

# Annual Review of Use of Force & Vehicle Pursuit Incidents

This submission is made in accordance with Sections 7.6 and 7.7 of the Attorney General’s Use of Force Policy (April 2022) (“Use of Force Policy”), and Sections 12.2 and 12.3 of Addendum B to the Attorney General’s Use of Force Policy (April 2022) (“Vehicular Pursuit Policy”).

**County\***

Bergen

**Law Enforcement Agency \***

Garfield Police Department

**Date of Report \***

2/28/2025

**Year of Data Covered in this Report\***

2024

**Check the box below to confirm\***

Report has been reviewed by and endorsed by the agency's law enforcement executive.

## Contact Information

**Your Name and Title\***

Capt. Joseph Delaney - OIC

**Phone Number (Please enter a valid telephone number)\***

973-478-8500

**Email (example@example.com) \***

jdelaney@garfieldpolice.org

**Email Address for Submission to Prosecutor's Office\***

PTCU@bcpo.net

# Use of Force Annual Review: Written Report

## Section One: BWC/Video Audit

***Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit in 2024, please indicate how you plan to remedy that in 2025.***

## Section One: BWC/Video Audit\*

In 2024 the Garfield Police Department conducted a random and risk-based audit process for BWC. The Garfield Police Department's Patrol Supervisors complete a "End of Shift Report" and send it to everyone within the department. The report consists of everything that may be of importance (i.e. Stolen Motor Vehicle, Theft, Sexual Assault, Medical Calls, etc....). All Division Commanders, Lieutenants, and Sergeants review the report. After reviewing the report, they then review BWC for any incident that they deem serious/important in nature to ensure that everything went accordingly during the incident. They also choose random incidents from the End of Shift Report to review.

The following was completed for each division within the Garfield Police Department: Captains will review BWC for the Lieutenants, Lieutenants will review BWC for Sergeants, and Sergeants will review BWC for their subordinates. Every month each Division within the Garfield Police Department will submit their random and risk-based audit process for BWC to the BWC liaison for filing.

The following information was documented for every incident reviewed: Officer ID, Date, Incident Number/Type, Supervisory Review, Purpose of Review, Race/Ethnicity/Gender of the officer reviewed, Duration of WVR, Radio/Communications Protocol Followed, Officer Safety & Best Practices Observed, Officer Courteous & Respectful to Subjects, Event Documented Accordingly, Required Reports Completed, BWC Video/Audio Remain During Incident, Camera Deactivation in Accordance, Officer Conduct Free From any Indication of Racial or ethnic Bias/Discrimination.

The BWC liaison will maintain and update an Excel Spreadsheet with all of the recorded data listed above at the end of each month and at the end of each year.

In 2024 the Garfield Police Department reviewed BWC for 2,133 incidents.

In 2025 Lieutenants will not review BWC for Sergeants, however they will review a random incident and every BWC utilized during that incident to ensure best practices are being done accordingly for everyone involved.

## Section Two: Internal Affairs Complaints

*Your analysis must include a review of internal affairs complaints related to use of force incidents and must include the following: 1. number of IA complaints filed; 2. number filed by civilians; 3. number initiated by the agency; 4. numbers sustained; and 5. number still pending.*

### Section Two: Internal Affairs Complaints \*

In 2024, the Garfield Police Department had one (1) Use of Force incident rise to the level of an Internal Affairs Investigation. All Use of Force incidents resulted in a two-tier meaningful review process at which time all incidents were found to be in accordance and within the guidelines of the Attorney General's Office and Bergen County Prosecutors Office, with the exception of one incident still pending.

1. Number of IA complaints filed: 1
2. Number filed by civilians: 0
3. Number initiated by this agency: 1
4. Numbers sustained: 0
5. Number still pending: 1

## Section Three: Meaningful Review of Individual Uses of Force

*Section 7.5 of the Attorney General's Use of Force Policy requires that every use of force must undergo a meaningful command level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each use of force incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.*

### Section Three: Meaningful Review of Individual Uses of Force\*

In 2024, the Garfield Police Department had a Meaningful Review Policy in place for each Use of Force incident. Every incident had a two-tier review process. A supervisor from each division conducted the initial review and forwarded their review to their Division Commander. The Division Commander conducted the second level of review and presented it to the Chief of Police/Officer in Charge. The Chief of Police/Officer in Charge approved the review or sent it back to the Division Commander for further review.

The Garfield Police Departments 2024 meaningful review process was outlined as the following:

- Supervisor from each division conducted the initial review.
  1. Review of officer involved Body Worn Cameras.
  2. Review of all reports completed for the incident.
  3. Approved Benchmark Analytics Report.
  4. If applicable, phone/radio transmissions and private video surveillance.
- The findings of the first-tier review were then be presented to Division Commander.
- The Division Commander reviewed the first-tier review and completed the following:
  1. Review of involved officers Body Worn Cameras.
  2. Review of all reports completed for the incident.
  3. Review of Benchmark Analytics Report.
  4. If applicable, review phone/radio transmissions and private video surveillance.
  5. Completed a packet containing all WVR placed on a DVD-R, Incident/Benchmark reports, and the findings of the first/second tier review.
  6. The packet was then presented to the Chief of Police/Officer in Charge for a final review.
  7. Proper filing of each incident by Internal Affairs Commander.

## Section Four: Non-Discriminatory Application of Force

*Your review must include an explanation of how you concluded whether force was applied in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community's demographics and demographic data from the Use of Force portal. If you conclude that any use of force was applied in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.*

### Section Four: Non-Discriminatory Application of Force\*

A review of the non-discriminatory applications/use of force did not reflect any evidence of discrimination.

As per DATAUSA census 2022, the City of Garfield's population is broken down into:

- 51.3% White/Non-Hispanic population
- 17.9% White/Hispanic population
- 12.3 % Other Hispanic
- 4.73% African American population

The annual trend report reflected 40 total officers used force within 22 incidents. The majority of incidents and force used were consistent with our city demographics.

- 87% of force was used against white race
- 10% of force was used against African American race
- 2.5% of force was used against other race
  
- 56% of force was used against Hispanic or Latino ethnicity
- 43% of force was used against Non-Hispanic or Latino ethnicity
  
- 70% of force was used against males
- 30% was used against females

(see trend report)

## Section Five: Overall Review of Use of Force

*Please utilize as much space as needed to conduct a thorough review of your agency's use of force during the preceding calendar year. Your review should evaluate whether force was used in compliance with the Attorney General's Use of Force Policy and your agency's policy. Even if the use of force itself was compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement (e.g., additional de-escalation efforts could have been made).*

### Section Five: Overall Review of Use of Force\*

The City of Garfield Police Department currently employs 68 full time officers. All force was reviewed and found to be in compliance with Attorney General's Office and the policy of this agency, with the exception of one incident still pending.

In 2024:

- 30,701 total CAD Entries
- Of the 30,701 total CAD entries, 22 involved force being used.
  1. Resulting in 0.075% of CAD entries in 2024
  2. Deployment of OC: 0
  3. Deployment of ASP/Baton: 0

The Garfield Police Department is committed to improving our officer's training, knowledge and understanding of de-escalation. The Garfield Police Department in a partnership with the Lodi Police Department conducts de-escalation training in conjunction with Active Shooter training twice a year. We plan on sending officers within the department to the "Introduction to Defensive Tactics" moving forward. All officers have attended ICAT/ABLE training which was conducted at the Bergen County Police Academy.

Majority of our Officers, especially those in the Patrol Division, are equipped with tasers which can be used as a less than lethal option. All Officer's in this agency are also equipped with BWC.

## Section Six: Further Action

*Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers or divisions.*

### Section Six: Further Action \*

The Garfield Police Department is committed to maintaining the Use of Force standards set forth by the Attorney General's Office, as well as the Bergen County Prosecutors Office. We will continue to send officers to attend C.I.T. (Crisis Intervention Training), I.C.A.T. (Integrating Communications Assessment and Tactics), A.B.L.E. (Active Bystander for Law Enforcement), as well as sending officers to "Introduction to Defensive Tactics."

De-Escalation training will continue twice a year for the entire police department, especially for officers who, following a meaningful review, are deemed to need re-training. Every member of the Garfield Police Department will continue to receive Community Law Enforcement Affirmative Relations Continuing Education Institute (CLEAR) training.

The Law Enforcement Community is ever-changing, and the Garfield Police Department intends to adjust to the needs of the people that we serve to provide the upmost respect and professionalism. Honesty and integrity are key components to the success of the Garfield Police Department.

# Vehicle Pursuit Annual Review: Written Report

## Section One: BWC/Video Audit

***Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit in 2024, please indicate how you plan to remedy that in 2025.***

### Section One: BWC/Video Audit \*

In 2024 the Garfield Police Department conducted a random and risk-based audit process for BWC. The Garfield Police Department's Patrol Supervisors complete a "End of Shift Report" and send it to everyone within the department. The report consists of everything that may be of importance (i.e. Stolen Motor Vehicle, Theft, Sexual Assault, Medical Calls, etc...). All Division Commanders, Lieutenants, and Sergeants review the report. After reviewing the report, they then review BWC for any incident that they deem serious/important in nature to ensure that everything went accordingly during the incident. They also choose random incidents from the End of Shift Report to review.

The following was completed for each division within the Garfield Police Department: Captains will review BWC for the Lieutenants, Lieutenants will review BWC for Sergeants, and Sergeants will review BWC for their subordinates. Every month each Division within the Garfield Police Department will submit their random and risk-based audit process for BWC to the BWC liaison for filing.

The following information was documented for every incident reviewed: Officer ID, Date, Incident Number/Type, Supervisory Review, Purpose of Review, Race/Ethnicity/Gender of the officer reviewed, Duration of WVR, Radio/Communications Protocol Followed, Officer Safety & Best Practices Observed, Officer Courteous & Respectful to Subjects, Event Documented Accordingly, Required Reports Completed, BWC Video/Audio Remain During Incident, Camera Deactivation in Accordance, Officer Conduct Free From any Indication of Racial or ethnic Bias/Discrimination.

The BWC liaison will maintain and update an Excel Spreadsheet with all of the recorded data listed above at the end of each month and at the end of each year.

In 2024 the Garfield Police Department reviewed BWC for 2,133 incidents.

In 2025 Lieutenants will not review BWC for Sergeants, however they will review a random incident and every BWC utilized during that incident to ensure best practices are being done accordingly for everyone involved.

## Section Two: Internal Affairs Complaints

*Your analysis must include a review of internal affairs complaints related to vehicle pursuit incidents and must include the following: 1. number of IA complaints filed; 2. number filed by civilians; 3. number initiated by the agency; 4. numbers sustained; and 5. number still pending.*

### Section Two: Internal Affairs Complaints\*

In 2023, the Garfield Police Department did not have any Vehicle Pursuit incident rise to the level of an Internal Affairs Investigation. All Vehicle Pursuit incidents resulted in a two-tier meaningful review process.

1. Number of IA complaints filed: 0
2. Number filed by civilians: 0
3. Number initiated by this agency: 0
4. Numbers sustained: N/A
5. Number still pending: N/A

## Section Three: Meaningful Review of Individual Pursuits

***Section 12.1 of the Attorney General's Vehicular Pursuit Policy requires that every vehicle pursuit must undergo a meaningful command level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each use of force incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.***

### Section Three: Meaningful Review of Individual Pursuits\*

In 2024, the Garfield Police Department had a Meaningful Review Policy in place for each Use of Force incident. Every incident had a two-tier review process. A supervisor from each division conducted the initial review and forwarded their review to Division Commander. The Division Commander conducted the second level of review and presented it to the Chief of Police/Officer in Charge. The Chief of Police/Officer in Charge approved the review or sent it back to the Division Commander for further review.

The Garfield Police Departments 2024 meaningful review process was outlined as the following:

- Supervisor from each division conducted the initial review.
  1. Review of officer involved Body Worn Cameras.
  2. Review of all reports completed for the incident.
  3. Approved Benchmark Analytics Report.
  4. GPS Logs
  5. If applicable, phone/radio transmissions and private video surveillance.
- The findings of the first-tier review were then be presented to Division Commander.
- The Division Commander reviewed the first-tier review and completed the following:
  1. Review of involved officers Body Worn Cameras.
  2. Review of all reports completed for the incident.
  3. Review of Benchmark Analytics Report.
  4. Review of GPS Logs
  5. If applicable, review phone/radio transmissions and private video surveillance.
  6. Completed a packet containing all WVR placed on a DVD-R, Incident/Benchmark reports, and the findings of the first/second tier review.
  7. The packet was then presented to the Chief of Police/Officer in Charge for a final review.
  8. Proper filing of each incident by Internal Affairs Commander.

## Section Four: Analysis of Non-Compliant Reports

*Your review must include an analysis of all pursuits determined to not be in compliance with the Attorney General's Vehicular Pursuit Policy, or agency policy, and the steps taken to address the non-compliance. Please indicate whether all non-compliant pursuits were referred to the Office of Public Integrity and Accountability or the County Prosecutor in compliance with Section 12.1(e) of the Attorney General's Vehicular Pursuit Policy.*

### Section Four: Analysis of Non-Compliant Reports \*

The City of Garfield Police Department currently employs 68 full time officers.

In 2024:

- 30,701 total CAD entries
- Of the 30,701 total CAD entries, 3 involved vehicle pursuits, with 4 vehicle pursuit reports
  1. Resulting in 0.010% of CAD entries in 2024

Two vehicle pursuits involved one officer from the Garfield Police Department and the other vehicle pursuit involved two officers from the Garfield Police Department.

All three vehicle pursuits were not in compliance with the Attorney General's Vehicular Pursuit Policy. Therefore, the three pursuits were referred to the Bergen County Prosecutor's Office for further review. The Bergen County Prosecutors Office agreed with the Garfield Police Department's recommendation of re-training all officers who were not in compliance with the Attorney General's Vehicular Pursuit Policy, as well as other policies.

The following was completed for the vehicle pursuit that involved two officers:

- Both officers were re-trained in the Attorney General's Vehicular Pursuit Policy specifically the role of a supervisor and the role of an initiating officer.

The following was completed for one of the vehicle pursuits with one officer:

- The officer was re-trained in the Attorney General's Vehicular Pursuit Policy and the BWC policy.

The following was completed for one of the vehicle pursuits with one officer:

The officer was re-trained in the Attorney General's Vehicular Pursuit Policy, and given a written reprimand, specifically for reason to pursue and to render medical care.

## Section Five: Non-Discriminatory Pursuits

*Your review must include an explanation of how you concluded whether vehicular pursuits were conducted in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community's demographics and demographic data from the Use of Force portal. If you conclude that any pursuit was conducted in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.*

### Section Five: Non-Discriminatory Pursuits\*

A review of the non-discriminatory applications/vehicle pursuits did not reflect any evidence of discrimination.

As per DATAUSA census 2022, the City of Garfield's population is broken down into

- 51.3% White/Non-Hispanic population
- 17.9% White/Hispanic population
- 12.3 % Other Hispanic
- 4.73% African American population

In 2024, the City of Garfield Police Department was involved in 3 total vehicle pursuits, with 4 vehicle pursuit reports. Two of the vehicle pursuits had an unknown vehicle operator/description and the other pursuit had a White/Non-Hispanic/Latino driver.

## Section Six: Overall Review of Vehicle Pursuit Analysis

*Please utilize as much space as needed to conduct a thorough review of your agency's vehicle pursuit incidents during the preceding calendar year. Your review should include but is not limited to: the reason the pursuit was initiated; the number of officers who engaged in pursuits; whether supervisors approved or terminated pursuits; role of any outside agencies; length of pursuits by time and distance; top speeds reached; nature of any injuries, crashes, or property damage; reason for termination (if terminated), and the outcome of pursuits. Your review should evaluate whether pursuits were compliant with the Attorney General's Vehicular Pursuit Policy and your agency's policy. Even if pursuits were compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement.*

### Section Six: Overall Review of Vehicle Pursuit Analysis\*

The Garfield Police Department was involved in 3 total vehicle pursuit incidents. A review of all vehicle pursuits consisted of the following:

24-005495

- Reason pursuit initiated: Officer observed a vehicle idling in the roadway and while approaching the vehicle, an occupant in the vehicle honked the horn at which time two male parties fled from a residential property on foot, entered the subject vehicle, and then fled in the subject vehicle.
- Number of officers who engaged in pursuit: One officer involved.
- Whether supervisor approved or terminated pursuit: Supervisor terminated pursuit.
- Role of outside agencies: None
- Length of pursuit by time and distance: The pursuit took place for approximately two (2) minutes. The distance of the pursuit was approximately 0.4 miles.
- Top speed reached: 52MPH
- Nature of any injuries, crashes, or property damage: None
- Reason for termination (if terminated): Supervisor terminated/did not authorize continuation of pursuit.
- Outcome of pursuits: Subjects were not identified or apprehended.
- Compliant with the Attorney General's Vehicular Pursuit Policy and your agency's policy: The vehicle pursuit was compliant with the Attorney General's Vehicular Pursuit Policy, however: the pursuing officer failed to activate his body worn camera during the pursuit in violation of agency policy. The incident was forwarded to the Bergen County Prosecutor's Office and the officer was re-trained.

24-010190

- Reason pursuit initiated: Subject vehicle was involved in an attempted theft of a motor vehicle and the suspect was observed entering the subject vehicle proceeding to flee from the area of the attempted motor vehicle theft.
- Number of officers who engaged in pursuit: Two officers involved.
- Whether supervisor approved or terminated pursuit: Supervisor initially approved the pursuit, then terminated the pursuit after determining the subject vehicle was not stopping for officers and lost sight of the vehicle.
- Role of outside agencies: None
- Length of pursuit by time and distance: The pursuit took place for approximately two (2) minutes. The distance of the pursuit was approximately 0.9 miles.
- Top speed reached: Officer 1- 54 MPH, Officer 2- 54MPH
- Nature of any injuries, crashes, or property damage: None
- Reason for termination (if terminated): Subject vehicle was driven at a high rate of speed and the

pursuing officers lost sight of the vehicle.

- Outcome of pursuits: Subjects were not identified or apprehended.
- Compliant with Attorney General's Vehicular Pursuit Policy and your agency's policy: The initiation of the pursuit was compliant, however after terminating the pursuit, officers continued to follow the subject vehicle with their emergency lights and audible siren activated which did not comply with policy. The incident was forwarded to the Bergen County Prosecutor's Office and both officers were re-trained.

24-023159

- Reason pursuit initiated: Subject vehicle was observed committing Title 39 traffic violations and was a vehicle of interest in a shoplifting incident that occurred the day prior. There also was a motor vehicle crash/hit and run which also occurred the day prior.
- Number of officers who engaged in pursuit: One officer involved.
- Whether supervisors approved or terminated pursuit: Subject vehicle crashed prior to officer advising he was in pursuit, therefore Supervisor was unable to approve or terminate the pursuit.
- Role of any outside agencies: None
- Length of pursuits by time and distance: The pursuit took place for approximately one (1) minute. The distance of the pursuit was approximately 0.5 miles.
- Top speed reached: 67 MPH
- Nature of any injuries, crashes, or property damage: The pursuit resulted in damage to two vehicles, one of which was the subject vehicle. Property damage also occurred to a business sign. There were minor injuries reported by occupants of both vehicles involved in the motor vehicle crash.
- Reason for termination (if terminated): Subject vehicle was involved in a motor vehicle crash rendering it disabled causing the pursuit to conclude.
- Outcome of pursuit: The driver of the subject vehicle was identified and apprehended on a later date and charged with Title 39 and Criminal offenses. Three passengers from the subject vehicle were apprehended on scene and charged with criminal offenses.
- Compliant with the Attorney General's Vehicular Pursuit Policy and your agency's policy: The vehicle pursuit was not compliant with the Attorney General Vehicular Pursuit Policy nor our agency's policy. The incident was forwarded to the Bergen County Prosecutors Office and the officer was re-trained in the Attorney General's Vehicular Pursuit Policy, and given a written reprimand, specifically for reason to pursue and to render medical care.

## Section Seven: Further Action

*Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers.*

### **Section Seven: Further Action\***

The Garfield Police Department is committed to maintaining the vehicle pursuit standards set forth by the Attorney General's Office, as well as the Bergen County Prosecutors Office.

Each officer within the Garfield Police Department will continue to receive vehicle pursuit training, via power DMS. We have worked in partnership with the Lodi Police Department to give officers further training in regards to "Felony Stops". A common issue involving vehicle pursuits appears to be activating BWC at the initiation of vehicle pursuits, therefore this will be emphasized to all officers within the Garfield Police Department.

In regards to equipment, the Garfield Police Department will strive to keep all police personnel vehicles in good working condition and equipped with a GPS device. Supervisors and officers are constantly reminded to secure a balance between the protection of the lives and safety of the public and police officers, and law enforcement's duty to enforce the law and apprehend violators.

The Law Enforcement Community is ever-changing, and the Garfield Police Department intends to adjust to the needs of the people that we serve to provide the upmost respect and professionalism. Honesty and integrity are key components to the success of the Garfield Police Department.