

CHATHAM BOROUGH POLICE DEPARTMENT



“Committed to Our Community”

**ANNUAL REPORT
2014**

Table of Contents

1. Forward from the Chief of Police
2. Vision and Mission Statements
3. Organizational Chart and Department Employees
4. 2014 Budget Information
5. 2014 Goals and Achievements
6. 2015 Goals and Objectives
7. Arrest, Service and Crime Comparisons
8. Traffic Enforcement Analysis
9. 2014 Internal Affairs Annual Report
10. Chatham Borough Police Department “Maintaining focus through adversity”

SECTION ONE

FORWARD FROM THE CHIEF



To the citizens, businesses and guests of Chatham Borough:

On behalf of the men and women of the Chatham Borough Police Department, I am pleased to present the department's 2014 annual report. The annual report gives an overview of the many activities and aspects of department operations throughout the year.

This report gives you an understanding of the activities and services provided by our agency. As Chief of the Chatham Borough Police Department, I am committed to ensuring that those we serve are provided safety, security and outstanding customer service. We continue to maintain a close connection with the community through such programs as the sergeant zone assignment, downtown business district foot patrol, routine school visitations as well as traffic safety, parking enforcement and special enforcement details.

We also continue to modernize our equipment and update procedures to keep current with technology and ever changing trends in criminal activity. Our department has established partnerships with many area law enforcement agencies so that together we create a strong force against crime.

The Chatham Borough Police Department is a dedicated and professional organization and we will continue to work hard to provide excellent customer service and quality of life to citizens, businesses and guests of Chatham Borough.

SECTION TWO
VISION STATEMENT
AND
MISSION STATEMENT



CHATHAM BOROUGH POLICE DEPARTMENT

VISION STATEMENT

THE CHATHAM BOROUGH POLICE DEPARTMENT:

- Will provide quality and professional law enforcement services to the community. Commitment to the professional development of the employees of the Chatham Borough Police Department.
- Recognize that the quality of life issues are important to the community and the members of the Chatham Borough Police Department.
- The Chatham Borough Police Department shall respond to the changing needs of the community and its members. This shall be accomplished through the principles of community policing, leadership, teamwork, and dedication by all members of the department.

CHATHAM BOROUGH POLICE DEPARTMENT MISSION STATEMENT

THE CHATHAM BOROUGH POLICE DEPARTMENT:

- Will commit its resources in partnership with the community to:
- Promote a safe and secure environment, free from crime and fear of crime,
- Maintain order and provide for a safe and expeditious flow of traffic,
- Provide high quality community oriented police services with sensitivity,
- Foster a relationship of teamwork within the department and the community to encourage and empower our citizens and personnel to guide us in establishing the police agenda through observations, recommendations and cooperative efforts to solve problems in the community,
- Practice our core values of integrity, respect, service, and fairness.

INTEGRITY

Integrity is the hallmark of the Chatham Borough Police Department and we are committed to the highest performance standards, ethical conduct, and truthfulness in all relationships.

We hold ourselves accountable for our actions and take pride in a professional level of service and fairness to all.

RESPECT

We treat all persons in a dignified and courteous manner, and exhibit understanding of ethnic and cultural diversity, both in our professional and personal endeavors.

We guarantee to uphold the principles and values embodied in the constitutions of the United States and the State of New Jersey.

SERVICE

We provide service in a courteous, efficient, and accessible manner.

We foster community and employee involvement through problem-solving partnerships.

FAIRNESS

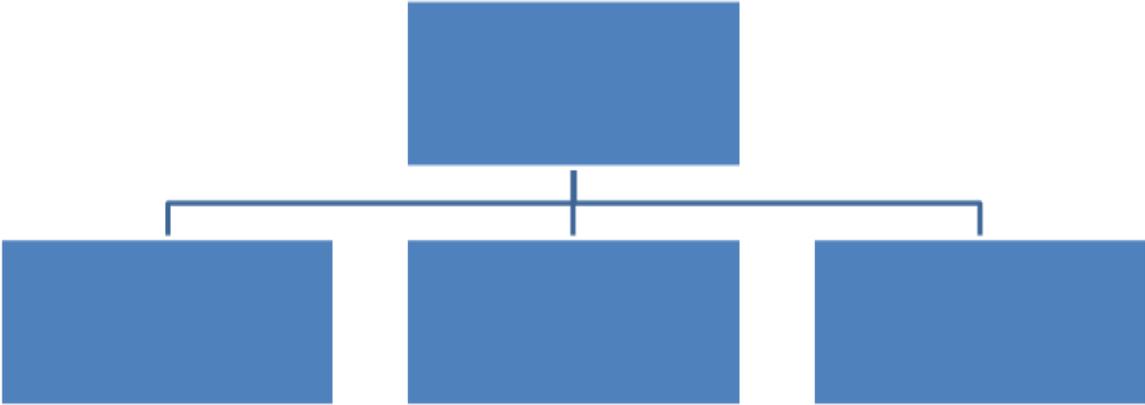
We treat all people impartially, with consideration and compassion. We are equally responsive to our employees and the community we serve.

SECTION THREE

ORGANIZATIONAL CHART

AND

DEPARTMENT EMPLOYEES



CHATHAM BOROUGH POLICE DEPARTMENT

PERSONNEL 2014

POLICE OFFICERS:

**Chief Philip J. Crosson, Jr.
Lieutenant Brian K. Gibbons
Sergeant Michael Mahoney
Sergeant Ralph Colatrella
Sergeant Daryle Kelly
Sergeant Jayson Cittrich
Sergeant Richard Jaremba
Traffic Safety Officer Roy George
Detective Joseph Crecca
Detective Daniel Walsh
Officer Jeffrey Battiloro
Officer Brian Maher
Officer Michael Permison
Community Services Officer Brian Colatrella
Officer Andrew Chase
Officer Wayne Shivers
Officer Andrew Pereira
Officer Matthew Belcastro
Officer Kyle Beasley**

SUPPORT/RECORDS STAFF:

**Administrative Assistant Mary Beth Ciccarone
Executive Administrative Assistant Kevin O'Shea**

PARKING ENFORCEMENT OFFICERS:

**Michael E. Bochniak
Robert C. Sweetin**

SCHOOL GUARDS:

**D. Achille
T. Boland
D. Cali-Charles
P. Castellano
M. Conlan
C. Cooke
R. Crater
K. Donnelly
J. Eggerman
M. Grimm
A. Kling
A. Lombardi
R. Loock
H. Ochs
J. Parcels
S. Piana
N. Renzulli
B. Salinardi
M. Spinner
J. Sweetin
G. Walsh**

RETIREMENTS:

There were no retirements from the Police Department in 2014

SECTION FOUR

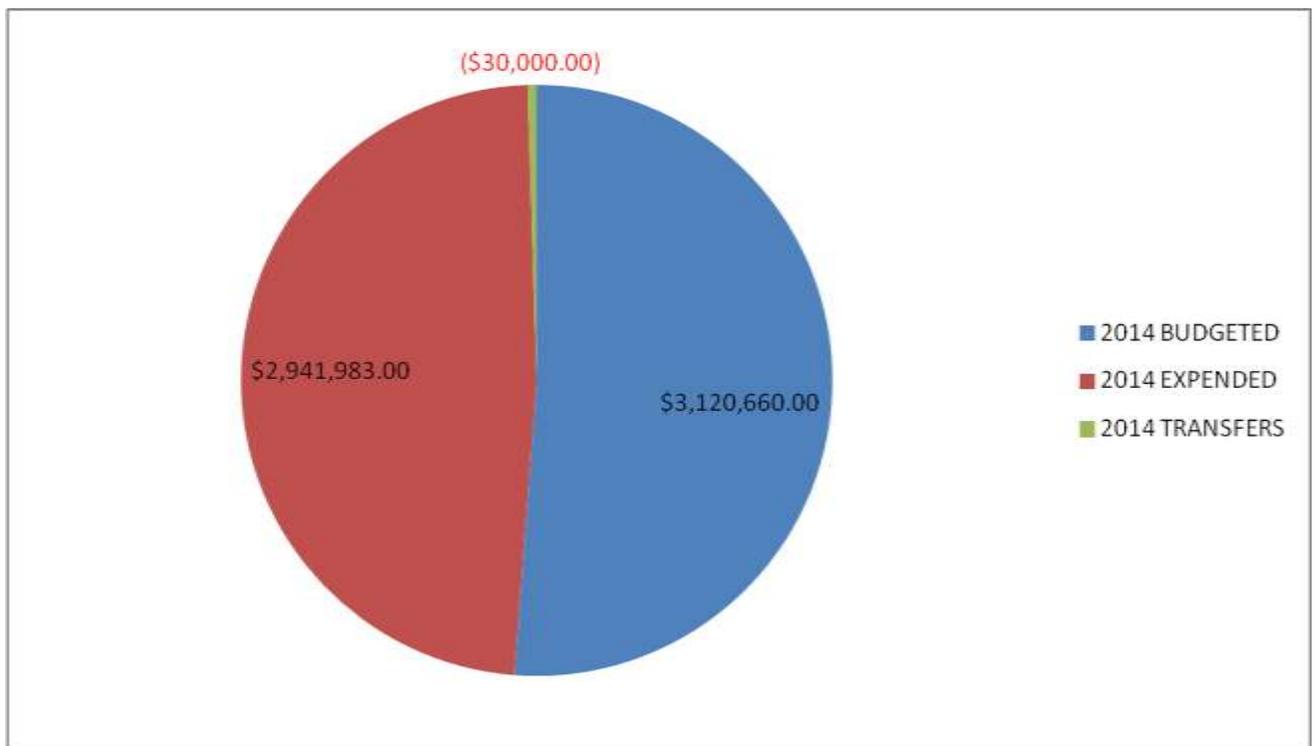
2014 BUDGET

INFORMATION



**CHATHAM BOROUGH POLICE DEPARTEMENT
2014 SUMMARY
BUDGET**

DESCRIPTION	2014 BUDGETED	2014 EXPENDED	2014 TRANSFERS
Police Salary & Wages	\$2,656,373.00	\$2,589,345.00	(\$15,000.00)
Police Operating Expense	\$464,287.00	\$352,638.00	(\$15,000.00)
TOTALS	\$3,120,660.00	\$2,941,983.00	(\$30,000.00)



SECTION FIVE

2014 GOALS

AND

ACHIEVEMENTS



GOALS AND ACHIEVEMENTS FOR 2014

Goal: Continue our two year Pursuit of New Jersey State Association of Chiefs of Police accreditation for the Chatham Borough Police Department through the New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Program.

Achievement: During 2014, we continued to update our policies and procedures to coincide with the performance standards established under the New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Program. We continued to work toward proving our compliance with the standards by creating proof files in coordination with our program manager from the Rodgers Group, LLC. for review by the assessors during our anticipated spring of 2015 on-site assessment.

Goal: Develop an in-house supervisory training program for Sergeants and O.I.C.'s.

Achievement: To date, this goal has not been completed. As a result of the many organizational challenges during 2014, we were unable to dedicate the attention and time necessary to develop this program in its entirety. During 2014, we continued to utilize outside training opportunities as needed; however, we do plan to continue to work toward this goal in 2015.

Goal: Develop and train (2) new O.I.C's (Officer in Charge) who will be appointed to replace the officers who will be assigned to Traffic Safety and Community Services positions.

Achievement: This goal has been successfully met. Two officers have been selected, appointed and trained to act in the capacity of Officer in Charge in the absence of a patrol sergeant.

Goal: Improve and enhance parking enforcement within the Borough

Achievement: During 2014, the parking enforcement unit worked closely with the Long Range Traffic and Pedestrian Safety Planning Committee to enhance parking throughout the Borough of Chatham. Some of the initiatives that were undertaken include, but are not limited to the following: enhancing train station parking through the use of Park Mobile online pay options; improving commuter lot parking, downtown business parking and residential parking through review and enhancement of the permit parking programs. In addition, the Parking Enforcement Unit has revised the parking enforcement section of the Chatham Borough website to keep residents, business owners and commuters apprised of the enhanced parking programs and options available to them. The Parking Enforcement Unit has improved conditions in and around the school zones, major intersections and other identified problem areas in town through routine monitoring, problem solving and enforcement action. In

addition, the Parking Enforcement Unit has worked to review and revise outdated Borough Ordinances related to parking offenses in an attempt to meet the needs and demands placed on the Borough. The Parking Enforcement Unit will continue to be instrumental in resolving parking related issues in coordination with the Long Range Traffic and Pedestrian Safety Planning Committee.

Goal: Replace existing department .45 caliber handguns

Achievement: During 2014, the Chatham Borough Police Department successfully transitioned from their aging and fatigued Smith and Wesson model 4566 and 4513 (45) caliber handguns to a newer enhanced model. The police department researched various make and model handguns and then selected the Smith and Wesson model M&P (45) caliber. Utilizing the trade in value of our older model weapons in inventory, the department was able to equip all members with the new handguns and all necessary holsters and equipment for \$725.00. Once the new handguns were received by the department, all members were issued the new equipment and trained in accordance with the New Jersey Attorney General Guidelines, Morris County Prosecutors Directives and the Chatham Borough Police Departments Policy and Procedure. The handguns are currently in-service department wide.

GOALS AND OBJECTIVES TO BE ACHIEVED FOR 2015

Goal: Continue to improve and adapt an in-house supervisory training program for Sergeants and O.I.C.'s.

- A. Work with senior staff to identify additional needs specific to supervision within the Chatham Borough Police Department.
- B. Work with senior staff to update lesson plan(s).
- C. Schedule staff meetings and training for supervisors (sergeants – O.I.C.'s).
- D. Identify possible guest speaker(s) / instructor(s).
- E. Evaluate effectiveness of training based on student evaluations of the training and supervisor performance evaluation results.
- F. Make adjustment(s) /change(s) to the training program as identified/needed.

Goal: Conduct a Borough wide speed analysis on all Borough streets, broken down by police zones.

- A. Work with the Patrol Division and the Traffic Safety Unit to deploy traffic data capturing devices throughout the Borough to secure empirical traffic data.
- B. Work with the Traffic Safety Unit to develop and maintain a traffic data spreadsheet to be used to capture the empirical traffic data for review and analysis.
- C. Work with Traffic Safety and patrol to establish education and enforcement campaigns in response to the traffic data analysis.
- D. Work with neighboring law enforcement agencies to address traffic issues identified on adjoining roadways.
- E. Review and evaluate the effectiveness of the traffic analysis based on enforcement actions and updated traffic analysis studies annually.
- F. Make adjustment(s) /change(s) to the training program as identified/needed.

Goal: Institutionalize new and updated police department policies and procedures implemented as part of the New State Chiefs of Police Association Accreditation Program.

- A. Disseminate all policies and procedures through the Power DMS directives management system for review and acknowledgement
- B. Provide in-service review and training on agency policies. This will be accomplished through distribution on Power DMS and through roll call training sessions.

- C. Conduct policy and procedure testing through the Power DMS directives management system testing module with tests developed by the Rodgers Group, LLC. and by the Chatham Borough Police Department.
- D. Monitor and evaluate officer performance through the administrative components of the Power DMS directives management system.

Goal: Improve and enhance the police department's records destruction and file maintenance process.

- A. Assign experienced civilian personnel to review and evaluate the current status of department maintained files in accordance with the Division of Archives and Records Management records destruction schedule.
- B. Identify records that meet the criteria for destruction in accordance with the Division of Archives and Records Management records destruction schedule and submit requests for destruction approval.
- C. Authorize the civilian personnel to carry out the destruction upon receiving approval from the Division of Archives and Records Management.
- D. Record all action taken as required through the Division of Archives and Records Management electronic system ARTEMIS.
- E. Notify the Borough Clerk / Custodian of Records when destruction is complete.
- F. Continue annual maintenance of records destruction and file maintenance process.

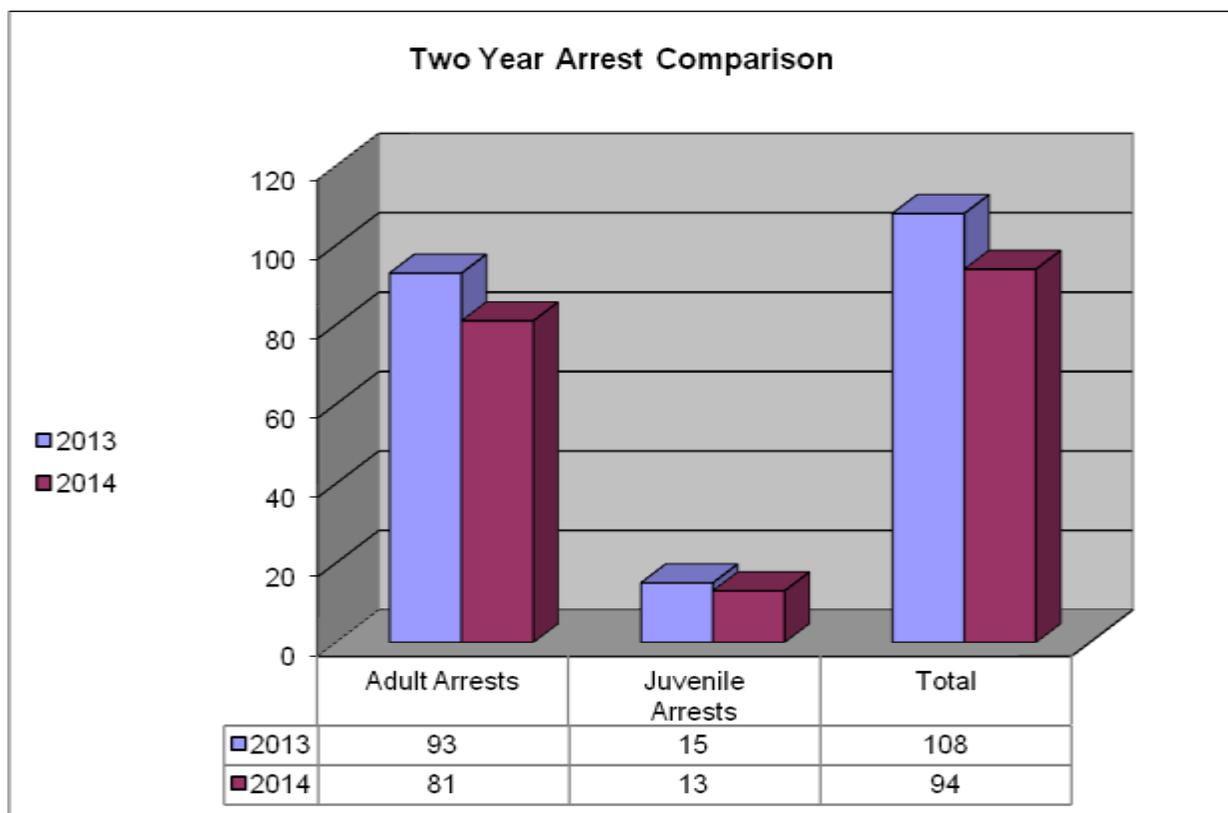
SECTION SEVEN

ARREST, SERVICE AND CRIME COMPARISONS



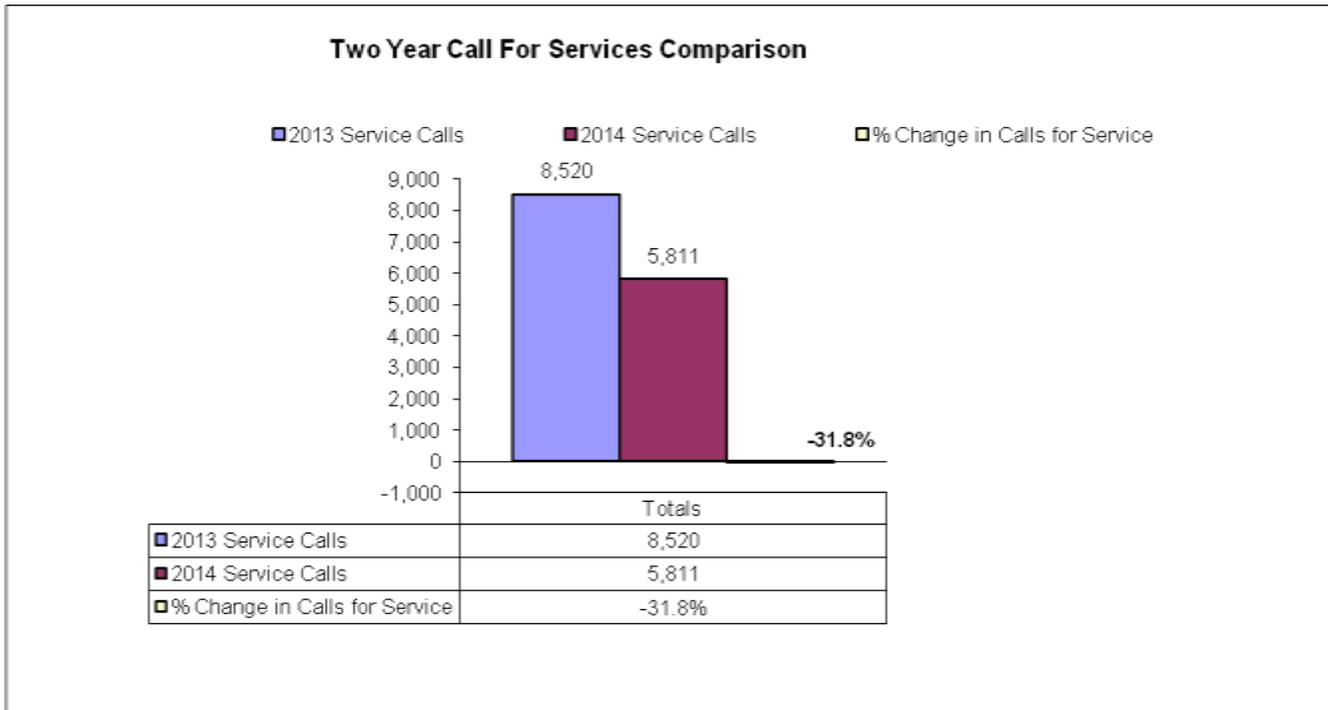
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR ARREST COMPARISON**

	2013	2014	% of Change
Adult Arrests	93	81	-12.90%
Juvenile Arrests	15	13	-13.33%
Total	108	94	-12.96%



**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR CALL FOR SERVICES COMPARISON**

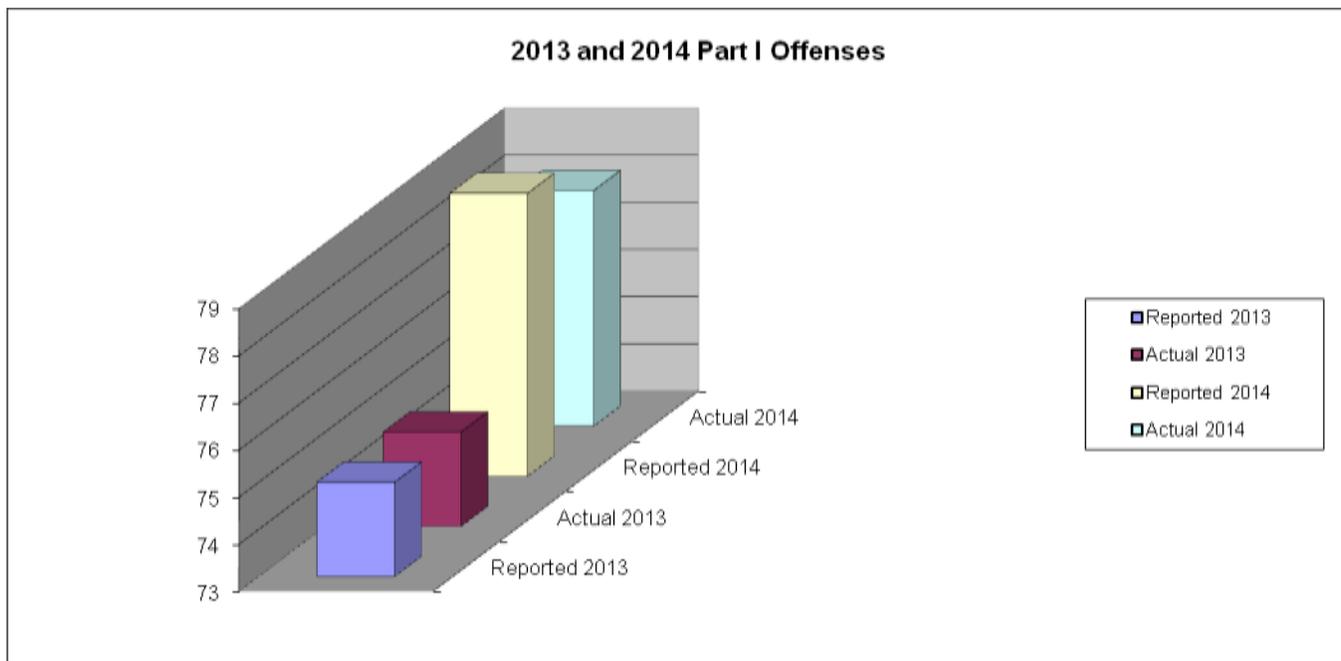
2013	2014	CHANGE
8,520	5,811	-31.8%



The noted reduction of 31.8% in calls for service during 2014 is a combined result of transitioning to a new records management system provided through the Morris County Communications Center along with a change in call for service tracking. With our new system, we are no longer tracking individually initiated officer actions in the records management system. Those actions are now tracked through a daily patrol log thus the actual calls for service now more accurately reflect actual calls into the police department from citizens.

**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR PART I OFFENSES COMPARISON**

OFFENSES	REPORTED 2013	ACTUAL 2013	REPORTED 2014	ACTUAL 2014	% of Change
HOMICIDE	0	0	0	0	0.00%
RAPE	1	1	0	0	-100.00%
ROBBERY	1	1	2	2	100.00%
ASSAULT	12	12	11	11	-8.33%
BURGLARY	13	13	16	16	23.08%
THEFT	42	42	50	49	16.67%
M.V. THEFT	5	5	0	0	-100.00%
ARSON	1	1	0	0	-100.00%
TOTALS	75	75	79	78	4.00%



Part I offenses that have not been determined to be false or unfounded are forwarded to the F.B.I. for computation in the community's crime rate. These offenses are used to determine a community's crime rate based upon the number of crimes reported per 1,000 residents. There was a 4.0% increase in the actual Part I offenses in 2014.

SECTION EIGHT

TRAFFIC ENFORCEMENT

ANALYSIS

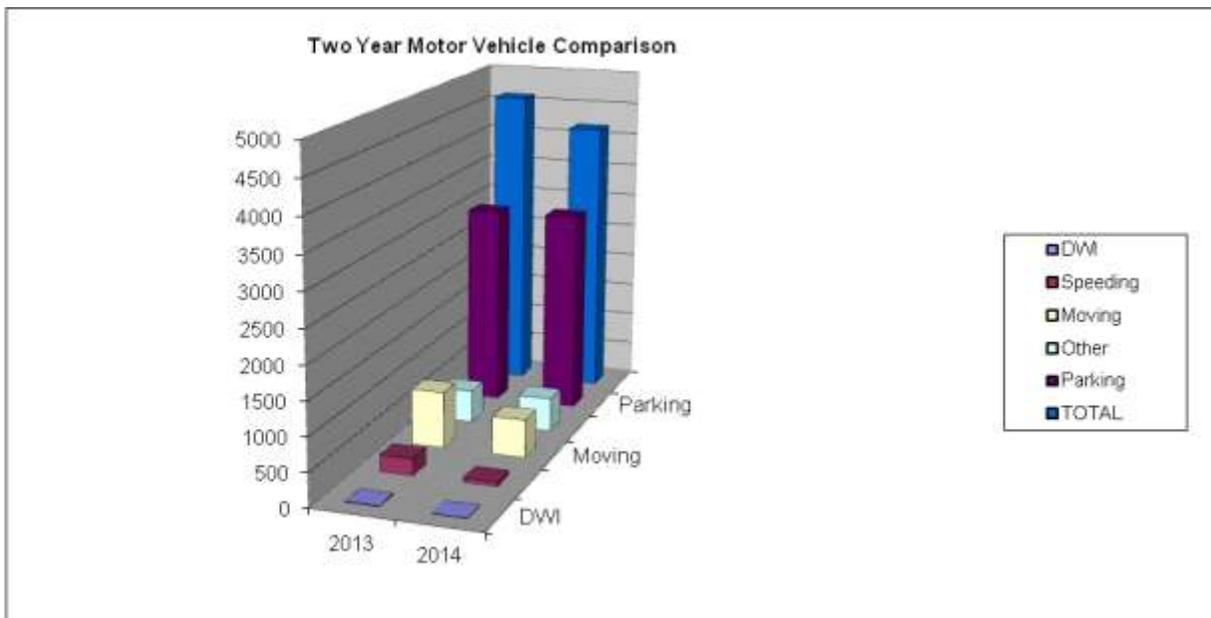


Traffic enforcement is the most recognizable and universal police function. Marked police cars are easy to see and many drivers have been stopped for a traffic violation. Because of the punitive consequences attached to traffic enforcement, many do not have an appreciation for the positive benefits. Additionally, “myths” can result from misconceptions about the goals and motivations of traffic enforcement.

When you see a car pulled over, remember that the law enforcement officer may be doing more than writing a traffic citation. The officer may be apprehending a wanted person, or removing weapons and drugs from your community. Traffic enforcement can, and does, contribute to the quality of life in your community. Communities realize the benefits of traffic enforcement and highway safety efforts: roads and neighborhoods will be safer and police agencies will have more time to effectively police their communities. The Chatham Borough Police Department continues to increase traffic enforcement efforts to ensure public safety.

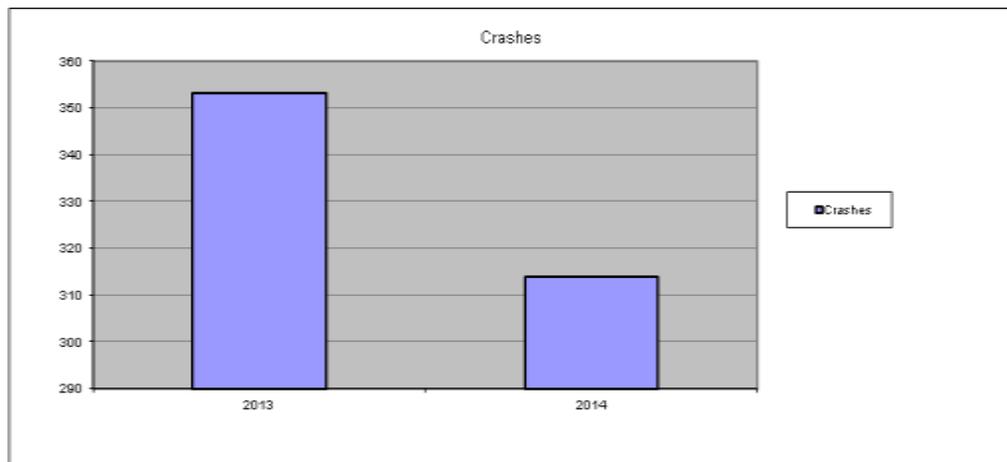
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR MOTOR VEHICLE SUMMONS COMPARISON**

	2013	2014	% of Change
DWI	11	7	-36.4%
Speeding	251	65	-74.1%
Moving	846	570	-32.6%
Other	489	505	3.3%
Parking	3011	3027	0.5%
TOTAL	4608	4174	-9.4%



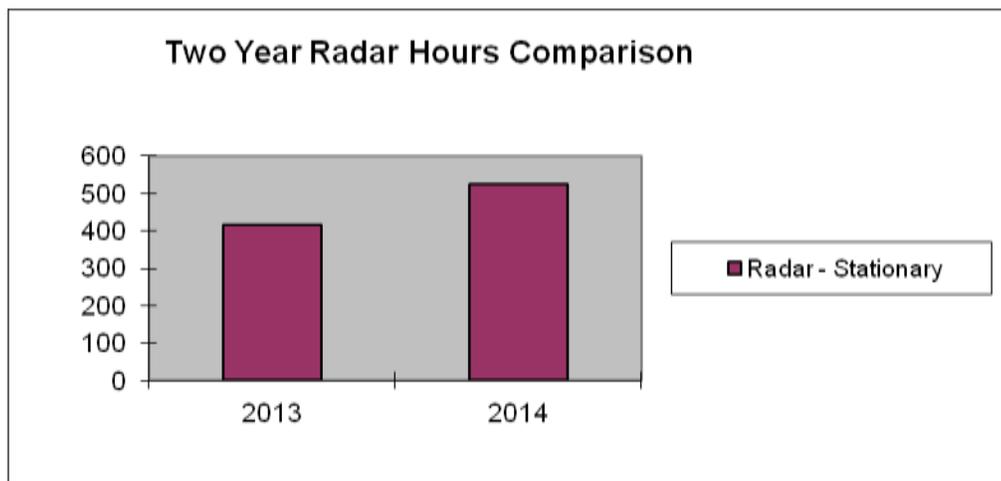
**CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR MOTOR VEHICLE ACCIDENT COMPARISON**

	2013	2014	% of Change
Crashes	353	314	-11.0%



TWO YEAR RADAR HOURS COMPARISON

	2013	2014	% of Change
Radar - Stationary	415	524	26.3%



SECTION NINE

2014 Internal Affairs Annual Report



Chatham Borough Police Department Professional Standards Complaints 2014

IA Case Number	Year	Quarter	Complaint	Disposition	How Filed
2014-02	2014	1	Improper Arrest	Exonerated	Citizen
2014-04	2014	2	Serious rule infractions:	Sustained	Agency
2014-04	2014	2	Serious rule infractions:	Sustained	Agency
2014-04	2014	2	Serious rule infractions:	Exonerated	Agency
2014-09	2014	3	Differential Treatment	Pending	Citizen
2014-11	2014	4	Minor rule infractions:	Sustained	Agency
2014-12	2014	4	Serious rule infractions:	Pending	Citizen
2014-12	2014	4	Serious rule infractions:	Pending	Citizen
2014-15	2014	4	Serious rule infractions:	Pending	Citizen
2014-16	2014	4	Failure to investigate	Pending	Citizen
2014-17	2014	4	Harassment	Pending	Agency
2014-18	2014	4	Differential Treatment	Pending	Citizen

Internal Affairs Investigation Disposition Definitions

Exonerated

The alleged incident did occur, but the actions of the employee were justified, lawful and proper. The employee's behavior was consistent with agency policy, but there was a policy failure.

Substantiated

The investigation disclosed sufficient evidence to clearly prove the allegation.

Not Sustained

The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.

Unfounded

The investigation indicated that the acts complained of did not occur; or there is insufficient information to conduct a meaningful investigation.

Administratively Closed

Not enough information to complete the investigation and come to one of the above conclusions.

SECTION TEN

Chatham Borough Police Department “Maintaining focus through adversity”

In times of adversity and change, we really discover who we are and what we are made of. In 2014, policing in general faced many challenges and even endured public scrutiny nationwide. Challenges, adversity and public scrutiny often times make it difficult for police officers to maintain faith in their chosen profession and to sustain focus on the vision of protection and service that they have for the communities that they choose to serve.

Through it all, it is that very adversity and change that forces us out of our comfort zone and helps us to face the realities of our chosen profession. It helps us realize that there will always be room for growth and that you can't stand in one place forever because the world will change around you and you can either embrace it and grow, or you can resist it and you will be left behind.

In Chatham Borough, we are blessed to have a great community made up of dedicated residents, business owners, families, friends, volunteers, elected officials and committed employees. This dedication is observed at all levels on a daily basis. However, in all of my years of service, I have never observed greater dedication in Chatham Borough than when we are faced with adversity and change.

Unfortunately, the Police Department, which operates without fail around the clock, is often faced with adversity and change in a moment's notice, and often without warning. This was no more evident than on April 9, 2014, when Chatham Police Officers Jeffrey Battiloro and Matthew Belcastro went from answering a suspected fraud investigation call at the HSBC bank on Main St. to fighting for their very lives. This happened in a split second when the criminal suspect chose to disregard the officer's commands and began assaulting them in feverish attempt to flee from the scene and elude capture. During the very physical altercation that followed, a dedicated Chatham Borough resident and retired New York City Police Officer Brian Hart happened by and immediately and selflessly assisted the officers in apprehending this violent criminal. Whereby, they removed the suspect from the tranquil neighborhood that he had fled to and restored safety and security back to the community.

In all, the suspect was captured but not prior to the officers sustaining substantial injuries that would result in months of lost time from the job. Two police officers and one dedicated resident, who himself was a retired police officer, all faced adversity and change on that very day. And in the end, we really discovered who they were and what they were made of. Sooner or later, we all face adversity and we all face change, albeit not to a level that makes national news, but none the less, we are a profession, a department and a community that faces the challenges, faces the scrutiny that follows yet we maintain our focus on the vision of protection and service to the community that we choose to serve – Chatham Borough.

It is with great pride that we look forward to working together for an even better Chatham Borough in 2015. Remember, whether you live, work or visit Chatham Borough, cooperatively, we can continue to enhance the quality of life in Chatham Borough for everyone. We can face challenges, we can face adversity and we will prevail and come out better for it.



Philip J. Crosson, Jr.

Chief of Police