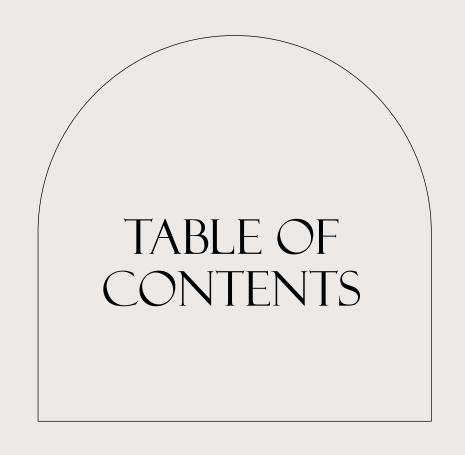


# WESTAMPTON TOWNSHIP POLICE DEPARTMENT 2023 YEAR END REPORT

Committed to Dedication and Excellence! Chief Brian Ferguson



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## MESSAGE FROM THE CHIEF



On behalf of the men and women of the Westampton Twp Police Department, it is my honor and privilege to present to you the first yearly report, detailing the activities and services provided to our Township in 2023. This report reflects the positive efforts of our sworn and civilian staffs we continue to improve the department and the services that we provide to our community. On a daily basis, I am humbled by the extraordinary commitment and dedication of the men and women who work for this department. Their daily commitment and dedication ensures that our community remains a safe and secure place to visit, raise a family, and work in. Our Township continues to grow and expand, and our needs are always evolving and diverse. In order to keep up these evolving changes, the nature of law enforcement must also change as well. Our staff is well prepared and highly trained, to meet these obstacles head on.

#### CHIEF OF POLICE

 Chief Brian Ferguson currently serves as the Police Chief for the Township of Westampton. He was appointed to the position on September 19, 2023 by Mayor Sandy Henley and oversees 25 police officers, and 3 civilians. Chief Ferguson was hired as a police officer on July 1, 2001. He was promoted to the rank of Patrol Sergeant in 2006, and Lieutenant in 2015. Chief Ferguson is also the Office of Emergency Management Coordinator for the Township.

Chief Ferguson has an Associate's Degree from Burlington County College in Criminal Justice and is pursing his Bachelor's Degree at Rutgers University. Chief Ferguson is also a graduate of the NJ State Chief's Association's "Command and Leadership" in 2019 and also the Certified Public Manager Program hosted by Rutgers University. Chief Ferguson has been involved in emergency services since 1995.

Chief Ferguson is an active member in the New Jersey State Associations of Chiefs of Police, as well as the Burlington County Police Chief's Association where he currently sits on several committees. He is also a member of the Sacred Heart CYO Youth Baseball Organization, were he serves on the board and is an active member of Sacred Heart Church in Mt. Holly, NJ.



#### ADMINISTRATIVE STAFF

- Lt Ryan Bieri (Patrol Division Commander)
- Lieutenant Ryan Bieri currently serves as the Patrol Division
  Commander for the Westampton Twp. Police Department where
  he oversees the day-to-day operations of the Patrol Division. Lt.
  Bieri began his career in Westampton Twp. as a Patrolman in
  September, 2008 where he served until being promoted to the
  rank of Sergeant in October, 2015. Lt. Bieri served as a road
  Supervisor from October 2015 to September 2019 and was then
  appointed to the Administrative Sergeant position until being
  promoted to the rank of Lieutenant in March 2022.
- Lt. Bieri holds a Bachelor of Science degree in Accounting from Rowan University and is a 2020 graduate of the New Jersey State Association of Chiefs of Police 'Command and Leadership' Program. Along with commanding the Patrol Division, Lt. Bieri currently serves as the Westampton Police Department's lead Firearms Instructor, Training Officer and is an active member of the Internal Affairs Division.



#### ADMINISTRATIVE STAFF

- Lt Linda Chieffalo (Administrative Division Commander)
- Lieutenant Linda Chieffalo currently serves as the Administrative Lieutenant Commander for the Westampton Township Police Department where she oversees the day-to-day operations of the Police Records and Criminal Intelligence Unit. She was appointed to the position on January 1, 2023. Lieutenant Chieffalo began her career in Westampton Township in August of 2003. During her career in Westampton Township, she was assigned as a Patrol Officer from 2003 2008, and a Detective from 2008- 2018. In November of 2018 she was promoted to the rank of Sergeant. Lieutenant Chieffalo served as a Patrol Sergeant from November 2018 to January 2020 and was then assigned to the Criminal Intelligence Unit as the Detective Sergeant until being promoted to Lieutenant in 2023. In addition to Lieutenant Chieffalo's supervisory responsibilities within the department, she also serves the department as the Juvenile Liaison, Megan's Law Liaison, Terminal Agency Coordinator, Homeless Liaison, Chaplain Program Liaison, Medicine Drop Box Coordinator, Bias Liaison Officer, and CODIS (Combined DNA Index System) Coordinator.

Lieutenant Chieffalo holds a bachelor's degree in Public Administration from Fairleigh Dickinson University. She is also a member of the Burlington County Detective Association and New Jersey Women in Law Enforcement.



## ORGANIZATIONAL PRINCIPLES AND VALUES

#### Mission

• To provide the HIGHEST quality public safety services so that <u>ALL</u> people SHARE a safe and healthy environment.

#### Vision

- The Department, in partnership with the community, endeavor to achieve our mission by:
- Providing preventative, investigative and enforcement Services
- Structuring and training the Department to provide professional, creative, ethical, honest and accountable officers
- Acting in concert with the community and the remainder of the criminal justice system to reduce crime and to arrest and punish offenders and
- Strictly adhering to the law enforcement code of ethics.

#### Values

- In order to achieve our goals and accomplish our mission, we value and promote:
- Justice
- Equality
- Integrity
- Honesty
- Accountability
- Respect
- Diversity
- Teamwork
- Creativity
- Courtesy

#### 2023 DEPARTMENTAL HIGHLIGHTS

Autism Awareness: The Westampton Twp Police Department hosted Alex Mann. Alex is a 22-year-old with autism, who at the time had visited over 270 police departments over five different states. Alex is all about spreading awareness and information to law enforcement on how to interact with people with autism.

While Alex was at WTPD, he was teamed up with Lt Ferguson and given a complete tour of the station. Alex then spent some time checking out our police vehicles as well. Alex then had an opportunity to speak with all of the officers that were working that day.

Alex even sat down with some of the officers and had lunch. Lt Ferguson provided Alex with a set of departmental patches, including our Autism Awareness Patch and a new challenge coin.

Alex then met with Lt Ferguson to discuss coming back in the future and instructing a class for all the officers in dealing with "Autism and the First Responder".

We want to than Alex for taking time out of his busy schedule to show his support for law enforcement, his story and mission with the WTPD. We wish you good luck on continuing your mission and just know that all of us at WTPD are your friends.



# LT LINDA CHIEFFALO AT THE NJ WOMEN'S LAW ENFORCEMENT MEETING.

Clothing Drive for the Burlington County Sane Nurses and Providence House (March 2023).

Law Enforcement Career Day at RCBC.

Burlington County Special Services School Hero's Day!

Westampton Twp Police proudly announce Police Trading Cards!

Alex's Lemonade Stand Donation!

Bring your kid to work Day!

Burlington County Fallen Officers Memorial Service.



#### COMMUNITY EVENTS

Westampton Fire and Police vs Westampton Middle School Volleyball

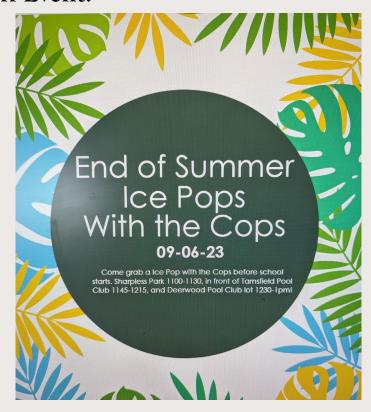


Enjoying a Slurpee with a Cop!



#### COMMUNITY EVENTS

Chief Ferguson's first sponsored Community Kickoff Event.



Kids having ice pops with cops at Tarnsfield Pool Club!





## COMMUNITY EVENTS

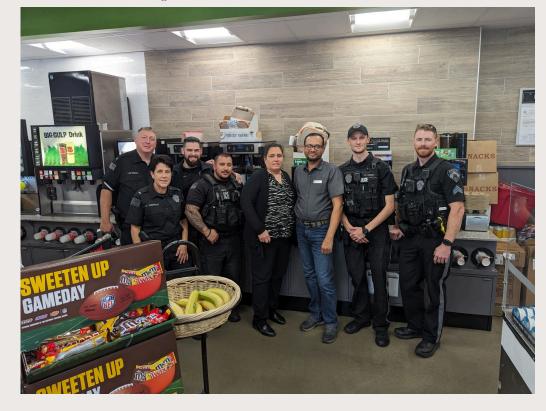
Crossing Guard Morrotto handing out free Slurpee Coupons to Kids!

# COMMUNITY INVOLVEMENT AND CAREER MOVES

Chief Ferguson successful completed the 9 month State of NJ Rutgers Certified Public Managers Program.



Coffee with a Cop Event!

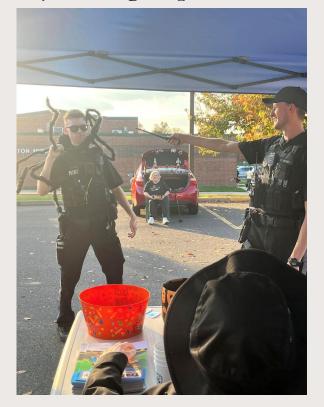


### TRUNK OR TREAT

80's workout man Ptl Morrotto!



Ptl Sweeney casting a spell on Ptl Lally!



#### HOLIDAY HAPPENINGS

Chief Santa was checking his list!



Officers took part in Westampton Twp's First Annual Tree Lighting!



# 1<sup>ST</sup> WESTAMPTON TWP POLICE YOUTH POLICE ACADEMY

Taking a break from a long day of learning.



Lt Bieri and Ptl Morrotto with a graduate!



#### NATIONAL NIGHT OUT

Special thanks to all those that came out to share the night with us, all the vendors, and our partner agencies, Westampton Township Emergency Services, Westampton Public Works, Burlington County Prosecutors Office, and Eastampton Township Police Department. We are looking forward to seeing everyone in 2024.





## PATROL SQUADS

- Squad A
- Sgt Brewer, Ptl Loures, Ptl Plye, Ptl Council
- Squad B
- Sgt Austin, Ptl Myers, Ptl Jimenez, Ptl Relos
- Squad C
- Sgt Davis, Ptl Morrotto, Ptl Lally, Ptl Sweeney
- Squad D
- Sgt Welthy, Ptl Murphy, Ptl Hurff, Ptl Whitehouse

- Power Shift/K9
- Ptl Schallus & Ptl Woods
- SLEO II
- Ptl Long
- SRO
- Ptl Moran

## DETECTIVE BUREAU



- Dsgt Andrew Redfield
- Det Joshua Rowbottom
- Det Tyler Morrison

#### DEPARTMENTAL MEETING AND AWARDS

- Chief Ent and the Westampton Township Police Department would like to congratulate the following officers and civilians who were recognized during the departments yearly meeting which was held on 2/22/23.
- · Officer of the Year: Ptl. Tyler Morrison
- This award was presented to Ptl. Tyler Morrison for his consistent outstanding performance during the 2022 year, that has reflected credit upon the department.
- · Chief of Police Award: Ptl. Joshua Rowbottom and Ptl. Christopher Morrotto
- This award was presented to Ptl. Joshua Rowbottom and Ptl. Christopher Morrotto, for their acts of service during the 2022 year which were deemed as beneficial to the department.
- Appreciation Award: Troy Green
- This award was presented to Troy Green, a resident of Burlington County, in recognition of all his hard work and dedication with the non-profit organization, "Return to Kindness". Through the organization, "Return to Kindness", Troy consistently supports the surrounding communities with random acts of kindness.
- Certificate of Commendation: An award presented to a member of the Department who commits an act of exception performance during their routine duties.
- Det. Andrew Redfield Received two Certificates of Commendation in recognition of his thorough investigations related to a robbery case and a theft of a motor vehicle case, which resulted in the identification and arrests of the suspects.
- Det. Joshua Rowbottom Received a Certificate of Commendation in recognition of his thorough investigation related to a case involving an elder fraud. His quick actions during the investigation resulted in him being able to locate and return half of the victim's money to her.
- Sgt. Dennis Davis Received a Certificate of Commendation in recognition of his thorough investigation related to a case involving a burglary to several trucks and a theft of several E-Z Passes from the trucks, which resulted in the identification and arrest of the suspect.
- Sgt. Patrick Gleason, Ptl. Anthony Schallus and Ptl. Patrick Murphy Received a Certificate of Commendation in recognition of their response and successful handling of an incident involving of a barricaded subject who was having a mental health crisis.
- Ptl. Patrick Murphy Received a Certificate of Commendation in recognition of being the officer in the department with the most overall arrests during the 2022 year.
- Ptl. Margaux Loures Received a Certificate of Commendation in recognition of being the officer in the department with the most DUI (Driving Under the Influence) arrests during the 2022 year.

Ptl Tyler Morrison 2022 Officer of the Year



Troy Green Appreciation and Service Award



Chief's Award Det. Joshua Rowbottom



Chief's Award Ptl Christopher Morrotto



DWI Award Ptl Margaux Loures



Certificates of Commendation in recognition of his thorough investigations related to a robbery case and a theft of a motor vehicle case, which resulted in the identification and arrests of the suspects. Det Andrew Redfield



Sgt. Patrick Gleason, Ptl. Anthony Schallus and Ptl. Patrick Murphy, Lt Brian Ferguson - Received a Certificate of Commendation in recognition of their response and successful handling of an incident involving of a barricaded subject who was having a mental health crisis.

Ptl. Patrick Murphy – Received a Certificate of Commendation in recognition of being the officer in the department with the most overall arrests during the 2022 year





Sgt. Dennis Davis – Received a Certificate of Commendation in recognition of his thorough investigation related to a case involving a burglary to several trucks and a theft of several E-Z Passes from the trucks, which resulted in the identification and arrest of the suspect.

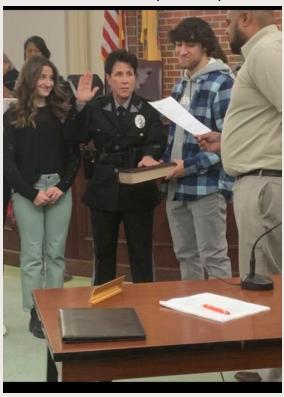


Det. Joshua Rowbottom – Received a Certificate of Commendation in recognition of his thorough investigation related to a case involving an elder fraud. His quick actions during the investigation resulted in him being able to locate and return half of the victim's money to her.



#### PROMOTIONS

Lt. Chieffalo is the second female officer to ever hold the position as police Lieutenant at the Westampton Twp Police Department.



Sgt Shaun Welthy was promoted to the rank of Sergeant. Sgt Welthy is assigned to the patrol division.



#### PROMOTIONS

Sgt. Andrew Redfield will be assigned as the Detective Sergeant for the Criminal Intelligence Unit.



#### A NEW CHIEF

Chief Ferguson who was sworn in front of many colleagues, family and friends by Mayor Sandy Henley during the Township Committee Meeting tonight. Congratulations Chief Ferguson on your accomplishment and thank you for your dedication to the Township of Westampton.





#### RETIREMENTS

Westampton Township said goodbye to Sergeant Patrick Gleason who is officially retired after a 25-year career in Law Enforcement. Please join us in wishing him the best of luck and success in the next phase of his life. Pat, you will be truly missed by your Westampton family. Congratulations Pat! We'll take it from here. (March 2023)



Westampton Township said goodbye to Chief Stephen Ent who officially retired after a 25-year career in Law Enforcement. Chief Ent began his law enforcement career in 1998 with the Pemberton Boro Police Department, before joining Westampton in 2000. Chief Ent served the department as a Patrol Officer from 2000 – 2008, when he was promoted to the rank of Sergeant. From 2008 – 2015, Chief Ent served as a Patrol Sergeant and an Administrative Sergeant, while also fulfilling duties as the department's training instructor and field training supervisor. In 2015, Chief Ent was promoted to the rank of Lieutenant where he served the Administrative Division, until being promoted to the Chief of Police in 2017.

Chief, all members of the Westampton Township Police Department would like to thank you for your years of dedicated service and leadership to the department and the community. We all wish you the best of luck and success as you enter retirement and the next phase of your life. Chief, you will be truly missed by not only your Westampton family, but all that worked beside you. Congratulations Chief!



#### HIRING OF NEW OFFICERS

Ptl Eric Sweeney (March 2023)



Ptl Tyler Whitehouse (April 2023)



#### HIRING OF NEW OFFICERS

Ptl Pedro Jimenez (May 2023)



Ptl Orlando Council (May 2023)



#### HIRING NEW OFFICERS

• Ptl Dylan Relos was sworn in at a September 2023 meeting.





## K9 UNIT

Ptl Schallus and K9 Blue

#### K9 IN THE MAKING

On Tuesday, October 3, 2023, during the Westampton Township Committee Meeting, Chief Ferguson proudly introduced our newest (four legged) officer, K-9 Bruce. K-9 Bruce is a 7-month-old Bloodhound from Bluegrass Bloodhounds in Kentucky. Bruce is warming up nicely to his new life here in NJ and getting to experience lots of new things (like ceiling fans & little kids). He is an intelligent and sweet dog that has a great amount of potential. We are excited for the community to meet him! You will find K-9 Bruce alongside his handler & partner, Patrolman Woods. Together, they will begin the Cape May County Sheriff's Office Bloodhound Academy at the end of the month. It will be a 12-week Tracking & Trailing academy to train the Officer and his Canine Partner in the Scent Specialty of Tracking & Trailing



After some bumps in the roadway, Ptl Woods had to switch K9 partners in late November and we welcomed K9 Betty. Ptl Woods picked right up were he left off and has excelled with K9 Betty. They are both scheduled to graduate in January of 2024.

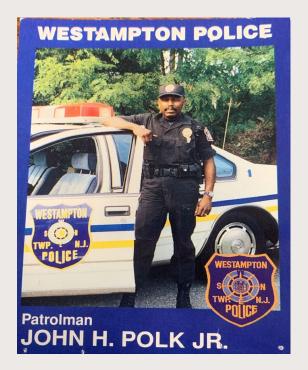


#### IN MEMORY OF

It is with great sadness that we, The Westampton Township Police Department, announce the passing of Retired Westampton Police Officer John H. Polk Jr. Officer Polk dedicated over 20 years of service to the Westampton Police before retiring in 1999. Officer Polk was a well-respected officer of the department who enjoyed connecting with residents and building relationships in the community.



Upon retirement from Westampton, Officer Polk remained connected to Westampton while working as Head of Security for the Burlington County Institute of Technology until his retirement from BCIT in 2013. All the men and women of the Westampton Township Police Department extend our deepest sympathies and condolences to the Polk family. Rest easy Officer Polk and thank you for your service.



#### SCHOOL RESOURCE OFFICER

#### SRO Ptl Michelle Moran

 Ptl. Moran, who is the SRO of the Burlington County Institute of Technology's Westampton Campus.
 School Resource Officers positively impacts our schools daily by building relationships and bridging the gap between students and law enforcement and by ensuring the daily safety of students and school staff. Special thanks to all our SRO's for all they do.



Quarter	2023
Quarter start date	1/1/2023
Quarter end date	12/31/2023

# 2023 Internal Affairs Summary 2023

Internal Affairs: 2023 Snapshot

This sheet contains some top-line facts and figures for Internal Affairs cases closed in 2023.

Detailed breakdowns can be found in the subsequent pages.

	# allegations	# initial allegation sustained	# other allegation sustained	# not sustained
Criminal violation	0	0	0	0
Differential treatment	0	0	0	0
Excessive force	0	0	0	0
Improper arrest	0	0	0	0
Improper entry	0	0	0	0
Improper search	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0
Demeanor	1	1	0	0
Other rule violation	7	3	0	4
TOTAL	8	4	0	4

### Distribution of sources for complaints closed in 2023

	Anonymous	Agency	Civilian	
#	0	8	0	
%	0%	100%	0%	

Oral reprimand or performance notice	0
Written reprimand or written warning	0
Monetary fine or loss of pay	0
Suspension without pay	0
Separated while IA pending	0
Demotion or loss of promotion opportunity	0
Discharge from employment	0
Training, coaching, or counseling	3
Loss of time	1
None	0
TOTAL	4

Total Pending from	0
Prior Years	1570
Total Opened	10
Total Closed	8
Total Sustained	4
Total Not Sustained	4
Total >180 Days	0
Total Pending at end of	2
2023	2

NOTE: This sheet provides a snapshot of IA cases at a single point in time. As a case progresses, classifications and categorizations may change.

A single Internal Affairs case may involve one or more officers. This Summary refers to the count of OFFICERS who were named in an Internal Affairs Complaint.

Agency Name: Westampton Twp., Burlington County

Year: 2023

## 2023: Cases Opened and Closed, All Allegations

### Complaints OPENED by Most Serious Initial Allegation

Source of Complaint

		•									
	Pendi	ng from Prior	Years		New		Average # initial complaints				
Most serious initial allegation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous		
Criminal violation	0	0	0	0	0	0					
Differential treatment	0	0	0	0	0	0					
Excessive force	0	0	0	0	1	.0		1.0			
Improper arrest	0	0	0	0	0	0					
Improper entry	0	0	0	0	0	0					
Improper search	0	0	0	0	0	0					
Domestic violence incident	0	0	0	0	0	0					
Demeanor	0	0	0	1	0	0	1.0				
Other rule violation	0	0	0	8	0	0	1.0				
TOTAL	0	0	0	9	1	0	1.0	1.0			

PLEASE NOTE: This page counts complaints by most serious INITIAL allegation. For a focus on closed cases by their SUSTAINED allegations, please see Page 3.

This page and the subsequent page consider ALL ALLEGATIONS. For a breakdown of Other Rule Violations, see Pages 4-5. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED by Most Serious Initial Allegation

1	Top-line numbers Average			So	urce of Comp	plaint		Crimina	Outcomes		1	Internal Disciplinary Outcon			
Most serious initial allegation	Total closed	length (days)	# pending appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Not Sustained	Unfounded	Administra- tively Closed	
Criminal violation	0		0	0	0	0	0	0	0	0	0	0	0	0	
Differential treatment	0		0	0	0	0	0	0	0	0	0	0	0	0	
Excessive force	0		0	0	0	0	0	0	0	0	0	0	0	0	
Improper arrest	0		0	0	0	0	0	0	0	0	0	0	0	0	
Improper entry	0		0	0	0	0	0	0	0	0	0	0	0	0	
Improper search	0		0	0	0	0	0	0	0	0	0	0	0	0	
Domestic violence incident	0		0	0	0	0	0	0	0	0	0	0	0	0	
Demeanor	1	49.0	0	1	0	0	0	0	0	0	0	0	0	0	
Other rule violation	7	24.6	0	7	0	0	0	0	0	.0	2	0	0	0	
TOTAL	8	27.6	0	8	0	0	0	0	0	0	2	0	0	0	

## 2023: Cases Closed, All Allegations

### Comparison of Initial and Sustained Allegations

		1	Total Sustained by Most Serious Sustained Allegation										
Most serious <u>initial</u> allegation	Total Initial Allegations	Excessive Force	Improper Arrest	Improper Entry	Improper Search	Criminal Violation*	Differential Treatment	Demeanor	Domestic Violence	Other Rule Violation**	Total Not Sustained		
Criminal violation	0	0	0	0	0	0	0	0	0	0	0		
Differential treatment	0	0	0	0	0	0	0	0	0	0	0		
Excessive force	0	0	0	0	0	0	0	0	0	0	0		
Improper arrest	0	0	0	0	0	0	0	0	0	0	0		
Improper entry	0	0	0	0	0	0	0	0	0	0	0		
Improper search	0	0	0	0	0	0	0	0	0	0	0		
Domestic violence incident	0	0	0	0	0	0	0	0	0	0	0		
Demeanor	1	0	0	0	0	0	0	1	0	0	0		
Other rule violation	7	0	0	0	0	0	0	0	0	3	4		
TOTAL	8	0	0	0	0	0	0	1	0	3	4		

<sup>\*</sup> For a breakdown of "Criminal Violations", see Page 7.

<sup>\*\*</sup> For a breakdown of "Other Rule Violations", see Page 5.

		nally Sust			Average # sustained complaints  Source of Complaint			riminal Sustained Complaints Source of Complaint		Average (da Dispositio serious a	r <b>ys)</b> on of most
Most serious <u>sustained</u> allegation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Sustained	Not sustained
Criminal violation	0	0.	0				0	0	0		
Differential treatment	0	0	0				0	0	0		
Excessive force	0	0	0				0	0	0		
Improper arrest	0	0	0				0	0	0		
Improper entry	0	0	0				0	0	0		
Improper search	0	0	0				0	0	0		
Domestic violence incident	0	0	0				0	0	0		
Demeanor	1	0	0	1.0			0	0	0	49.0	
Other rule violation	3.	0	0	1.0			0	0	0	17.3	30.0
TOTAL	4	0	0	1.0			0	0	0	25.3	30.0

Agency Name: Westampton Twp., Burlin

Year: 2023

# 2023: Cases Opened and Closed, Alleged Other Rule Violations

## Complaints OPENED by Alleged Other Rule Violation

Source of Complaint

				-			a communication of the same of			
	Pendi	ng from Prior	Years		New		Average # initial complaints			
Most serious alleged rule violation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	
Drug test failure	0	0	0	0	0	0				
DUI/DWI on duty	0	0	0	0	0	0				
EEO	0	0	0	0	0	0				
False documentation or failure to document	0	0	0	0	0	0				
Conduct unbecoming / Discredit to the agency	0	0	0	0	0	0				
Improper supervision or failure to supervise	0	0	0	0	0	0				
Insubordination or disobeying an order	0	0	0	0	0	0				
Neglect of duty	0	0	0	0	0	0				
DUI or DWI off duty	0	0	0	0	0	0				
Preventable MV accident	0	0	0	6	0	0	1			
Vehicular pursuit policy violation	0	0	0	0	0	0				
Use of force policy violation	0	0	0	0	0	0				
BWC/MVR violation	0	0	0	0	0	0				
Attendance issues	0	0	0	0	0	0				
Loss of or failure to safeguard agency property	0	0	0	0	0	0				
Other departmental rule violation	0	0	0	0	0	0				
	0	0	0	6	0	0	1.5			

Agency Name: Westampton Twp., Burlington County

Year: 2023

This page and the subsequent page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Complaints CLOSED Categorized by Alleged Other Rule Violation

		COII	ipiuiiis ci	OJLD CUI	cgorized	by Aneger	Other mar	c rioidillo	30		7			
	Тор	-line numbe	ers	Soi	urce of Comp	olaint	L.	Criminal O	utcomes		In	inary Outcome		
		Average	745.2											Administ
		length	# pending									Not		atively
Most serious alleged rule violation	Total closed	(days)	appeal	Agency	Civilian	Anonymous	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Sustained	Unfounded	Closed
Drug test failure	0		0	0	0	0	0	0	0	0.	0	0	0	0
DUI/DWI on duty	0		0	0	0	0	0	0	0	0	0	0	0	0
EEO	0		Ö	0	0	0	0	0	0	0	0	0	0	0
False documentation or failure to document	.0		0	0	0	0	0	0	0	0	0	0	0	0
Conduct unbecoming / Discredit to the agency	0		0	0	0	0	0	0	0	0	0	0	0	0
Improper supervision or failure to supervise	0		0	0	.0	0	0	0	0	0	0	0	0	0
Insubordination or disobeying an order	0		0	0	0	0	0	0	0	0	0	0	0	0
Neglect of duty	0		0	0	0	0	0	0	0	0	0	0	0	0
DUI or DWI off duty	0		0	0	0	0	0	0	0	0	0	0	0	0
Preventable MV accident	5	25.6	0	5	0	0	0	0	0	0	2	.0	0	0
Vehicular pursuit policy violation	0		0	0	0	0	0	0	0	0	0	0	0	0
Use of force policy violation	0		0	0	0	O	0	0	0	0	0	0	0	0
BWC/MVR violation	0		0	0	0	0	0	0	0	0	0	0	0	0
Attendance issues	0		0	0	0	0	0	0	0	0	0	0	0	0
Loss of or failure to safeguard agency property	0		0	0	0	0	0	0	0	0	0	0	0	0
Other departmental rule violation	0		0	0	0	0	0	0	0	0	0	0	0	0
	5	25.6	0	5	0	0	0	0	0	0	2	0	0	0

#### 2023: Cases Closed, Alleged Other Rule Violations

SUSTAINED Complaints by Sustained Other Rule Violation

		nally Susto		****	rerage # su complai Source of Cor	ints	Criminal Sustained Complaints  Source of Complaint			
Most serious sustained rule violation	Agency	Civilian	Anonymous		Civilian	Anonymous	Agency	Civilian	Anonymous	
Drug test failure	0	0	0				0	0	0	
DUI/DWI on duty	0	0	0				0	О	0	
EEO	0	0	O				0	0	0	
False documentation or failure to document	0	0	0				0	0	0	
Conduct unbecoming / Discredit to the agency	0	0	0				0	0	0	
Improper supervision or failure to supervise	0	0	0				0	0	0	
Insubordination or disobeying an order	0	0	0				0	0	0	
Neglect of duty	0	0	0				0	0	0	
DUI or DWI off duty	0	0	0				0	0	0	
Preventable MV accident	3	0	0	1.0			0	0	0	
Vehicular pursuit policy violation	0	0	0				0	0	0	
Use of force policy violation	0	0	0				0	0	0	
BWC/MVR violation	0	0	0				0	0	0	
Attendance issues	0	0	0				0	0	0	
Loss of or failure to safeguard agency property	0	0	0				0	0	0	
Other departmental rule violation	0	0	0				0	0	0	
	3	0	0	1.0			0	0	0	

Initial allegations resulting in a sustained charge, by alleged other rule violation

	# comp Disposition of initial all	most serious	Average case length (days) Disposition of most serious initial allegation		
Most serious initial alleged rule violation	Sustained	Not sustained	Sustained	Not sustained	
Drug test failure	0	0			
DUI/DWI on duty	. 0	0			
EEO	0	0			
False documentation or failure to document	0	0			
Conduct unbecoming / Discredit to the agency	0	0			
Improper supervision or failure to supervise	0	0			
Insubordination or disobeying an order	0	0			
Neglect of duty	0	0			
DUI or DWI off duty	0	0			
Preventable MV accident	3	2	17.3	25.3	
Vehicular pursuit policy violation	0	0			
Use of force policy violation	0	0			
BWC/MVR violation	0	0			
Attendance issues	0	0			
Loss of or failure to safeguard agency property	0	0			
Other departmental rule violation	0	0			
	3	2	17.3	25.3	

Agency Name: Westampton Twp., Burlington County

Year: 2023

This page and the previous page consider only cases whose most serious allegation was OTHER RULE VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Criminal Violations, see Pages 6-7.

Please note that cases <u>sustained</u> as
Other Rule Violation may have a most
serious <u>initial</u> allegation in another
category, e.g. Differential Treatment. For
a comparison of initial and sustained
allegations, see Page 3.

First Quarter Internal Affairs Summary

# 2023: Cases Opened and Closed, Alleged Criminal Violations

### Complaints OPENED Categorized by Alleged Criminal Violation

Source of Complaint

	Pend	ding from Pri	or Years		New		Avera	Average # initial complaints		
Most serious alleged criminal violation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	
Sexual assault / Criminal sexual violation	0	0	0	0	0	0				
Domestic violence	0	0	0	0	0	0				
Assault	0	0	0	0	0	0				
Harassment or stalking	0	0	0	0	0	0				
Theft	0	0	0	0	0	0				
Property damage or criminal mischief	0	0	0	0	0	0				
Other criminal violation	0	0	0	0	0	0				

Agency Name: Westampton Twp., Burlington County Year: 2023

This page and the subsequent page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

### Complaints CLOSED Categorized by Alleged Criminal Violation

	1	Top-line numbe	ers	Sou	rce of Comple	int	ľ	Criminal C	Outcomes		1	nternal Discip	plinary Outcom	re
	Total	Average	# pending			Anonymou						Not		Administrati
Most serious alleged criminal violation	closed	length (days)	appeal	Agency	Civilian	s	Conviction	Diversion	Acquittal	Dismissal	Exonerated	Sustained	Unfounded	vely Closed
Sexual assault / Criminal sexual violation	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Domestic violence	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Assault	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Harassment or stalking	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Theft	0.0		0.0	0	O	0	0	0	0	0	0	0	0	0
Property damage or criminal mischief	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
Other criminal violation	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0
	0.0		0.0	0	0	0	0	0	0	0	0	0	0	0

First Quarter Internal Affairs Summary

### 2023: Cases Closed, Alleged Criminal Violations

SUSTAINED Complaints Categorized by Alleged Criminal Violation

	Internally Sustained  Source of Complaint				Average # su complain Source of Con	nts	Criminal Sustained Complaint		
Most serious <u>sustained</u> criminal violation	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous	Agency	Civilian	Anonymous
Sexual assault / Criminal sexual violation	.0	0	0	93-17			0	0	0
Domestic violence	0	0	0				0	0	0
Assault	0	0	0				0	0	0
Harassment or stalking	0	0	0				0	0	0
Theft	0	0	0				0	0	0
Property damage or criminal mischief	0	0	0				0	0	0
Other criminal violation	0	0	0				Ö	0	0
TWO STREET, AND TWO STREET, AND THE STREET, AN	D	0	0				0	0	0

#### Initial allegations resulting in a sustained charge, by alleged criminal violation

	# compl Disposition of n allegat	nost serious	Dispositio	ase length rys) n of most llegation
Most serious alleged criminal violation	Sustained	Not sustained	Sustained	Not sustained
Sexual assault / Criminal sexual violation	0	0		
Domestic violence	0	0		
Assault	0	0		
Harassment or stalking	0	0		
Theft	0	0		
Property damage or criminal mischief	0	0		
Other criminal violation	0	0		
	0	0		

Agency Name: Westampton Twp., Burlington County

Year: 2023

This page and the previous page consider only cases whose most serious allegation was CRIMINAL VIOLATION. For all allegations, see Pages 2-3. For a breakdown of Other Rule Violations, see Pages 4-5.

Please note that cases sustained as Criminal Violation may have a most serious initial allegation in another category, e.g. Differential Treatment. For a comparison of initial and sustained allegations, see Page 3.

First Quarter Internal Affairs Summary

## 2023: Discipline Issued

### Discipline by most serious sustained allegation

All allegations						30.50				,			î	
Performance					F200-894	Mary III Mary Control	S NW						Oral reprimand	
All ollegations										2.77.5			■ S7/	
Criminal violation	Total disciplined	12022	District Control						- The state of the				· Control Control Control	
Climinal violation			Contract of the second		11100,000,000,000			_						
Differential treatment   Casessive fore			-				19							
Excessive force	37a) 9	- 65	0.00										0	Differential treatment
Improper street					8			75 S					0	Excessive force
Improper entry	3 S	85	100	200	ō.	S 5		-						Improper arrest
Demestic violence incident (non-criminal)	971	9	-,		-			5				0.0		Improper entry
Demeanor	57.1	10		1				50		0			0	Improper search
Define rule violation		23			-			-		1/2	ř.	0	0	Domestic violence incident (non-criminal)
Rule violations	<u> </u>				9					0	į.	0	0	Demeanor
Rule violations   Rule violation   Rule violations   Rule violation   Rul											1		0	Other rule violation
Drug test failure	0 4	60	1 <b>1</b> 0	3	0	0	.0	0	0	C	1	0	0	ALL ALLEGATIONS TOTAL
Duly Duly Own of duty														Rule violations
EEO								0	0	0	).	C	0	Drug test failure
False documentation or failure to document  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		1.7		0	0			0	0	0	)	C	0	DUI/DWI on duty
Paise actumentation or railure to supervise   0	3.5			0	0	C	C	0	0	0	1	C	0	EEO
Conduct unsecting in instruction of failure to suspervise   0	A33 2		150	0	0	0	C	0	0		).	C	0	False documentation or failure to document
Improper subpervision or ratio to supervise Insubordination or disobeying an order  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	101			0	0	0	C	0	0	0	ì	C	0	Conduct unbecoming / Discredit to the agency
Insubordination or disobeying an order	930	119		0	0	C	C	0	0	C	ì	C	0	Improper supervision or failure to supervise
Neglect of duty    DOII or DWI off duty   DOI   O   DOI   DOI   O   DOI   DO	-		0	0	0	C	C	0	0		)	C	0	
DUI or DWI off duty	NT1 8	2/2	0	Ω	0	C	C	0	0	0	1	, C	0	Neglect of duty
Vehicular pursuit policy violation	0 0	1	0	0	0	C	C	0	0	0	)	C	0	
Use of force policy violation 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	374 9	- (	1	2	0	C	C	0	0	C	).	C	0	Preventable MV accident
Use of force policy violation			0	0	0		C	0	0	0	)	· c	.0	Vehicular pursuit policy violation
BWC/MVR violation	257.6		0	0	0		C	0	0	C	ý		0	. [19] [2] [2] [2] [2] [2] [2] [2] [2] [2] [2
Attendance issues  Loss of or failure to safeguard agency property  O O O O O O O O O O O O O O O O O O	0 (	1	0	0	0	i c	C	0	0	0	)	a Ç	0	
Loss of or failure to safeguard agency property	0	1	0	0	0		0	0	0	0	ý		0	[4]: (C. 1): [4] [4] [4] [4] [4] [4] [4] [4] [4] [4]
Other departmental rule violation         0		1	0	0	0		C	0	0	C	)		0	
Criminal violations         Criminal violations           Sexual assault / Criminal sexual violation         0	0 (	1	0	0	0			0			)			그 집에 가는 아이지 아이를 하면 모든 모든 그리고 하고 있다면 하는 것 같아 없다면 하는 것 같아.
Sexual assault / Criminal sexual violation         0	0	1	1	2	0	0	C	0	0		)		0	
Sexual assault / Criminal sexual violation         0	_f												I	Criminal violations
Domestic violence         0	2						C	0	0		)		0	
Assault 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	V.5.			0	0		C	0	0	€	)		0	Fight provided the self of the first series against a series of the provided and the
Harassment or stalking 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Theft 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 (	9	0	0	0			0			)	(	0	
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Agency Name: Westampton Twp., Burlin

Year: 2023

#### Annual Major Discipline Reporting Form

ages if placements are according to the compact of the stage of the st

free extra	January 1, 2023 to December 31, 2023	
Course	Burlington	
Seeme .	Westampton Twp PD	

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W	164			
N	95			
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For Sustained Charge(s), regardless of the type or severity of discipline imposed, please use A SHORT HAND description like the below, rather than a statute or ordinance:

-Discrimination or blaw Discrimination or Bias against any person b/c of the individual's actual or perceived race, creed, color, national origin, ancientry, age, martial status, civil usion status, domestic partnership status, affectional or sexual orientation, genetic information, sex, gender identity or expression, dissibility, nationality, familial status, or any other protected characteristic under N.J.S.A. 10:5-1 et seq.

-Excessive Force: Officer utilized excessive force

-Untruthful/Candor: Officer was untruthful or has demonstrated a tack of candor

-False Report. Officer has filed a false report or submitted a false certification in any criminal, administrative, employment, financial, or insurance matter in their professional or personal life.

Improper Search, Seizure, Arrest: Officer intentionally conducted an improper search, seizure or

Evidence Mishandling: Officer intentionally mishandled or destroyed evidence

-Domestic Wolence: Domestic violence, as defined in N.J.S.A. 20:25-19

-Indictable Offerse: Officer was changed with any indictable crime under New Jensey or an equivalent offense under federal law or the law of another jurisdiction related to the complaint

# Annual Report of Diversity in Law Enforcement Recruitment and Hiring

**Burlington-Westampton Twp. Police Department** 

Time Period: January 2023- December 2023

Reporting Requirement: N.J.S.A. 52:17B-4.10

Burlington- Westampton Twp. Police Department January 2023- December 2023

# **Applicant and Hiring Process Summary**

Burlington- Westampton Twp. Police Department is a Municipal law enforcement agency. During the time period covering January 2023- December 2023 the agency received applications for law enforcement officers. The ageny's hiring process is not governed by Civil Service Regulations.

For Burlington- Westampton Twp. Police Department in the above time period, the applicant and hiring process included the following methods of identifying applicants:

Inter-governmental Transfer
Direct hire of BCPO certified officer

During the hiring process, Westampton Twp. Police Department included the following elements to identify the most qualified applicants:

Formal Application
Interview Board
Drug Testing
Medical Exam
Psychiatric Exam

During the hiring process, Westampton Twp. Police Department considers an applicant to be appointed Upon successful completion of the Academy .

Burlington- Westampton Twp. Police Department January 2023- December 2023

# **Annual Summary of Law Enforcement Diversity: Applicant Summary**

	# % 0	of Total Applicants		# %	of Total Applicants
Total Applicants	31	-	Direct Hire Applicants	1	3%
Total Applicants Appointed	5	16%	Transfer Applicants	30	97%
Total Applicants Not Appointed	26	84%	Waiver Applicants	0	0%
			CSC Exam Exempt Direct Hire Applicants	0	0%

Burlington- Westampton Twp. Police Department January 2023- December 2023

# Annual Summary of Law Enforcement Diversity: Applicant Demographic Summary

	т	otal Applicants %	of Total	Direct Hire Applicants	Transfer Applicants	Waiver Applicants
-3	Total Male	29	94%	0	29	0
Gender	Total Female	2	6%	1	1	0
	Total X or Non-Binary	0	0%	0	0	0
Sexual Orientation	LGBTQ+	0	0%	0	0	0
	Not LGBTQ+	31	100%	1	30	0
	Total American Indian or Alaska Native ald	one 0	0%	0	0	0
	Total Asian alone	1	3%	0	1	0
Racel Ethnicity	Total Black or African American alone Total Native Hawaiian/ other Pacific Island	8 der	26%	0	8	0
elet	alone	0	0%	0	0	0
₽3C	Total White alone	16	52%	0	16	0
	Total Two or more races alone	0	0%	0	0	0
	Total Other alone	0	0%	0	0	0
	Total Hispanic or Latino	6	19%	1	5	0
	Total 18-29	21	68%	0	21	0
	Total 30-39	10	32%	1	9	0
A.G.C	Total 40-49	0	0%	0	0	0
bro	Total 50-59	0	0%	0	0	0
	Total 60-69	0	0%	0	0	0
	Total 70+	0	0%	0	0	0

# **Annual Summary of Law Enforcement Diversity: Applicants**

# Applicants: Gender, Race & Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	1	7	0	16	0	0	5
Female	0	0	1	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	.0
Total	0	1	8	0	16	0	0	6

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	21	0	O	0	1	4	0	11	0	0	5
Age: 30-39	8	2	0	0	0	4	0	5	0	0	1
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

Agency Name: Burlington- Westampton Twp. Police Department
Year: January 2023- December 2023

# **Annual Summary of Law Enforcement Diversity: Applicants**

# **Applicants: Sexual Orientation Demographics**

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
	iviale	remale	Billuly	(75,55,57,75)	ulone	dione	0,0,10	0	0	0	0
LGBTQ+	0	0	0	0	0	Ü	0	U	U	U	U
Not LGBTQ+	29	2	0	0	1	8	0	16	0	0	6

	Age: 18	3- Age: 30	0-				
	29	39		Age: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+		0	0	0	0	0	0
Not LGBTQ+		21	10	0	0	0	0

Agency Name: Burlington- Westampton Twp. Police Department
Year: January 2023- December 2023

# Appointed Applicants: Gender, Race, & Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	1	1	0	2	0	0	1
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	2	0	0	1

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	5	0	0	0	1	1	0	2	0	0	1
Age: 30-39	0	0	0	0	0	0	0	0	0	0	0
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# **Appointed Applicants: Sexual Orientation Demographics**

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	American	Hawaiian / other P. I.	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	5	0	0	0	1	1	0	2	0	0	1

A	10	A	20
Age:	18-	Age:	30-

	29	39	Age	: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+		0	0	0	0	0	0
Not LGRTO+		5	0	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Not Appointed Applicants: Gender, Race, and Age Demographics

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	6	0	14	0	0	4
Female	0	0	1	0	0	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	7	0	14	0	0	] 5

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	16	0	0	0	0	3	0	9	0	0	4
Age: 30-39	8	2	0	0	0	4	0	5	0	0	1
Age: 40-49	0	0	0	0	0	0	0	0	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

#### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Not Appointed Applicants: Sexual Orientation Demographics

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
LGBTQ+	0	0	0	0	0	0	0	0	0	0	0
Not LGBTQ+	24	2	0	0	0	7	0	14	0	0	5

Age:	18-	Age:	30-

	29	39	Α	ge: 40-49	Age: 50-59	Age: 60-69	Age: 70+
LGBTQ+		0	0	0	0	0	0
Not LGBTO+		16	10	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Not Appointed Applicant- Reasons

		of Total Not pointed Applicants			f Total Not ointed Applicants
Academy Failure	0	0%	Failed Background check- other	0	0%
Applicant Withdrawal	10	38%	Failed Drug Test	0	0%
Defer	14	54%	Interview Panel Recommendation	0	0%
Did not meet minimum qualifications	2	8%	Other	0	0%
Failed background check- Criminal History	0	0%	Physical Qualification Exam	0	0%
Failed background check- Financial	0	0%	Residency Requirement	0	0%
			Written Exam	0	0%

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Not Appointed Applicants- Reasons by Gender & Race

# **Male Applicants**

	American Indian or	Asian	Black or African American	Native Hawaiian /	White	Two or more races		Hispanic or
	Alaska Native alone	alone	alone	other P. I. alone	alone	alone	alone	Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	2	0	5	0	0	3
Defer	0	0	4	0	8	0	0	1
Did not meet minimum qualifications	0	0	0	0	1	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

# Not Appointed Applicants- Reasons by Gender & Race

# Female Applicants

			Black or African			Two or more		
	American Indian or Alaska Native alone	Asian alone	American alone	Native Hawaiian / other P. I. alone	White alone	races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	1	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	1
Failed background check- Criminal History	.0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Burlington- Westampton Twp. Police Department January 2023- December 2023

# Not Appointed Applicants- Reasons by Gender & Race

# X or Non-Binary Applicants

			Black or African			Two or more		
	American Indian or Alaska Native alone	Asian alone	American alone	Native Hawaiian / other P. I. alone	White alone	races alone	Other alone	Hispanic or Latino
Academy Failure	0	0	0	0	0	0	0	0
Applicant Withdrawal	0	0	0	0	0	0	0	0
Defer	0	0	0	0	0	0	0	0
Did not meet minimum qualifications	0	0	0	0	0	0	0	0
Failed background check- Criminal History	0	0	0	0	0	0	0	0
Failed background check- Financial	0	0	0	0	0	0	0	0
Failed Background check- other	0	0	0	0	0	0	0	0
Failed Drug Test	0	0	0	.0	0	0	0	0
Interview Panel Recommendation	0	0	0	0	0	0	0	0
Physical Qualification Exam	0	0	0	0	0	0	0	0
Residency Requirement	0	0	0	0	0	0	0	0
Written Exam	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

Burlington- Westampton Twp. Police Department January 2023- December 2023

# **Current Officers and Promotional Process Summary**

Burlington- Westampton Twp. Police Department is a Municipal law enforcement agency. During the time period covering January 2023- December 2023 the agency received applications for a promotional opportunity. The agency's promotional process is not governed by Civil Service Regulations.

For Burlington- Westampton Twp. Police Department in the above time period, the promotional included the following methods of identifying qualified officers:

Promotional Interview

# **Annual Summary of Law Enforcement Diversity: Current Officers Summary**

		# %	of Total Offic
	Total Officers	26	5
	Total Officers Eligible for Promotion	10	38%
	<b>Total Officers Applied for Promotion</b>	2	8%
	Total Officers Promoted	2	8%
2	Total Male	23	88%
Gender	Total Female	3	12%
Ge	Total X or Non-Binary	0	0%
	Total American Indian or Alaska Native alone	0	0%
	Total Asian alone	1	4%
	Total Black or African American alone	1	4%
Racel Ethnicity	Total Native Hawaiian or other Pacific Islander alone	0	0%
acel	Total White alone	22	85%
de.	Total Two or more races alone	0	0%
	Total Other alone	0	0%
	Total Hispanic or Latino	2	8%
	Total 18-29	10	38%
	Total 30-39	11	42%
.0.	Total 40-49	3	12%
PEE	Total 50-59	2	8%
	Total 60-69	0	0%
	Total 70+	0	0%

# **Annual Summary of Law Enforcement Diversity: Current Officers and Promotions**

# **Current Officers**

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	1	1	0	20	0	0	1
Female	0	0	0	0	2	0	0	1
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	1	1	0	22	0	0	2

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	10	0	0	0	1	1	0	7	0	0	1
Age: 30-39	9	2	0	0	0	0	0	10	0	0	1
Age: 40-49	3	0	0	0	0	0	0	3	0	0	0
Age: 50-59	1	1	0	0	0	0	0	2	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Officers Eligible for Promotion

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	9	0	0	0
Female	0	0	0	0	1	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	10	0	0	0

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian / other P. I.	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	. 7	0	0	0	0	0	0	7	0	0	0
Age: 40-49	2	0	0	0	0	0	0	2	0	0	0
Age: 50-59	0	1	0	0	0	0		1	0	0	0
Age: 60-69	0	0	o	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Officers who Applied for a Promotion

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	2	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	0	0	0

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	О	0	0	0	0	1	0	0	0
Age: 40-49	1	0	o	0	0	0	0	1	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	О	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

#### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Officers Promoted

	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Native Hawaiian / other P. I. alone	White alone	Two or more races alone	Other alone	Hispanic or Latino
Male	0	0	0	0	2	0	0	0
Female	0	0	0	0	0	0	0	0
X or Non-Binary	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	0	0	0

	Male	Female	X or Non- Binary	American Indian or Alaska Native alone	Asian alone	Black or African American alone	Hawaiian /	White alone	Two or more races alone	Other alone	Hispanic or Latino
Age: 18-29	0	0	0	0	0	0	0	0	0	0	0
Age: 30-39	1	0	0	0	0	0	0	1	0	0	0
Age: 40-49	1	0	0	0	0	0	0	1	0	0	0
Age: 50-59	0	0	0	0	0	0	0	0	0	0	0
Age: 60-69	0	0	0	0	0	0	0	0	0	0	0
Age: 70+	0	0	0	0	0	0	0	0	0	0	0

### Burlington- Westampton Twp. Police Department January 2023- December 2023

# Officers Promoted

	Promoted to Sergeant			Pro	omoted to Lieutenant			Promoted to Captain				
			X or Non-			9	X or Non-				X or Non-	
	Male	Female	Binary	Total	Male	Female	Binary	Total	Male	Female	Binary	Total
American Indian or												
Alaska Native alone	0	0	0	0	0	0	0	0	0	0	0	0
Asian alone	0	0	0	0	0	0	0	0	0	0	0	0
Black or African												
American alone Native Hawaiian /	0	0	0	0	0	0	0	0	0	0	0	0
other P. I. alone	0	0	0	0	0	0	0	0	0	0	0	0
White alone	0	0	0	0	0	0	0	0	0	0	0	0
Two or more races												
alone	0	0	0	0	0	0	0	0	0	0	0	0
Other alone	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic or Latino	0	0	0	0	0	0	0	0	0	0	0	0

#### Burlington- Westampton Twp. Police Department January 2023- December 2023

#### **Additional Narrative**

Narrative Prompts: A detailed assessment as to whether representation has improved for any previously identified underrepresented groups
A description of the data used to determine the existence of any underrepresentation.

Any new or modified Program goals to be implemented in the upcoming year

INSERT SAMPLE TEXT HERE FROM AGENCY.

#### BURLINGTON COUNTY PROSECUTOR'S OFFICE

## ANNUAL FIREARMS QUALIFICATION QUESTIONNAIRE



JANUARY - DECEMBER 2023

DEPARTMENT: Westampton Twp. Police Department

- HOW MANY OFFICERS ARE EMPLOYED BY YOUR DEPARTMENT? (THIS 1. INCLUDES ALL SPECIAL AND PART-TIME OFFICERS WHO ARE AUTHORIZED TO CARRY FIREARMS) 26
- 2. IDENTIFY AGENCY FIREARMS AND AMMUNITION: 3.

#### A. HANDGUNS:

Make	Model	Caliber
Glock	19 Gen5	9mm

#### B. SHOTGUNS:

Make	Model	Caliber
N/A	N/A	N/A

#### C. OTHER FIREARMS:

Make	Model	Caliber
SigSauer	MPX	9mm
Stag Arms	Stag 15	5.56 /.223
Colt	LE6920	5.56/.223

Caliber

#### CONDUCTED ELECTRICAL WEAPONS (CED): D.

Make	Model		
Taser	7		

#### OFF-DUTY FIREARMS: (DEPARTMENT OR PERSONAL WEAPONS OF THE E. OFFICERS) Model Caliber

lake	Model	Caliber	
Glock	23	.40	
Glock	26	9mm	
Glock	30	.45	
Glock	43	9mm	
Kahr Arms	P380	.380	
Glock	43x	9mm	
Glock	27	.40	
Smith+Wesson	MP Shield	9mm	
Springfield	XD	.40	

#### E. AMMUNITION:

1) HANDGUN:

N	Ianufacturer	Caliber		
	Federal Premium 124 gr. JHP -Duty	9mm		
	Federal – Speer 124 gr. TMJ - Target	9mm		

2) SHOTGUN:

Manufacturer	Caliber
N/A	N/A

3) OTHER FIREARMS:

Ianufacturer	Caliber
Federal Premium 124 gr. JHP – Duty	9mm
Federal Speer 124 gr. TMJ – Target	9mm
Federal American Eagle 55gr. – FMJ- Target	.223
Federal Tactical Urban 55 gr. – JHP - Duty	.223
PMC	5.56 mm

4) CONDUCTED ENERGY DEVICE CARTRIDGES

Manufacturer	Distance		
Taser / Axon	25ft - 3.5 + 12 degree		

5) OFF-DUTY FIREARMS:

Caliber
.40
9mm
.40
.45
.380

Attach additional sheet if needed

#### 3. <u>SEMI-ANNUAL QUALIFICATION DATA</u>

- A. RANGE DATE, LOCATIONS, AND COURSES FIRED (HQC, NHQC, SQC, NSQC and CED):
  - 1) SESSION 1 DATE(S), LOCATION(S), COURSES(S)

Course Location Date(s)

HQC/HNQC	Central Communications	05/18/2023
HQC/HNQC	Central Communications	05/22/2023
HQC/HNQC	Central Communications	05/24/2023
HQC/HNQC	Central Communications	06/07/2023
RQC/RNQC	Daisy Lane - Range #2	05/25/2023
RQC/RNQC	Daisy Lane – Range #2	06/01/2023
RQC/RNQC	Daisy Lane – Range #2	07/24/2023

#### 2) SESSION 2 - DATE(S), LOCATION(S), COURSES (S)

Course Location Date(s)

RQC/RNQC	Daisy Lane - Range #2	12/01/2023
RQC/RNQC	Daisy Lane - Range #2	12/05/2023
RQC/RNQC	Daisy Lane - Range #2	12/12/2023

# 3) <u>SESSION 3</u> – (IF APPLICABLE) – DATE(S), LOCATION(S), COURSES(S) Course Location Date(s)

Rifle Refamiliarization	Station 270 / Central Communications	03/2023-04/2023	

# 4) <u>SESSION 4</u> – (IF APPLICABLE) – DATE(S), LOCATION(S), COURSES(S) Course Location Date(s)

Rifle Refamiliarization	Station 270 / Daisy Lane	08/14/2023	

Attach additional sheet if needed

NOTE:	HQC -HANDGUN QUAL COURSE
ito i Li	SOC - SHOTGUN QUAL COURSE
	ARQC- SERVICE RIFLE QUALIFICATION COURSE
	ASQC- SUBGUN QUALIFICATION COURSE
	PCQC- POLICE CARBINE QUALIFICATION COURSE
	SRQC- SCOPED RIFLE QUALIFICATION COURSE
	N- NIGHT COURSE
	S- SLUG
	CED-CONDUCTED ENERGY DEVICE

### B. DATES ON WHICH F.A.T.S. TRAINING WAS RECEIVED

N/A		

C.	DATES ON WHICH THE FOLLOWING MATERIAL WAS PRESENTED/REVIEWED:		
	1) USE OF DEADLY FORCE $06/2023 + 12/2023$		
	2) FIREARMS SAFETY 06/2023 & 1	2/2023	
	3) CONDUCTED ENERGY DEVICES <u>07/2023-08/2023</u>	– Taser 7 (	Qualification
	completed for all officers with both 3.5 and 12 degree c	artridges f	rom 5, 7,10,15
	feet per AG requirement		
	4) DEPARTMENTAL POLICY RELATIVE TO THE U	SE OF FII	REARMS
	06/2023 & 12/2023		
	5) DEPARTMENTAL POLICY RELATIVE TO THE U	SE OF CE	D's
	07/2023 - 08/2023 - Written Tests from Axon, CED Use of	f Force an	d review of
	Westampton SOP on CED		
	6) HIGH SPEED PURSUITS <u>03/2023 &amp; 10/2023</u>		
	DID EVERY OFFICER IN YOUR DEPARTMENT REPURSUIT TRAINING IN CONJUNCTION WITH SEM REQUALIFICATION AND USE OF FORCE TRAINING	II-ANNUA	L FIREARM
D	DID EVERY OFFICER WHO IS AUTHORIZED TO CA AND/OR CED PARTICIPATE IN: (YES or N		IREARM
	1. REQUIRED CLASSROOM PRESENTATIONS	YES	S
	2. REQUIRED RANGE ACTIVITIES	<u>NO</u>	
E.	DID EACH OFFICER QUALIFY SEMI-ANNUALLY OF COURSES:	N THE FO	LLOWING
		YES	NO
	HQC	X	
	NHQC	X	
	SQC		X
	NSQC		X

CED

Identify each officer, session/course missed and reason for not attending qualification. Indicate date each officer returned to active duty (if applicable) and date of qualification after such return (if applicable) If only specific units or entire department missed there is no need to list individual officers, indicate what unit or the department missed that specific course of fire.

SESSION/COURSE REASON RETURNED QUALIFICATION OFFICER Medical / Maternity 12/12/2023 Ptl. M. Loures #2773 01/01/2024 06/2023 N/A - Still Ptl. C. Morrotto 12/12/203 Medical Leave N/A #2768 Out on Medical Comments hadditional sheet if needed (QUALIFICATION ONCE ON THE SQC AND ONCE ON THE NSQC MEETS THE MINIMUM STANDARD OF QUALIFYING SEMI-ANNUALLY WITH THE SHOTGUN IF THERE IS A TIME SPAN OF LESS THAN THREE (3) MONTHS BETWEEN QUALIFICATIONS ON THE SHOTGUN COURSES.) F. IDENTIFY ALL OFFICERS WHO FAILED TO QUALIFY ON THE: 1) HOC N/A N/A 2) NHQC N/A N/A SQC N/A N/A 4) NSQC N/A N/A 5) CED N/A N/A

1)	HOW MANY QUALIFIED?	n_
2)	IDENTIFY ALL OFFICERS WHO WEAPONS ON:	FAILED TO QUALITY WITH OF
	a. HQC	
	N/A	N/A
	b. NHQC	
	N/A	N/A
REMEI	DIAL TRAINING	J.,
	THE TRUMP OF	
A.		HO RECEIVED REMEDIAL TH
	BECAUSE THEY FAILED TO QUA	ALIFY ON THE:
	1) HQC	
	Dsg. Chieffalo	
	Ptl. Plye	
	Ptl. Jimenez	Sight Issue - Adjusted
	Ptl. Whitehouse	Sight Issue - Adjusted
	W. The state of th	11 es
	2) NHQC	INVIE.
	N/A	N/A
	Α	
	3) SQC N/A	N/A
	IVA	IVA
	AN NECLA	
	4) NSCQ	N/A
	4) NSCQ N/A	N/A
		N/A
	N/A	N/A
	5) CED	
В.	N/A  5) CED  N/A	N/A FY AFTER REMEDIAL TRAINING?
3.	N/A  5) CED  N/A	N/A
3.	N/A  5) CED  N/A	N/A FY AFTER REMEDIAL TRAINING:

N/A

SQC

NSQC	N/A
CED	N/A

C.

NQC	1 2070
N/A	N/A
NHQC	
N/A	N/A
SQC N/A	N/A
NSCQ	
N/A	N/A
CED	

ACTION TAKEN AGAINST OFFICERS WHO FAILED TO QUALIFY AFTER 5. REMEDIAL TRAINING:

FFICER	ACTION TAKEN	
N/A	N/A	

\*\*IDENTIFY EACH OFFICER AND INDICATE EXACTLY WHAT ACTION WAS TAKEN:

6. QUESTIONNAIRE PREPARED BY: Lieutenant Ryan Bieri #2749 Print Name

DATE: 01/10/2024

# Sexual Assault Forensic Exam Kit Census

County Burlington
Select Agency Name Westampton Twp PD
Information reflects SAFE KITS as
of

Total	Kits in Custody	20
10	Pending Test	0
Ĕ	Investigation	0
ţaj	Hold	0
S	Not Tested	12
≅	Tested	7
ببا	Stored	0
SAFE Kit Status	Referred to Law Enforcement	1
S	Destroyed	0
Reason		
Not	No bearing on case outcome	8
Tested	Survivor Preference	2

# Westampton Township Police Department Year 2023 (as of December 31, 2023)

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Arson	0	1	0	1	0	0	1	0	1	0	2	0	0	2
Traffic Summons	6064	5602	4988	4424	6486	6541	4693	4045	3353	4091	2434	2639	2323	2147
Motor Vehicle Accidents	442	478	444	433	462	461	483	428	473	440	315	380	389	404
Assaults	36	49	59	41	35	62	52	44	34	38	39	38	40	54
Domestics	168	133	128	93	95	121	113	137	119	141	175	146	158	140
Rapes	3	1	2	3	2	7	7	8	8	10	8	3	10	15
Homicides	1	0	0	0	0	0	0	0	0	0	0	0	1	C
Larceny	129	121	142	179	155	126	113	129	109	130	114	200	181	188
Motor Vehicle Thefts	4	5	14	7	9	4	10	6	10	8	10	18	17	13
Burglaries	39	38	28	33	30	13	17	23	27	13	39	24	14	12
Adult Arrests	646	518	518	555	756	657	584	594	409	486	297	189	235	206
Juvenile Arrests	44	36	44	26	27	22	26	22	24	26	2	1	10	1
Robberies	10	4	6	8	8	0	6	10	6	4	2	12	5	6
Overdoses	2	24	3		3	278	<b></b>		)E		19	28	7	17
Incidents	13765	13381	11753	11717	12636	13886	14504	15820	14846	16333	16885	18851	18488	19543

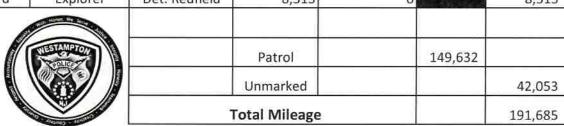


# WTPD Monthly Reports - 2023

2023	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	ост	NOV	DEC	YR TTL
	37.0-40.0-												
MVA'S	27	24	32	28	42	36	36	29	39	46	37	28	404
IMPOUNDS	20	22	19	23	30	22	31	17	24	32	31	19	290
DOMESTICS	9	11	7	15	9	11	15	13	12	6	13	9	140
INCIDENTS	1396	1363	1567	1502	1582	1644	1744	1717	1642	1850	1716	1728	19451
CASES TAKEN	94	70	89	95	106	103	108	91	91	94	99	90	1,130
ADULT ARRESTS	20	17	11	9	23	11	19	18	18	15	23	22	206
JUVENILE ARREST	0	0	0	0	0	0	0	0	0	1	0	0	1
LARCENY / THEFT	14	12	6	7	15	19	32	13	16	13	15	26	188
MV THEFT	1	1	1	0	1	3	1	1	0	0	3	1	13
BURGLARY	2	0	0	2	1	2	1	0	1	2	0	1	12
ROBBERY	1	0	2	0	0	0	1	0	0	0	1	1	6
ASSAULT	9	2	5	3	7	5	4	3	3	2	6	5	54
ARSON	2	0	0	0	0	0	0	0	0	0	0	0	2
RAPE	1	2	4	3	0	0	0	1	2	1	1	0	15
HOMICIDE	0	0	0	0	0	0	0	0	0	0	0	0	0
CCP APPS SUBMITTED	2	0	4	4	3	1	0	2	1	1	2	3	23
CCP APPS APPROVED	1	4	0	2	7	2	0	0	2	1	1	0	20
F/A APP SUBMITTED	19	15	17	12	10	17	13	14	12	19	14	11	173
(NOT ISSUED)													

# Westampton Township Police Department Vehicle Mileage Report: Year End 2023

Veh#	Tag	VIN	Year	Make	Model	Unit	End	Start	Patrol	Unmarked
1	17729MG	1FM5K8AR3FGC68693	2015	Ford	Interceptor	Patrol	89,545	76,040	13,505	
2	43551MG	1FM5K8AB8MGA07950	2021	Ford	Interceptor	Patrol	28,219	5,556	22,663	
3	32491MG	1GNSKFEC9KR364870	2019	Chevy	Tahoe	Patrol	60,380	45,144	15,236	
4	17730MG	1FM5K8ARXFGC68691	2015	Ford	Interceptor	Patrol	121,440	115,627	5,813	
5	48700MG	1FM5K8AB8NGC25145	2022	Ford	Interceptor	Patrol	14,200	<b>9</b> )	14,200	
6	26225MG	1FM5K8AR8JGB34934	2018	Ford	Interceptor	Patrol	100,595	78,545	22,050	
7	30583MG	2C3CDXKT2KH518101	2019	Dodge	Charger	Patrol	79,842	67,255	12,587	
8	32490MG	1GNSKFECOKR361713	2019	Chevy	Tahoe	Patrol	62,300	52,602	9,698	
9	43552MG	1FM5K8ABXMGA07951	2021	Ford	Interceptor	Patrol	24,340	4,617	19,723	
10	30571MG	2C3CDXKTKH514975	2019	Dodge	Charger	Patrol	71,797	58,815	12,982	
	MG91778	1FMJU1G56CEF52248	2012	Ford	Expedition	SRO Vehicle	133,810	132,635	1,175	
Admin	PUL31Z	1GNSK3EC4FR594255	2015	Chevy	Tahoe	Det Morrison	64,400	56,385		8,015
Admin	GJU74F	1GNSK3EC8FR689689	2015	Chevy	Tahoe	Lt. Ferguson	77,752	70,595		7,157
Admin	D88EAD	1FMSK8BH0NGB81020	2022	Ford	Explorer	Lt. Chieffalo	4,731	¥		4,731
Admin	RGK30E	1FMSK8BHXNGB81283	2022	Ford	Explorer	Lt. Bieri	7,753	0		7,753
DB1	D19AYE	1FMSK8BH9NGB77211	2022	Ford	Explorer	Det. Rowbottom	5,884	o		5,884
DB2	K97GFX	1FMSK8BH4NGB81151	2022	Ford	Explorer	Det. Redfield	8,513	0		8,513



# **Westampton Twp Police Department 2024 Goals**

Goal #1 Exstensive Review of Written Directive System and Rules & Regulations

Goal #2 Streamlined Digital Evidence Management System

Goal #3 More hands on training days

Goal #4 Historical Documentation about our police department

Goal #5 Reorganize rank sctructure and have Succession Plan in place

