



Newark Police

Consent Decree & Planning Division

7th Status Report

Captain Brian O'Hara

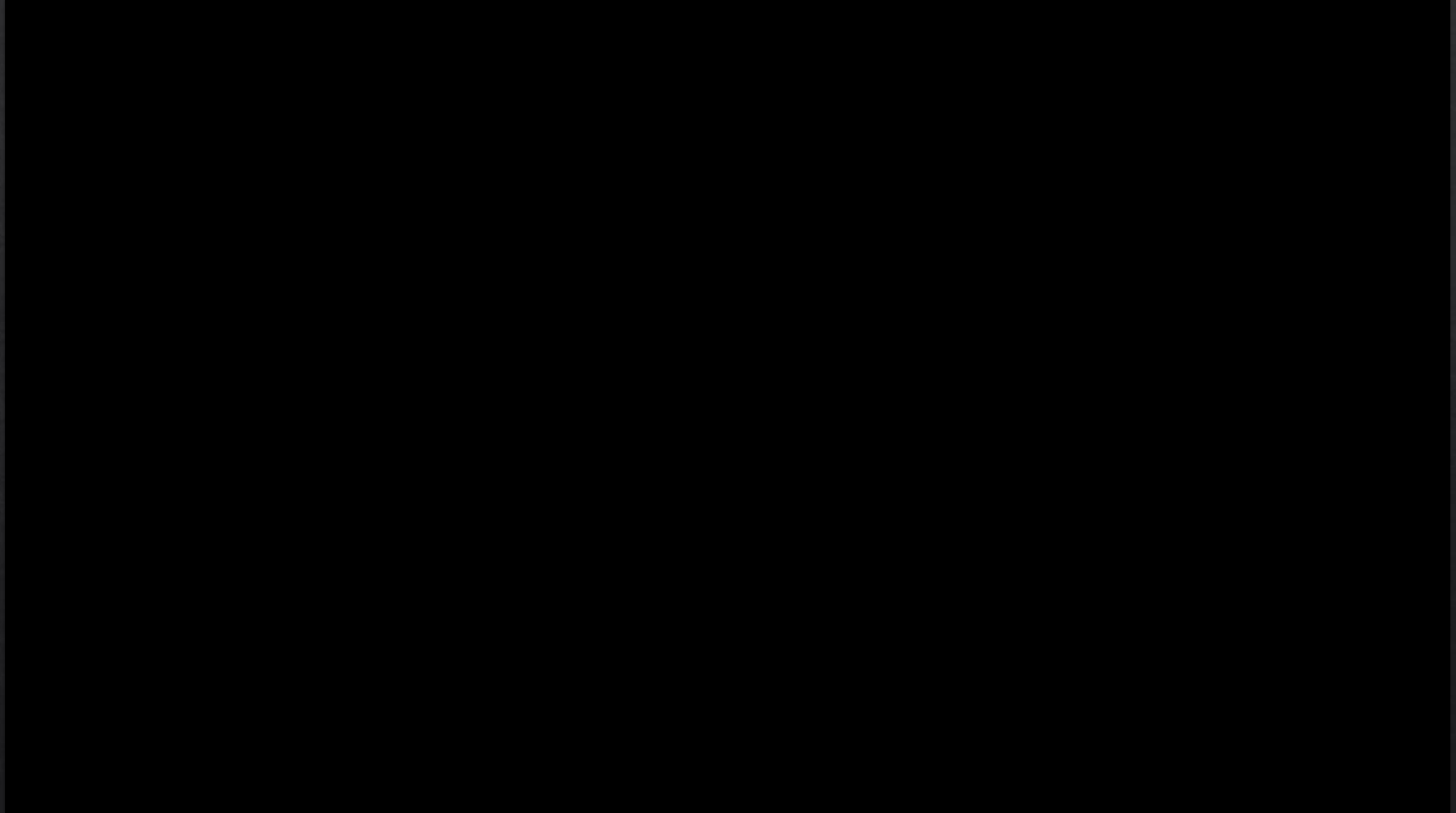
December 9, 2019

What is the Consent Decree?

- ◆ ACLU Petition 9/9/2010
- ◆ Investigation by DOJ 5/2011
- ◆ Report Issued in 7/22/2014
- ◆ Pattern and Practice of Unconstitutional Policing
- ◆ Reached an Agreement in Principle on 7/22/2014
- ◆ CONSENT DECREE Filed in Court 5/5/2016
- ◆ 77 page Document 225 Paragraphs

Department of Justice

Video published 7/22/2014



Consent Decree Implementation Process



Independent Monitor

Video Published 10/19/2018





Suffolk University Political Research Center Community Survey

- ◆ Consent Decree mandated Independent Monitor's Annual Survey of Newark Communities' experience with and perceptions of the NPD.
- ◆ Overall, the communities' perception of the NPD has improved when compared to the 2017 survey results.
- ◆ People have increased feelings of general safety
- ◆ People have less worry of the use of excessive force
- ◆ People have decreased in feelings of being discriminated against by NPD
- ◆ People have filed fewer complaints with NPD



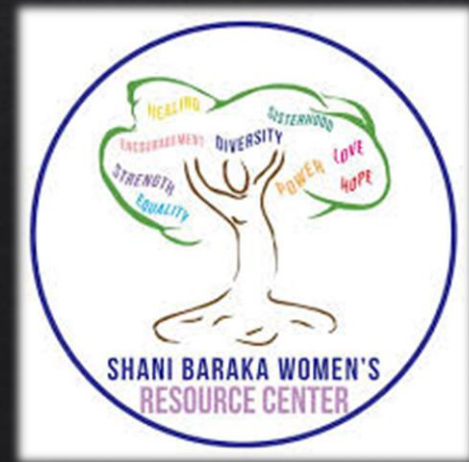
Domestic Violence

- Monitor's Sixth Quarterly Report
- NPD met with community members to discuss
- NPD gathered feedback and implemented responses to address community concerns
- Office of Professional Standards conducted reviews of Body Worn Camera footage of DV calls for service
- Reviews uncovered areas where training could improve NPD's response



Domestic Violence - Response

- Memo via PowerDMS reminding officers of the proper procedures in DV incidents involving officers
- Police radio announcements - reminding officers DV arrest/reporting procedures – Officers were reminded that neglect of duty and will result in discipline.
- Roll Call trainings - Monitor's findings; officer responsibilities i.e. law, attorney general guidelines and NPD policies.



Approved Policies

- **BIAS FREE POLICING POLICY - 9/19/2017**
- **BODY WORN CAMERA POLICY - 6/05/2018**
- **IN-CAR CAMERA POLICY - 6/05/2018**
- **USE OF FORCE POLICY - 11/8/2018**
- **USE OF FORCE REPORTING, INVESTIGATION AND REVIEW POLICY - 11/8/2018**
- **FIREARMS AND OTHER WEAPONS POLICY - 11/8/2018**
- **ARREST POLICY - 12/31/2018**
- **SEARCH POLICY - 12/31/2018**
- **STOP POLICY - 12/31/2018**



Approved Policies

- L.G.B.T.Q. COMMUNITY & POLICE INTERACTIONS POLICY - 4/03/2019
- COMMUNITY POLICING POLICY - 4/04/2019
- PROPERTY & EVIDENCE MANAGEMENT - 4/12/2019
- PROPERTY & EVIDENCE DIVISION - 4/3/2019
- FIRST AMENDMENT RIGHT TO OBSERVE, OBJECT TO,
AND RECORD POLICE ACTIVITY POLICY - 6/12/19
- COMPLAINT INTAKE AND INVESTIGATION PROCESS POLICY - 8/29/19
- DISCIPLINARY PROCESS AND MATRIX POLICY - 9/09/19



Training Records Audit

What training records were audited?

- Community-Oriented Policing; Stops, Searches, and Arrests; Use Of Force; and In-car and Body-Worn Cameras

Results

- 100% of the sample of 377 officers had complete and correct training records as compared to the records in the Master Course Files.

Recommendations:

- NPD's facilities should be improved and modernized,
- the trainer selection process should be formalized,
- additional staff be acquired to assist in the migration of data into the records management system and the
- Training Division should implement a monthly and yearly training schedule.

NPD is working to address the Monitor's recommendations.



Training

- ◆ 40 hours of Mandatory Training (Annually)
 - ◆ 8 hours of Community Policing -COMPLETED
 - ◆ 16 hours of Stop, Search and Arrest – COMPLETED
 - ◆ 8 hours Use of Force Training – COMPLETED
 - ◆ 8 hours of Bias Free Policing – tentative **January 2020**
- ◆ Initial Division Wide Consent Decree training - COMPLETED
- ◆ 8 hours of first aid training – ON GOING
- ◆ 8 hours of Body Worn and In Car Camera – COMPLETED
- ◆ Training on all new policies – ON GOING as policies are implemented



Training

- ◆ Members of the Consent Decree and Planning Division attended 128 roll calls to conduct Consent Decree compliance related training.
- ◆ The CDPD also held focus group discussions with NPD officers of various ranks where they had opportunities to share suggestions for community engagement, training, and improving morale.



Body Worn Cameras

- NPD continued to deploy body worn cameras and in-car cameras with all supervisory and Command Staff, equipped during the reporting period.
- IMT conducted an audit of body worn camera and in-car camera use by members of the NPD.
- Auditors were given full access to data, videos, documents and materials.



Officers wearing their BWC



Community Engagement

- NPD participates in community engagements regularly.
- The NPD continues to prioritize collaborative community engagement and the building of public trust.
- Two CSO's and one SRO in every precinct.
- Community Engagement Quarterly Reports posted on website.
- Web based data base to assist in tracking community engagement - Statistical information obtained from the databases is also posted to the Consent Decree and Planning Division website.



Staffing Assessment

- Finalized September of 2018
- Conducted by Mr. Craig Frasier – recommended by IMT
- Recommendations made to support community policing and problem-solving initiatives.
- IMT - SME offered technical assistance in modifying the staffing assessment.
- Since then the IMT-SME and NPD worked collaboratively to modify the information contained in that assessment to ensure that the information needed was more comprehensive and accurate.
- Staffing assessment still not approved by IMT.



Staffing Assessment

- The NPD is committed to becoming an exemplary law enforcement agency that prioritizes community policing, and the progress that has been made demonstrates the strength of that commitment.
- NPD opened additional precincts in areas that have been historically disenfranchised which was not an easy task and further galvanizes the City of Newark's and NPD's commitment to support community policing and problem-solving initiatives.
- The addition of the **three** precincts is an investment that helps to **decrease the geographical responsibility** of each officer, **increases officer presence in the community**, **improves response times**, and **promotes and helps facilitate community engagement strategies**.



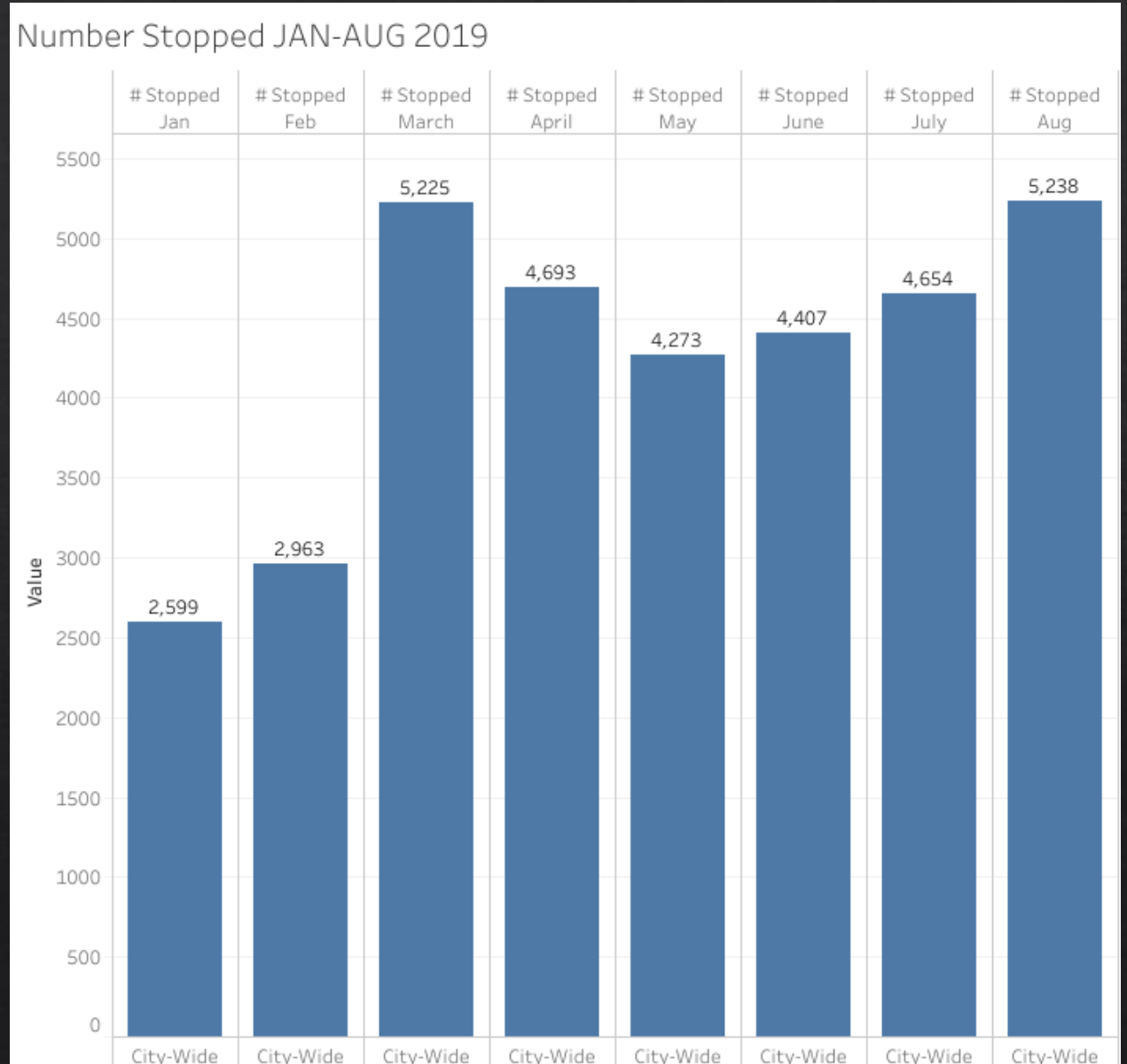
Property and Evidence Management

- 38 newly installed HD cameras to ensure security around property room.
- NPD has expanded its use BEAST System.
- Added to all Precincts and the Major Crimes Division.
- The BEAST continues to improve data integrity, centralize information and generally assist in applying consistent data and evidence handling standards across the NPD.
- Video Camera's also installed in precincts where property is collected and stored.
- Property room staff have been working with City Architects to design a state of the art facility



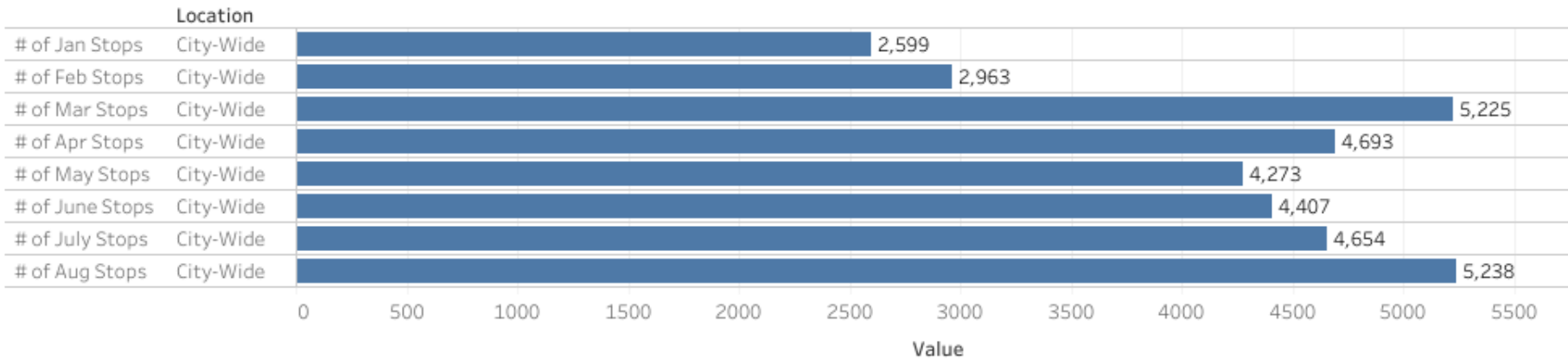
Transparency Data

NPD's commitment to transparency in its procedures and performance remains a priority. During the reporting period, transparency data has been posted and updated to the NPD website.

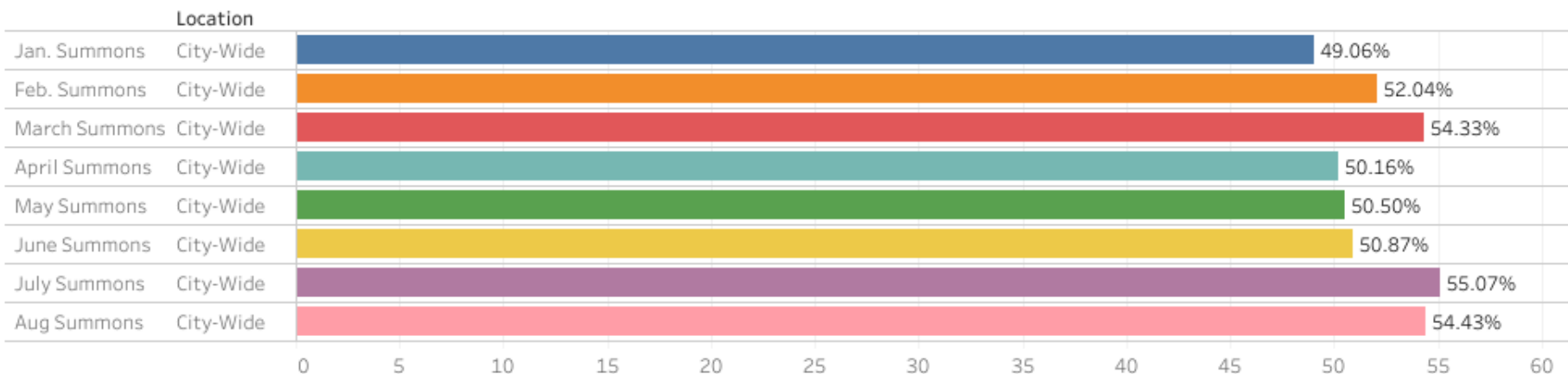


Transparency Data

Number of People Stopped

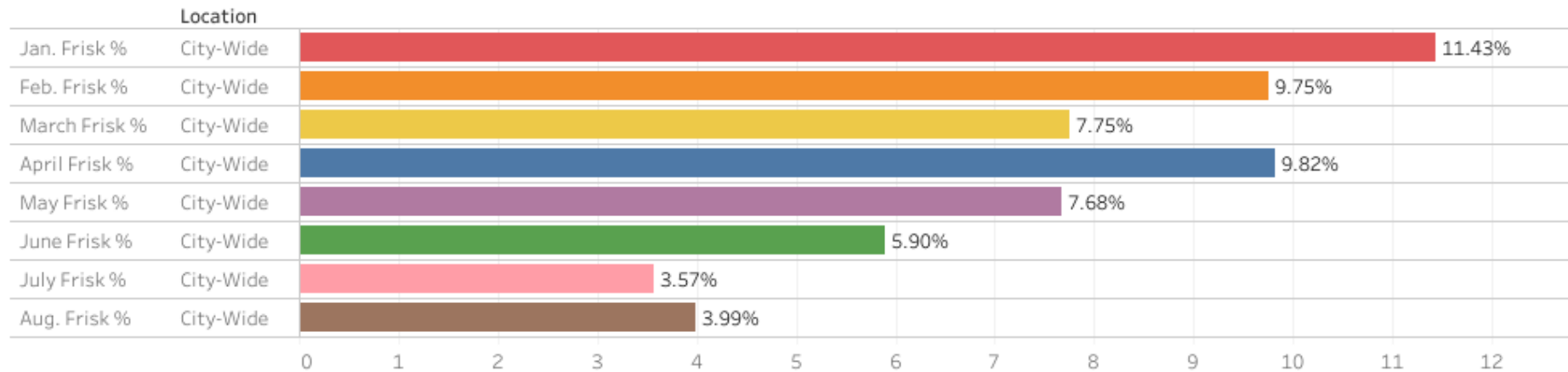


Percent of Stops Resulting in Summons

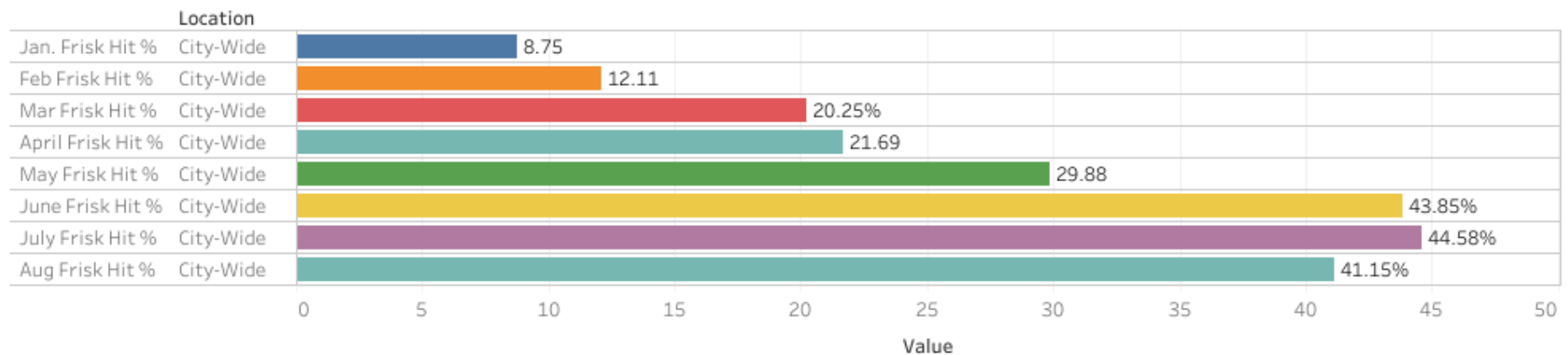


Transparency Data

Percent of Stops Resulting in Frisks

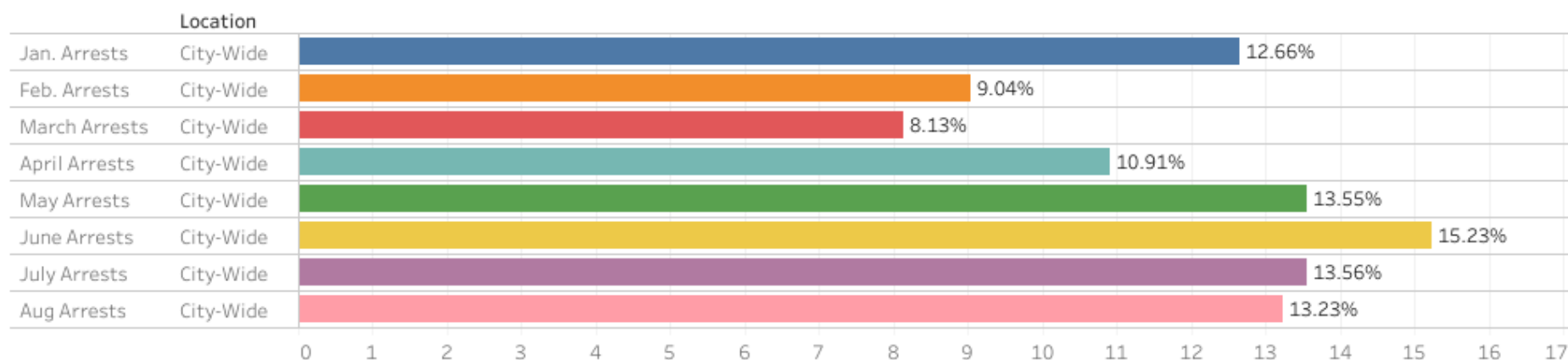


Frisk Hit Percentage

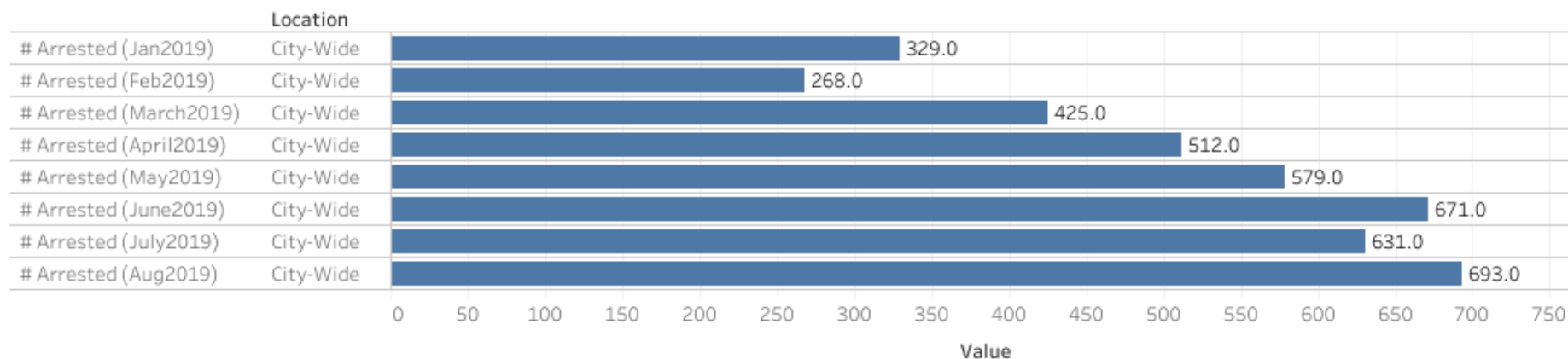


Transparency Data

Percent of Stops Resulting in Arrests

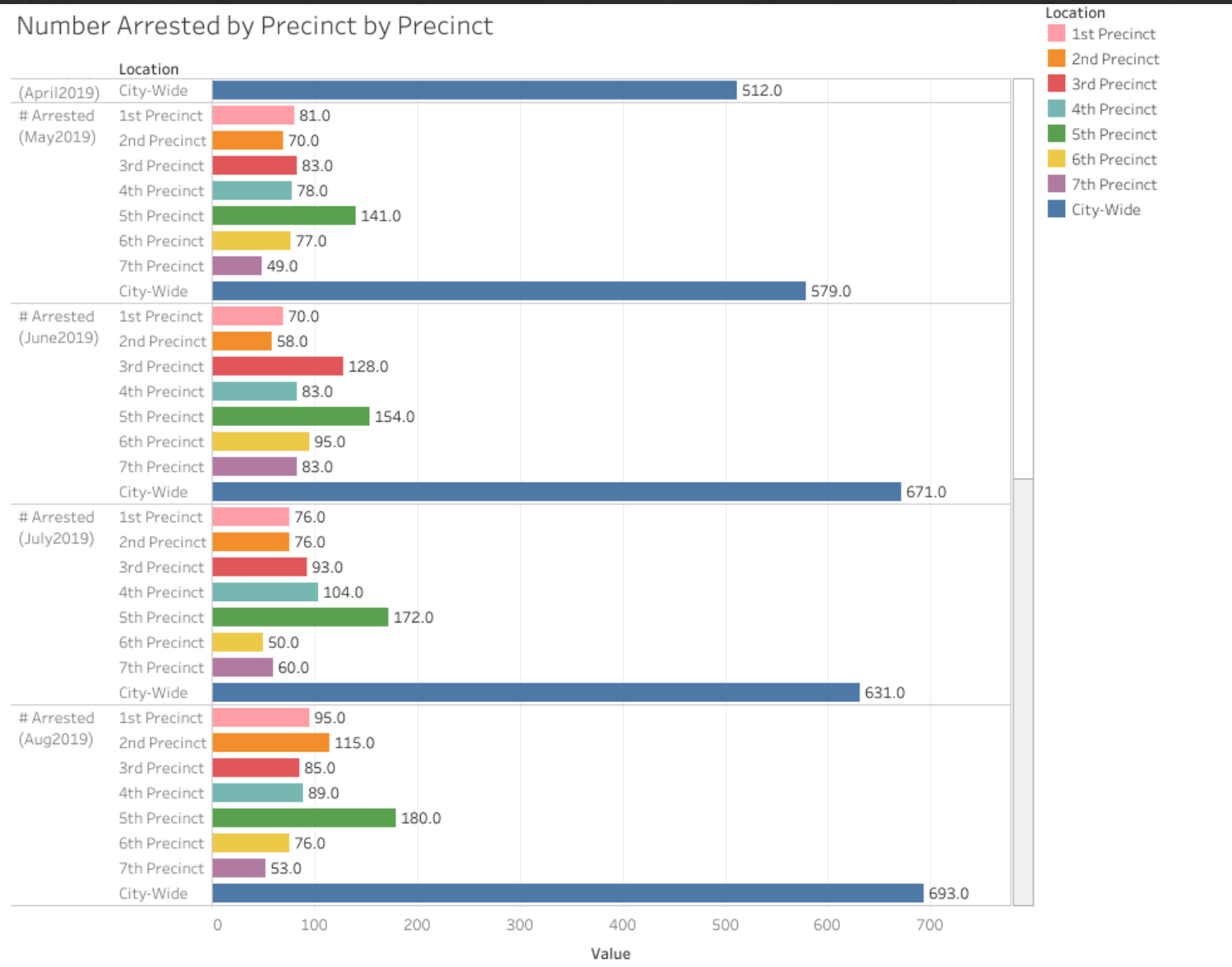


Number Arrested



Transparency Data

Number Arrested by Precinct by Precinct



Transparency Data

Complaint Comparison 2010 vs. 2018 (2019 YTD)

Excessive Force Complaints		
2010	2018	2019 (As of 11/1/19)
88	23 (73%↓)	16 (7 generated internally)
1 Sustained (1%)	7 Sustained (30%)	Of the 7 - 4 are sustained
Civilian Complaints against Officers		
2010	2018	2019 (As of 11/1/19)
860 (50 sustained – 5%)	339 (43 sustained – 13%)	234 (33 sustained – 14%)
Complaints Captured on BWC		
2010	2018	2019
0	81 33 exonerated/unfounded 18 sustained 10 not – sustained 20 - pending	112 48 exonerated/unfounded 26 sustained 16 not-sustained 1 Administratively Closed 21 - pending

Transparency Data

Complaint Comparison 2010 vs. 2018 (2019 YTD)

Excessive Force Lawsuits		
YEAR	NUMBER OF CASES RESOLVED	TOTAL COST
2010-2014	48	\$1,384,750.00
2014-2019	18	\$51,000.00

Transparency Data

Complaint Comparison vs. Citizen Contacts

	2014 (5 years)	2015	2016	2017 (1 st year post CD)	2018	2019 Through 11/30	Percent Change (2014- 2019)
CC#s	67,537	63,955	65,295	69,781	67,224	60,364	- 10%
Arrests	13,513	11,066	12,349	11,433	11,634	9,425	- 30%
Stops	16,830	19,008	19,874	28,085	32,884	44,643	+ 165%
QOLs	3,691	2,413	3,335	4,360	4,641	2,570	- 30%
Moving Summons	39,702	43,593	47,709	60,504	85,628	80,679	+ 103%
Total	141,273	140,035	148,562	174,163	202,011	197,681	+ 39%
External Complaints	433	386	401	334	339	271	- 37%
Ratio	0.00306	0.00276	0.00270	0.00192	0.00168	0.00137	
Rate per 100,000 contacts	306.50	275.65	269.92	191.77	167.81	137.09	- 55%

Transparency Data

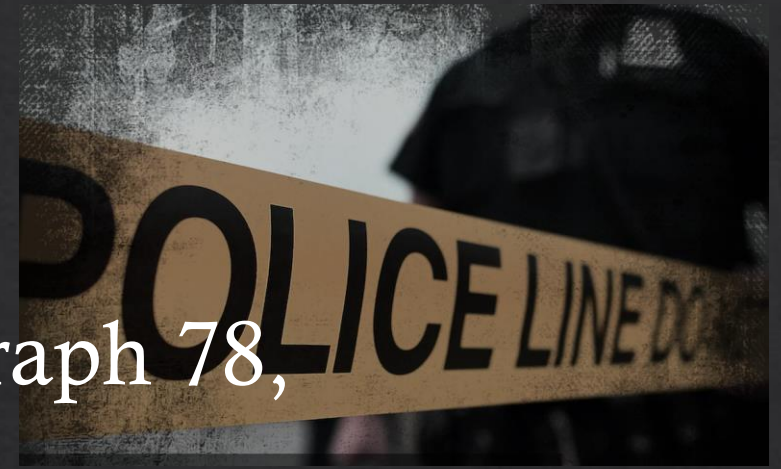
Complaints Caught on BWC

	2018	2019 Through 11/30	Percent Change
Exonerated/Unfounded	43	59	+37%
Sustained	22	40	+81%
Not Sustained	20	19	-5%
Admin Closed	0	1	+100%
Sub - Total	85	119	+40%
Pending	3	16	+433%
Grand - Total	88	135	+53%

All Force Investigations Team

In compliance with Consent Decree Paragraph 78,

- NPD created AFIT.
- AFIT was initiated on January 1, 2019.
- AFIT is a sub-component of OPS
- Tracking, Reviewing and Monitoring all uses of force
- In addition, AFIT is responsible for investigating serious uses of force, any low-level or intermediate level use of force investigation and uses of constructive authority
- EVERY USE OF FORCE IS REVIEWED



Questions?



2019



Warmest Thoughts and Best Wishes for a
★ Wonderful Holiday and a Joyful New Year ★

