

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 *

1/19/2026

Year of Data Covered in this Report*

2025

Check the box below to confirm*

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

Contact Information

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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 2025, please indicate how you plan to remedy that in 2026.

Section One: BWC/Video Audit*

In 2025 the Garfield Police Department conducted a random and risk-based audit process for BWC. The Garfield Police Department's Patrol Supervisors complete an "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 footage 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, 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, and Sergeants will review BWC for their subordinates. The review of BWC footage is documented in the Guardian Tracking System and is retained within the Guardian Tracking System.

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.

In 2025 the Garfield Police Department reviewed BWC for 1,305 incidents.

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 2025, the Garfield Police Department had two (2) Use of Force incidents 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: 2
2. Number filed by civilians: 2
3. Number initiated by this agency: 0
4. Numbers sustained: 0
5. Number still pending: 0

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 2025, 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 2025 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 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 BWC footage 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 2023, the City of Garfield's population is broken down into:

- 44.4% White/Non-Hispanic population
- 14.1% White/Hispanic population
- 14.3 % Other Hispanic
- 5.1% African American population

The annual trend report reflected 53 total officers used force within 20 separate incidents. The majority of incidents and force used were consistent with our city demographics.

- 75% of force was used against white race
- 20% of force was used against African American race
- 5% of force was used against other race

- 33% of force was used against Hispanic or Latino ethnicity
- 66% of force was used against Non-Hispanic or Latino ethnicity

- 73% of force was used against males
- 26% 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 69 full time officers. All force was reviewed and found to be in compliance with the Attorney General's Office and the policy of this agency.

In 2025:

- 33,873 total CAD Entries
- Of the 33,873 total CAD entries, 20 involved force being used.
 1. Resulting in 0.059% of CAD entries in 2025
 2. Deployment of OC: 0
 3. Deployment of ASP/Baton: 0
 4. Deployment of Taser: 0

The Garfield Police Department is committed to improving our officer's training, knowledge and understanding of de-escalation. The Garfield Police Department in partnership with the Lodi Police Department conducts de-escalation training in conjunction with Active Shooter training twice a year. In 2025, officers within the Garfield Police Department were sent to "Introduction to Defensive Tactics" training which was conducted at the Bergen County Police Academy. 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 body worn cameras.

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 Defensive Tactics training. In accordance with the Garfield Police Department policy and procedures, the department will be implementing Active Violent Events Training for 2026.

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 2025, please indicate how you plan to remedy that in 2026.

Section One: BWC/Video Audit *

In 2025 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, 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, and Sergeants will review BWC for their subordinates. The review of BWC footage is documented in the Guardian Tracking System and is retained within the Guardian Tracking System.

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.

In 2025 the Garfield Police Department reviewed BWC for 1,305 incidents.

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 2025, 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 2025, the Garfield Police Department had a Meaningful Review Policy in place for each Vehicle Pursuit 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 2025 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 if applicable.
 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 if applicable.
 5. If applicable, review phone/radio transmissions and private video surveillance.
 6. Completed a packet containing all BWC 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 69 full time officers.

In 2025:

- 33,873 total CAD entries
- Of the 33,873 total CAD entries, 1 involved a vehicle pursuit, with 2 vehicle pursuit reports.
 1. Resulting in 0.002% of CAD entries in 2025

One vehicle pursuit involved two officers from the Garfield Police Department.

The one pursuit was within compliance with the Attorney General's Vehicular Pursuit Policy.

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

- Both officers were re-trained in the Attorney General's Body Worn Camera policy, specifically the activation of BWC during the initiation of a motor vehicle pursuit.

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 2023, the City of Garfield's population is broken down into

- 44.4 % White/Non-Hispanic population
- 14.1 % White/Hispanic population
- 14.3 % Other Hispanic
- 5.1 % African American population

In 2025, the City of Garfield Police Department was involved in 1 vehicle pursuit, with 2 vehicle pursuit reports. The 1 vehicle pursuit had an African American vehicle operator.

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 1 total vehicle pursuit incidents. A review of all vehicle pursuits consisted of the following:

25-023867

- Reason pursuit initiated: Officers were conducting a house check after a party was threatened with physical harm and while doing so, Officers observed the suspect vehicle within the immediate area. Upon contacting the driver and informing him he was being detained, the driver fled from Officers.
- Number of officers who engaged in pursuit: Two officers involved.
- Whether supervisor approved or terminated pursuit: Supervisor approved 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 1 mile.
- Top speed reached: 40 MPH
- Nature of any injuries, crashes, or property damage: The suspect vehicle was involved in a motor vehicle collision with a civilian vehicle. The driver of the pursued vehicle sustained minor injuries during the collision consisting of abrasions.
- Reason for termination (if terminated): Motor vehicle collision.
- Outcome of pursuits: Subject was apprehended and criminally charged.
- 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 officers failed to activate their body worn cameras during the initiation of the pursuit in violation of agency policy. The involved officers were re-trained on the BWC policy.

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 Prosecutor's Office.

Each officer within the Garfield Police Department will continue to receive vehicle pursuit training, via power DMS. 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.