

# NORTH BERGEN POLICE DEPARTMENT

## ANNUAL REPORT 2017



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# A MESSAGE FROM THE CHIEF

*In recognition of another fine year of accomplishments...*



As we look back on the year 2017, we have many achievements to highlight; however, our greatest success is our continued decline in crime which has led to recognition by two different national studies distinguishing North Bergen as the safest municipality in Hudson County, the 6th safest community in New Jersey, and the 52nd safest city in the United States of America.

Supervisors of the NBPD attend biweekly CompStat meetings that focus on crime reduction. CompStat is a management program committed to accountability at the squad or unit level. These meetings become the basis for planning, coordination, and evaluation of crime fighting in the township. A high priority is placed on a rapid response to problems and hotspots, a wide sharing of information, a relentless follow-up of unsolved crimes, policy decisions based on hard data, and an overall quality of life strategy that includes technology and community policing. CompStat has become a planning tool for our twenty-first century policing strategy and we intend to expand our efforts through increased pursuits of cutting-edge technology, crime-mapping, and data accumulation.

Members of the NBPD have dedicated a great deal of time and energy increasing professionalism in our department, as an accredited police agency, and have focused their energy on our community policing philosophy. We have magnified our public outreach through an aggressive social media campaign utilizing three platforms: Facebook, Instagram and Twitter. Currently we have over 5,000 followers on both Facebook and Instagram, and over 1,500 followers on Twitter. All three platforms continue to grow daily.

It is my pleasure to share with you the Department's 2017 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](http://www.northbergenpolice.com), like us on Facebook, and follow us on Instagram or Twitter.

Yours Truly,

**Robert J. Dowd**

Chief of Police

# A MESSAGE FROM OUR MAYOR

*A police department to be proud of....*



Our North Bergen Police Department is not only one of the finest law enforcement institutions in the State of New Jersey, but also the entire nation. As an officially accredited police department, the NBPD is a model for diversity and efficiency. Thanks to their relentless work and community policing ideology, the Township of North Bergen has been ranked the 52nd safest city in the nation, in top 10 in the State of New Jersey, and the safest municipality in Hudson County. This is without a doubt a great feat and it could not have been accomplished without the leadership of the department under Public Safety Commissioner Allen Pascual, Police Chief Robert Dowd and his senior staff, and of course our brave men and women who have done an outstanding job to help North Bergen receive such high praise.

During my administration the NBPD has remained committed to public safety. The department's diversity has been praised by various national law enforcement associations and as of today we are recognized 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.

With the implementation of policing initiatives such as the North Bergen Township Alternative Policing Strategy (N.B. TAPS) we are constantly looking to enhance police-community relations and enable North Bergen residents to voice their concerns and issues in person in a comfortable and open setting.

In addition, our officers make it a point to engage the community by participating in public programs like National Night Out Against Crime, Coffee with a Cop and our annual Winterfest Celebration. These initiatives give officers the opportunity to meet residents of the township in a fun, informal setting, and to build strong relationships that lead to effective policing based on trust and mutual respect.

Thanks to the efforts of our Township Administrator and Revenue and Finance Department we have been able to dedicate the funds necessary to invest in public safety by hiring and promoting many officers over the past few years, all while maintaining adequate numbers in our force and keeping property taxes stable.

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

# PUBLIC SAFETY COMMISSIONER

*Honored to serve...*



I am not only honored, but proud to serve as Public Safety Commissioner alongside Chief Robert Dowd and the North Bergen Police Department's senior leaders. I have had the opportunity to witness first-hand the work done by the finest men and women our North Bergen community has to offer and I admire their dedication, selfless attitude and sense of duty. Our NBPD Officers embolden the traits and characteristics needed for a police department to thrive and because of their relentless efforts the Township of North Bergen is in the Top 100 of safest cities in the entire country.

The Township's administration and NBPD as a whole have one goal in mind, 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.

Being ranked in the top 10 of safest cities in the State of New Jersey, reaffirms the professionalism and efficiency of our police department. Crime rates in North Bergen are at an all-time low, as a result of the excellent collaboration between our police department, residents, and the administration. This has not occurred by chance but by careful planning and execution of effective community policing strategies.

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.

We have remained committed to provide our police department with state-of-the-art installations and technology and adequate personnel. The renovation of the police department to include a dedicated Emergency Operation Center, the creation of our Crime Prevention and Intelligence Center (CPIC) which serves as the core of our North Bergen Township Alternative Policing Strategy (NBTAPS) and numerous hiring and promotion ceremonies have all been instrumental in making North Bergen the safest city in Hudson County.

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 is at its full Table of Organization of officers. 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**

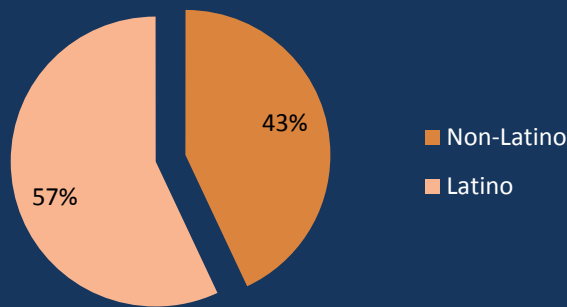
Commissioner of Public Safety

**Department Composition**

<b>Sworn Police Officers</b>	
Chief	1
Deputy Chief	1
Captains	4
Lieutenants	12
Sergeants	16
Detectives	18
Patrol Officers	61
Police Academy Recruits	6
Special Class II (P/T)	13
<b>Total Sworn</b>	<b>135</b>

<b>Civilians</b>	
Clerks	5
Dispatchers	8
CCTV Monitors	27
Interns	3
Other	4
<b>Total Civilian</b>	<b>47</b>

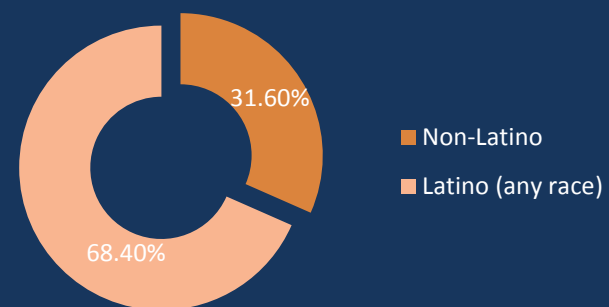
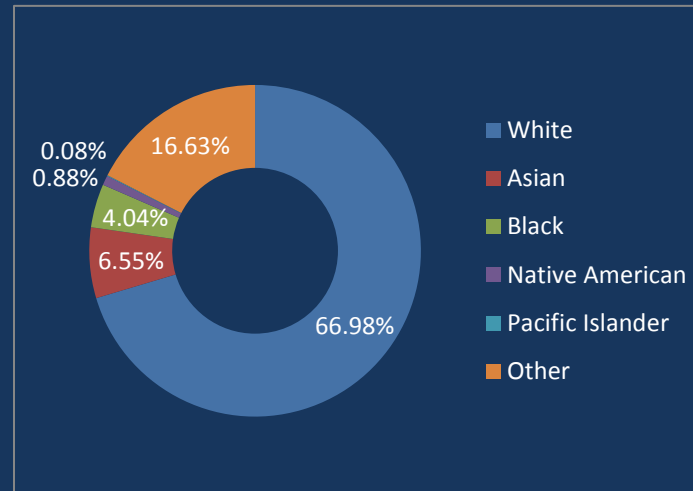
<b>Total Employees</b>	<b>182</b>
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**Statistics**

Population 2010	60,773
Population 2016 (est.)	62,886
Area	5.575 sq. mi.
Population Density	11,838 / sq. mi.
Households	22,062
Median Age	36


**Race & Ethnicity**



# ORGANIZATION




**Police Chief**  
Robert J. Dowd




**Internal Affairs**



**Planning and Operations**  
Lieutenant Alex Guzman



**Deputy Chief**  
Peter Fasilis




**CT/JTTF**  
Lieutenant David Dowd



**Patrol Division**  
Captain David Corbisiero




**Investigative Division**  
Captain William Lyons



**Problem Solving Policing**  
Captain Robert Farley, Jr.




**Administrative Services**  
Lieutenant Cynthia Montero




**Patrol Squads**  
Communications  
CCTV




**Field Operations**  
Lt. James Gaughran




**Major Case**  
Lt. Bronson Jusino




**Traffic Unit**




**BCI & Records**  
Lt. Thomas Ferrari




**Squad 1**  
Lt. Marco Rovelo



**General Investigations**  
Lt. Michael Vitali



**School Resources**




**Accreditation**




**Squad 2**  
Lt. Jorge Raposo




**Community Policing Unit**




**Training**



**Squad 3**  
Lt. Jesus Fernandez



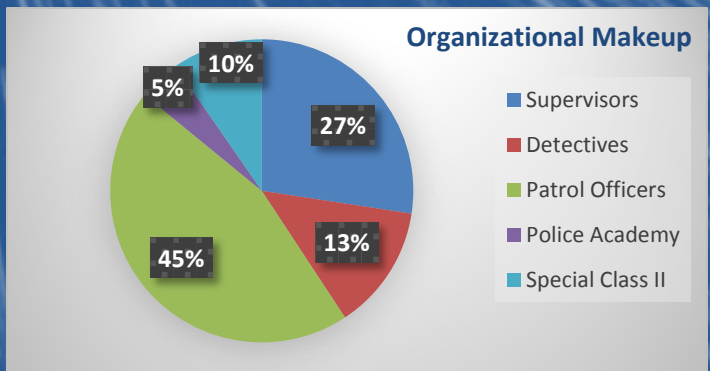
**Juvenile Aid Bureau**



**Squad 4**  
Lt. Ottoniel Cruz



**Squad 5**  
Lt. Angelo Forese



# MISSION AND VALUES

## THE FOUNDATION FOR OUR SUCCESS



## MISSION

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

## VALUES

- ◆ The North Bergen Police Department will serve our community with respect, fairness and sensitivity. We will be compassionate and considerate in our dealings with the community and the victims of crime.
- ◆ We are committed to the protection of life and property, the prevention of crime and the safeguarding of our citizens to ensure that their Constitutional guarantees are preserved.
- ◆ Empowered by the community, we are committed to enhancing the quality of life and fostering a sense of security to enable our residents to live, work and prosper in the Township of North Bergen.
- ◆ We will nurture the public's trust by holding ourselves to the highest standards of performance and integrity. We will strive for personal and professional excellence, dedication to duty and the delivery of quality service to the public.
- ◆ The men and women of the North Bergen Police Department, pledge that through our efforts, we will establish a new standard of excellence in law enforcement and service to our community.





# POLICE DEPARTMENT

2017 BUDGET

## POLICE DEPARTMENT

ITEM	Description	Appropriation
11	Regular S&W*	\$11,437,250.00
14	Overtime	\$450,000.00
16	Temp Budget S&W	\$0.00
20	Office Supplies	\$20,000.00
22	Office Equipment Maintenance	\$18,000.00
23	Software Maintenance	\$36,000.00
24	Other Services	\$222,550.00
25	Rental & Leases	\$10,000.00
26	Other Reimbursements	\$3,000.00
27	Miscellaneous	\$2,000.00
28	Subscription/Publications	\$3,000.00
29	Seminar/School/Training	\$55,000.00
30	Office Equipment	\$2,000.00
33	Printing	\$3,000.00
38	Computer Supplies	\$15,000.00
48	Communications/Equipment	\$24,000.00
49	Building Maintenance	\$500.00
50	Cleaning Supplies	\$7,700.00
51	Other Apparel	\$2,000.00
52	Public Safety Equipment	\$15,000.00
53	Law Enforcement Equipment	\$25,000.00
54	CED's	\$5,000.00
55	Body Armor	\$0.00
98	Building Maintenance	\$1,000.00
99	Electrical Repairs	\$15,000.00
100	Prisoner Meals	\$1,000.00
101	Photography Supplies	\$1,000.00
102	Medical Expenses	\$20,000.00
103	Journal/Weapons/Education	\$80,000.00
104	LEAD Program	\$5,000.00
105	Confidential Informants	\$1,000.00
106	Narcotics Transactions	\$5,000.00
107	Gun Range	\$0.00
108	E-Ticketing	\$12,000.00
110	CCTV Expansion	\$0.00
225	CC Processing Fees	\$250.00
290	Temp Budget OE	\$0.00
	<b>Salary &amp; Wages Total</b>	<b>\$11,887,250.00</b>
	<b>Other Expense Total</b>	<b>\$610,000.00</b>
	<b>Combined Total</b>	<b>\$12,497,250.00</b>

COMMUNICATIONS	Appropriation
Regular S&W	\$179,893.00
Overtime	\$20,000.00
Temp Budget S&W	\$0.00
Office Supplies	\$2,000.00
Office Equipment Maint.	\$2,000.00
Miscellaneous	\$6,000.00
Temp Budget OE	\$0.00
<b>S&amp;W Total</b>	<b>199,983.00</b>
<b>Other Expenses</b>	<b>10,000.00</b>
<b>Combined Total</b>	<b>209,983.00</b>

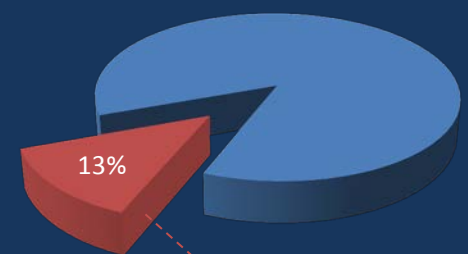
911 OPERATORS	Appropriation
Regular S&W	\$131,197.00
Overtime	\$00,000.00
Temp Budget S&W	\$0.00
<b>S&amp;W Total</b>	<b>\$131,197.00</b>
<b>Other Expenses</b>	<b>\$0.00</b>
<b>Combined Total</b>	<b>\$131,197.00</b>

CCTV Monitors	Appropriation
Regular S&W	\$330,000.00

CAPITAL EXPENDITURES	Appropriation
Vehicles	\$167,969.28
I.T. Infrastructure	\$25,853.57
Miscellaneous	\$3,217.90
<b>TOTAL</b>	<b>\$197,040.75</b>

Total Municipal Budget = \$100.9 Million

NBPD Budget = \$13.4 Million



Public safety budget related to police services

# 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	2	2	0	0	0	2	0	0	0
Demeanor	0	21	21	0	2	3	16	0	0	0
Other Rule Violation	0	68	68	0	39	4	15	1	0	9
Other Criminal	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>91</b>	<b>91</b>	<b>0</b>	<b>41</b>	<b>7</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>9</b>

# IN FULL FOCUS – THE YEAR IN REVIEW



## NOTABLE CASES



The North Bergen Police Department responded to a motel on a report of a robbery where the victim was assaulted. The suspect forcibly removed a book bag containing an estimated \$30,000.00 cash from the victim's person. Detectives conducted an investigation using the Township CCTV cameras, Automated License Plate Readers (ALPR's) and the State National Crime Identification System (NCIC) to track and identify a suspect.

North Bergen Detectives subsequently served arrest warrants and apprehended the actors at their residence. An investigation conducted in conjunction with Fairview Police, West New York Police and The Hudson County Prosecutors Office, revealed the suspects had conspired to commit the robbery against the victim. The suspects also had ties to criminal gang activity.

The North Bergen Police Department responded to a complaint of a large group of people gathered in a backyard. Officers approached a group of individuals standing around a table that had a large Ziploc bag full of marijuana, a scale, and a medicine bottle containing the drug Promethazine. During the investigation one of the individuals was found in possession and arrested for possessing a defaced handgun.



Street Crimes Detectives while on proactive patrol had observed an individual in the early morning hours walking aimlessly along several residential blocks. The area in question had witnessed an increase in overnight vehicle burglaries. The suspect was seen wandering in the area peering inside various parked vehicles. The Street Crimes Unit set up surveillance to try and catch the individual in the act. The suspect traveled several blocks until he

found his next target vehicle where detectives apprehended him during his attempt.

North Bergen Police officers responded to a report of an armed robbery involving suspects wearing ski masks. Detectives conducted a follow-up investigation utilizing Social Media resources to obtain an identity of one of the suspects. Detectives also utilized law enforcement databases as well as other various technological tools which subsequently produced vehicle information as well as a possible address of associates of the suspects. Detectives checked several possible locations that had been identified during the investigation which subsequently led to the discovery of vehicle involved in the robbery. The handgun which was used in the crime was still inside the vehicle. North Bergen Police Detectives then conducted surveillance at the location and arrested both suspects.



## NOTABLE CASES



The North Bergen Police responded to a large fight between two high school students which had escalated into a larger altercation. North Bergen Police School Resource Officers (SRO's) and Detectives conducted an investigation to determine the identities of the juveniles involved in the fight. Officers also received a report that a teacher who had attempted to break up the fight was viciously assaulted. A video of the incident which was posted on social media revealed that an unknown individual forcibly threw the teacher to the ground and kicked him in head. North Bergen Police SRO's and Detectives utilized social media and other resources to identify the juveniles involved as well as the teacher's assailant. The suspect, a Union City resident, was subsequently apprehended by Detectives in an area he was known to frequent.

North Bergen Detectives conducted an investigation involving a person wanted in conjunction to a 2017 shooting. Detectives tirelessly conducted follow-up investigations which eventually led to a tip that the suspect was hiding in an apartment in Jersey City. Detectives went to the apartment and found the suspect hiding inside the apartment. The investigation led to a search warrant on the apartment where two handguns and ammunition was recovered. It was determined that the individual had also committed other violent crime in another jurisdiction.



The North Bergen Police Department, in conjunction with multiple law enforcement agencies including the Hudson County Sheriff's Office and the Hudson County Prosecutors Office, conducted an investigation of a fatal hit and run accident which occurred in North Bergen. The suspect crashed his vehicle into a bus stop striking a pedestrian causing her death. The suspect fled the scene of the accident on foot disregarding any aid to the victim. A door-to-door canvass of the area was conducted by multiple agencies in the event the suspect was hiding in the area. As a result of the canvass it was discovered that the suspect attempted to seek refuge in a high-rise building near where the incident took place. Persistent and diligent canvassing and interviews led to video surveillance footage showing the suspect leaving the area utilizing a livery service. This evidence led the investigation into neighboring Bergen County where the suspect was believed to reside. Officers from multiple agencies continued their investigation in Bergen County continuing to gather evidence utilizing both old-fashioned police work involving citizen contacts as well as modern technology. The investigation led to the of the suspect's residence in New Jersey. The suspect, who fled to New York, subsequently turned himself in to authorities. The investigation uncovered a large amount of cash that is currently being investigated by various law enforcement agencies.

# OFFICERS OF THE MONTH

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>JANUARY</b></p>	<p><b>Officer Christopher Orellana</b></p> <p>Officer Orellana responded a burglary and theft where dozens of cases of liquor were stolen from a trailer. During the course of his investigation, Officer Orellana discovered that similar burglaries and thefts had occurred in other nearby towns. Referencing previous arrest records, he developed a few persons of interests. His investigation resulted in a suspect confessing to the burglary and theft as well as a narcotics arrest.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>FEBRUARY</b></p>	<p><b>Officer Xavier Romo</b></p> <p>Officers were dispatched to a report of a man brandishing a handgun. When the individual was located, he fled the scene subsequently running over one of the responding officers. Officer Romo pursued the suspect who eventually exited his vehicle and shot at him. Officer Romo engaged the suspect but the shooter took cover and continued to fire his gun. To preserve public safety, Officer Romo set up a perimeter while responding units arrived to assist. The event led to a 12-hour standoff necessitating a multijurisdictional response. The suspect was eventually taken into custody with no other injury to the public, officers, or suspect.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>MARCH</b></p>	<p><b>Street Crimes Unit</b></p> <p>The Street Crimes Unit consisting of Sergeant M. Ho-Pelaez, Detective D. Botwin, Detective H. Botello, Officer C. Orellana and Officer J. Castillo were recognized for their outstanding productivity. The Unit had 24 arrests for the month of March that included arrests for possession of controlled dangerous substances, burglaries, thefts, conspiracy, trespassing, manufacturing and distribution of narcotics, weapons offenses, DWI, and multiple warrant arrests.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>APRIL</b></p>	<p><b>Officer Carmen Recinos</b></p> <p>Officer Recinos responded to a report of an individual suffering from unknown injuries. Upon her arrival she found a woman bleeding from her neck as a result of a knife attack. With the suspect still on scene, Officer Recinos was able to gain control of the situation while simultaneously treating the victim for her injuries. Due to Officer Recinos' swift actions and composure, the situation did not escalate and the victim made a full recovery from her injuries.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>MAY</b></p>	<p><b>Officer Robert Garcia</b></p> <p>Officer R. Garcia was dispatched to a car burglary in progress. The caller was able to provide a description of the suspect in question and a direction of flight. The police department then received a second call of a burglary in progress not too far from the location of previous reported burglary. Officer Garcia was able to locate an individual matching the suspect's description. The subsequent investigation led to the arrest of an individual for both incidents.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>JUNE</b></p>	<p><b>Officer Biron Mendoza</b></p> <p>Officer B. Mendoza was recognized for a conducting a motor vehicle stop that resulted in the subsequent arrest of an individual involved in a drug distribution operation near a public school. His observations and field investigation were instrumental in removing a prolific drug dealer off our streets and away from our schools.</p>	

# OFFICERS OF THE MONTH

<p style="text-align: center;"><b>JULY</b></p>	<p><b>Officer Xavier Romo</b></p> <p>At the scene of a motor vehicle accident, Officer Romo heard a woman screaming for help. Officer Romo ran towards the screams and observed a young child in the car who was being choked by her seatbelt. Officer Romo attempted free the child, but the seat belt mechanism was locked and would not release. Utilizing his personal knife, Officer Romo cut the seatbelt freeing the child allowing her to breathe again.</p>	
<p style="text-align: center;"><b>AUGUST</b></p>	<p><b>Sergeant Alex Barrios &amp; Officer Patrick Corless</b></p> <p>Sergeant Barrios and Officer Corless responded to a report of a fight involving weapons. Upon their arrival, they encountered an individual who had stabbed numerous people and was holding another female hostage. The hostage, who had also been stabbed, was bleeding profusely. While the officers attempted to defuse the situation, the actor abruptly lunged at the officers with a large awl resulting in the use of deadly force. Although the assailant succumbed to his injuries, the officers were able to save the hostage and other victims.</p>	
<p style="text-align: center;"><b>SEPTEMBER</b></p>	<p><b>Lieutenant Alex Guzman</b></p> <p>Lieutenant Guzman responded to a report of a large group of individuals congregating in a backyard. The investigation led to the arrest of one individual for possession of a defaced and loaded handgun. Several other individuals were arrested for possession of narcotics as well as outstanding warrants.</p>	
<p style="text-align: center;"><b>OCTOBER</b></p>	<p><b>Officer Awadallah and Officer William Brown</b></p> <p>Officer Awadallah and Officer Brown were recognized for their volunteer service during North Bergen's Trunk or Treat event. Both Officers dedicated a considerable amount of personal time and effort transporting over 650 pumpkins to create a makeshift pumpkin patch at the North Bergen Little League Field. The pumpkin patch turned out to be the highlight of this children's event.</p>	
<p style="text-align: center;"><b>NOVEMBER</b></p>	<p><b>Officer Robert Garcia</b></p> <p>Officer R. Garcia was recognized for his role in recovering a 12-year old girl who had recently been reported missing by her frantic parents. His investigative abilities, attention to detail, and keen observational skills resulted in the speedy recovery of the youth. The girl was safely reunited with her very happy parents shortly thereafter.</p>	
<p style="text-align: center;"><b>DECEMBER</b></p>	<p><b>Officer Eric Weyand</b></p> <p>Officer E. Weyand conducted a traffic stop where he discovered that the vehicle's description did not match the registration. While interviewing the driver, he detected a strong odor of marijuana. The driver was unable to produce documentation and the on-scene investigation revealed that the vehicle was stolen. A search of the vehicle produced various drug paraphernalia consistent with a drug distribution enterprise. As a result of the investigation, both the driver and his passenger were arrested for multiple criminal offenses.</p>	

# 2017 OFFICER OF THE YEAR

## Police Officer Eric Weyand



Police Officer Eric Weyand began his career in law enforcement with the Borough of Cliffside Park where he worked as a Class I Special Law Enforcement Officer. Officer Weyand also attended Rutgers University where he earned a Bachelor of Science degree in Criminal Justice. Law enforcement was a long-time goal for Officer Weyand who was inspired by other family members with careers in criminal justice.

Officer Weyand joined the North Bergen Police Department on November 5, 2015, where he subsequently attended, and successfully graduated from the Passaic County Police Academy. Since graduating, Officer Weyand has excelled in his performance evaluations and officer productivity, and has been an exemplary employee.

In addition to conducting numerous field inquiries that led to a large amount of arrests, Officer Weyand also led the department for 2017 with 47 arrests and 961 summonses. Officer Weyand hopes to pursue a position with the North Bergen Police Department's Detective Bureau in the future. Officer Weyand was selected as the North Bergen Police Department's Officer of the Year based on his consistent dedication and unselfish effort put forth throughout the year.

*"Officer Weyand has shown a strong desire to learn every aspect of police work, to do well, help others and exhibits a maturity level well above other officers. This did not go unnoticed by Chief Dowd and the Command Staff. Officer Weyand's work ethic and reputation speak for itself and this is why he was selected for Officer of The Year for 2017."*

**Lieutenant James Gaughran**  
*Field Operations*





# APPOINTMENTS & PROMOTIONS

**Promoted to Sergeant**  
 December 8, 2017

Patrick Corless  
 Gregory Costanza  
 Jason Appello



Officers Costanza, Appello, and Corless being sworn in as sergeants by Mayor Nicholas Sacco

**Appointed Detective**  
 February 3, 2017

Thomas Yfantis  
 Santos Benitez

December 22, 2017

Joseph Gorrin  
 Constantinos Apostolakos  
 Antonio Tataranni

**New Hires**  
 December 20, 2017

Joshua Nazario  
 Jose Villalta  
 Kayla Muniz  
 Jeffrey Vega  
 Matthew Appell  
 Samantha Sexton  
 Kevin Barrios  
 Brendan Bowen  
 Lazaro Rivero



Officers Benitez and Yfantis being sworn in as detectives by Mayor Nicholas Sacco and Commissioner Allen Pascual



Clockwise from left to right: Kayla Muniz with her sister Police Officer Shannon Tattoli, Lazaro Rivero and his brother Sergeant Roberto Ruiz, Kevin Barrios with his sister, Communications Officer Nerisa Barrios and brother Sergeant Alex Barrios.

**New Class II Specials**

March 29, 2017  
 William Bori

April 10, 2017  
 Steven Bonilla  
 Byron Dominguez  
 Paul Martinez  
 Morad Dalia

October 16, 2017  
 Drew Micucci  
 Julio Noriega  
 Jon Nunez  
 John Solan



Officers Apostolakos, Gorrin, and Tataranni being sworn in as detectives



# ACCOLADES

## BREAKING NEWS

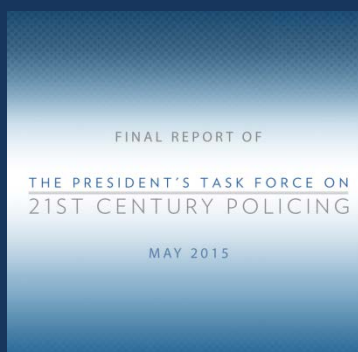
*"historic low crime statistics"*

## TOP 100 Safest Cities in America



In 2017, the Township of North Bergen was named as one of the safest cities in America by two independent sources. North Bergen was also ranked the safest city in Hudson County, the sixth safest city in New Jersey, and the twenty-third and fifty-second safest city in the United States by two separate sources, respectively. These honors are reflective of the fact that the Township has witnessed some of the lowest crime statistics in the history of the municipality.

The Township's success however goes beyond statistics. The North Bergen Police Department recognizes that communities require a sense of security in order to grow and flourish. Public safety is not just about crime statistics. It is about building cohesion between the police department and the community it serves in order improve the quality of life of its residents. Developing a clear mission and vision is vital to the success of our programs.



As documented in our 2016 Annual Report, the North Bergen Police Department has implemented many of the recommendations presented in Final Report of the President's Task Force on 21st Century Policing. Our first step was to seek accreditation in order to develop a comprehensive set of directives in order to assist us in achieving administrative and operational goals. Accreditation was also vital in providing our personnel with direction in achieving these goals. The standards upon which accreditation is based reflect the best practices envisioned by criminal justice practitioners and researchers as well as law enforcement professionals.

Our strategy was to develop a wide variety of programs to promote positive changes in in the manner in which the department, township government, and community interact in order to reduce crime and improve our quality of life. The diversity of these approaches include changing the culture of the police department, engaging in proactive community policing, incorporating crime prevention by environmental design, utilizing various local, county, and state resources, as well as other comprehensive and multi-disciplinary efforts. These strategies may seek to engage our residents, the community, businesses, education, faith-based organizations, and local government in addressing the factors that contribute to crime, delinquency, and disorder at the community level.



# WE DO NOT OPERATE IN A VACUUM

The North Bergen Police Department utilizes a variety of programs and policing concepts in order to help achieve its mission. Crime and disorder do not operate in a vacuum and neither do we. As such, the North Bergen Police Department utilizes a comprehensive, multi-faceted approach to policing.

## North Bergen Alternative Police Strategy – NB TAPS

NBTAPS is a policing concept that brings together the police, community, and North Bergen Township resources in order to identify and solve both quality of life issues as well as crime problems. It is a proactive community and problem-solving strategy that incorporates both citizen involvement and intelligence-led policing to support the department's community policing mission. By opening up dialogue between the police and the local residents, NBTAPS has developed new channels for members of the community to become directly involved in policing. The meetings are advertised utilizing social media, door-to-door notifications, and community stakeholders. They are held regularly based on geographic sectors or "beats" within the township. In 2017, the North Bergen Police Department hosted 48 NBTAPS meetings throughout various neighborhoods within the township. Hundreds of township residents attended these meetings in an effort to identify and solve problems at the neighborhood level as well as the community as a whole.



*NBTAPS meeting hosted by Our Lady of Fatima Church*

## Social Media – Magnifying Community Policing Through Social Media

The North Bergen Police Department launched its social media campaign over a year ago. Since its inception, our platform subscriber base has steadily expanded to a fan base of over 10,000 users between Facebook, Twitter, and Instagram. Social media has been used to connect with the community, by communicating news and showcasing the day-to-day activities of our officers. Our platforms feature positive news stories about the department highlighting officer accomplishments, and promoting community initiatives. It is also used to alert citizens regarding public safety issues such as street closures, inclement weather, and potential dangers. It

has been used successfully to promote interaction with our community in order to solve crimes and address quality of life issues. Finally, in order to promote greater transparency, the North Bergen Police Department now also publishes its police blotter to keep the public updated as to various public safety issues and criminal activity within the community.

**POLICE BLOTTER**  
December 18 - December 24, 2017  
Calls for Service: 2,037  
Motor Vehicle Crashes: 60  
    With Injuries: 8  
Domestic Violence Incidents: 12  
Residential Alarms: 5  
Commercial Alarms: 19  
Burglaries: 1  
Arrests: 28  
Charges were filed for the offenses of Robbery, Conspiracy to Commit Robbery, Hindering Apprehension, Simple Assault (Domestic Violence), Possession of a Weapon, DWI, Shoplifting, Theft, Failure to Appear, Disorderly Conduct and Unlawful Taking of a Vehicle.  
Arrest for Other Agency Warrants: 8  
Average Calls Per Hour: 12



## Law Enforcement Partnerships – Working Smarter Together



The North Bergen Police Department's partnership with the New Jersey State Police Regional Operation and Intelligence Center (ROIC) and Newark Real-Time Crime Center (RTCC) has been a significant resource to our agency. As part of the Route 21 Corridor Initiative, also known as *Corr-Stat*, the New Jersey State Police has developed a law enforcement network that gathers, receives, analyzes and distributes real-time intelligence products and support to law enforcement agencies that are part of the cooperative. This initiative provides the North Bergen Police Department access to technology and equipment that would otherwise

be outside the scope of our local capabilities and budget. Corr-Stat supports a regional partnership of state, county, and local law enforcement agencies, with the ultimate goal of reducing crimes and improving the quality of life within all the Corr-Stat partner communities.

The North Bergen Police Department also participates in the North Hudson Violent Enterprise Source Targeting (VEST) Program which was developed to dismantle criminal organizations through multi-agency collaboration. In conjunction with our partner agencies, we share intelligence, target the most violent offenders, and coordinate enforcement and prosecutions efforts in order to reduce gang and gun violence. The program has been used successfully to prevent violent crime from occurring within the township as well as other municipalities.

The North Bergen Police Department also hosts monthly regional Detective Bureau meetings. Detectives and investigators from surrounding agencies attend the meetings where they share information about active cases they are handling in an effort to coordinate investigations of crimes that are occurring in multiple jurisdictions. The meeting is attended by various local, state, county, and federal law enforcement agencies as well as representatives from the Department of Correction and Parole as well as Homeland Security. These opportunities for information sharing and networking have provided numerous instances of where leads are developed and crimes have been solved before the conclusion of a meeting.



## Community Outreach – The Public Are The Police

Nearly 200 years ago, Sir Robert Peel wrote about the importance of maintaining a positive relationship with the public in his *Principles of Law Enforcement*. Seeking active partnerships in the community is part of the North Bergen Police Department's basic mission and an integral party of public safety. A partnership with the community allows the department to take an innovative approach to solving problems at the neighborhood level which enhances the quality of life of the community and addresses issues which may ultimately lead to crime and disorder.

*"The police are the public and the public are the police; the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence."*

Sir Robert Peel, 1829

Community policing is not just a policing strategy, it is an organizational philosophy that supports the North Bergen Police Department's mission and vision. Although the North Bergen Police Department has a dedicated Community Policing Unit, every officer is encouraged to engage in community policing to contribute to the success of this philosophy. With this mission in mind, the concept that community policing is everyone's job.



*Chief Robert Dowd tours police headquarters with spiritual leaders of the community during our Interfaith Breakfast*

Our community policing officers are used to concentrate on specific issues identified at the neighborhood level as identified through our NBTAPS meetings and COMPSTAT in order to supplement and enhance our community policing efforts. In addition to addressing both crime and disorder in at the neighborhood level, community policing officers are instrumental in organizing and supporting a number of community engagement initiatives, such as National Night Out, Coffee with a Cop, and Fun with a Cop to name a few.

Our community policing officers continue to develop unique initiatives that meet the specific needs of our community and simultaneously build trust and improve the quality of life for our residents.

### Youth Outreach



The North Bergen Police Department offers a variety of programs and youth-related activities that focus on engaging our younger population to help foster and build positive relationships with law enforcement. We promote education, drug awareness, and community building within our ranks and among our youth population. Our officers are encouraged to carefully balance enforcement with developing positive contact with police. Diversion and early intervention are a top priority within our agency.

Specialized units such as the Juvenile Aid Bureau, School Resource Officers, and Community Policing receive additional training in police-youth relations.



# TRAINING

Police training continues to be one of the most important functions and responsibilities in law enforcement. The Task Force on 21<sup>st</sup> Century Policing explains the importance of providing “ongoing leadership training, education, and research programs which will enhance the quality of law enforcement culture, knowledge, skills, practices and policies.” Now more than ever, officers require the skills and knowledge to effectively deal with issues such as terrorism, evolving technology, rapidly changing laws, cultural diversity, and a growing mental health crisis. Training helps our police department maintain higher standards and improves moral and public respect. Training also provides officers with the knowledge to make better decisions in almost any situation thereby increasing officer and public safety.



In 2017, the North Bergen Police Department increased both its budget as well as its allocated training hours in order to comport with newly established training requirements involving criminal justice reform as well as to fulfill training mandates as directed by the N.J. Attorney General’s Office. In addition, the North Bergen Police Department also offers its officers additional incentives to pursue college degrees and higher education.



Finally, the North Bergen Police Department has also taken advantage of many tuition free training seminars and courses being offered through the state and federal government as well as through its partnerships with various educational and professional institutions. These free programs in effect nearly doubled our training budget.



In 2017 the North Bergen Police Department invested approximately \$60,000 for tuitions for officer training. Nearly half of our officer training and education was provided tuition-free by various institutions. In addition, over 12,000 employee hours were utilized for training in 2017, equating to an average of 100 training hours per officer not inclusive of the department’s mandatory in-service training. Over 100 courses were attended by our officers. Some of the most notable training included Alzheimer’s education, cultural diversity, de-escalation techniques for individuals with special needs, active shooter response, water rescue, high impaction supervision, proactive police supervision, unarmed self-defense, conducted energy devices, press relations, and autism awareness.

# NEWS AND NOTEWORTHY

## Junior Police Academy



In 2017, the North Bergen Police Department hosted one of the largest Junior Police Academies to date with 32 students making the cut. The Department's Junior Police Academy is one of the most ambitious of its kind with an extensive itinerary and cadre of instructors and support staff. Junior cadets are provided with wide variety of activities and events that gives them a small taste of what attending a police academy entails. Recruits attend a daily roll call, perform physical training, and attend classroom instruction. Cadets are also given tours of our police facilities, receive forensic training, and are introduced to various aspects of the criminal justice system. It had been one of the most successful youth programs that the department has offered and is equally fulfilling to both cadets and officers alike.



## N.J. Puerto Rico Integrated Deployment Effort (PRIDE)



On September 10, 2017, President Trump issued a major disaster declaration for the Commonwealth of Puerto Rico due to the impact of Hurricane Irma and devastation it left in its wake. On September 29, 2017, New Jersey Governor Christie issued Executive Order 223 activating the Emergency Management Assistance Compact to coordinate mutual aid from New Jersey to Puerto Rico in what became known as Operation NJ PRIDE. Officers Robert Garcia and Johnny Sanchez volunteered to join the recovery efforts and on October 22, 2017, they deployed to Puerto Rico along with dozens of other law enforcement officers from around the state and country. During their service, Officers Garcia and Sanchez provided security ensuring that recovery efforts were not disrupted. They also provided aid and support to local schools and neighborhoods. On November 21, 2017 both officers were honored for their service by proclamation by Mayor Nicolas Sacco and the Board of Commissioners.



## Large Scale Active Shooter Exercise



On Friday, June 23, 2017 the North Bergen Police Department and Board of Education conducted one of the largest multi-agency active shooter drills in the state. Partners in the design and execution of this exercise included the West Orange Police Department, the Department of Homeland Security, the Department of Defense at Picatinny Arsenal, the U.S. Federal Air Marshals, North Bergen Emergency Medical Services, as well as Hackensack Meridian Medical Center. Agencies providing support included the New Jersey State Police, the Hudson County Prosecutor's Office, the Hudson County Sheriff's Office, University Hospital Newark, and various surrounding police departments. Hundreds of students and adult volunteers participated in the exercise taking on the various roles of students, parents, teachers and administrators. In the wake of national events, it has become even more important to practice and critique responses to a mass shooting event at a school. The event was a success and garnered much media attention and recognition by both New Jersey law enforcement partners and the New Jersey Department of Education.



## College of Policing – Manchester UK



College of Policing

Chief Robert Dowd and Deputy Chief Peter Fasilis were invited to attend the 2017 Senior Leadership of Course which was hosted by the College of Policing at the Greater Manchester Police Training center in the United Kingdom.

They attended the conference along with a diverse group of law enforcement executives from throughout the United States and Canada. The cohort attended numerous courses, conducted various training exercises, and discussed issues facing law enforcement throughout the world. Chief Dowd and Deputy Chief Fasilis also were invited to a meeting with the national Counter-Terrorism Unit where they were briefed about the Manchester bombings and anti-terrorism efforts. Finally, they participated in Hydra, an immersive training exercise which simulates the reality of critical incident management and decision-making for internal and external critical incidents.





## Class II Special Program



In an effort to expand the police department without incurring significant cost increases to the township budget, the North Bergen Police Department invested in its first Special Law Enforcement Officer (SLEO) Class II Program. In general, SLEO Class II officers have the same police authority as regular full-time police officers except that they are employed on a part-time basis. SLEO Class II officers must receive all training required by statute at a New Jersey State certified Police Academy. Many

municipalities use part-time officers as a cost-effective way to add manpower to their police departments. SLEO's are utilized to supplement manpower shortages and add additional resources for special events saving our department money in overtime and staffing costs. The role that SLEO's serve is vital to our department as well as community. Many work side by side with our officers daily performing the same job functions. As with our full-time officers, our SLEO officers also have residency requirements ensuring that our department is representative of the community we serve.

## L.E.A.D. Day



The North Bergen Police Department fully participates in the national L.E.A.D. program. L.E.A.D. is a progression of D.A.R.E. and includes a comprehensive resource solution for families to assist them in their efforts to keep their children drug free. L.E.A.D. combines classroom education with family resource assistance consisting of various community coalitions and law enforcement, as well as many other outreach programs. L.E.A.D.

provides both students and parents the education, skills, and resources necessary to help circumvent involvement with drugs, gangs, and other delinquent or dangerous activity. This year, over 600 students from the North Bergen School District successfully completed L.E.A.D. education under the tutelage of Joseph Sitty who has been conducting D.A.R.E. and L.E.A.D. training for almost 25 years. The program concludes with L.E.A.D. Day which takes time to publically recognize the hundreds of students who participated in the L.E.A.D. program. L.E.A.D. Day is jam-packed with various events, programs, games and activities designed to bring together students, educators, families, and law enforcement for a day of celebration.



## National Night Out



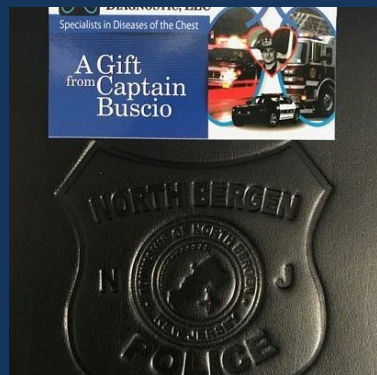
The 2017 National Night Out Against Crime was the largest ever hosted by the Township of North Bergen. This year, National Night Out was held at seven separate neighborhoods throughout the Township. An event of this magnitude would have been difficult to facilitate if it were not for the all-time record 96 officers who volunteered their personal time to participate in the event. Officers handled various assignments such as traffic control, security, but most importantly, they

interacted with neighborhood residents. In an effort to further enhance our crime prevention efforts, officers were encouraged to engage residents and educate them as to how to become more actively involved in crime prevention. This further reinforces our police-community partnerships by empowering our citizens to help us keep our community safe.

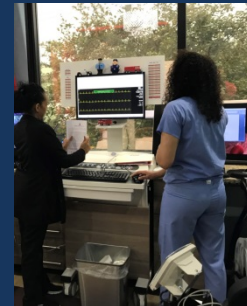


## A Gift from Captain Buscio Wellness Program

Recognizing the importance of officer wellness, it was a goal of the North Bergen Police Department to expand its officer wellness program in 2017. To help achieve this goal, the Department coordinated with the *A Gift From Captain Buscio* organization to provide its



officers an opportunity to receive a completely voluntary and confidential health screening and analysis. Officers were allowed to receive their examination while on-duty as part of a training day. Thanks to the generosity of the program coordinators, the examination would be conducted at no additional cost to participating officers. The examinations were provided by Deborah Heart and Lung Center as well as CardioPulmonary Diagnostics, whose providers are board-certified cardiologists and pulmonologists. Seventy-four officers took advantage of the program, some of whom made complete lifestyle changes as a result of their examinations. With policing being one of the most stressful occupations, the importance of the health and wellness of our officers cannot be overstated.



# DATA AND STATISTICS



## BY THE NUMBERS



TOTAL CALLS FOR SERVICE = 111,487



QUALITY OF LIFE PATROLS = 10,491



DIRECTED PATROL = 1,406



MOTOR VEHICLE STOPS = 16,557



POLICE INVESTIGATIONS = 1,729



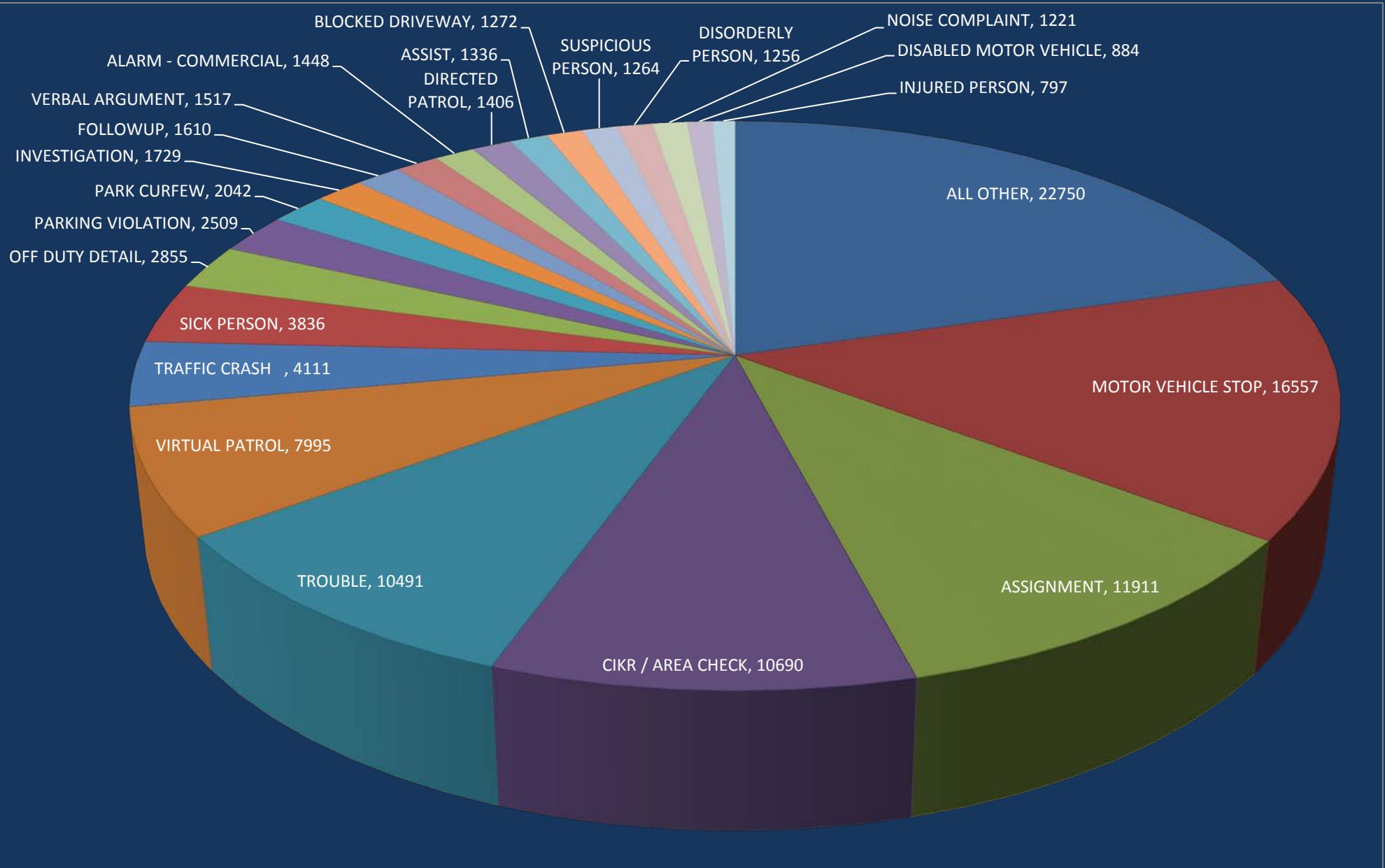
CCTV VIRTUAL PATROLS = 7,995



ARRESTS = 1,110

# CALLS FOR SERVICE

## Extended Breakdown



# UNIFORM CRIME REPORT



## 2016-2017 Uniform Crime Report

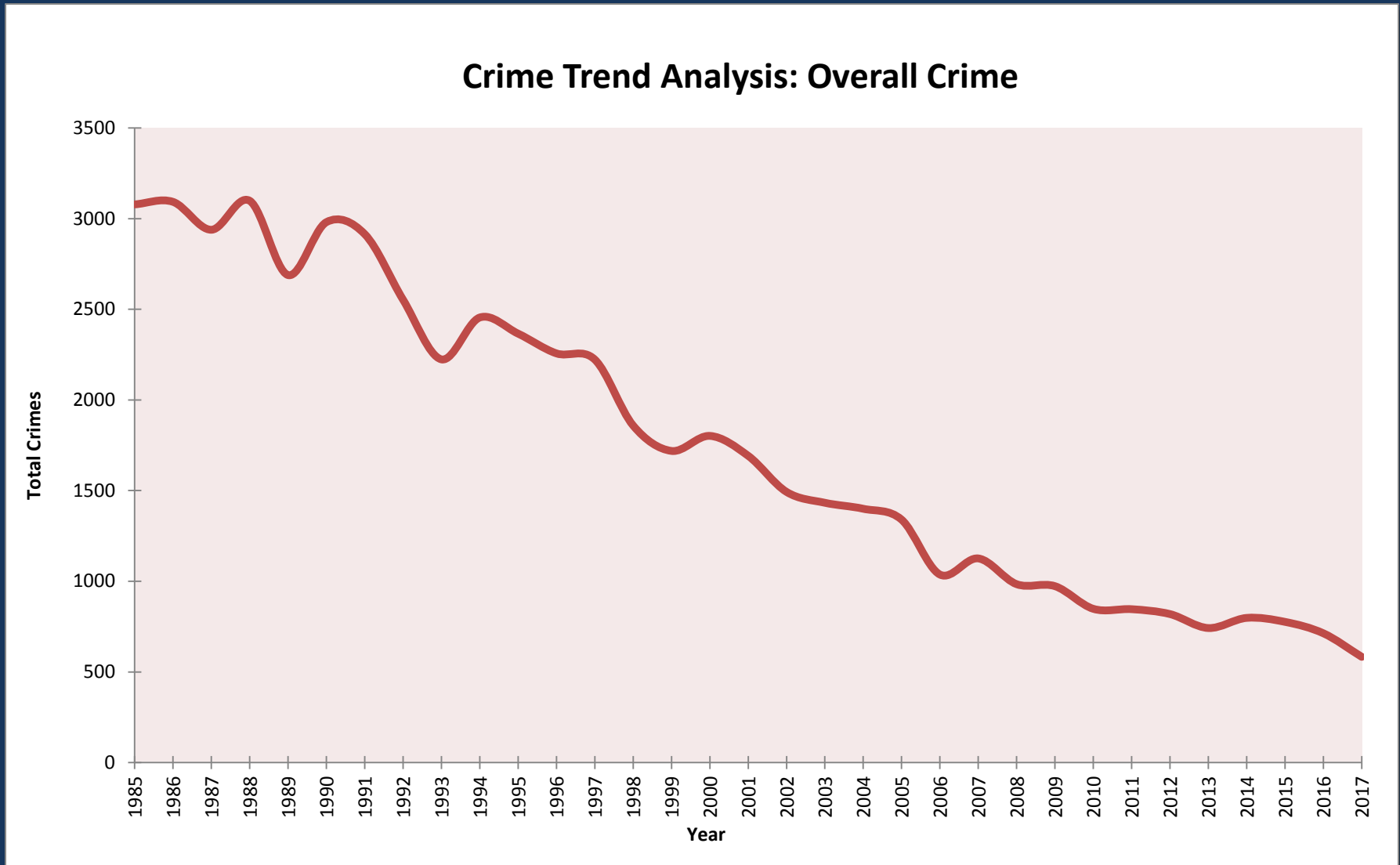
OFFENSE TYPE (Part 1 Index Crime)	2017		2016		% Change From 2016	5-Year Average (2012-2016)		% Change 5-Year Average
	Offense Count	Crime Rate*	Offense Count	Crime Rate*		Offense Count	Crime Rate*	
<b>Murder</b>	0	0	1	0.02	-100%	1	0.02	-100%
<b>Rape</b>	9	0.14	17	0.27	-47.1%	11	0.18	-18.2%
<b>Robbery</b>	35	0.56	35	0.56	0.0%	36	0.57	-2.8%
<b>Aggravated Assault</b>	52	0.83	55	0.87	-5.5%	57	0.91	-8.8%
<b>Burglary</b>	55	0.87	82	1.30	-32.9%	113	1.79	-51.3%
<b>Larceny (Theft)</b>	366	5.82	445	7.08	-17.8%	466	7.42	-21.5%
<b>Automobile Theft</b>	66	1.05	78	1.24	-15.4%	85	1.36	-22.4%
<b>Arson**</b>	1	0.02	3	0.05	-66.7%	2	0.05	-66.7%
<b>CRIME INDEX TOTAL</b>	583	9.27	713	11.34	-18.2%	770	12.24	-24.3%
<b>Crimes Against People</b>	96	1.53	108	1.72	-11.1%	105	1.67	-8.6%
<b>Crimes Against Property</b>	487	7.74	605	9.62	-19.5%	665	10.57	-26.8%
<b>Overall Crime (Part 1 &amp; Part 2)</b>	2332	37.08	2537	40.34	-8.1%	2626	41.76	-11.2%

\*Crime rate per 1,000 inhabitants based on population of 62,886 (2016 est.)

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

# OVERALL CRIME

1985 through 2017



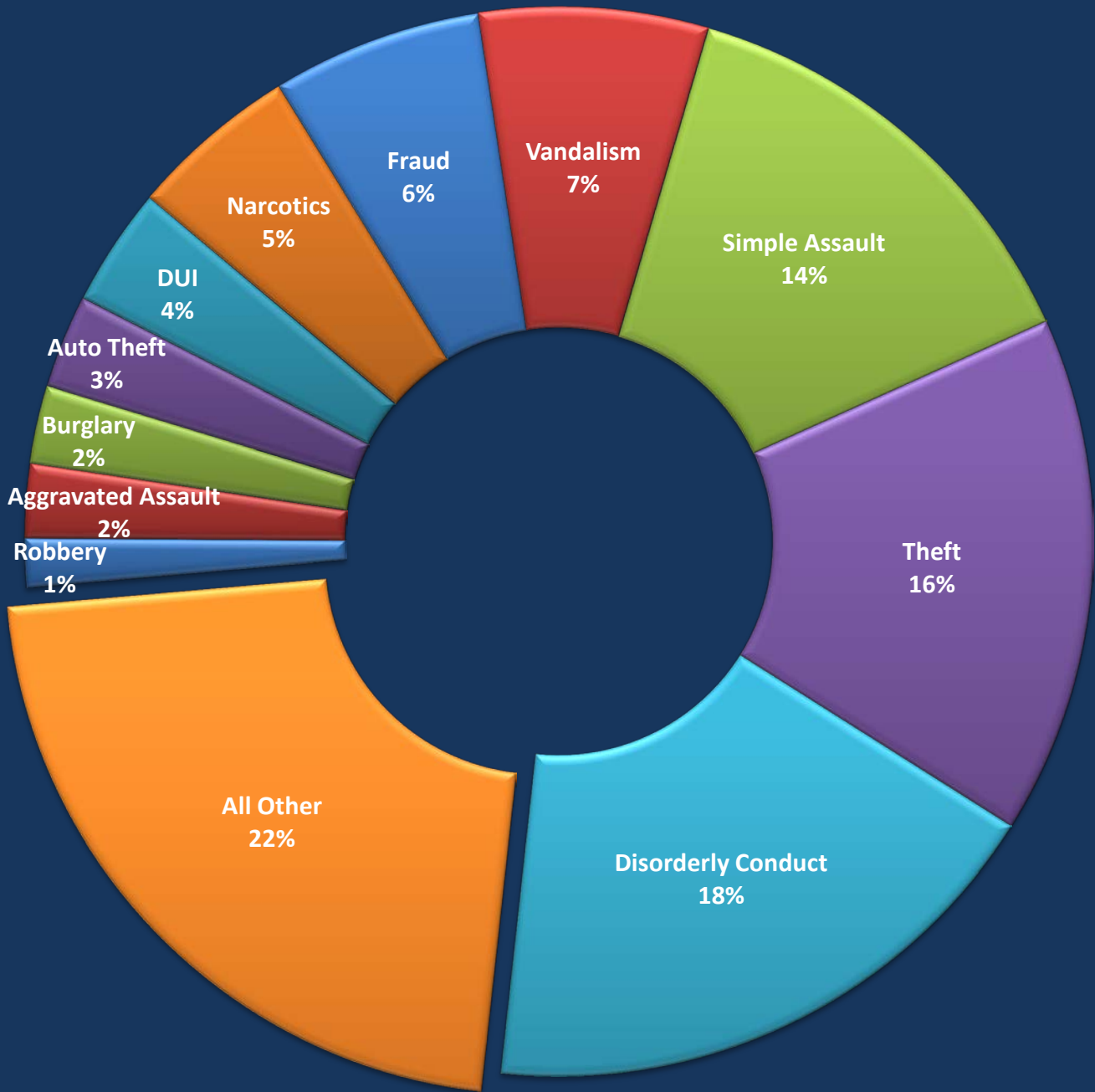
# MONTHLY CRIME TRENDS





# CRIME BREAKDOWNS

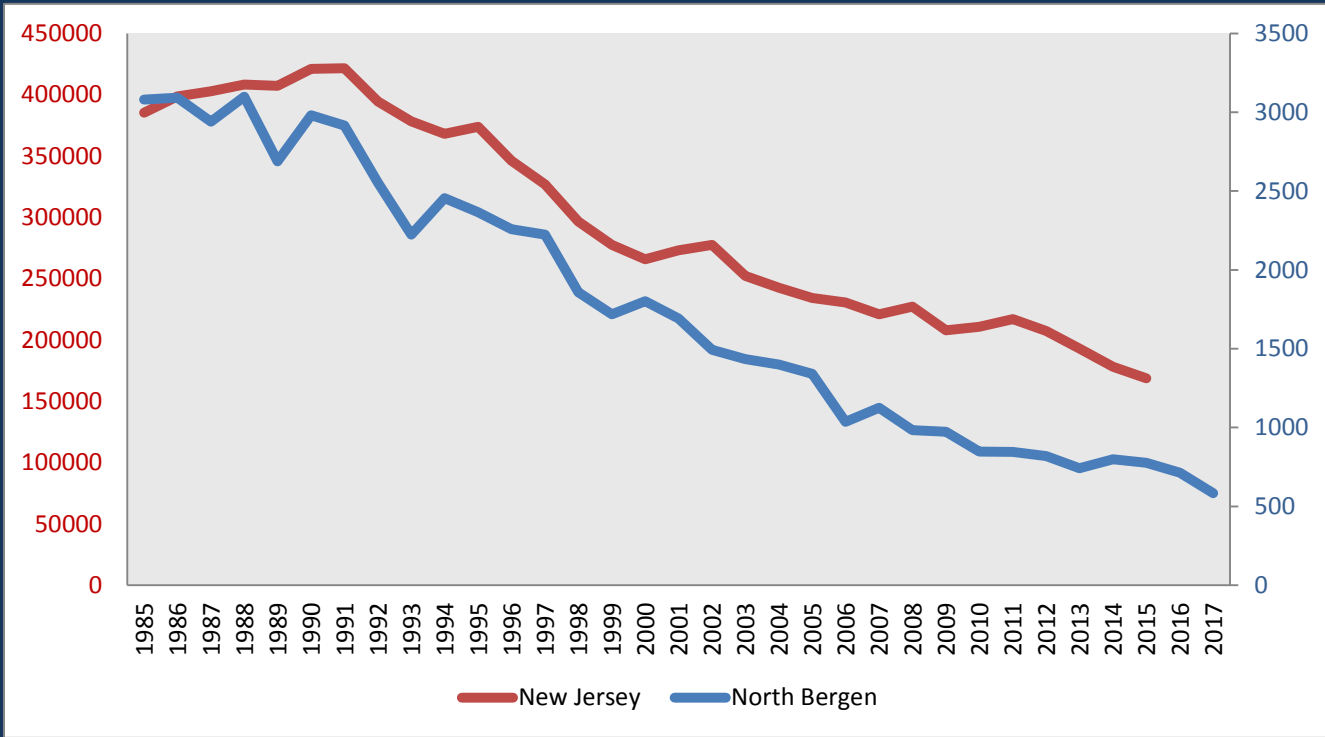
## Offense Breakdown by Type



# CRIME COMPARISON

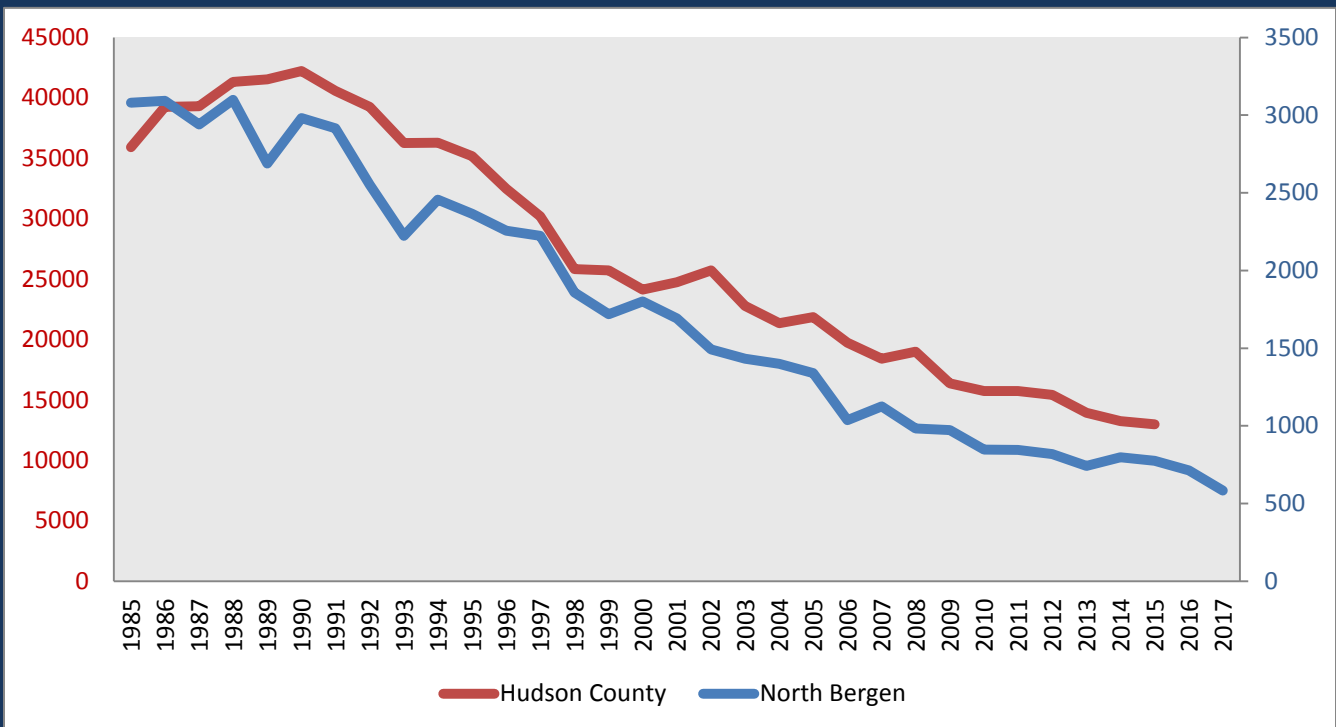
## Index Crime Comparison 1985-2017

### North Bergen vs New Jersey



## Index Crime Comparison 1985-2017

### North Bergen vs Hudson County



Note: 2016-2017 State and County statistics not published at the time of this report

# ARREST STATISTICS

## **PART I ARRESTS**                      **2017**                      **2016**

Juveniles                                      19                                      36

Adults    323                                      395

**Part I Totals**                                      **342**                                      **431**

## **PART II ARRESTS**

Juveniles                                      92                                      51

Adults    676                                      466

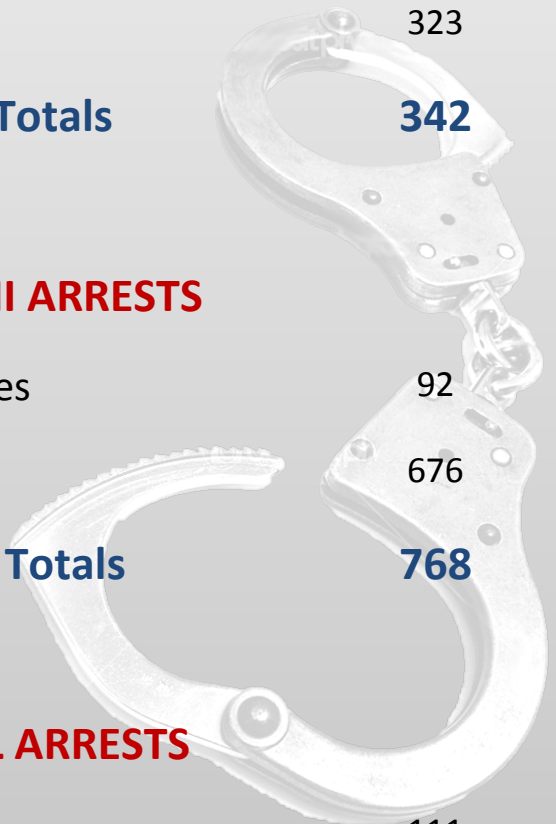
**Part II Totals**                                      **768**                                      **517**

## **TOTAL ARRESTS**

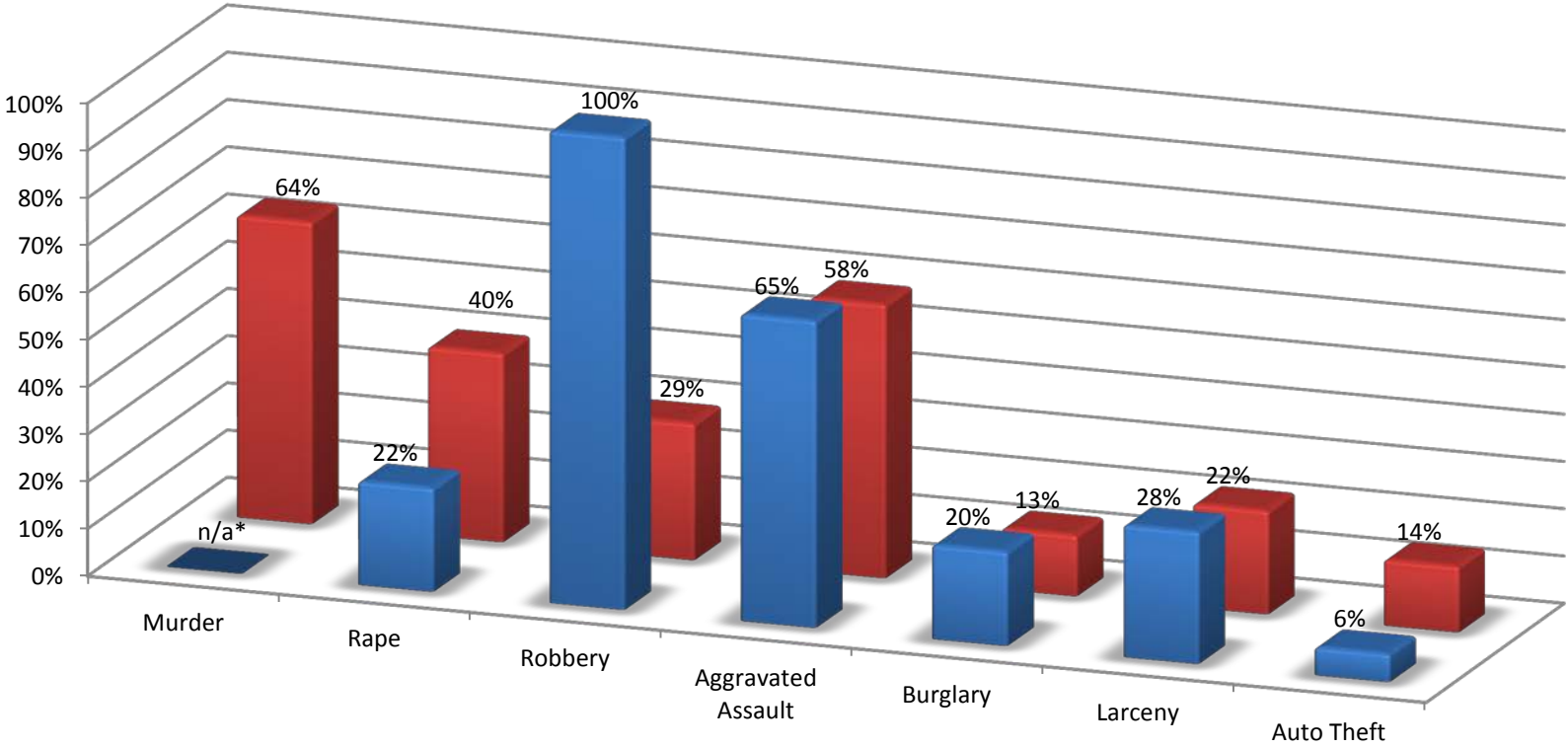
Juveniles                                      111                                      87

Adults    999                                      861

**Arrest Totals**                                      **1110**                                      **948**



# CLEARANCE RATES



■ North Bergen

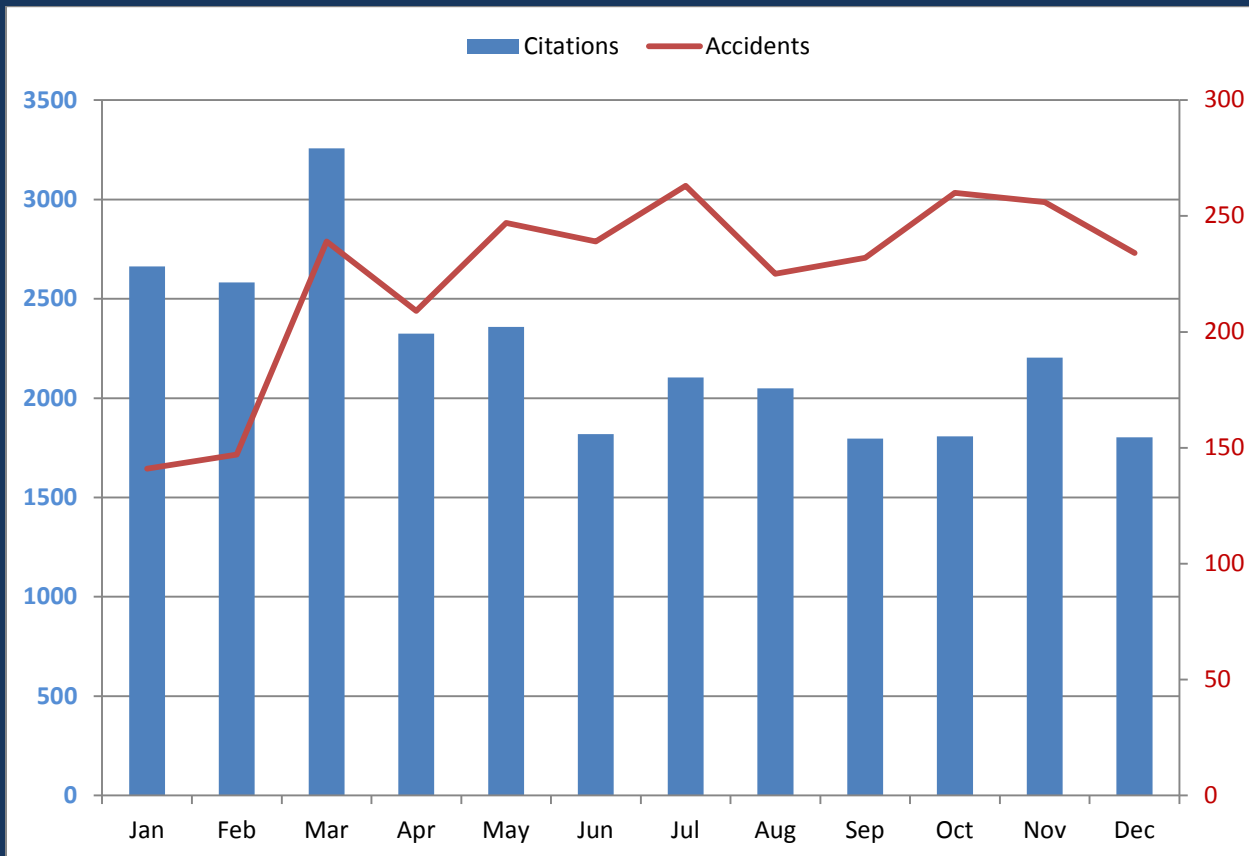
■ National Average

*\*Not applicable, no murders in 2017*

# TRAFFIC STATISTICS



2017 Totals	Traffic Accidents	Tows	Citations	D.U.I.
January	141	224	2663	7
February	147	156	2583	5
March	239	202	3257	7
April	209	143	2324	4
May	247	204	2359	5
June	239	224	1819	5
July	263	163	2104	7
August	225	204	2049	14
September	232	195	1797	10
October	260	149	1807	3
November	256	179	2203	8
December	234	153	1802	9
<b>Total</b>	<b>2,692</b>	<b>2,196</b>	<b>26,767</b>	<b>84</b>



# GOALS FOR 2018

## **New Computer Aided Dispatch (CAD) and Records Management (RMS) Software**

The North Bergen Police Department expects to acquire a modernized CAD and RMS software suite to replace its aged system. The Department is currently utilizing software that is almost 10 years old. A modernized software suite will allow the department to integrate seamlessly with many of its existing software products that handle various functions such as property and evidence, E-Ticketing, and prisoner processing. The new system will significantly increase efficiency and reduce the chance for duplication and transposition errors. The new CAD system will also include capabilities such as hot-spot and heat-mapping which is highly beneficial for intelligence-based policing and COMPSTAT. It will also include intelligent dispatch utilizing vehicle locating software which will allow officers to be directed to emergencies based on their geographic proximity to an incident. The new system includes a smartphone app component for basic inquiries and statistics so that officers will have greater connectivity in the field. Finally, the new system will offer enhanced security features that will greater protect sensitive information on our desktops and servers.

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## **Upgraded Police Vehicle Computer Terminals and Vehicle Fleet**

In anticipation of an updated CAD and RMS appropriation, the North Bergen Police Department will pursue upgrading and expanding its mobile data computers infrastructure. Part of this upgrade includes transitioning to efficient and space-saving tablet computers. The new computers will replace our current cache of laptop computers which have been used well beyond their anticipated service life. In addition, the police department will reduce its fleet by approximately 10-20% taking its oldest and highest maintenance vehicles out of service. In turn, the Township will continue to update the fleet annually.

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## **Expand SLEO II Program**

In the wake of the recent trend of violence and mass shooting at our nation's educational institutions, the North Bergen Police Department will pursue increasing its table of organization to expand its SLEO Class II program. It will offer the Township of North Bergen a safety-enhancing and cost-beneficial option to increase security and manpower at and around our schools without adversely affecting other police functions or causing financial hardship to the township.

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## **Early Warning System**

The North Bergen Police Department wants to implement an intelligent, data-based Early Warning System (EWS) software suite. While the North Bergen Police Department currently utilizes an early warning system, it is limited in its capabilities and incompatible with our professional standards software. By implementing an intelligence-based system to predict police officers who are at risk of engaging in undesirable behavior, the department can provide targeted early interventions to prevent such behavior, rather than responsively dealing with the officers after an incident occurs. The primary goal of early warning systems is to monitor and change the behavior of problematic officers to prevent adverse interactions with the public or other public safety issues.

# DUTY - HONOR - COURAGE



# NORTH BERGEN POLICE DEPARTMENT

## 2017 Annual Report



### MAILING ADDRESS:

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RECORDS (201) 392-2145  
TRAFFIC BUREAU (201) 392-2135



[www.northbergenpolice.com](http://www.northbergenpolice.com)



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



[www.facebook.com/northbergenpolice](http://www.facebook.com/northbergenpolice)



[www.instagram.com/northbergenpolice](http://www.instagram.com/northbergenpolice)



*"Thank you for taking the time to read our annual report. As the chief law enforcement officer of this municipality, it is my top priority to foster a culture in policing that values transparency, accountability, and public engagement with the ultimate goal of earning community trust. The end result is the stability of our neighborhoods and the safety of our residents. As I have entered my 25th year in policing, and 6th year as the Chief of Police, it remains an honor to lead the dedicated men and women of this department as they work tirelessly to ensure your safety."*

**Robert J. Dowd—Chief of Police**