

2016

North Bergen Police Department Annual Report



North Bergen Police Department



"An Accredited Police Agency"

Policing in the 21st Century:

*A response to the President's Task Force
on 21st Century Policing Final Report*

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MESSAGE FROM THE CHIEF



As we look back on the year 2016, we have many accomplishments to highlight. The North Bergen Police Department (NBPD) became an Accredited Law Enforcement Agency through the New Jersey State Association of Chiefs of Police (NJSACOP). I also obtained Accredited Chief Executive—Chief of Police-Advanced status from NJSACOP and Deputy Chief Fasilis obtained Accredited Command Executive status. Members of the NBPD have aimed a great deal of time and energy increasing professionalism in our department, and we have focused on expanding our community policing philosophy. We have magnified our public outreach through an aggressive social media campaign utilizing three platforms: Facebook, Instagram and Twitter.

President Barack Obama issued Executive Order 13684 creating the President's Task Force on 21st Century Policing. The mission of the task force was clear: "consistent with applicable law, identify best practices and otherwise make recommendations to the President on how policing practices can promote effective crime reduction while building public trust." Since the task force's final report was released, it has quickly become a foundational document serving as an anchor for the ongoing national discussion on policing reform.

In July 2016, Deputy Chief Fasilis and I were honored to be invited to the White House to meet with senior advisors to President Obama for a discussion on the implementation of the taskforce report. As we joined in discussion with approximately 30 other police executives from around the nation, we discovered that many of the best practices highlighted by the president's taskforce are performed by members of the North Bergen Police Department on a daily basis. It was as a result of this meeting that I decided to dedicate the theme of the 2016 North Bergen Police Department Annual Report to our compliance with the President's Taskforce on 21st Century Policing.

It is my pleasure to share with you the Department's 2016 Annual Report that features the men and women of the Department, who protect our township 24 hours a day. 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 at www.northbergenpolice.com, like us on Facebook, or follow us on Instagram or Twitter.

Robert J Dowd
Chief of Police



Our North Bergen Police Department is a model for diversity and efficiency around the state. This year, the Department was officially accredited by the New Jersey State Association of Chiefs of Police. The distinction comes after a thorough examination of all aspects of NBPD's policies and procedures, management, operations and record of keeping our community safe. This confirms that the brave men and women of the department work exceptionally hard every day to keep us all safe.

In addition to being a certified Department by the State, The North Bergen Police Department has implemented new community policing initiatives, such as the North Bergen Township Alternative Policing Strategy (N.B. TAPS). This new initiative further enhances police-community relations by bringing the police department into the community with informal meetings, where North Bergen residents can voice their concerns and issues in person in a comfortable and open setting. Our officers also make it a point to engage with the community by participating in public programs like National Night Out Against Crime, Coffee with a Cop and our annual Winterfest Celebration. These programs give officers the opportunity to engage with the community in a fun, informal setting and to build the strong relationships with residents that lead to effective policing based on trust and mutual respect.

During my tenure as Mayor, the department's commitment to public safety has remained unchanged. The department's diversity has been praised by national law enforcement associations as one of the most diverse policing units in the state, with a higher than average percentage of female officers and nearly 60% of officers being of Hispanic heritage. The latter is due in large part to our Resident Only Hiring Policy, and it has made the North Bergen Police Department more effective by making it truly representative of our North Bergen community.

The North Bergen Police Department is at its full Table of Organization of officers. Thanks to the efforts of our Township Administrator and Revenue and Finance Department, we have been able to dedicate the funds to invest in public safety by hiring many new officer hires and promotions in the past few years, all while maintaining adequate numbers in our force and keeping property taxes stable. This comes at a time when many other municipalities around the state have been forced to lay off police officers, jeopardizing public safety due to financial problems. The opposite has happened here in North Bergen, with a fully staffed department using modern technology and tools to proactively fight crime and keep our neighborhoods safe.

I would like to thank Public Safety Commissioner Allen Pascual, Chief Robert Dowd, his command staff and every single officer in the North Bergen Police Department for their bravery and impeccable service 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.

Nicholas J. Sacco
Mayor, Township of North Bergen



MESSAGE FROM THE COMMISSIONER



It is an enormous pleasure to work with the brave men and women of our North Bergen Police Department. Our everyday goal for the entire Police Department and the Township's Administration is the safety and quality of life of our residents. First and foremost, it is for that reason that we strive to be one of the best departments in the entire state and we seek to connect with our residents on a daily basis.

This year, our police department achieved accreditation. Having an accredited department reaffirms the professionalism and efficiency of our NBPD, this places them among the best in New Jersey and the Nation. The result of accreditation is greater accountability within the department, reduced risk and liability exposure, stronger defense against civil lawsuits, increased community advocacy, and more confidence in the agency's ability to operate proficiently and respond to community needs.

In an effort to connect on a more personal and direct level with the community we serve, we have expanded our community outreach with grass root events such as Coffee with a Cop, walking patrols and other methods of community policing. This has enabled the North Bergen Police Department to build trust and connections with the people that call North Bergen home. In addition, our courageous officers volunteer their time at Township events such as Winterfest and National Night Out Against Crime, by participating willingly in these events the officers give back to the community they so proudly call home.

The renovation of the police department included the creation of a dedicated Emergency Operation Center, multiple redundant power and communications backup systems for emergencies including a new backup generator, an upgraded communications network, the creation of our Crime Prevention and Intelligence Center (CPIC) which will serve as the core of our North Bergen Township Alternative Policing Strategy (NBTAPS), the creation of a small police museum, and many more exciting state of the art features. This renovation was made possible thanks to asset forfeiture and most importantly it cost North Bergen taxpayers zero dollars, as we maintain our promise of safe neighborhoods and stable taxes.

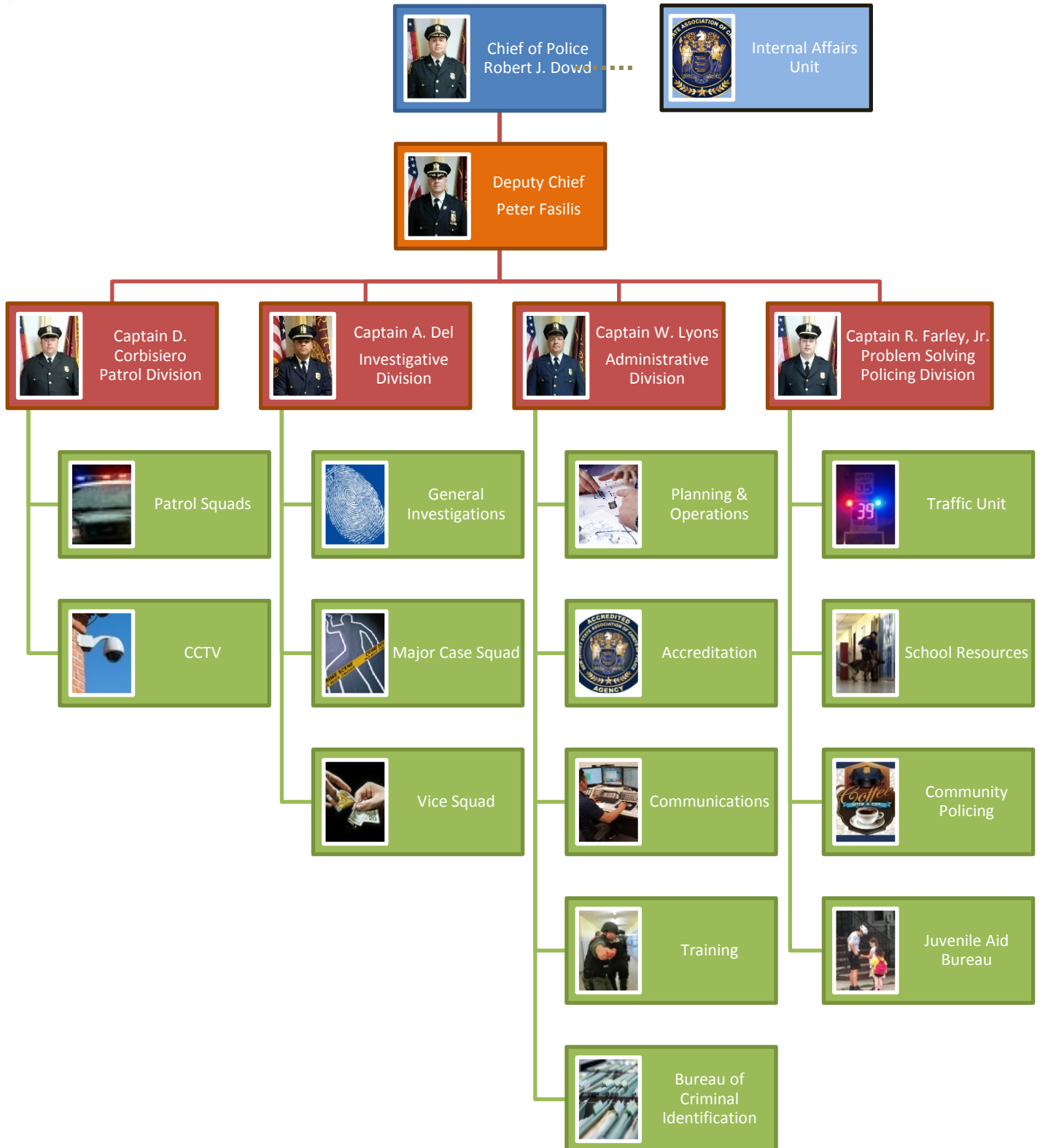
I would like to thank Mayor Nicholas Sacco and my colleagues at the Board of Commissioners for their continued support toward the North Bergen Police Department. Thanks to their responsible financial planning and administrative decision making, the police department has remained at an adequate number of officers required to protect our township. Lastly I would like to thank the entire North Bergen Police Department from Chief Robert Dowd, to his administrative staff, to all of the brave men and women who everyday serve and protect valiantly our community.

Allen Pascual
Commissioner of Public Safety



NORTH BERGEN POLICE DEPARTMENT

Annual Report | 2016 TABLE OF ORGANIZATION





PROMOTIONS & APPOINTMENTS

Hired August 31, 2016

- Emily Ramirez
- Vanessa Espinoza
- Biron Mendoza
- George Somarriba
- Salvatore Giuca
- Bryan Suarez



Appointed to Detective October 14, 2016

- Benjamin Ortega



Sister Act

Recruit Vanessa Espinoza, hired in August, attends a job fair with her sister, Cynthia Montero, who was promoted to Lieutenant in December.

Promoted to Captain December 12, 2016

- Arthur Del

Promoted to Lieutenant December 12, 2016

- Bronson Jusono
- Cynthia Montero
- Jorge Raposo
- Michael Vitali
- Otoniel Cruz
- David Dowd

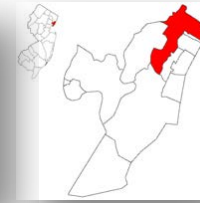
Promoted to Sergeant December 12, 2016

- Nicholas Galliano
- Alexander Vazquez
- Michele Bartoli
- Alex Barrios
- Edward Moyano
- Brian Caramucci
- Victor Queiro
- Brian O'Neill
- Christian Argudo





North Bergen at a Glance:



North Bergen Police Department

Sworn Police Officers

Chief	1
Deputy Chief	1
Captain	4
Lieutenant	12
Sergeant	16
Detective	15
Patrol Officer	69
Special Class II (P/T)	3
Total Sworn	121

Civilians

Clerks	4
Dispatchers	8
CCTV Monitors	30
Interns	3
Other P/T	2
Total Civilian	47
Total Employees	168

Township of North Bergen

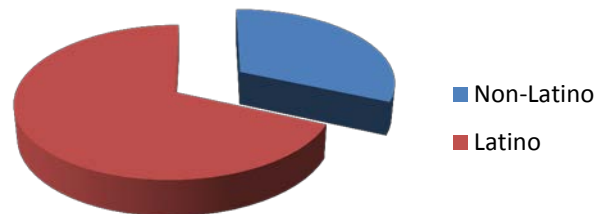
Statistics

Population 2010	60,773
Population 2015 (est.)	62,993
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%

Demographics: Latino Population





INTERNAL AFFAIRS SUMMARY REPORT

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	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0
Demeanor	0	26	26	0	4	1	21	0	0	0
Other Rule Violation	0	54	54	0	25	2	15	1	3	8
Other Criminal	0	0	0	0	0	0	0	0	0	0
Total	0	80	80	0	29	3	36	1	3	8



CALLS FOR SERVICE



TOTAL CALL FOR SERVICE = 112,483



QUALITY OF LIFE PATROLS = 14,300



POLICE INVESTIGATIONS = 2,273



MOTOR VEHICLE STOPS = 10,785



CCTV VIRTUAL PATROLS = 7,269



ARRESTS = 948



**AVERAGE
9-1-1
RESPONSE
TIME:**

4:21

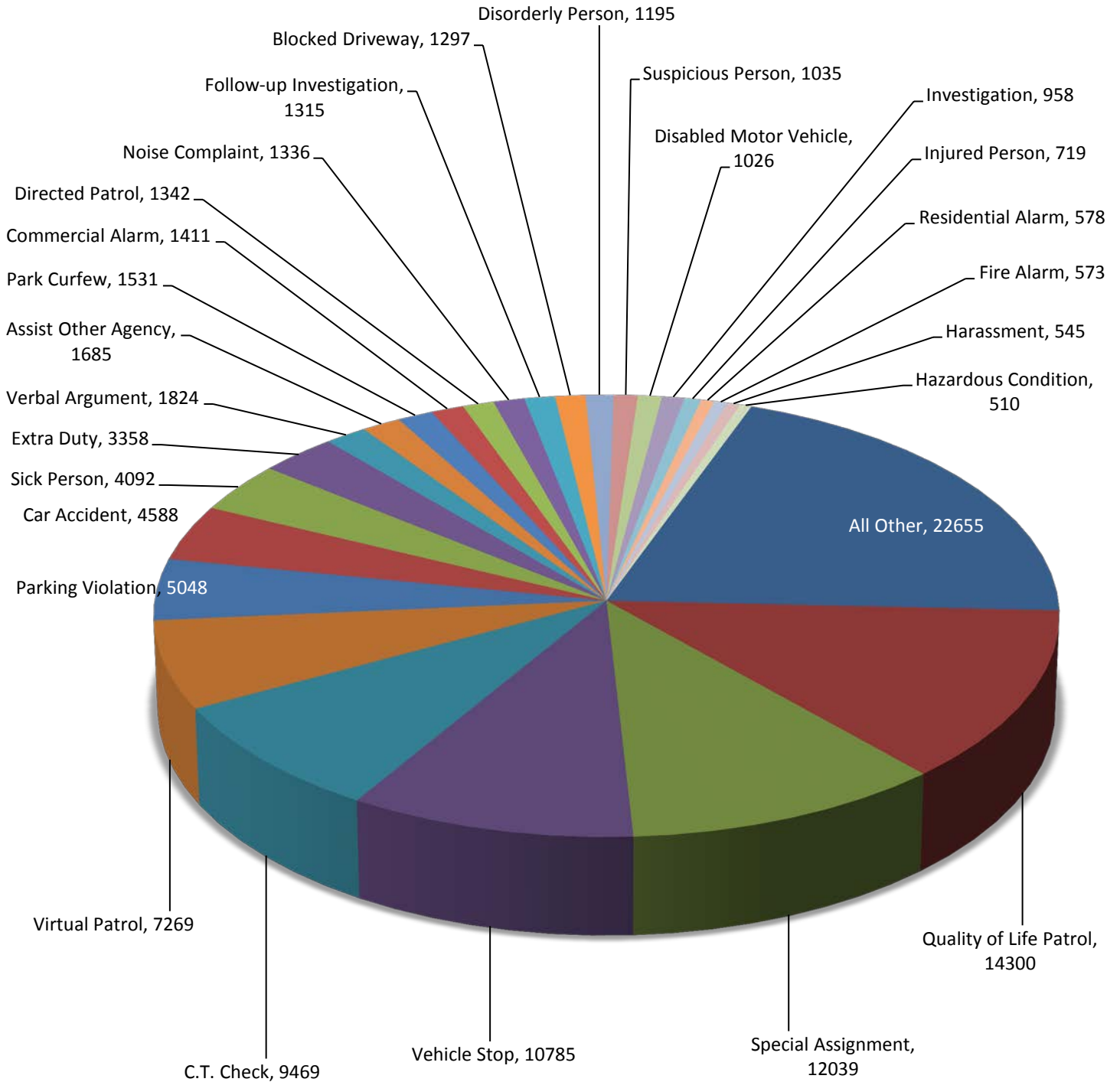
*National
Average
9+
Minutes*



CALLS FOR SERVICE BY TYPE



112,483 TOTAL CALLS FOR SERVICE





OFFENSE TYPE (Part 1 Index Crime)	2016		2015		% Change From 2015	5-Year (2011) Comparison		% Change From 2011
	Offense Count	Crime Rate*	Offense Count	Crime Rate*		Offense Count	Crime Rate*	
Murder	1	0.02	1	0.02	0%	0	0	100%
Rape	17	0.27	17	0.27	0%	4	0.06	325%
Robbery	35	0.56	24	0.38	45.8%	44	0.70	-20.5%
Aggravated Assault	55	0.87	74	1.18	-27.5%	54	0.86	1.9%
Burglary	82	1.30	106	1.69	-22.6%	152	2.41	-46.1%
Larceny (Theft)	445	7.06	485	7.75	-8.2%	480	7.62	-7.3%
Automobile Theft	78	1.24	70	1.12	11.4%	112	1.78	-30.4%
Arson**	3	0.05	1	0.02	200%	2	0.03	50%
CRIME INDEX TOTAL	714	11.33	777	12.33	-8.1%	846	13.43	-15.6%
Crimes Against People	109	1.73	116	1.85	-6.0%	102	1.62	6.9%
Crimes Against Property	605	9.60	661	10.56	-8.5%	744	11.81	-18.7%
Overall Crime (Part 1 & Part 2)	2537	40.27	2671	42.67	-5.0%	2737	43.45	-7.3%

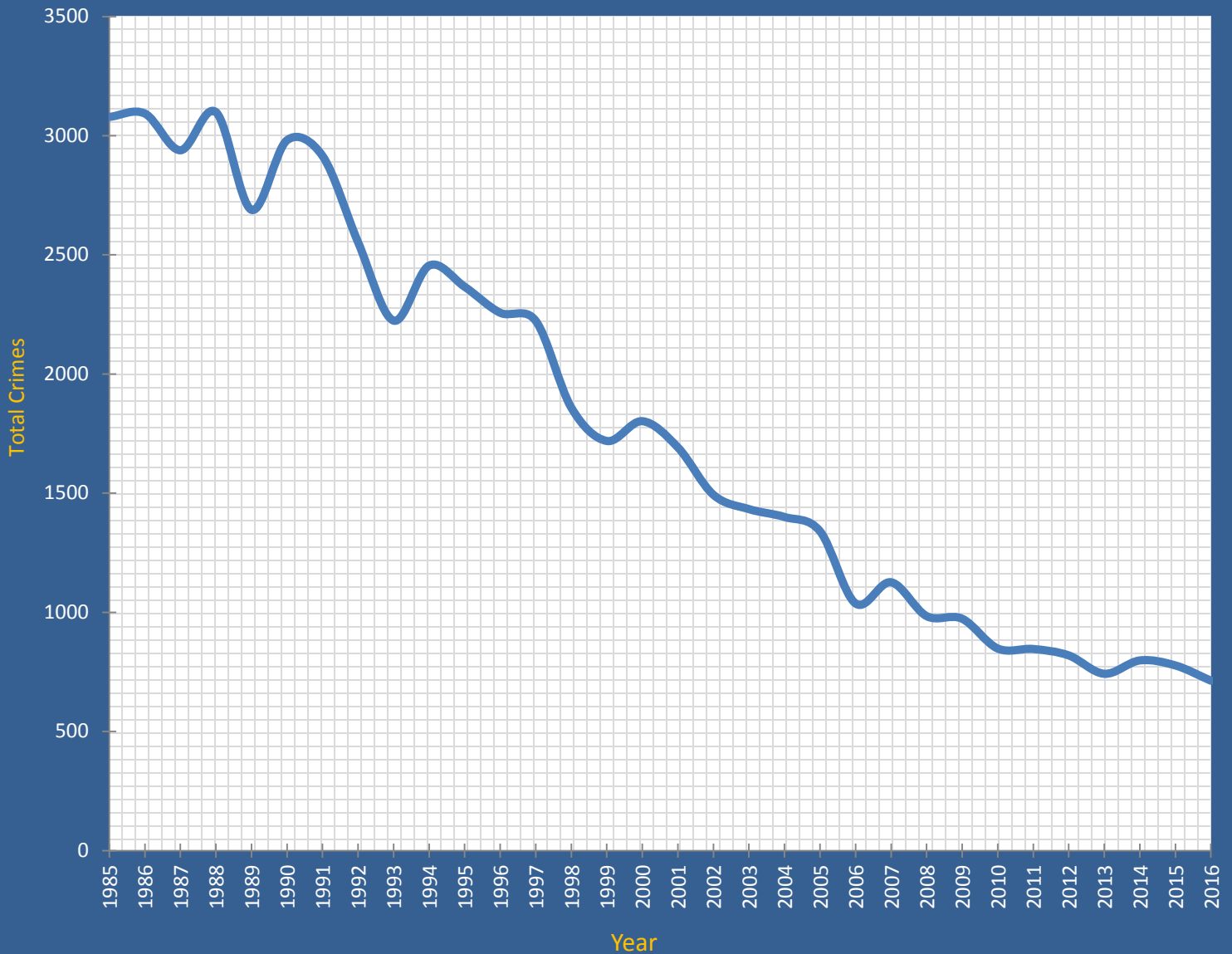
*Crime rate per 1,000 inhabitants based on est. population for calendar year

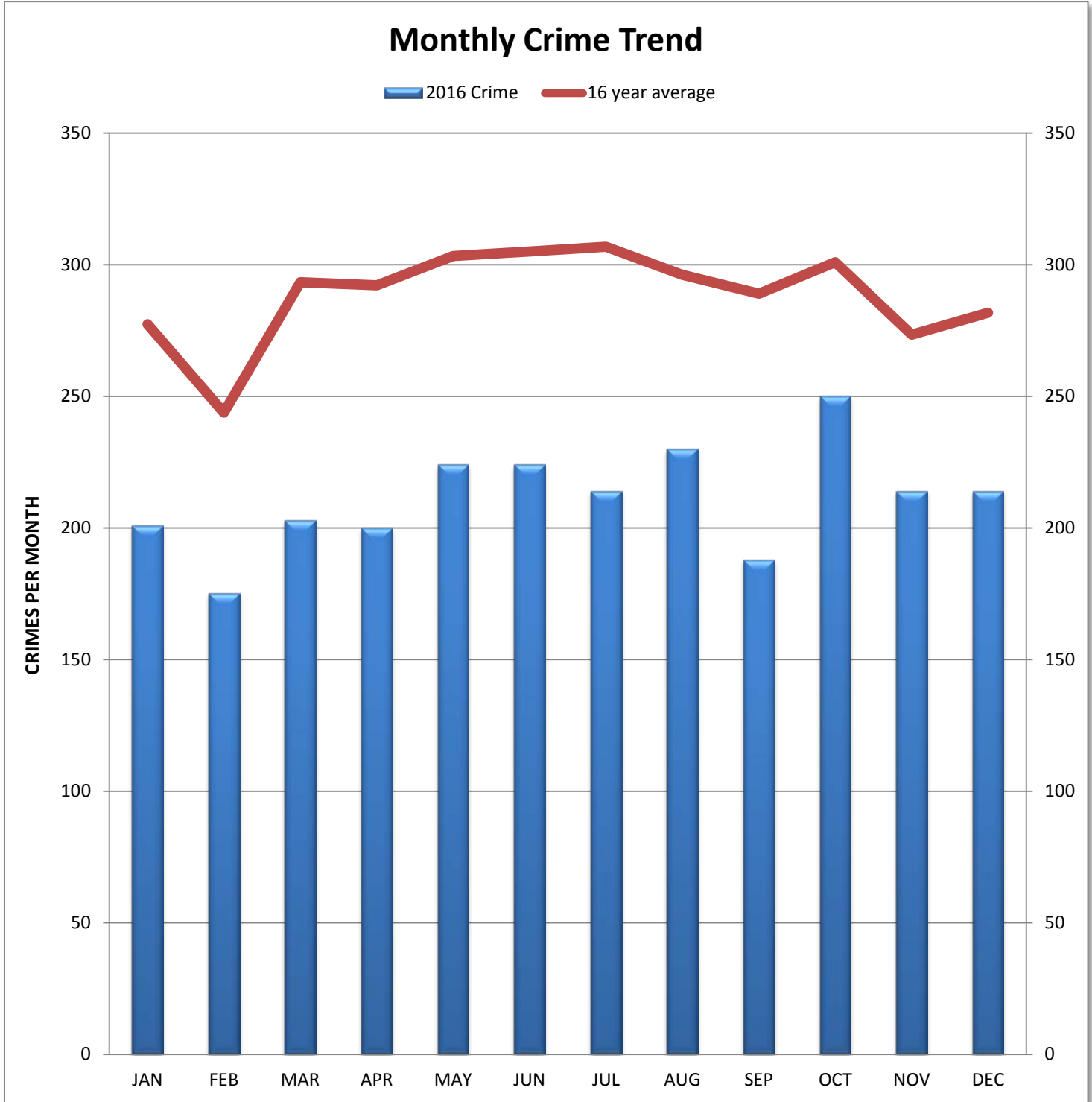
**The UCR Program does not include arson statistics when tabulating Index Crime totals.



Crime Trend Analysis: Overall Crime

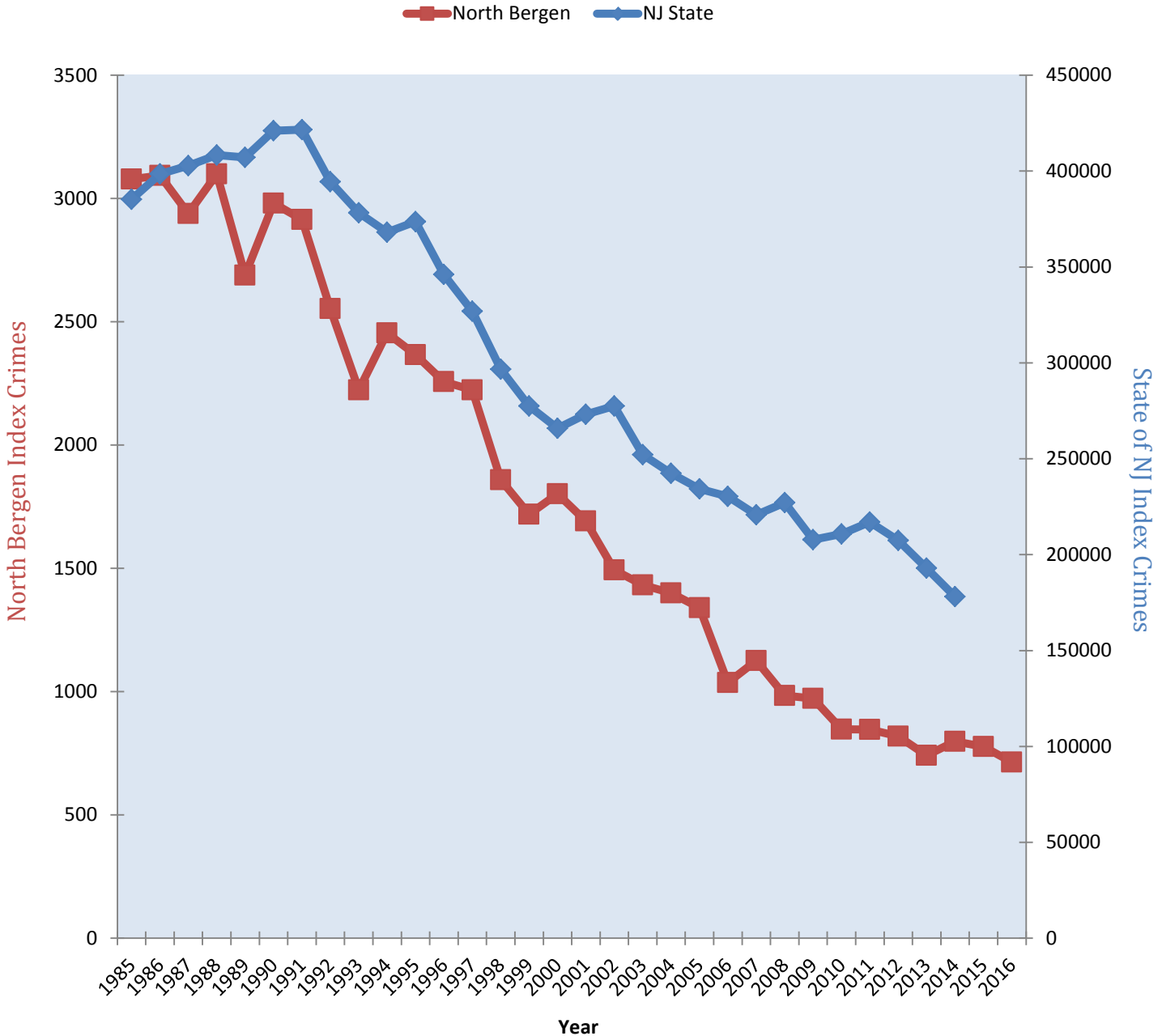
Index Crimes from 1985 to 2016







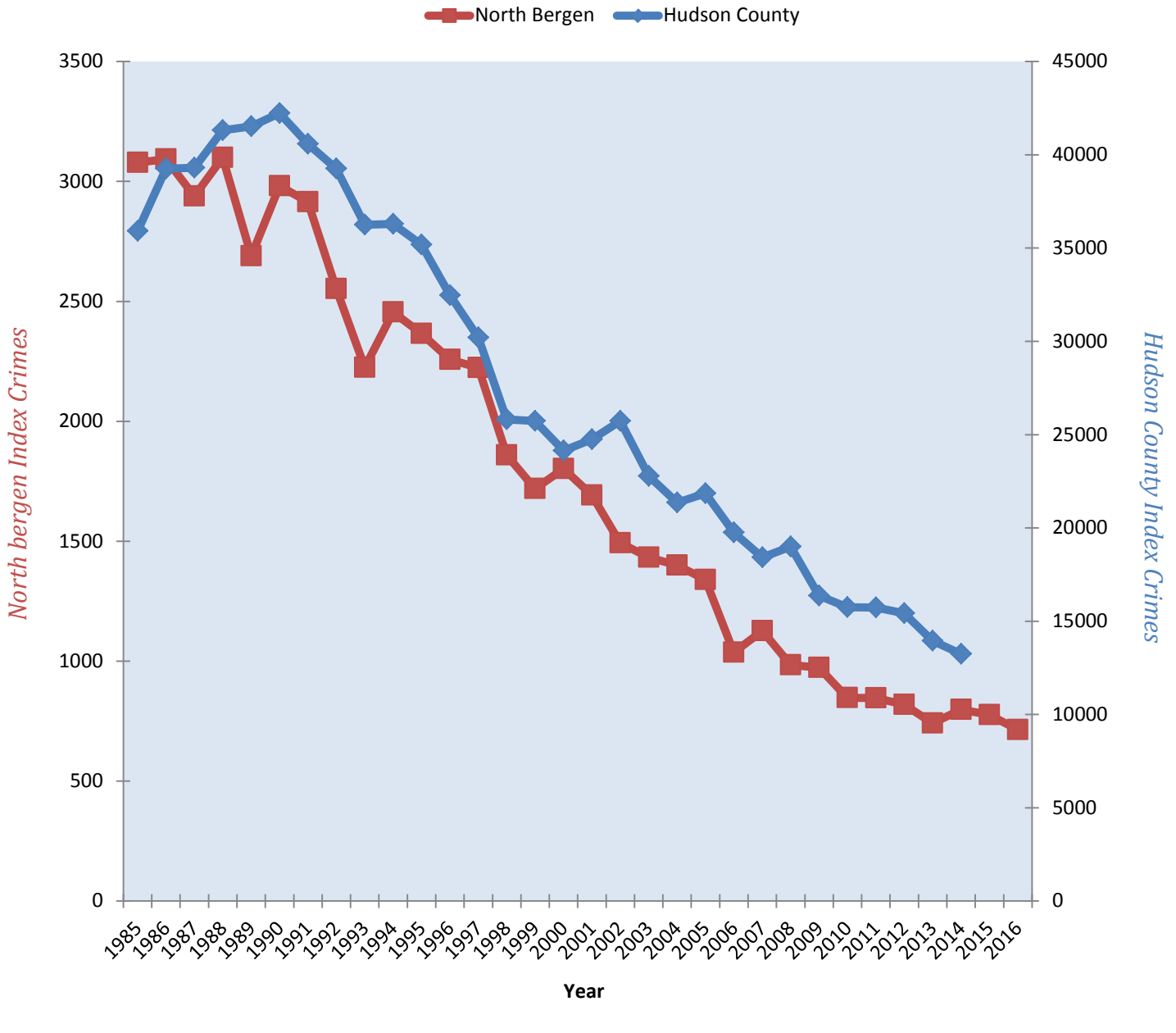
North Bergen Township vs. NJ State
Comparative Index Crime Trend Analysis 1985 through 2016



Note: 2015-2016 NJ State figures not available.



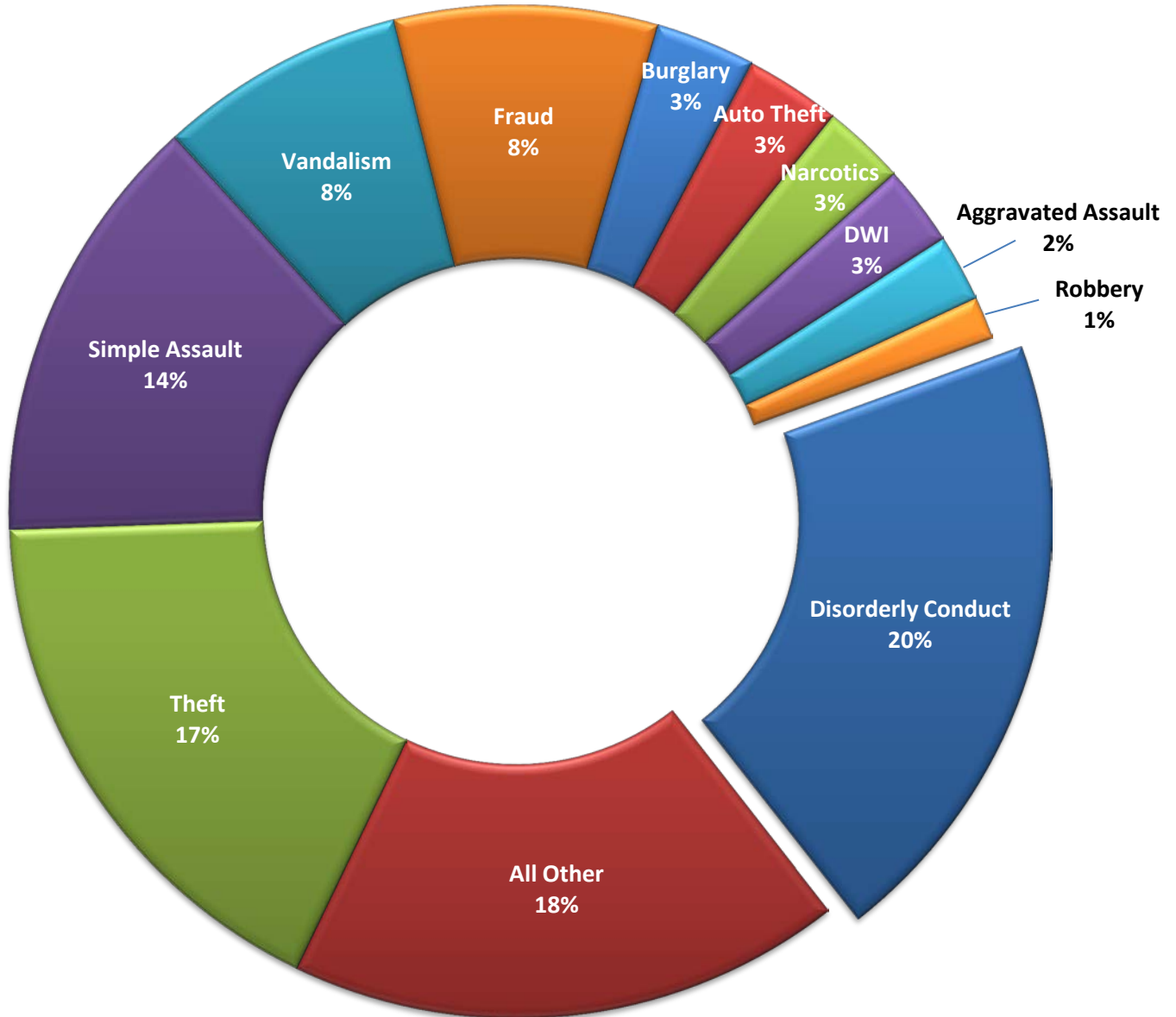
North Bergen Township vs. Hudson County
Comparative Index Crime Trend Analysis 1985 through 2016



Note: 2015-2016 Hudson County figures not available.



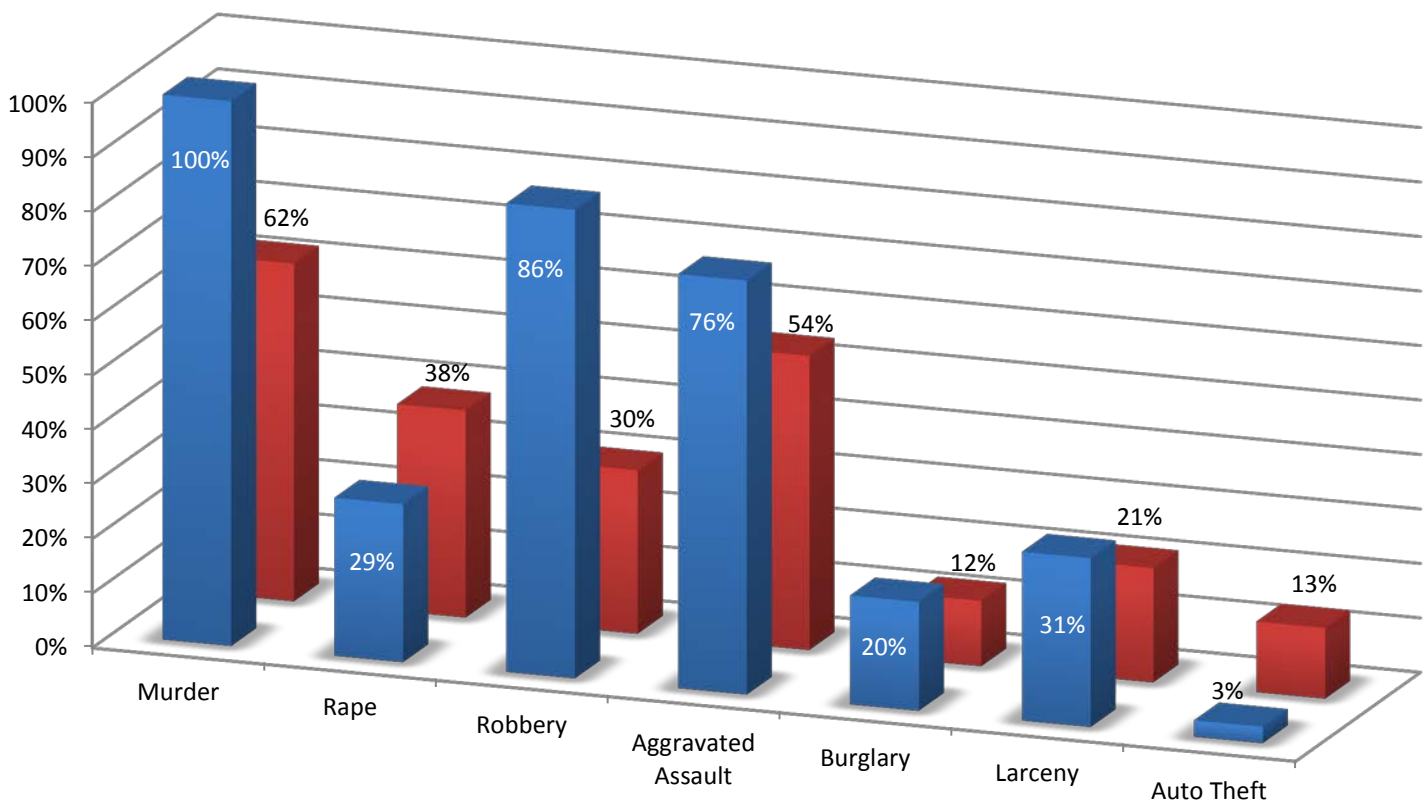
Offense Breakdown by Type





CLEARANCE RATES

■ North Bergen ■ National Average



Note: In the FBI's UCR Program, a law enforcement agency reports that an offense is cleared by arrest, or solved for crime reporting purposes, when a suspect or suspects have been arrested, charged, or turned over for prosecution.



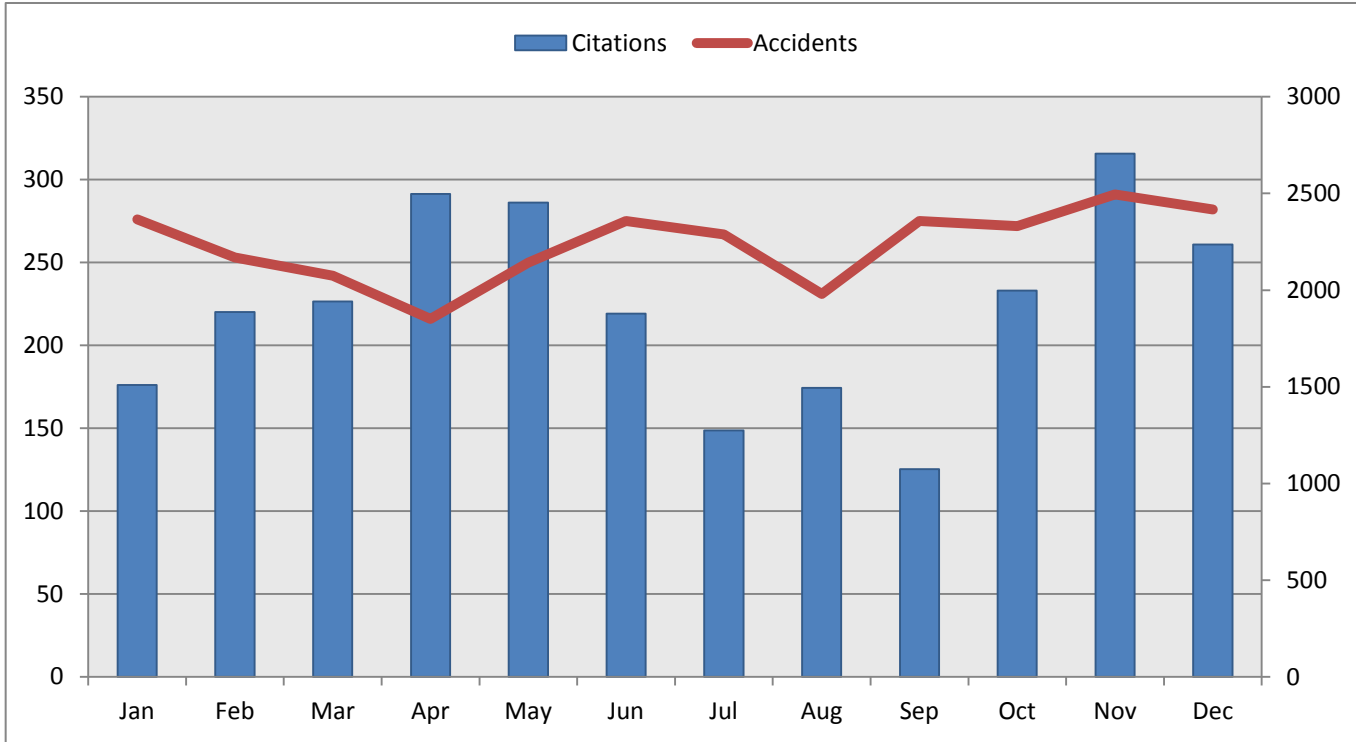
PART I ARRESTS	2016	2015	2014
Juveniles	36	15	11
Adults	395	351	373
Part I Totals	431	366	384
PART II ARRESTS			
Juveniles	51	39	58
Adults	466	413	491
Part II Totals	517	452	549
TOTAL ARRESTS			
Juveniles	87	54	69
Adults	861	764	864
Arrest Totals	948	818	933



NORTH BERGEN POLICE DEPARTMENT

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TRAFFIC STATISTICS



2016 Totals	Traffic Accidents	Tows	Citations	D.U.I.
January	276	213	1510	2
February	253	208	1886	2
March	242	201	1941	5
April	216	190	2498	3
May	250	235	2452	8
June	275	199	1878	1
July	267	216	1275	7
August	231	160	1495	6
September	275	159	1074	7
October	272	198	1998	3
November	291	192	2706	11
December	282	226	2236	11
Total	3,130	2397	22,949	66



The North Bergen Police Department investigates hundreds of cases a year and every case is grouped by investigative priority. As indicated in our previous section, the North Bergen Police Department is proud of its exceptional clearance rate. While cases are assigned priority, each and every case is assigned to an investigator or team of detectives. Investigative cases vary from reports of petty offenses, to major felony incidents. In addition, the North Bergen Police Department also handles and responds to a variety of non-criminal cases such as emergency responses to fires, industrial accidents, mass-casualty incidents, and mutual aid assistance calls. Highlighted in the following section are some of our most significant incidents and more prominent cases of 2016.

Home Invasion Robbery

On February 9, 2016, police officers responded to a home invasion in progress with a report of gun shots being fired. Officers engaged three actors at the scene which resulted in a foot pursuit. One of the actors was apprehended in possession of a handgun. After some investigation it was determined that the residence in question was suspected of containing narcotics which may have been a motive for the home invasion. Investigating personnel applied for and subsequently secured a search warrant. The search of the residence resulted in the recovery of narcotics approximately \$16,000.00 in cash. The search also resulted in the seizure of multiple handguns including an Uzi which was used by the actors. A third actor remained at large but was quickly arrested by North Bergen Police Detectives and New York City Police High Intensity Drug Trafficking Area (HIDTA) agents at a night club in Manhattan.



Street Fight and Retaliation



On May 2, 2016, officers responded to a report of a large street fight with weapons. The fight involved a male who was armed with a machete that was assaulting other people. The incident was captured on local area home surveillance video. It was later determined that incident was also captured on cell phone video and posted on the Internet by an observer. As retaliation to this incident, the actor later returned to the victim's house and fired several gun shots into the home as well as the next door residence. The investigation led to a joint investigation with the Hudson Prosecutor's Office Gang Unit. After conducting hours of surveillance and intelligence gathering, the actor and co-conspirators were identified and subsequently arrested.



Robbery with gun involved in other crimes, federal prosecution.

On November 1, 2016, officers patrolling in a marked unit observed two suspicious males near a vehicle in the early afternoon hours. As the officers came around to further observe and investigate, the individuals deliberately evaded the officers and eventually began to run. Officers gave chase when a third male yelled out “they have a gun.” Officers gave chase and apprehended the two suspicious males. One of the males was armed with a handgun. The officers ascertained that their actions interrupted an armed robbery in progress. The serial number of the firearm recovered was entered into NCIC and E-TRACE. This inquiry resulted in the discovery that the same firearm was also used in a home invasion. The relevance and importance of the investigation of the actors and firearm are currently being reviewed for federal prosecution.



Human Trafficking

HUMAN TRAFFICKING IS MODERN DAY SLAVERY

KNOW IT. SEE IT. REPORT IT.

njhumantrafficking.gov toll free hotline 855-363-6548 **855-END-NJ-HT**

On October 19, 2016, a female victim was brutally assaulted at a local motel. The victim reported that she was a victim of Human Trafficking. The victim informed our officers her Human Trafficker sent someone to assault her because she was pregnant. The Hudson County Prosecutor’s Office and the Department of Homeland Security assisted with obtaining intelligence

and identification information. The detective’s investigation eventually led to the identity of the Human Trafficker. This investigation also led to the discovery of additional females who could be possible victims. The actor was arrested and charged with Human Trafficking which is a crime of the first degree.



Aggravated Assault, shots fired

On December 12, 2016, officers were dispatched and responded to an incident involving gun shots being fired. Officers conducted an exhaustive search of the area for suspects, witnesses, and anything else of evidentiary value. Officers eventually identified and located three involved individuals. During interviews and a canvass of the area, officers were able to locate one of the handguns not far from the scene. The incident involved a dispute between two males who each displayed handguns. These individuals exchanged gun fire within close proximity of one another. It was later determined that handgun recovered from the scene was a stolen firearm. The investigation led to the arrest of one of the participants. Another suspect has been identified and is currently wanted for further questioning.



Plane Crash

On May 27th, 2016 officers responded to a report of a plane crash in the Hudson River. When they arrived on scene, they established a command post and began to formulate a rescue plan. Unfortunately, the aircraft rapidly sunk to the bottom of the river making it extremely difficult for first responders and rescue divers to access the airplane's cockpit. First responders on scene continued their rescue and support efforts for hours until it was deemed a recovery operation. The undertaking developed into a multijurisdictional rescue operation involving Federal agencies, the New York and New Jersey State Police, NYPD, Port Authority, New York City Fire Department and North Hudson Regional Fire Department. It was later determined that the World War II era P-47 Thunderbolt was conducting an exercise for an upcoming air show when the engine seized. The veteran pilot, William Gordon, was able to heroically guide the plane into the Hudson River avoiding injury to highly populated areas as well as boaters and a nearby restaurant.





Bank Robbery

In April of 2016, a bank robbery occurred at a local financial institution. Detectives conducted an investigation and obtained video surveillance in the area. Two months later, a second bank robbery occurred at another local bank around the same date and day of week. Major Case detectives were able to secure video of a possible involved vehicle. Detectives identified the pattern of robberies and subsequently set up surveillance teams at the local banks during the same date and time for the next two months. Two months later, the same actor committed a robbery at the previous bank. The actor fled the scene in his vehicle but the detectives were not far behind. A vehicle pursuit ensued into Bergen County in which the actor attempted to pull over and hide. The detectives however, were not fooled by his deceptive maneuvers. He was arrested and charged with two of the three bank robberies. The robberies are being reviewed for Federal Prosecution. Dedicated old fashion detective work led to apprehending the actor, who turned out to be a career bank robber.

Missing Person

On October 23, 2017, a female was reported missing by a friend. Detectives began a preliminary investigation in which they discovered her disappearance was highly suspicious and required immediate attention. The female was last seen in New York City where her vehicle had been recovered. Detectives responded to New York City to track down video and interview witnesses and her friends. This is one of the first investigations that the North Bergen Police Department had utilized its social media platforms to broadcast the incident and request the public's assistance. Our social media sites had thousands of viewers including celebrities associated with the missing female. The New York City Police Department had joined the investigation to assist. One detective persistently contacted New York City hospitals believing that the missing person may have been admitted for medical reasons. His tenacity paid off when a "Jane Doe" patient was found to have been admitted during the time of the victim's disappearance. The missing female was subsequently positively identified and found in the hospital under medical supervision. She was reunited with her family shortly thereafter.





Annual Report | 2016 OFFICERS OF THE MONTH

JANUARY



P.O. J. Castillo responded to a report of an unconscious female. Upon his arrival, he located the female lying on her couch in a lifeless and unresponsive state. After checking for any signs of life and receiving negative results, he placed her on the living room floor and immediately began providing first aid and applied his assigned Automated External Defibrillator (AED). Paramedics arrived on scene shortly thereafter to continue medical treatment. It was later determined that Officer Castillo's swift actions saved her life.

FEBRUARY



Sgt. O. Cruz and Sgt. R. Ruiz responded to the scene of a home invasion in progress. Armed assailants made their way into a residence and discharged their firearms after the residents gave resistance. The sergeants were quick to respond to the scene of the crime and were able to observe the actors fleeing from residence. A foot pursuit ensued and the officers were able to apprehend two of the three actors without any further incident or injury.

MARCH



P.O. S. Durango planned and organized a very successful fundraiser for the North Bergen Police Department's New Jersey Special Olympics Law Enforcement Torch Run. She accomplished this while simultaneously promoting a health and wellness fitness campaign for the police department as well as North Bergen Township employees. Officer Durango's "Biggest Loser" team weight loss challenge not only raised funds for the New Jersey Special Olympics, but it also encouraged officers to lose weight through exercise and a healthy diet.

APRIL



P.O. J. Solan was on routine patrol during his midnight tour when he observed a vehicle with Texas registration driving at an excessive rate of speed. P.O. Solan continued to follow the vehicle where he observed it failing to stop at multiple stop signs. He proceeded to conduct a motor vehicle stop and field inquiry. His field investigation led to the arrest of two parties for theft, possession of burglary Tools, receiving stolen property, possession of narcotics, and various other warrants.



Annual Report | 2016 OFFICERS OF THE MONTH

MAY



P.O. Crafton started a fundraiser for a 60-year-old resident who had his bicycle stolen. As it turned out, this bicycle was the victim's only means of transportation. P.O. Crafton took it upon himself to get the bicycle replaced. He was able to raise the funds necessary within 24 hours. James Vincent bicycle center also agreed to provide the bike at cost. The remaining money was donated to the North Bergen Emergency Relief Center.

JUNE



P.O. E. Moyano was conducting a quality of life patrol in the downtown area as a result of various complaints reported by residents. He established a fixed post to conduct surveillance of an area reported to be the source of the neighborhood's problems. During his tour, he observed suspicious activity which led to a motor vehicle stop and field investigation. The driver of the vehicle was subsequently charged with various drug offenses. After further investigation it was also determined that the driver was involved in a previous armed robbery in that neighborhood.

JULY



P.O. C. Orellana conducted a motor vehicle stop where the driver suddenly fled from his vehicle. P.O. Orellana gave chase in a brief foot pursuit but quickly apprehended the driver. After further investigation it was determined that the suspect had just committed a burglary and theft within the township and had most of the proceeds on his person and in his vehicle. He eventually confessed to numerous burglaries in our township and neighboring jurisdictions. He was also wanted out of Broward County, Florida.

AUGUST



Detective B. Ortega worked diligently to reorganize the police department's property and evidence room. His work began with an audit and complete overhaul of the facility and central filing system. The process required many weeks of tedious labor in order to meet deadlines. The property and evidence function was critical towards achieving accreditation status. The restructuring was also essential in maintaining the integrity of the property and evidence function as well as reducing the Department's liability.



SEPTEMBER



P.O. C. Apostolakos works tirelessly at all his assignments. He is always eager to assist others and has a positive attitude toward all. His assignment usually goes unnoticed, but without his behind-the-scenes daily work product, many functions of the department would suffer. P.O. Apostolakos was also instrumental in getting the North Bergen Police Department operational with the White House's Police Data Initiative (PDI) and continues to liaise with the Police Foundation on this and other open data initiatives.

OCTOBER



P.O. A. Barrios was investigating an incident where a juvenile at one of the Township's elementary schools was threatened by a party using the Instagram account Jason.the.clown123. The individual also posted threats directed toward other North Bergen and Union City Schools. Social Media picked up the story and it circulated throughout the Township. Through his intensive and thorough investigation, P.O. Barrios was able to identify and apprehend this party.

NOVEMBER



P.O. Castillo was dispatched to take an accident report where he observed two individuals acting suspiciously while en route. He approached the parties to conduct a field inquiry but they ran off and refused his commands to stop. Officer Castillo was able to apprehend these parties and further investigation determined they had just committed a robbery. One party was in possession of a 9mm automatic handgun loaded with five rounds.

DECEMBER



Detective W. Fleischhauer responded to a call of gun shots in the midtown area. Upon his approach, he observed three male parties running across Tonnelle Avenue. Detective Fleischhauer proceeded to stop these individuals to investigate further. The subsequent investigation on scene led to the suspicion that one of these parties had fired the handgun. Detective Fleischhauer was able to locate the discarded handgun, a .357 magnum revolver and arrested the individual in question.



OFFICER JASON CASTILLO



The North Bergen Police Department Officer of the Year is selected through feedback from fellow officers and supervisors, and is based on the officer's performance during the calendar year. Courtesy, compassion, courage and devotion to duty are just some of the key qualities that determine our officer of the year. The nomination and selection process can also be based on a particular act, demonstrating the officer's ongoing commitment to professionalism and bravery.

This year's recipient, Officer Jason Castillo, while being fairly new to the police force, has been nominated as officer of the month on multiple occasions and has shown exemplary performance in the line of duty. He is truly an asset to this agency. Congratulations Officer Castillo!



I had the pleasure of supervising Officer Castillo following the completion of the police academy and assignment to patrol. He has shown a strong desire to learn every aspect of police work, to do well, to help others, and exhibits a maturity level well above many other officers with similar service time. This did not go unnoticed by Chief Dowd and the Command Staff. As a result of his overall performance, Officer Castillo was assigned to the Detective Bureau. Officer Castillo's work ethic and reputation speak for itself and this is why he was selected for Officer of The Year for 2016.

*~ Lieutenant James Gaughran
Field Operations Supervisor*

21ST CENTURY POLICING



President Obama launched the Task Force on 21st Century Policing to better understand specific policing challenges and help communities identify actions they can take to improve law enforcement and enhance community engagement. Since that time, we have seen law enforcement agencies around the country working harder than ever to make the promise of community policing real.

SUMMARY: Trust between law enforcement agencies and the people they protect and serve is essential in a democracy. It is the key to the stability of our communities, the integrity of our criminal justice system, and the safe and effective delivery of policing services. In light of recent events that have exposed rifts in the relationships between local police and the communities they protect and serve, President Barack Obama signed an executive order establishing the Task Force on 21st Century Policing.

The President charged the task force with identifying best practices and offering recommendations on how policing practices can promote effective crime reduction while

building public trust. The executive summary provides an overview of the recommendations of the task force. The 11-member task force worked together with more than 100 individuals from diverse stakeholder groups—law enforcement officers and executives, community members, civic leaders, advocates, researchers, academics, and others—in addition to many others who submitted written testimony to study the problems from all perspectives. The task force recommendations, each with action items, are organized around six main topic areas or “pillars:” Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness.



The following sections outline the North Bergen Police Department’s compliance to the Final Report which reflects our agency’s commitment to the advancement of the police profession and uncompromising dedication to the community we serve.

Pillar One

Building Trust and Legitimacy



PILLAR 1. BUILDING TRUST & LEGITIMACY

Law enforcement agencies should establish a culture of transparency and accountability in order to build public trust and legitimacy. This will help ensure decision making is understood and in accord with stated policy.

To embrace a culture of transparency, the North Bergen Police Department regularly posts on its website various data regarding police-citizen encounters including information about traffic stops, summonses, arrests, and other law enforcement data aggregated by demographics. The Department also publishes an annual report with comprehensive data including crime statistics in professional standards.

In August of 2016, North Bergen Police Department announced its official participation in the White House Police Data Initiative (PDI). This project was launched in 2015 by the White House as a means to increase transparency, build community trust, and strengthen accountability through the use of data. The Department is one of only 129 jurisdictions nationwide that participate in this initiative and is proud to be one of the initial agencies participating in this pioneering effort of data sharing. Datasets are published regularly to the Police Foundation's Public Safety Open Data Portal which can be accessed at

<https://publicsafetydataportal.org>. The Police Foundation's Public Safety Open Data Portal is intended to serve as a central clearinghouse for accessing, visualizing and analyzing local and national law enforcement and public safety open datasets. The North Bergen Police Department supports this effort of making law enforcement data available to the public, demonstrating its commitment to transparency and accountability.



Law enforcement culture should embrace a guardian mindset to build public trust and legitimacy. Toward that end, police departments should adopt procedural justice as the guiding principle for internal and external policies and practices to guide their interactions with the citizens they serve.

The perception of fairness is not just about outcomes. Research suggests that people consider both the outcome of a decision and the process by which the decision was made when forming their opinion about whether a decision was fair.



If a member of the public receives a speeding ticket but was treated fairly during the interaction with the officer issuing the ticket, the driver is more likely to feel that the encounter was fair and less likely to challenge the ticket. The driver is also more likely to comply with the officer's requests, such as producing identification when asked. This concept is reinforced to all our officers with this simple concept:

TREAT EVERYONE THE WAY YOU WOULD LIKE TO BE TREATED

In order to achieve both internal and external legitimacy, the North Bergen Police Department is guided by the core principals of procedural justice: *fairness, impartiality, and transparency*. Through policy, training, and organizational transformation, department personnel have embraced the concept. Both employees and citizens are provided a voice through procedural channels in order to bolster fairness and transparency. The North Bergen Police Department promotes a culture of internal procedural justice which consequently encourages our officers to practice external procedural justice. Procedural justice and community policing provides the framework to improve community-police relationships and ultimately both officer and public safety.

Procedural Justice (n) /prə-'sē-jə-rəl 'jəs-təs/ refers to the idea of fairness in the processes that resolve disputes and allocate resources. It is not a practice, but a philosophy and a movement which promotes positive organizational change, upholds police legitimacy in the community, and enhances officer safety.

Law enforcement agencies should strive to create a workforce that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities.

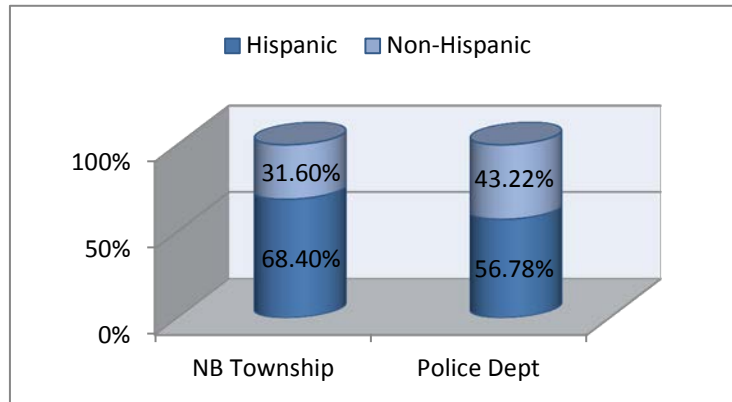
Over the past several years, recent events have placed a spotlight on the lack of diversity within police departments and other law enforcement agencies across the nation. An evaluation of the effectiveness of a police department is incomplete without giving attention as whether or not the police force reflects the community that its officers are sworn to serve. Although workforce diversity alone may not resolve all issues related to the fairness and the overall effectiveness of a police department, achieving diversity in law enforcement agencies can increase trust between a police department and the communities it serves.

"When the police force integrates and begins to look more like the community it's policing, it removes one big impediment toward trust. It doesn't guarantee trust, but it removes one thing that makes it hard to develop trust." – David Sklansky, Stanford Law



Although the North Bergen Police Department is bound by the New Jersey Civil Service Commission's rules and regulation regarding hiring and promotions, our resident-only hiring policy has assisted the department with ensuring that the police force is representative of the community it serves. While recruiting a diverse police force is challenging regardless of residency requirements, the North Bergen Police Department also actively promotes and recruits at job fairs and through its continuing college intern program. Over the past several years, the Department has made strides in the hiring and promotion of both Latino officers and females, exceeding regional and national statistics. The North Bergen Police Department's commitment to diversity in hiring and promotional opportunities also provides vital public sector jobs to our residents and helps ensure equal employment opportunity in public safety careers. These jobs offer long-term and rewarding career

Township vs. Police Department Demographics



opportunities and create investment in our community.



*North Bergen Police Detectives Anthony Ortiz and Miguel Vento along with NCLC President Antonio Hernandez, discuss diversity in hiring and promotions within the NBPD with Joe Torres on ABC's **Tiempo**.*

In a recent audit and review of Equal Employment Opportunity Data, the National Coalition of Latino Officers (NCLC) and the Hispanic American Law Enforcement Association (HALEA) on behalf of the Latino Action Network, found that the North Bergen Police Department was found to “exceed expectations” on its diversity, particularly in its hiring and promotion of Latinos.

Law enforcement requires a unique blend of traits and characteristics including empathy, compassion, intelligence, and effective communication. Diversity within our community enables citizens to communicate with our officers more easily allowing a better quality of service to the citizens we represent and serve.

Pillar Two

Policy and Oversight



PILLAR 2. POLICY & OVERSIGHT

One of the key benchmarks for ensuring professionalism and excellence in law enforcement is the achievement of accreditation. Accreditation is a method of assisting law enforcement agencies to calculate and improve their overall performance and advance their professional growth. The foundation of Accreditation lies in the adoption of standards containing a clear statement of professional objectives that are based on best practices. Comprehensive and effective leadership is directly influenced through the development and adoption of professionally-based policies and procedures. The accreditation process requires the constant monitoring, oversight and periodic updating of policies and procedures to ensure compliance with all applicable standards.



Dr. Harry DelGado presenting the North Bergen Police Department with its official NJSACOP certificate of accreditation.



On October 13, 2017, the North Bergen Police Department achieved accreditation from the New Jersey State Association of Chiefs of Police (NJSACOP). Accredited status represents a significant professional achievement. The

attitudes, training, and actions of the North Bergen Police Department reflect our dedication to the pursuance and compliance of the standards contained in this program. Accreditation acknowledges the implementation of policies and procedures that are conceptually sound and operationally effective reflecting a commitment to advancement of the law enforcement profession. Accreditation is also an ongoing practice which reinforced our commitment to oversight. This practice, in conjunction with other accreditation requirements, has enhanced the delivery of services to our community and improved the organization, administration, and operations of the North Bergen Police Department.



Chief Dowd, the NBPD Command Staff, and Accreditation Managers Lt. Christine Klag and Sgt. Anthony Caramucci, at the final accreditation hearing with the State Accreditation Commission.



Other Recommendations:

All federal, state, local, and tribal law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data.

Action: The North Bergen Police Department makes public census and police demographic data available through the Police Foundation's Public Safety Data Portal as well as our annual report.

Law enforcement agencies should collaborate with community members to develop policies and strategies in communities and neighborhoods disproportionately affected by crime for deploying resources that aim to reduce crime by improving relationships, greater community engagement, and cooperation.

Action: The North Bergen Police Department regularly collaborates with community members through our NBTAPS meetings and neighborhood watch program to custom tailor police response strategies at the community level. The Department also utilizes a variety of additional community-level programs to interact with residents, promote community engagement, and foster mutual respect and cooperation.

Law enforcement agencies should have comprehensive policies on the use of force that include training, investigations, prosecutions, data collection, and information sharing. These policies must be clear, concise, and openly available for public inspection.

Action: The North Bergen Police Department has strict policies regarding the use of force. These policies are based on Federal and State Law, New Jersey Attorney General's Guidelines, the Hudson County Prosecutor's Office directives, as well as best practices as guided through the accreditation process. Use of force data is collected and published monthly as part of the White House Police Data Initiative (PDI). The Department has a comprehensive and robust training policy which utilizes semiannual classroom sessions, online training resources, and testing.

Law enforcement agencies should adopt and enforce policies prohibiting profiling and discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity/expression, sexual orientation, immigration status, disability, housing status, occupation, or language fluency.

Action: The North Bergen Police Department has established strict policies and procedures defining and prohibiting the practice of racially-influenced policing. We also have policies strictly prohibiting our officers from discrimination of any kind both in the performance of their duties as well as in the workplace. The department conducts in-service training and testing regularly to reinforce these policies. The sanctions for violations of these policies include administrative and criminal prosecution as well as termination.

Pillar Three

Technology & Social Media



PILLAR 3. TECHNOLOGY & SOCIAL MEDIA

Implementing new technologies can give police departments an opportunity to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy.

Social media has been embraced by all walks of life. The private sector has achieved dramatic benefits by using these tools to reach out to customers and community members in new ways. While the vast majority of companies have adopted a social media strategy, it has not been until recently that law enforcement agencies have discovered the immense value in social media technology. In 2016, the North Bergen Police Department officially embarked into the realm of social media.

An important step toward crime prevention is establishing trust in the community. Social media has provided us with additional means to accomplish this goal by allowing us to create an interactive online presence. Social media permits us to take community policing to a whole new level by providing a quick, cost-effective, and easy ways to get important information out to followers and residents. It also provides us with a channel to receive and respond to community feedback.

Our strategy was simple. First, we chose three of the most popular social media formats (Facebook,



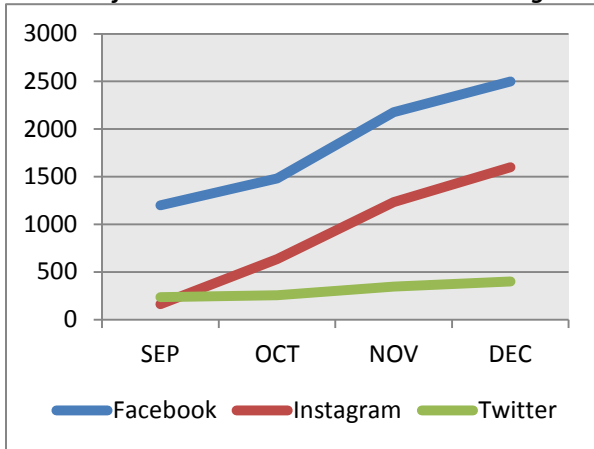
Social Media Goals:

- Increase citizen interaction and satisfaction
- Dissemination of real-time information
- Public safety and crime information
- Community outreach, highlighting events, activities, and accomplishments

Twitter, and Instagram) in order to increase our digital footprint and maximize followers. Next, we established a working group comprised of bright and eager officers, led by Captain Arthur Del, who were charged with the mission of creating content. Goals and benchmarks were established. Sound policy was developed to reinforce our goals and prevent the misuse of the platform. Finally, the product was marketed to stakeholders and law enforcement partners. Continuous follow-up and interaction on every format was vital to the success of our social media campaign.



3-Platform Growth in Social Media Following



After a well-executed campaign, the North Bergen Police Department was able to meet and exceed its membership goals for the 2016 calendar year. The “following” campaign on Facebook, Instagram, and Twitter was successful as a result the dedication and fresh thinking provided by our social media committee. The committee was comprised of officers from various backgrounds and ranks who had an understanding of our target audience. This helped us engage with our community, businesses, news media, local government partners, and other stakeholders, which ultimately increased our reach and followers.



North Bergen Police Department
Like This Page · October 31, 2016 ·

The North Bergen Police Department continues our "Get To Know Your North Bergen Businesses" campaign. Members of the North Bergen Police Department's Community Policing Unit & volunteer Officers participating in the growth of our social media campaign are visiting Township business and highlighting them to our followers. This campaign will develop strong community partnerships and hopefully generate... See More

Las Chicas bakery highlighted in “get to know your businesses.”

popular “Get to Know Your Officers” campaign garnered much support and reinforced the fact that our officers are not only guardians of the public, but they are also members of the community they serve.

The North Bergen Police Department has also successfully utilized social media to fight crime. It has been used successfully to solve crimes and address quality of life issues. Social media was also used to assist the Department with a high-profile missing person investigation. In sum, social media has become one of our most effective tools as a police agency. It has developed into the most effective way for our agency to highlight our officer's accomplishments, make announcements regarding enforcement campaigns, and provide messages regarding public safety.

In the process, we have discovered that social media has provided us with an avenue to truly connect with our community with the members of our department. For example, our



Today, Chief Robert J. Dowd unveils our "Get To Know Your Officers" campaign. Each day, we will be highlighting an individual Officer and presenting their photo and resume. We hope that our followers will build a strong rapport with all our Officers.

Meet Deputy Chief Peter Fasilis. Fasilis is second in command of our 120 member agency. Fasilis began his career in 1998 and is a graduate of the Ne... See More

David Jungmann, Robert M Petty, John Sanford and 132 others like this.

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Robert Auth Great Department · 1 · October 18, 2016 at 5:23am

Ruth Martinez-Fernandez And in has a great sense of humor! · 1 · October 18, 2016 at 9:27am

Deputy Chief Fasilis kicks off the “get to know your officers” social media campaign.

Pillar Four

Community Policing & Crime Reduction



PILLAR 4. COMMUNITY POLICING & CRIME REDUCTION

Community policing requires the active building of positive relationships with members of the community.

The North Bergen Township Alternative Policing Strategy (NBTAPS) was created for the purpose of 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 was envisioned by Chief Robert J. Dowd and developed into a joint capstone project for Chief Dowd and Deputy Chief Peter Fasilis as part their Rutgers Certified Public

Manager project (for which they were nominated as recipients of the American Academy of Certified Public Managers Askew Award). NBTAPS utilizes cutting edge technology and an intelligence-led policing component to support the department's community policing mission. New channels have been developed to allow abundant community input into policing issues. Community meetings at the neighborhood level have become mandatory and stipulated by department policy. Meetings are held in each sector on a regular basis allowing residents, business owners, community leaders, and other stakeholders to have input in policing strategies. The NBTAPS meetings also give stakeholders an open forum to address other issues that affect the quality of life within their specific neighborhood. Finally, an entire new police department

division, the *Problem Solving Policing Division*, was developed and appropriately staffed to help ensure that the department's mission is put into action. It is every officer's responsibility to identify and solve problems that affect our community.

The North Bergen Police Department engages in extensive involvement with the community. Community engagement begins with the Chief of Police and trickles down to our rank-and-file officers. As stipulated by policy and reinforced within the culture of our department, every member of the department is expected to engage the community in a positive and respectful manner. Our department also provides ample opportunities for its members of the public to engage police officers in an informal and relaxed environment. Our NBTAPS meetings, Junior Police Academy, Coffee with a Cop, National Night out against Crime, Winterfest, represent only a few of the programs and events that increase police-community interaction and cooperation. Finally, the vast majority of our officers volunteer for many of our events.



Sgt. R. Ruiz and Officer S. Durango speaking with residents at an NBTAPS meeting.



Detective B. Ortega and Officer K. Tarabocchia make a new friend during National Night Out.



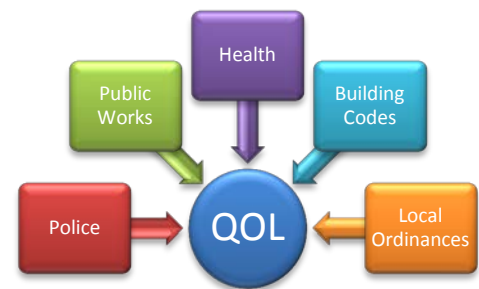
Community policing is a philosophy that promotes organizational strategies, which support the systematic use of partnerships and problem solving techniques, to proactively address the immediate conditions that give rise to public safety issues, such as crime, social disorder, and fear of crime.

RECOMMENDATIONS:

Law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety.

Action: The North Bergen Police Department created an entirely new division, Problem-Solving Policing, to initiate a paradigm shift in the department's role in community policing. The department has also enacted policies to support a vision of true community policing. It has adopted and engaged in numerous programs and strategies to increase police-community engagement which has been instrumental in empowering our residents to become involved in the public safety process.

Finally, the North Bergen Police Department has incorporated the cooperation between North Bergen Township departments towards its re-envisioned community policing model. "Town-Stat" was created to involve our municipal government partners as stakeholders in the public safety of the community. During Town-Stat meetings, agency heads from various North Bergen Township departments meet and discuss any issues discussed during police-community engagements. Community policing and problem solving is no longer viewed as just a police department program, but as a town-wide strategy for improving the quality of life.



Law enforcement agencies should develop programs that create opportunities for patrol officers to regularly interact with neighborhood residents, faith leaders, and business leaders; Community policing requires the active building of positive relationships with members of the community.

Action: The North Bergen Police Department created various programs to allow officers to interact with the community. *Coffee with a Cop* has become one of the department's most popular and valuable programs. The program concept is simple. There are no agendas or speeches. *Coffee with a Cop* provides community members with an opportunity to ask questions, voice concerns, and most importantly, 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 an informal environment. The department also reaches out to local businesses and faith leaders to create new partnerships and locate new venues to host community meeting for our various programs.



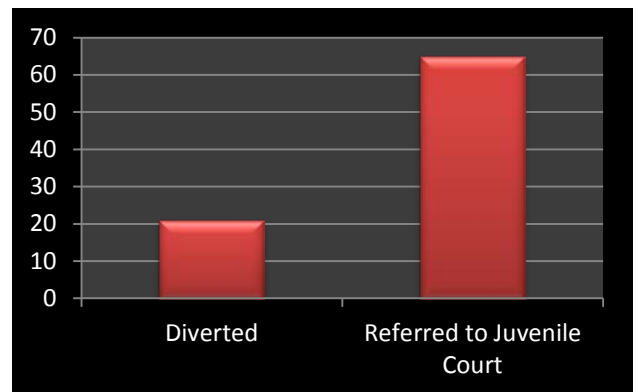
OTHER RECOMMENDATIONS:

Law enforcement agencies and schools should establish memoranda of agreement for the placement of School Resource Officers that limit police involvement in student discipline.

Action: The North Bergen Police Department, in accordance with the N.J. Attorney General's Office and Hudson County Prosecutor's Office have developed Memorandum of Understandings (MOUs) with our educational institutes to order foster cooperation between law enforcement and education. Most importantly, the MOUs have been established to protect the educational environment. Keeping our children safe is our number one priority. However, the North Bergen Police Department also recognizes that our School Resource Officers play an important role in community policing and play a pivotal role in improving police-youth relationships and interactions. Their specific roles are to protect the students from violence, provide an environment conducive to education, and improve community partnerships. Officers are encouraged to be a resource for the school system while avoiding the disruption of the educational environment at all times.

Law enforcement agencies should work with schools to encourage the use of alternative strategies that involve youth in decision making, such as restorative justice, youth courts, and peer interventions.

Action: The North Bergen Police Department utilized alternative strategies to help prevent the premature introduction of youths into the criminal justice system. Our officers work with school officials and youth services to develop diversionary programs and alternate methods of handling first-time offenders. The goal of these collaborations is to positively influence students who have displayed behaviors that have involved in the juvenile justice system. Students are provided with the counseling, training, and community support necessary to deter risky behaviors in order to succeed in school which will strengthen the community as a whole. Our stationhouse adjustment program for example, provides consequences such as community service and restitution as a prompt and convenient restitution for victims. This also benefits first-time juvenile offenders by diverting them from progressing further into the formal juvenile justice system. In 2016, nearly one out of every four juvenile offenders were diverted from the criminal justice system by our programs.





Communities and law enforcement agencies should restore and build trust between youth and police by creating programs and projects for positive, consistent, and persistent interaction between youth and police

Action: The North Bergen Police Department realizes the importance of trust between our youth and law enforcement. Developing strong relationships based on mutual trust in our community is one of our highest goals. The North Bergen Police Department invests well-spent time, money, and effort in its youth programs to help nurture trust between youth and the police. Our programs also build leadership potential to help our youth to help them in their future endeavors or to better cope with any problems they may face.



Law Enforcement agencies should create opportunities in schools and communities for positive non-enforcement interactions with police.



Action: The North Bergen Police Department has one of the most comprehensive school drug prevention programs in the state. Our Law Enforcement Against Drugs (LEAD) program delivers a strong and effective anti-substance abuse message and our instructors develop trusting and supportive relationships with both students and their families. The LEAD program promotes a healthy and lasting partnership that transcends the school environment. The North Bergen Police Department also continues to create new afterschool programs to involve our youth in positive police-youth interaction. Programs such as our long-running Junior Police Academy and newer programs such as *Cookie with a Cop* and *Fun with a Cop* offer opportunities for students to interact with officers outside the educational environment.



Pillar Five

Training & Education



PILLAR 5. TRAINING & EDUCATION

The North Bergen Police Department is dedicated to continuous training and education of its personnel. The importance of continuing education and training for police officers cannot be overstated. The North Bergen Police Department has the duty of ensuring that all personnel are up to date with current laws, Attorney General Guidelines, and other procedures. While the majority of our training occurs in a classroom, the application of this knowledge in real-world settings is the key to maintaining proficiency. The North Bergen Police Department regularly guides officers on-the-job to help ensure the practical application of classroom training. The routine application of training also ensures the retention of institutional knowledge, officer and public safety, as well as efficiency and efficacy.

Law enforcement agencies should provide leadership training to all personnel throughout their careers.



Leaders exist at all levels of an organization, regardless of title or role. The North Bergen Police department supports leadership training for all levels of employees. While the police department follows a strict organizational hierarchy, it is important that we explore and identify leadership roles and opportunities for all of our personnel. Leaders excel in communicating effectively, problem solving, making decisions, working in teams, and contributing to the overall success of our organization.

Developing strong leadership among our line officers also helps ensure more effective and efficient supervision as these officers advance into management roles via the promotional process over the course of their careers. All officers who advance to higher ranks are required to attend supervisory leadership courses within a year of their promotion and throughout their career. In addition to various in-service training classes and online curriculum, the North Bergen Police Department has also partnered with various higher education institutions to provide advanced leadership training and education. The department maintains that supervisors need to be both strong leaders and manager in order to fulfill the Department's mission and vision.



Newly promoted supervisors receiving in-service training



Law enforcement agencies should implement ongoing, top down training for all officers in cultural diversity and related topics that can build trust and legitimacy in diverse communities.

The North Bergen Police Department's regularly trains and educates its officer in various subject matters that deal with law enforcement and cultural diversity to assist them with maintaining positive relationships within our diverse community. Our equally diverse law enforcement population further helps facilitate great communication with our community as well as helping to ensure positive relationships with the public. The North Bergen Police Department requires all offers to receive training in practices that prohibit selective enforcement and racially influenced policing, which undermine the public's confidence in the fairness and integrity of the criminal justice system. Our officers are also trained in how to respond and interact with our special needs population such as people with autism and Alzheimer's. The North Bergen Police Department regularly participates in various township-wide multicultural events sponsored with the Township Library. These events allow officers to interact with our diverse population at a social level. Maintaining mutual respect and understanding between the police department and community they serve is essential to the success of true community policing.



Kristine Allen of the Act Now Foundation educating officers in Alzheimer's awareness and response.



Officers renewing their certifications in basic life support and first aid.

The North Bergen Police Department invests heavily in the training and education of its officers. A well trained and educated police force is a more professional, efficient, and effective police force. Officers who are adequately trained and educated demonstrate better overall job performance, decision-making, and problem solving. They are also less likely to utilize excessive force. The investment in training also improves morale, self-confidence, productivity, and overall job satisfaction. The importance of continued education and training cannot be overstated. All of these aspects increase the public's trust and confidence with the police department. In addition, training and education is more than just sitting in a classroom and earning a certificate. It is also about the practical application of this knowledge and maintaining skill and expertise. The North Bergen Police Department is committed to the continuing education and training of its officers in support of mission, vision, and values as well as the recommendations set forth in President's Task Force Final Report.

Pillar Six

Officer Wellness & Safety



PILLAR 6. OFFICER WELLNESS & SAFETY

The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety

Health and wellness is a crucial component of officer safety which enables officers to think and perform in a manner that safeguards themselves as well as the public they serve. The North Bergen Police Department provides its officers with various safety policies and procedures, opportunities to train, time to improve their skills and abilities, and resources to make safety a priority for the organization.

Law Enforcement agencies should promote safety and wellness at every level of the organization.



Dr. Jan preparing to take body readings from officers Mejia and Rosa for "Biggest Loser".

Department leadership and management are the cornerstones for ensuring officer safety, health and wellness. The North Bergen Police Department considers officer safety and wellness one of its organizational standards. Setting the tone for the organization begins with leadership maintaining their health and fitness and setting the example for all.

In 2016, many of our officers, including a majority of the leadership of the Department, participated in a *Biggest Loser* charity event. The main goals of the competition were two-fold. The competition was part of a fundraising effort by our Community Police division in order to raise money on behalf of the New Jersey Special Olympics. The competition however, also promoted officer health and wellness through proper nutrition, diet, and exercise. The Department secured the services of Dr. Jan Kasprowicz of New Jersey Chiropractic and Sports Therapy to assist with the

program. Dr. Kasprowicz conducted assessments of each officers utilizing state-of-the-art equipment and held various workshops for all police department members, regardless of their participation in the NBPD Biggest Loser Charity Event. The event was a success on every level and most of the participants have changed their lifestyles in order to maintain their health and wellness. Dr. Kasprowicz's contribution and dedication to the North Bergen Police Department's health and wellness campaign is greatly appreciated.



Commissioner Allen Pascal prepares Captain Del for his post-"Movember" shave at Eye Contact Vision Center.

The Department also participated in No-Shave November to raise awareness for colorectal cancer which is one of the leading causes of cancer deaths in the United States. Officers were permitted to grow mustaches and beards for the month of November for their contributions to the *Fight Colorectal Cancer* organization.



Physical safety is only one component of overall officer safety and wellness. The North Bergen Police Department also recognizes that mental health and wellness is equally as important as maintain proper physical conditioning. The pressures of law enforcement put officers at elevated risks for alcohol and substance abuse, post-traumatic stress disorder and suicide. It is the policy of the North Bergen Police Department is to provide assistance to employees exhibiting below standard, unusual or less than professional job performance which may be attributable to trauma or personal stresses rather than negligence, lack of knowledge or illicit behavior.



The North Bergen Police Department's Employee Assistance Program (EAP) utilizes various practitioner-based solutions to assist its members. One of the Department's largest partners is Cop 2 Cop, a 24 hour a day, 7 day a week confidential service for New Jersey Law Enforcement Officers. Cop 2 Cop works with the New Jersey Department of Human Services and Rutgers University Behavioral Health Care to help officers cope with and resolve problems. Cop 2 Cop provides our officers with peer and clinical support services, clinical assessments, referral services for treatment and therapy for depression and anxiety, substance abuse, post-traumatic stress disorder, as well as critical incident stress management.

Every law enforcement officer should be provided with individual tactical first aid kits and training as well as antiballistic vests.

The North Bergen Police Department participates in both the New Jersey Division of Criminal Justice's Body Armor Replacement Program as well as the U.S. Department of Justice's Bulletproof Vest Partnership. These programs help supplement funding for the purchase of body armor for new officers as well as replacement body armor for antiballistic vests that show excessive wear or have exceeded their service life. The North Bergen Police Department also has a "mandatory wear" policy for uniformed officers or officers who serve in environments or respond to situations where they are at risk of being involved in violent encounters.



Officers learn how to stop excessive bleeding which may occur from gunshot or stab wound

The North Bergen Police Department was one of the first agencies in the region to implement a comprehensive self-aid/buddy aid program as recommended through the Bureau of Justice Assistance VALOR officer safety initiative. The Department also equips its officers with trauma kits and trains all of its officers in the use of tourniquets and other combat casualty care equipment and trauma care techniques. Through our partnership



Officer administering "self-aid" with a tourniquet

with Hackensack University Medical Center's Tactical Medics, we are able to provide our officers real-world training by some of the best instructors in their field. It is the police department's fundamental responsibility to ensure that our officer are not only properly equipped but also properly trained in life-saving equipment.



North Bergen Police Department Goals for 2017

In continuance of the advancement of the North Bergen Police Department based on recommendations set forth in the Final Report of the President's Task Force on 21st Century Policing, the North Bergen Police Department has identified the following goals for 2017:

Department-Wide Diversity Training



In order to maintain positive relationships between the police and our diverse community groups, the North Bergen Police Department will begin department-wide diversity training to all members of the department. Cultural awareness is of great importance in our ability to better serve our community, improve police-community relations, and improve the overall public safety of the Township of North Bergen. Communication is a critical part of policing. The ability to effectively communicate coupled with a better understanding of our citizens is critical to successful policing. The discussion of topics such as implicit bias, and the implementation of diversity training and education will enable our officers to effectively recognize the importance of cultural awareness in the law enforcement profession.

Department-Wide Law Enforcement Response to Individuals with Special Needs/Mental Health Issues

To further enhance our officer's ability to identify citizens dealing with mental health disorders and/or various special needs, the North Bergen Police Department plans to train and educate its members in practical techniques to assist them in interacting and dealing with these citizens with the goal of further professionalizing police responses, building relationships with our community, and minimizing the necessity to utilize force. The program shall be guided by practitioner-based best practices includes de-escalation techniques often utilized to approach and handle people in crisis. Instructors shall be guided by mental health professionals as well as individuals with backgrounds in crisis intervention. Techniques learned during the training will help reduce the risk of injury or death to both the subject and police officer.

Department-Wide Health Screening

The President's 21st Century Taskforce Report on Policing recognized the wellness and safety of law enforcement officers is critical not only for the officers, their colleagues, and their agencies but also to public safety. In accordance with the North Bergen Police Department's continuing efforts to conform with the Task Force report, the Department plans on partnering with the *A Gift From Captain Buscio* organization to provide its members an opportunity to receive a complete voluntary and confidential health screening and analysis while on-duty at no cost to the officer. The examinations are provided by Deborah Heart and Lung Center as well as CardioPulmonary Diagnostics, whose providers are board-certified cardiologists and pulmonologists. With policing being one of the most stressful occupations, the importance of the health and wellness of our officers cannot be overstated.





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INTERNAL AFFAIRS (201) 330-7261

RECORDS (201) 392-2145

TRAFFIC BUREAU (201) 392-2135



www.northbergenpolice.com



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Over the last 12 months we have experienced monumental changes to the North Bergen Police Department that have culminated in official recognition as an Accredited Law Enforcement Agency. As always, I am proud to lead this department. Please feel free to email and share our 2016 Annual Report with anyone who may be interested in reading its contents. Lastly, consider staying connected to us through our social media platforms: Facebook, Instagram, and Twitter.

- Chief Robert J. Dowd