warrant on a suspect vehicle belonging to a high ranking member of the Hell's Angels and resulted in the discovery of a loaded handgun. The North Bergen Police Department worked in conjunction with the New Jersey State Police Gang Intelligence Unit and the New Jersey State Department of Corrections in an effort to identify all the shooters. Multiple arrests have been made for possessing handguns and more are pending.

PROMINENT CASES

NBPD BLOTTER

In July of 2015, officers responded to a residential alarm. Although the residence appeared secure, one officer noticed an unattended dog outside the house prompting a closer look at the residence. After conducting a perimeter sweep, officers discovered a broken window and open door. Officers set up a security perimeter and began canvassing the area for a possible suspect when an unknown male dove out of the window and fled the scene. Several officers then ran after the suspect jumping fences and going through multiple back yards. The suspect was eventually apprehended in possession of proceeds from the burglary. The suspect was also charged with committing two other residential burglaries in the same neighborhood. This same suspect had been previously charged and arrested for multiple residential burglaries only a year earlier.







In October of 2015, a juvenile MS13 gang member was arrested for weapons possession, a defaced firearm, and possession of hollow point bullets. An organized plan had been put into motion by high ranking members of the criminal street gang MS13 to conduct a drive-by shooting at a township eating establishment for failing to pay a protection fee. Detectives set up covert surveillance around the targeted location where they observed a juvenile on a bicycle shadowing the establishment. An investigatory stop and interview led to the discovery of a loaded firearm. The defendant pleaded guilty and will serve two years in state prison after which he will be deported back to home country.



In June of 2015, a female reported several accounts of witnessing an unknown male peering into her window late at night. The victim's motion-activated security camera alerted her to the presence and was also able to provide footage of the individual in question. Through extensive canvassing and interviews with residents, investigators were able to identify the suspect. The suspect was subsequently arrested for multiple incidents involving peering into the window of North Bergen residents. This case also garnered social media attention and cooperation.





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2015 OFFICERS OF THE MONTH

JANUARY	Officer Ramon DeJesus While on routine patrol Officer DeJesus observed spotted an individual who matched the description of a suspect in a recent armed robbery. His investigation led to the arrest of two individuals for various warrants and possession of narcotics. Officer DeJesus' keen observation took these offenders off the streets.	
FEBRUARY	Officer Christian Fernandez Officer Fernandez responded to QuickChek on a report of an unresponsive male. Upon his arrival he found an individual in a lifeless state. Officer Fernandez immediately began CPR and also administered Narcan, a nasal spray used for the treatment of suspected drug overdoses. Officer Fernandez's quick thinking and actions saved the man's life.	
MARCH	Sergeant Anthony Caramucci While on patrol, Sergeant Caramucci received a BOLO (Be On the Look Out) alert over the Statewide Police Emergency Network. The West New York Police department was in search of a suspect who was just involved in a shooting. Sergeant Caramucci, anticipating the suspect's possible flight path, was able to locate and arrest him as he entered our township.	
APRIL	Officer Alex Barrios While conducting a motor vehicle stop, Officer Barrios detected the odor of burnt marijuana emanating from the stopped vehicle. As the driver searched for his credentials Officer Barrios observed various drug paraphernalia as well as a stun gun in the center console. The investigation led to the arrest of the driver on drug and weapons possession charges.	
MAY	Officer Eric Crafton Officer Crafton responded to a call where he met the victim of a bicycle theft. When he learned that the stolen bicycle was the 60 year old township resident's only means of transportation he organized a fundraiser to raise money to acquire a new bicycle for the victim. Through his efforts and donations, the victim was provided with a brand new bicycle.	
JUNE	Officer Alex Barrios Officer Barrios responded to the scene of a domestic violence incident where the suspect was still on location and armed with a knife he had used to assault his girlfriend and their son. After some forthright discussion with the suspect, Officer Barrios was able to take the man into custody without any injury to innocent bystanders, the suspect, or himself.	

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2015 OFFICERS OF THE MONTH

<p>JULY</p>	<p>Officer Kevin Rodriguez & Officer George Dabal</p> <p>Officers Rodriguez and Dabal responded to the scene of a woman in distress. They eventually ascertained that the woman was attempting to jump off the palisades in an attempt to commit suicide. Placing themselves in grave dangers, the officers were able to grab a hold of her from overhead until a high angle rescue could be conducted by the fire department.</p>	
<p>AUGUST</p>	<p>Detective Carmen Recinos</p> <p>Detective Recinos worked tirelessly to develop a case against an offender involved in a brutal domestic violence case. As the lead investigator she worked tirelessly to locate, arrest, and charge the suspect. The actor had severely beaten the victim who had suffered serious bodily harm as a result of the attack.</p>	
<p>SEPTEMBER</p>	<p>Officer Hector Rosa & Officer Michael Carriel</p> <p>While on patrol, Officers Rosa and Carriel responded to an unknown medical call. Upon arrival they began conducting CPR in an effort to revive the victim. Upon discovering that the individual was a heroin user, they administered a life-saving dose of Narcan. The victim eventually regained consciousness and was transported to a hospital for emergency care.</p>	
<p>OCTOBER</p>	<p>Sergeant David Dowd & Sergeant Bronson Jusino</p> <p>Sergeants Dowd and Jusino were conducting surveillance on a location as a result of a tip indicating that the establishment may be the target of an organized gang "hit". The sergeants were able to intercept an armed gang member who was delegated with the task of shooting up the establishment before he was able to carry out the plan.</p>	
<p>NOVEMBER</p>	<p>Detective Hector Botello</p> <p>Detective Botello played an instrumental part in the investigation of a shooting which had occurred at a motorcycle club between rival motorcycle gangs. Detective Botello worked alongside the NJ State Police Gang Unit and Hudson County Prosecutor's Office to secure evidence, recover contraband, and develop a case which led to the arrest of various gang members involved in the shooting.</p>	
<p>DECEMBER</p>	<p>Detective James Vangelakos</p> <p>Detective Vangelakos was able to singlehandedly put an end to a car burglary spree being conducted by a male and female couple. His thoroughness and vigilance led to the arrest of the duo who had been conducting moto vehicle break-ins throughout the region.</p>	

2015 OFFICER OF THE YEAR

Sergeant David Dowd



"He is a role model for all Officers within the agency regardless of rank. Sergeant Dowd's work ethic and pride in assignment is rivaled by few within the agency."

- Lieutenant Arthur Del

"Sergeant Dowd has demonstrated extraordinary dedication to the performance of his duties. His investigative skills and strong work ethic are reflected by his job performance... Sergeant Dowd's enthusiasm toward his job projects positive energy within his division and should serve as an example for all members of the department."

- Deputy Chief P. Fasilis

TRAINING



Police training is one of the most important functions and responsibilities in law enforcement. A well-trained and educated police officer will be better prepared to act decisively and appropriately in any given situation. Furthermore, training also helps improve an officer's ability to react to the many dangers associated with the law enforcement profession thereby reducing the chances of injury or even death. Finally, training helps our police department maintain higher standards and improves moral and public respect.

Over the past two years, the Township of North Bergen has tripled the Police Department's training budget. The Department has also increased the size of the training division and has doubled the amount of certified instructors. As a result, more officers have attended training and education seminars in 2014 and 2015 than over the previous five years combined. The North Bergen Police Department has also taken advantage of many tuition free training seminars and courses being offered through the State and federal government.

Some of the training that our officers have attended in 2015 include water rescue, unarmed self-defense, self-aid/buddy aid, advance CPR, crash investigator, training, active shooter, public management, safe school and school resource officer training gang awareness, auto theft, interview and interrogation, document fraud, criminal law and legal updates, supervision and management, , leadership and ethics, NJ Attorney General Guideline updates, major crimes investigations, intelligence and analytics training, high impact supervision, civil disturbance training, domestic violence, Accreditation, internet and social media issues, police bicycle training, basic and advance crime scene investigations, police records, radiation detector training, animal snare capture, 911 instructor training, emergency response to railroad incidents, and much more.



RUTGERS

School of Public Affairs
and Administration | Newark



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

The State of New Jersey

Certified Public Manager® Program

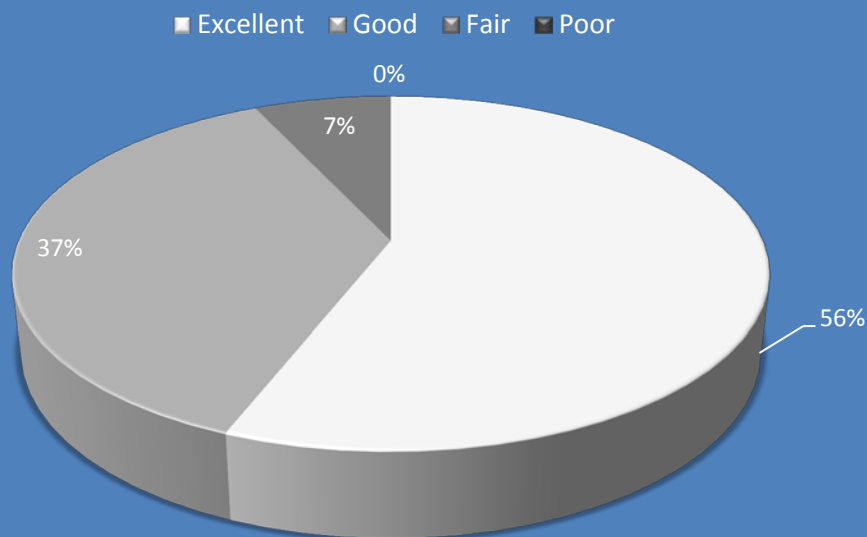
In 2015, Chief Robert J. Dowd and Deputy Chief Peter Fasilis were the first North Bergen Township employees accepted into The State of New Jersey Certified Public Manager® (CPM) Program. The State of New Jersey Certified Public Manager® Program is a nationally accredited program being offered through Rutgers School of Public Affairs and Administration in cooperation with the New Jersey Civil Service Commission. The program was designed to develop public sector managers into efficient, effective, and ethical organizational leaders. The curriculum was developed jointly by Rutgers University's School of Public Affairs and Administration and the State of New Jersey's Civil Service Commission to meet the complex demands and challenges of the 21st-century public management environment. The program culminates with participants submitting a capstone study unique to their organization.

The subject of Chief Dowd and Deputy Chief Fasilis' capstone research project was the organizational transformation of the North Bergen Police Department. The vision of this capstone is to transform the North Bergen Police Department from a traditional and reactive style model of policing to true community policing based strategy utilizing an intelligence-led component. This project seeks to answer three questions: (1) what does the community expect from its police? (2) How can we better improve relations and cooperation with the public? (3) Will the use of an intelligence-led / community policing model benefit both the police and the public to reduce crime and disorder thereby improving the overall quality of life in the township? The results of the study will be utilized to set the stage for a major paradigm shift in 2016.

CPM CAPSTONE SURVEY DATA

As part of the capstone study, members of the community were allowed to participate in a voluntary and anonymous questionnaire. While the scope of the research was somewhat limited due to the confines of the study, the result of were very encouraging:

How do you rate the overall performance of the North Bergen Police Department?



Community perceptions at a glance:

- 94% of respondents believe that the North Bergen Police Department is capable of addressing the needs of the community.
- 78% of the respondents believe that the North Bergen Police Department has a good to excellent relationship with the community it serves.
- 76% of respondents report that the police are present and visible in their neighborhood.
- 68% of respondents report either little or no crime in their neighborhood.
- More than half of the community respondents believe that crime has remained stable within the Township. Additionally, 30% believe that crime has gone down.

GOALS FOR 2016

Renovation Project

In the fourth quarter of 2015, the North Bergen Police Department embarked in the process of a major renovation in order to consolidate police services, improve the quality of service to the public, update our facilities and information technology infrastructure, as well as prepare for the Accreditation process. Nearly three-quarters of a million dollars in funds were secured through asset forfeitures and grants allowing the project to proceed with almost zero taxpayer liability. The Department anticipates this massive undertaking to be completed before the end of the second quarter of 2016.

The North Bergen Township Alternative Policing Strategy (NBTAPS)

NBTAPS is a concept aimed at changing the culture of the North Bergen Police Department from a traditional and reactive style of policing, to a proactive, community and problem solving policing agency. NBTAPS will utilize cutting edge technology and an intelligence-led policing component to support the department's new community policing mission. New channels will be developed for community input into policing issues and the role of all members of the police department shall change to include accountability in the problem solving process.

Accreditation

After a long and arduous process, the North Bergen Police Department is nearing the final stages of the Accreditation process through the New Jersey State Association of Chiefs of Police consortium. The foundation of Accreditation lies in the adoption of professional standards and best practices. Accreditation can only be achieved once a team of trained, independent assessors verifies that the North Bergen Police Department has successfully implemented its professional standards. It is anticipated that the department will accomplish this professional achievement by 2016.

Town-Stat

As part of the NBTAPS strategy, the Town-Stat concept envisions forming partnerships among all municipal government divisions to participate in the common goal of increasing public safety, and in turn, the quality of life for all of the citizens of North Bergen. While the North Bergen Police Department has a strong and important role to play in public safety, we alone cannot effectively address all public safety problems. Utilizing Town-Stat, nearly every municipal department plays an important role in promoting public safety. Facilitating collaboration between all of our municipal resources will greatly enhance the Police Department's ability to address crime and disorder before it becomes a public safety issue.

2015 Annual Report

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www.northbergenpolice.com



[@nbpolice](https://twitter.com/nbpolice)



www.facebook.com/northbergenpolice/



Thank you for taking the time to read our annual report. I am proud to lead the men and women of the North Bergen Police Department as we strive to meet our Township's public safety needs now and into the future. Please remember to like us on Facebook and follow us on Twitter.

- Chief Robert J. Dowd