



## What Do We Want? ACCOUNTABILITY

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### TEN THINGS GOVERNOR CORZINE CAN DO TO PROMOTE Best Police Practices in New Jersey

1. **Establish a Permanent Independent Monitoring for the State Police.** The New Jersey State Police improved dramatically with the benefit of an independent monitor empowered to make real changes. Now, as we contemplate the end of the State's consent decree with the federal government, which mandated the monitoring, the State must establish permanent independent monitoring to make sure we maintain the gains made under the consent decree and ensure fair and humane police practices in the future. The Omaha police improved significantly with the help of a monitor, but when the position was cut, a series of bad incidents plagued the department for a year and a half. We can't let the same thing happen to the NJ State Police.
2. **Treat law enforcement like a profession – Establish licensing of officers.** New Jersey is one of only six states that do not have systems to license or de-certify police officers. What that means on a practical level is that a rogue officer can go from one department to another. New Jersey licenses more than 400 professions, from barbers to food inspectors. For the sake of our safety, policing must join the list. It's a simple, common-sense best practice that protects the public and the integrity of police officers.
3. **Keep Track of Racial Profiling.** Require local police departments to track and report information on police stops, including the race of the person stopped so that problems with racial profiling can be identified and addressed.
4. **Give Police the Right Tools to Prevent Officer Misconduct.** Require all police departments to use an Early Warning System (EWS), one of the most proven tools in policing. The EWS, which is endorsed by the US Department of Justice and Police Foundation, tracks potential problems in a department, including complaints, weapon discharge reports, and court rulings on officer conduct, among other data, so that individual officers can receive the supervision, mental health care, education or discipline they need.
5. **Build Police Forces that Reflect the Community.** Recruiting and promotion of people of color must be a priority that departments address vigorously. Screening of applicants that is subjective and leaves room for racial discrimination must be changed. Take affirmative steps to correct the gross disparities in racial representation on police forces.
6. **Emphasize Ethics, Diversity, and Communication in Training.** Police training needs to strongly emphasize how people of different races, religions, and sexes can relate to each other, as well as teach conflict resolution techniques, communication skills, integrity, and ethics as an integral part of all training.
7. **Help Police Officers Handle Stress.** Police officers have among the most stressful jobs and little help to manage the pressures. Resources to help police officers manage stress, anger, and personal problems need to be substantially increased. Departments and the state should offer exchange opportunities with the private sector, as well as stress reduction, anger management, peer counseling, and psychiatric services.
8. **Protect Officers Who Promote Integrity.** Eliminate gag rules that prohibit individual officers from speaking publicly about police practices and misconduct; create independent mechanisms for officers to confidentially report police misconduct.
9. **Protect Officers from Inconsistent Discipline.** Establish and require the statewide use of a discipline matrix. A discipline matrix is a formal rubric for disciplinary actions, specifying both the action to be taken for each type of misconduct and any adjustment to be made based on an officer's previous disciplinary record. The primary purpose of a discipline matrix is to achieve consistency in discipline: to eliminate disparities and ensure that officers who have committed similar forms of misconduct will receive similar discipline. It's analogous to sentencing guidelines.
10. **Analyze and Release Critical Information Regarding All Police Departments in New Jersey.** Every local department and the Attorney General should annually compile and release the following information: 1) the number, nature, and result of all internal investigations, including discipline statistics; 2) the number, nature, and result of all citizen complaints; 3) the number, nature and analysis use of force data; 4) the racial composition of the police force and the area represented; and 5) statistics on the amount of taxpayer money paid to resolve police misconduct and whistleblower suits.