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SECTION ONE

FORWARD FROM THE CHIEF

To the residents, 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 Police Department’s 2018 annual report. The annual report provides an overview of the many activities and operations of the Department throughout the year.

As Chief of Police for 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, building on programs & units such as the sergeant zone assignment, community services officer in the downtown business district, school visitations, traffic safety, parking enforcement, special enforcement details and our Coffee with a Cop program.

We also continue to modernize our equipment and update procedures to keep current with technological advancements and to meet best practices established by the NJ State Chief’s of Police Accreditation Program. The Department has strengthened partnerships with many area law enforcement organizations so that together we create a strong force against crime and better address quality of life issues.

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 residents, businesses and guests of the Borough. This mission is accomplished through the application of high-quality community-oriented police services delivered with pride, dedication, sensitivity and respect by a team of highly trained and compassionate employees.
SECTION TWO

VISION STATEMENT AND MISSION STATEMENT
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.

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.
SECTION THREE

ORGANIZATIONAL CHART

AND

DEPARTMENT EMPLOYEES
CHATHAM BOROUGH POLICE DEPARTMENT

2018 POLICE PERSONNEL

POLICE OFFICERS:

Chief Brian K. Gibbons
Lieutenant Ralph Colatrella
Sergeant Michael Mahoney
Sergeant Daryle Kelly
Sergeant Jayson Cittrich
Sergeant Richard Jaremba
Traffic Safety Officer Roy George
Traffic Safety Officer Brian Maher
Detective Daniel Walsh
Detective Andrew Chase
Officer Jeffrey Battiloro
Officer Joseph Crecca
Officer Michael Permison
CSO Brian Colatrella
Officer Andrew Chase
Officer Wayne Shivers
Officer Andrew Pereira
Officer Matthew Belcastro
Officer Kyle Beasley
Officer Agnes Cisek

SUPPORT/RECORDS STAFF:

Executive Administrative Assistant Michael Bochniak
Administrative Assistant Mary Beth Ciccarone

PARKING ENFORCEMENT OFFICERS:

Robert C. Sweetin
Jeffrey Fricke
SCHOOL GUARDS:
David Achille
Patricia Castellano
Marjorie Conlan (substitute)
Richard Crater (substitute)
Kathleen Donnelly
Jennifer Duteil
Maggie Grady
Anthony Lombardi
Janice Parcells
Nancy Renzulli
Beth Salinardi
Mark Spinner
Jaquie Sweetin
Grace Walsh
Juliana Stutchbury
Mario Rattrovo
A.J. Sweetin
Lorraine Tortorella
William Conroy
Barbara Jones (substitute)

RETIREMENTS:

There were no retirements from the Police Department in 2018
SECTION FOUR

2018

BUDGET

INFORMATION
## Chatham Borough Police Department

### 2018 Budget Summary

<table>
<thead>
<tr>
<th>Description</th>
<th>2018 Budgetted</th>
<th>2018 Expended</th>
<th>2018 Transferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Salary &amp; Wages</td>
<td>$3,001,325</td>
<td>$2,808,618</td>
<td>$40,000</td>
</tr>
<tr>
<td>Police Operating Expenses</td>
<td>$189,475</td>
<td>$132,151</td>
<td>$19,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,190,800</strong></td>
<td><strong>$2,940,768</strong></td>
<td><strong>$59,000</strong></td>
</tr>
</tbody>
</table>

### CHATHAM POLICE

#### 2018 BUDGET SUMMARY

- **2018 Budgeted**: $3,190,800.00
- **2018 Expended**: $2,940,768.12
- **2018 Transferred**: $59,000.00
SECTION FIVE

2018 GOALS AND ACHIEVEMENTS
GOALS AND ACHIEVEMENTS FOR 2018

I. **Goal**: Continue Borough wide speed analysis on all Borough streets.

**Achievement**: The police department completed a full speed study of all Borough streets and converted all available electronic Speed Sentry data into an Excel spreadsheet for powerful review and analysis. This now allows us to go beyond filtering by zone only, we now can analyze the data with the full functionality of Excel.

II. **Goal**: Continue to institutionalize new and updated police department policies and procedures implemented as part of the NJ State Chiefs of Police Association Accreditation Program and pursue continued compliance with all accreditation standards – working toward reaccreditation due in 2018.

**Achievement**: All policies related to accreditation were analyzed and updated to be consistent with contemporary best practice accreditation standards. Consequently, we were assessed for overall accreditation compliance in September 2018 and were recommended for our third accreditation (1x National Accreditation & 2x State Accreditation).

III. **Goal**: Enhance and improve less lethal force options available to the department by implementing the use of conducted energy devices (CED’s).

**Achievement**: This program is still ongoing and will likely be accomplished in 2019 when full funding is available. However, in preparation of receiving full funding to support this program, we trained and certified several officers to use conducted energy devices and had one officer certified to train personnel in CED’s so other personnel could be trained more quickly, thereby speeding up the implementation process.

IV. **Goal**: Conduct a feasibility study on the acquisition, design and implementation of body cameras.

**Achievement**: This program is still in the feasibility phase. Costs of storage and management of body-worn cameras audio/video material remains a huge stumbling block in the acquisition and implementation of body-worn cameras. Additionally, there is much debate over privacy rights, further exacerbating the costs associated with reviewing material captured on body-worn cameras, in relative real time, and performing appropriate and required redaction for each body-worn camera used during a particular event. This would be in addition to the work already performed to review and redact audio/video from our current in-car camera system. We will work with the Public Safety Committee to balance the need v/s costs and further investigate new alternatives to audio/video storage systems.

V. **Goal**: Effectively develop and train a new Parking Enforcement Officer

**Achievement**: This goal was accomplished with the hire of Jeff Fricke. Jeff is performing above expectations and provides benefits to the agency – in many ways transcending parking enforcement – as a consequence of his experience as a utility employee with PSE&G for over 40 years – and nearly 20 years of experience with the Chatham Fire Department. He continues to help as a first responder to PSE&G related gas emergencies and fire department emergencies.
SECTION SIX

2019 GOALS AND OBJECTIVES
2019 GOALS AND OBJECTIVES

I. GOAL: Enhance and improve the less lethal force options available to the department by implementing the use of conducted energy devices (CED’s).
   A. The Department has researched conducted energy device options and requested price quote options. More money is needed in the 2019 budget to move forward.
   B. Appropriate capital budget justification sheets have been prepared and submitted for consideration of this capital expenditure in the 2018 & 2019 capital budgets.
   C. Once total funding is approved through the budget process, the Department will develop a policy of standard operating procedures for the use and operation of CED’s to be submitted to the Morris County Prosecutor’s Office for approval, in accordance with their directive.
   D. Upon approval of the policy of standard operating procedures for the CED’s, we will work with the CFO and the vendor to acquire, inventory and distribute the equipment.
   E. Once the equipment is acquired, inventoried and distributed, we will provide the requisite training to the patrol officers.
   F. Once officers have been properly trained, they will be ready to effectively respond to situations involving violence with multiple methods to neutralize violent combatants thereby reducing, or eliminating the need for lethal force.

II. GOAL: Conduct a feasibility study on the acquisition, design and implementation of body cameras.
   A. Research additional body-worn camera technologies that are currently available for use in the law enforcement that are consistent with the New Jersey Attorney General Directives.
   B. Assess the success of body-worn camera programs currently operating in and around Morris County.
   C. Evaluate the information from both an operational and financial impact perspective.
   D. Adjust as identified or needed based on any new or additional data received.
   E. If the study identifies an overall benefit to implementing body-worn camera technologies, then begin professional discussions with the Public Safety Committee to achieve authorization aimed at moving the project forward.
   F. If Public Safety Committee support for the project is obtained, then we will begin the budget preparation process necessary to secure the funding to support this project in the 2020 budget year.

III. GOAL: Hire, equip & train two police officers to fill current and upcoming vacancies.
   A. Announce hires.
   B. Prepare interview panel and interviews.
   C. Conduct background investigations on top three or four candidates.
   D. Make recommendation to Mayor/Council for hiring.
   E. Offer conditional appointment and conduct medical/psychological fitness testing.
   F. Conduct swearing-in ceremony at upcoming Council meeting.

IV. GOAL: Evaluate, promote, equip & train two police officers to the rank of Sergeant.
   A. Prepare reading material for officers to review.
   B. Change Borough policy on promotion panel.
   C. Announce promotion process and conduct interviews.
   D. Make recommendation to Public Safety Committee and request a 24-month list.

V. GOAL: Hire and train a new Police Records Custodian/Administrative Assistant.
   A. Announce hiring.
B. Prepare interview panel and interviews.
C. Conduct background investigation on top candidate.
D. Make recommendation to Mayor/Council for hiring.

VI. GOAL: Reassign and train a Support Services Supervisor.
   A. Announce reassignment.
   B. Train new supervisor on administrative functions/systems to increase competency in leadership & supervision.

VII. GOAL: Hire, equip and train a Class III Special Law Enforcement Officer (SLEO) to work within the school district once approved by agreement between the Borough and school district.
   A. Announce hires.
   B. Prepare interview panel and interviews.
   C. Conduct background investigations on top 3 candidates.
   D. Make recommendation to Mayor/Council for hiring.
   E. Offer conditional appointment and conduct medical/psychological fitness testing.
   F. Conduct swearing-in ceremony at upcoming Council meeting.
   G. Develop policy for SLEO operation within and outside the school district.
SECTION SEVEN

ARRESTS

SERVICE

AND

CRIME COMPARISONS
CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR ARREST COMPARISON

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>% of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Arrests</td>
<td>40</td>
<td>41</td>
<td>2.50%</td>
</tr>
<tr>
<td>Juvenile Arrests</td>
<td>5</td>
<td>1</td>
<td>-80.00%</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
<td>42</td>
<td>-6.67%</td>
</tr>
</tbody>
</table>

Two Year Arrest Comparison

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Arrests</td>
<td>40</td>
<td>41</td>
</tr>
<tr>
<td>Juvenile Arrests</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
<td>42</td>
</tr>
</tbody>
</table>
The noted increase of 25.7% in calls for service during 2018 is attributed to an increase in Public Service and Administrative type calls. This upsurge in Public Service calls was due to a significant focus on building and facility checks throughout the noted times of heightened awareness in 2018 due to increased terrorism alerts, holiday initiatives and maintenance of overall public security and safety.
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 20.69% decrease in the actual Part I offenses in 2018.

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

<table>
<thead>
<tr>
<th>OFFENSES</th>
<th>REPORTED 2017</th>
<th>ACTUAL 2017</th>
<th>REPORTED 2018</th>
<th>ACTUAL 2018</th>
<th>% of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOMICIDE</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>RAPE</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>ROBBERY</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>-100.00%</td>
</tr>
<tr>
<td>ASSAULT</td>
<td>11</td>
<td>11</td>
<td>7</td>
<td>7</td>
<td>-36.36%</td>
</tr>
<tr>
<td>BURGLARY</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>0.00%</td>
</tr>
<tr>
<td>THEFT</td>
<td>37</td>
<td>37</td>
<td>30</td>
<td>30</td>
<td>-18.92%</td>
</tr>
<tr>
<td>M.V. THEFT</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>0.00%</td>
</tr>
<tr>
<td>ARSON</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>TOTALS</td>
<td>58</td>
<td>58</td>
<td>46</td>
<td>46</td>
<td>-20.69%</td>
</tr>
</tbody>
</table>

*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 20.69% decrease in the actual Part I offenses in 2018.*
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 the 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. This is further accomplished with the addition of a second traffic safety officer to help address emerging traffic and pedestrian issues and also to help bolster and augment the number of sworn officers operating during daytime hours in the event of an emergency originating out of the Patrol Division.
TWO YEAR MOTOR VEHICLE CRASH COMPARISON

CHATHAM BOROUGH POLICE DEPARTMENT
TWO YEAR MOTOR VEHICLE ACCIDENT COMPARISON

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>% of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crashes</td>
<td>313</td>
<td>339</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

![Crashes chart](image1.png)

TWO YEAR RADAR HOURS COMPARISON

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>% of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Radar - Stationary</td>
<td>435</td>
<td>247</td>
<td>-43.2%</td>
</tr>
</tbody>
</table>

![Radar - Stationary chart](image2.png)
<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>% of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DWI</strong></td>
<td>2</td>
<td>4</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>Speeding</strong></td>
<td>318</td>
<td>182</td>
<td>-42.8%</td>
</tr>
<tr>
<td><strong>Moving</strong></td>
<td>1416</td>
<td>1216</td>
<td>-14.1%</td>
</tr>
<tr>
<td><strong>Non Moving</strong></td>
<td>552</td>
<td>578</td>
<td>4.7%</td>
</tr>
<tr>
<td><strong>Parking</strong></td>
<td>2150</td>
<td>2881</td>
<td>34.0%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>4438</td>
<td>4861</td>
<td>9.5%</td>
</tr>
</tbody>
</table>
Chatham Borough Police Department Professional Standards Complaints 2018

<table>
<thead>
<tr>
<th>IA Number</th>
<th>Year</th>
<th>Quarter</th>
<th>How Filed</th>
<th>Complaint</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-01</td>
<td>2018</td>
<td>1</td>
<td>Citizen</td>
<td>Demeanor</td>
<td>Not Sustained</td>
</tr>
<tr>
<td>2018-02</td>
<td>2018</td>
<td>2</td>
<td>Citizen</td>
<td>Serious rule infractions:</td>
<td>Sustained</td>
</tr>
<tr>
<td>2018-03</td>
<td>2018</td>
<td>2</td>
<td>Citizen</td>
<td>Demeanor</td>
<td>Unfounded</td>
</tr>
<tr>
<td>2018-04</td>
<td>2018</td>
<td>2</td>
<td>Agency</td>
<td>Serious rule infractions:</td>
<td>Administratively Closed</td>
</tr>
<tr>
<td>2018-05</td>
<td>2018</td>
<td>2</td>
<td>Agency</td>
<td>Minor rule infractions:</td>
<td>Sustained</td>
</tr>
<tr>
<td>2018-06</td>
<td>2018</td>
<td>2</td>
<td>Citizen</td>
<td>Differential Treatment</td>
<td>Pending</td>
</tr>
<tr>
<td>2018-06</td>
<td>2018</td>
<td>2</td>
<td>Citizen</td>
<td>Differential Treatment</td>
<td>Pending</td>
</tr>
<tr>
<td>2018-07</td>
<td>2018</td>
<td>3</td>
<td>Citizen</td>
<td>Performance</td>
<td>Unfounded</td>
</tr>
<tr>
<td>2018-08</td>
<td>2018</td>
<td>3</td>
<td>Citizen</td>
<td>Minor rule infractions:</td>
<td>Pending</td>
</tr>
<tr>
<td>2018-09</td>
<td>2018</td>
<td>4</td>
<td>Citizen</td>
<td>Minor rule infractions:</td>
<td>Pending</td>
</tr>
<tr>
<td>2018-10</td>
<td>2018</td>
<td>4</td>
<td>Citizen</td>
<td>Major Rule Infraction</td>
<td>Pending</td>
</tr>
</tbody>
</table>

**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.