

## **2018 Professional Standards Review**

### **Professional Standards**

This agency is committed to providing law enforcement services that are fair, effective, and impartially applied. Toward that end, employees are held to the highest standards of official conduct and are expected to respect the rights of all citizens. Employees' adherence to these standards, motivated by a moral and professional obligation to perform their job to the best of their ability, is the ultimate objective of this agency.

The Barneгат Township Police Department accepts reports of employee misconduct from all citizens and employees who wish to file a complaint regardless of the hour or day of the week. These complaints are accepted in person, by mail, by telephone, fax, or email. These include anonymous complaints, complaints from third party witnesses, juveniles and complaints from individuals not directly involved in an incident from which an allegation arises.

The Professional Standards Unit investigates all complaints of alleged employee misconduct or wrongdoing conducting a thorough and impartial examination of the available factual information.

### **Allegations and Dispositions**

All complaints are forwarded to the Professional Standards Unit for screening and entry into the record keeping system. Complaints are categorized based on the alleged complaint. Upon the completion of an investigation, it is reviewed by the Chief of Police and is designated with one of the following dispositions:

- Exonerated: The alleged incident did occur, but the actions of the officer were justified, legal, and proper.
- Sustained: The investigation disclosed sufficient evidence to prove the allegation, and the actions of the officer violated a provision of the agency's rules and regulations or procedures.



BARNEGAT TOWNSHIP  
**POLICE**  
DEPARTMENT  
A REGNATI CONSENSU  
KEITH A. GERMAIN  
CHIEF OF POLICE

- Not Sustained: The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.
- Unfounded: The alleged incident did not occur
- Not involved: The alleged incident did occur, but the employee was not involved in the allegation or misconduct.
- Policy Failure: There is no law, policy or departmental order that addresses the allegation.

**Penalties**

Discipline will be progressive and the following penalties may be imposed against any sworn employee or employee of the department:

- Counseling
- Oral reprimand or performance notice
- Written reprimand
- Monetary fine
- Transfer/reassignment
- Suspension without pay
- Loss of a promotional opportunity
- Demotion
- Discharge from employment

**Citizen Complaints**

During 2018, 6 complaints from citizens were received by this department. The disposition of these citizen complaints are as follows:

Disposition	2018
Exonerated	5
Sustained	1
Not-Sustained	0
Unfounded	0
Not-Involved	0
Policy Failure	0



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### **Internal Complaints**

During 2018, this department conducted 4 internal reviews initiated by department personnel. These internal complaints typically originate from a supervisor who detects a possible deficiency in an officer's performance or for a violation of department policy.

Disposition	2018
Exonerated	1
Sustained	3
Not-Sustained	0
Unfounded	0
Not-Involved	0
Policy Failure	0

### **Total Complaints for 2018**

Of the 10 total investigations conducted by Professional Standards personnel, the total dispositions were as follows:

- 6 Exonerated
- 4 Sustained
- 0 Not- sustained
- 0 Unfounded
- 0 Not – Involved
- 0 Policy Failure

One officer was suspended for (20) days for failure to render assistance to officers. Officer failed to respond in a timely manner to officer requesting assistance.

