

**MEDFORD TOWNSHIP DIVISION OF POLICE
2012 ANNUAL REPORT**



**PREPARED BY:
CHIEF RICHARD J. MEDER**

INTRODUCTION

In May of 2011, I was appointed Chief of the Medford Township Police Department. Since that time, our agency has faced tremendous challenges. While we have overcome many, we still face significant obstacles moving forward. The most glaring issue facing this agency now and in the future is staffing. As we have struggled through these issues, it has become the edict of this Township and its leaders to become more transparent; to share as much information as possible with the citizens that we serve. During many public meetings and during conversations in public forums, a tremendous amount of misinformation was being conveyed. At that time, I decided that I would begin to submit an annual report to the Township Manager and Council detailing the operation of the Police Department. This decision was not taken lightly and, to my knowledge, was never done before in Medford Township. By submitting this report, I endeavor to create a better sense of understanding among our residents, our leaders, and the Police Division. I further hope to continue to keep our citizenry informed about what occurs on a daily basis within this great Township.

The continuous loss of personnel has forced the Police Department to make difficult operational decisions. Five (5) more officers were lost in 2012, four (4) to layoffs and one (1) to retirement. In addition, two more civilian positions were lost and remain unfilled. Coupled with the previous losses in personnel during the previous two years, we have been forced to reevaluate how we operate to meet the demands placed upon us. Some of the changes made include, but are not limited to, the downsizing of the criminal investigative bureau to a total of two detectives. Minimum manpower requirements on each shift in patrol were lowered, thereby leaving fewer officers on the street each day. To help with this shortage, we began to utilize part time Special Class II officers when possible to supplement the full time officers. We either modified several pre-existing programs or eliminated them all together. For example, police will no longer respond to motor vehicle lockout incidents unless emergent circumstances exist. The shortage in civilian personnel has also taken its toll. Firearms permits are taking much longer to process than in the past. Police reports are taking longer to enter into our various systems and consequentially the public is waiting longer to get their reports. Further, discovery requests and case preparation for court are also being delayed. Ultimately, our overall ability to serve our citizenry has been adversely affected.

The above paragraph outlines some of the negative aspects for the Police department in 2012; however, not all was negative and we were able to realize significant accomplishments. Exceptional work by our officers led to many successful investigations and arrests throughout the year; some of which I will outline later in this report. The police department in conjunction with other departments in the Township and many volunteers achieved great success in the planning, response, and recovery to Hurricane Sandy. That was no small feat and we as a Township should be proud of the way we responded to one of the most devastating natural

disasters in New Jersey's history. Thankfully, we were spared a great deal of devastation and destruction seen in other local communities. We were successful in obtaining a grant from Homeland Security to purchase an automated license plate reader which will be deployed imminently. This piece of equipment will assist our officers in the detection and investigation of criminal activity within our Township. Further, the Police Department continues to utilize social and electronic media to communicate with our residents through NIXLE, Facebook, and Twitter. In an effort to assist our residents in obtaining motor vehicle accident reports, we have successfully partnered with Policereports.us to make them available on line. These are just some highlights from 2012 and certainly, the dedicated and loyal men and women of this agency stand ready to serve the citizens of Medford to the best of their ability in 2013 and beyond.



As we continued to adapt to our new reality, in 2012, the Police Department formed a committee consisting of representatives from all areas of the department to rewrite our mission statement. The committee consisted of the Chief of Police, a Lieutenant, a Sergeant, a Corporal, a Detective, a School Resource Officer, a Police Officer, and a civilian staff member. The goal of this committee was to seek input from all members of the agency to draft a mission, vision, and value statement that all members of the agency can embrace. These statements are there to guide us in our professional life and to clearly convey to the public we serve exactly what we believe in and what they should expect from their police department.

Mission Statement

It is the Mission of the Medford Township Police Department to protect life and property, enforce the law, detect and deter crime, and preserve the peace through collaborative partnerships within the community.

Vision Statement

It is the vision of the Medford Township Police Department to attract and retain highly competent and diverse employees in order to maintain the respect and confidence of the community. Utilizing our core values, the department will continue to adapt within an ever-changing environment, thereby achieving excellence in law enforcement.

Core Values

The Medford Township Police Department strives for excellence in law enforcement based upon the following core values:

- Integrity
- Professionalism
- Pride
- Respect
- Teamwork
- Courage
- Loyalty

PERSONNEL

Since 2010, this agency's structure has changed incredibly. As you know, it began with the closing of the Communications Center and the transfer of those services to Burlington County Central Communications in Westampton. It has been my experience, that many people in Medford still do not realize that Police dispatchers are not located within Medford Township. We continue to try to educate the public to this fact. Following the closing of this center and due to the overwhelming budgetary issues within Medford, the overall staffing levels of both sworn and civilian personnel has been drastically diminished. In 2009, Medford Township had 49 sworn Police Officers. Since that time, the Police Department has laid off 13 officers and not replaced an additional 8 officers lost to attrition, leaving the total number of sworn Police Officers at 28. Of those 28 officers, 3 are assigned to the Lenape Regional High School District as part of a shared services agreement. Medford Township is reimbursed the cost of those officers. Additionally, one officer is assigned to the New Jersey Motor Vehicle Commission during specified mutually agreed upon times. That position is also part of a shared services agreement. Again, Medford Township is reimbursed for that Officer.

The downsizing of the agency continued in 2012. Four officers, P/O Christopher Walsh, P/O Michael Verwey, P/O Gina Sambucci, and P/O Ryan Witczak were laid off in February. Additionally, Lt. Thomas Switick retired in March and was not replaced. Due to the budget constraints and changes to our organizational structure, Sgt. Troy Chenier was demoted to corporal and Cpl. Justin Chase was demoted to Police Officer. In an effort to keep personnel on the street and available for service, two detectives were redeployed to the operations bureau and the full-time traffic officer was reassigned to the patrol division.

In addition to the reduction in sworn personnel, the Police Division also lost a contingent of its civilian support staff. The civilian police technician position was not filled following the passing of Carlton Russell. His duties of evidence management and vehicle maintenance are currently being completed by sworn personnel. Additionally, one part-time clerical worker resigned and that position has not been filled. These losses are in addition to the layoffs of two full time support staff members in 2011. The current staff now consists of four full time civilian personnel. Lastly, a part-time special law enforcement officer resigned to take the same position in Collingswood. He has not been replaced.

Many people fail to realize that crossing guards are not employed by the various school districts. Rather, they are appointed by the Township and are employed as part of the Police Department budget as required by law. In 2012, we again partnered with the Lenape Regional High School District to appoint two crossing guards at Lenape High School. This post was identified by school officials as being dangerous to a number of students crossing Church Road. Medford Township and the LRHSD entered into an agreement where the crossing guards would

be appointed by the Township and all costs associated with those guards would be covered by the school district. The two guards appointed to that post are both school staff members.

Current Police Department Staff

Command Staff Members

Chief Richard Meder
Lt. Jeffrey Wagner
Lt. Arthur Waterman

Patrol Division

Sgt. Robert Zane	Sgt. Michael Seybold
Sgt. William Dunleavy	Sgt. James D'Averso
Cpl. Jeffrey Pultrone	Cpl. Troy Chenier
Cpl. Shawn McVeigh	Cpl. John Higgins
P/O George Jackson	P/O Mark Hunsinger
P/O James Albertson	P/O Daniel Lund
P/O Justin Chase	P/O William Webb
P/O Jeffery Samalonis	P/O Robert Carbone
P/O Joseph Canuso	P/O Edwin McKemey
P/O Christopher Matson	P/O Phillip D'Alonzo

Criminal Investigative Bureau

Dcpl. Jason Deroian	Det. William Knecht
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School Resource Officers

P/O Andrew Haggerty	P/O Patrick Robey
P/O Nicole Fellona	

Part-time Special Law Enforcement Officers- Class II (SLEO II)

SLEO II Francis Fullerton
SLEO II Gregory Blash

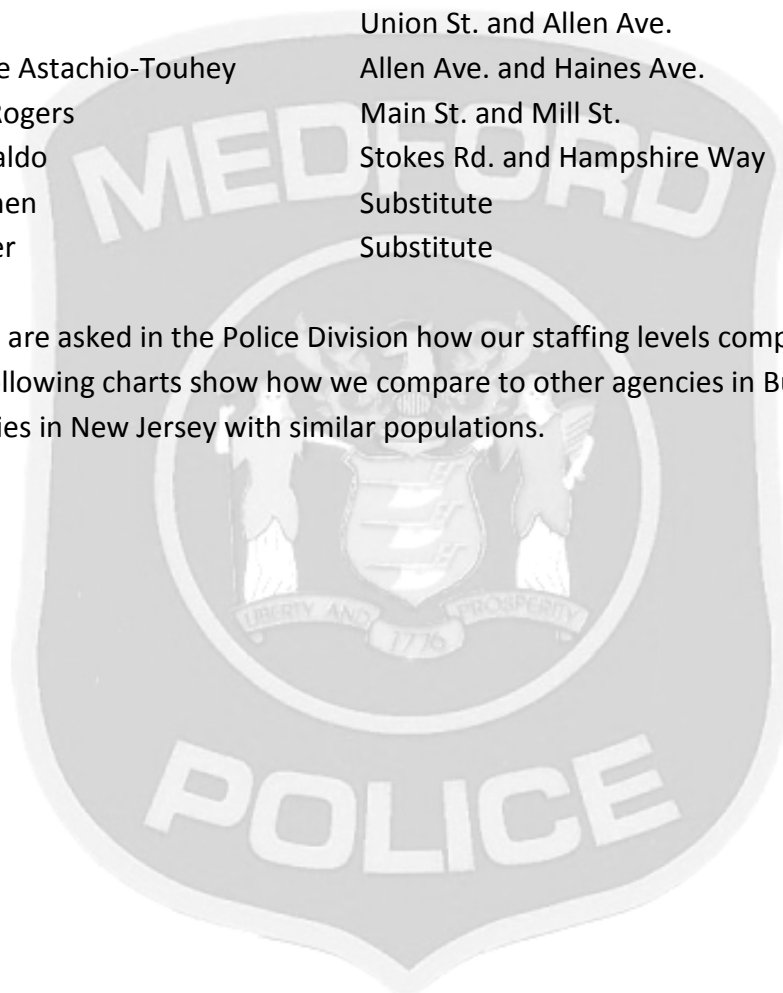
Civilian Support Staff

Police Services Officer Kim Cochran
Marguerite Lawrence
Nancy Samalonis
Susan Gardner

Crossing Guard Posts

Paul Ansaldo	Main St. and Union St.
Joe Belli	Union St. and Allen Ave.
Annabelle Astachio-Touhey	Allen Ave. and Haines Ave.
Richard Rogers	Main St. and Mill St.
Paul Ansaldo	Stokes Rd. and Hampshire Way
Ted Laymen	Substitute
Paul Tilger	Substitute

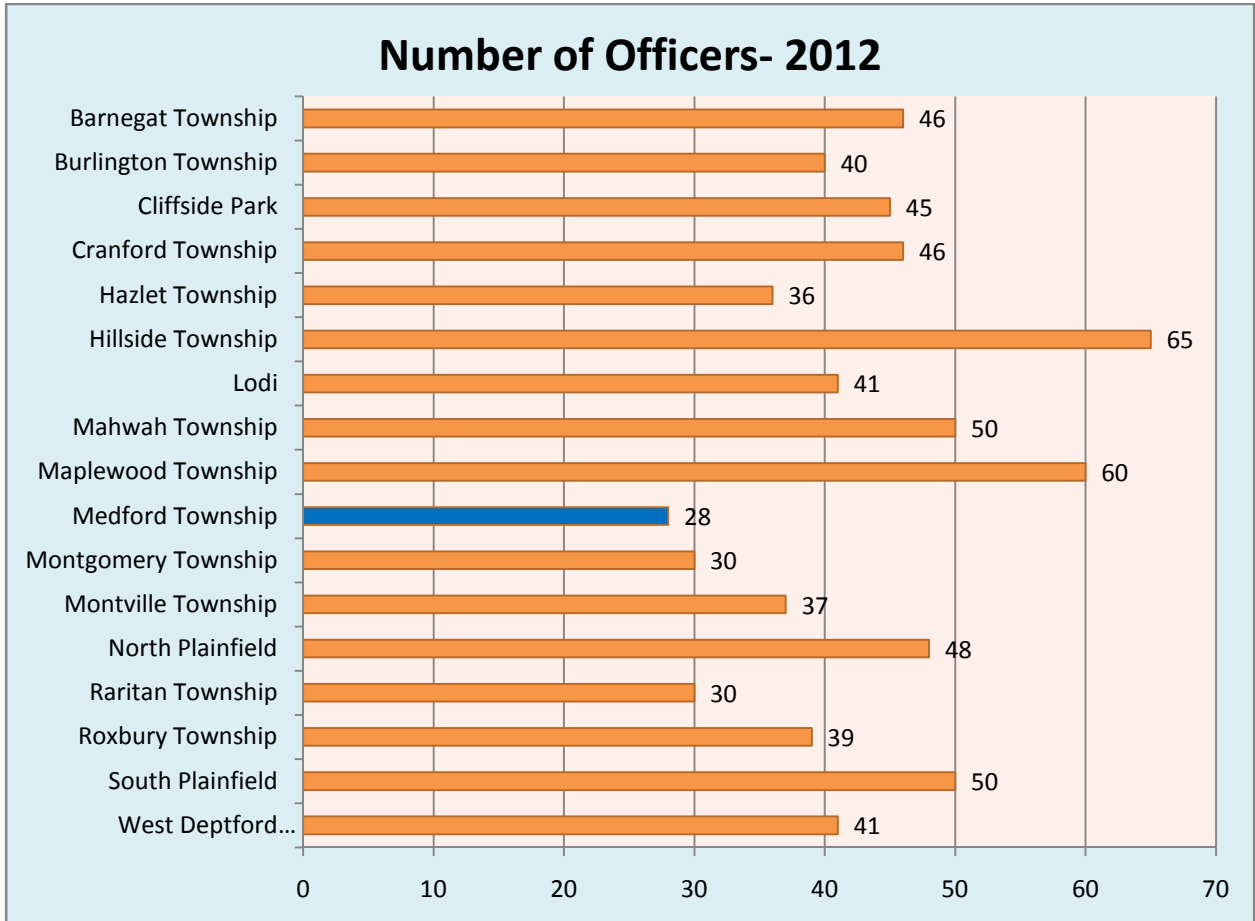
Often we are asked in the Police Division how our staffing levels compare to other area agencies. The following charts show how we compare to other agencies in Burlington County and other agencies in New Jersey with similar populations.



BURLINGTON COUNTY POLICE DEPARTMENTS

<u>POLICE DEPARTMENT</u>	<u>FULL TIME OFFICERS</u>	<u>SPECIAL OFFICERS</u>	<u>TOTAL OFFICERS</u>	<u>APPROX. POPULATION</u>	<u>APPROX. AREA (SQUARE MILES)</u>
Beverly	6	2	8	2,577	0.54
Bordentown City	10	3	13	3,924	0.94
Bordentown Twp.	23	0	23	11,367	7.41
Burlington City	32	21	53	9,920	3.44
Burlington Twp.	40	9	49	22,594	14.2
Chesterfield	9	1	10	7,699	21.81
Cinnaminson	23	0	23	15,569	7.57
Delanco	8	2	10	4,283	2.16
Delran	30	0	30	16,896	6.91
Eastampton	15	2	17	6,069	5.63
Edgewater Park	10	1	11	8,881	2.86
Evesham Twp.	70	3	73	45,538	29.65
Florence	23	1	24	12,109	9.65
Lumberton	15	0	15	12,559	13.34
Mansfield	12	1	13	8,544	23.09
Maple Shade	35	1	36	19,131	3.72
Medford Twp.	28	2	30	23,033	40.29
Medford Lakes	8	2	10	4,146	1.25
Moorestown	33	4	37	20,726	15.18
Mt. Holly	19	5	24	9,536	2.91
Mt. Laurel	58	4	62	41,864	22.15
New Hanover	3	0	3	7,385	21.85
North Hanover	9	5	14	7,678	17.38
Palmyra	15	2	17	7,398	1.92
Pemberton Boro	4	4	8	1,409	0.76
Pemberton Twp.	48	0	48	27,912	64.67
Riverside	14	1	15	8,079	1.54
Riverton	7	1	8	2,779	0.7
Springfield	8	3	11	3,414	29.34
Westampton	22	1	23	8,813	11.04
Willingboro	66	3	69	31,629	7.6

NEW JERSEY POLICE DEPARTMENTS WITH SIMILAR POPULATIONS



Municipalities with estimated populations between 21,000-24,000 residents



OPERATIONS BUREAU (PATROL)

The operations bureau consists of all uniformed personnel assigned to patrol. Currently, there are 20 officers assigned to this bureau under the command of Lt. Arthur Waterman. 2012 saw the reduction of two officers and the demotion of two officers; one from sergeant to corporal and one from corporal to police officer. This was in addition to the multiple losses in 2011. The officers assigned to this bureau work twelve hour shifts. Day watch hours are 7:00 am to 7:00 pm and night watch hours are 7:00 pm to 7:00 am. When manpower allows, a power shift will be designated. That shift is from 11:00 am to 11:00 pm. The power shift often times is adjusted to either day or night watch to help offset vacations, sick leave, and other activities that may leave a specific shift short. Normally, the two K-9 units are assigned to this shift allowing for a K-9 to be available during the busiest portion of the day. The primary responsibility of the patrol division is to respond to all calls for service. Those calls can range from an activated alarm, to domestic violence incidents, to burglaries in progress, to assault, and everything in between. Once on scene, the officers must tend to any injuries, control the scene, contain any evidence and witnesses, arrest any violators and ultimately document their actions. Often times, the officers must conduct follow up investigations in an effort to bring the incident to a successful conclusion.

When not actively responding to calls for service, officers in this bureau are responsible for proactive patrol. Their purpose is to prevent, deter, and locate any criminal activity occurring within the township. They are also expected to check for any safety hazards in the Township and notify the proper department to rectify those issues. Officers are required to enforce motor vehicle laws, conduct residential, commercial, and public property checks. They are also encouraged to make contacts with residents during this time. Finally, Medford Township has been involved in a shared services agreement with the Motor Vehicle Commission for several years. As part of that agreement, an officer is assigned to that office during specific hours of operation to provide security and to address any potential criminal activity. As part of that agreement, Medford receives just under \$100,000.00 to cover the cost of the officer assigned.

Within the operations bureau, many officers are supplied with advanced training to better service our residents. We have many officers trained as emergency medical technicians as we are most often the first emergency personnel to arrive at EMS calls. Two K-9 officers are assigned to operations. One dog is trained as a patrol and narcotics dog while the other dog is trained as a patrol and explosives dog. The explosive K-9 was purchased under a grant by the Department of Homeland Security. We have Officers in this division with advanced motor vehicle accident investigation training. They are responsible to properly investigate all serious and fatal motor vehicle accidents throughout the township. They are also responsible to conduct traffic engineering and speed studies on various roadways in the township. We have

former detectives assigned to this division that have training in crime scene processing and interviewing. These officers have the ability to process crime scenes for evidence and conduct investigations to help support the criminal investigative function.

CRIMINAL INVESTIGATIVE BUREAU

This bureau now consists of two officers assigned as detectives, as well as, the three officers assigned as school resource officers. This unit falls under the command of Lt. Jeffrey Wagner.

The school resource unit is comprised of three officers. Two officers are assigned to Lenape High School and one officer is assigned to Shawnee High School. This, too, is part of a shared services agreement with the Lenape Regional High School District. Medford Township is reimbursed the full salary of those officers for the ten months they are assigned to the school. Their responsibilities include providing security at the schools, enforcing all criminal and local laws in the school, conducting presentations to students and staff in various areas including substance abuse and internet safety. The SROs are also responsible to conduct criminal investigations and develop information to assist other members of the agency in their investigations. A large portion of their function is to assist school administrators with the development and updating of their crisis manuals; a function that has become extremely relevant in light of recent tragedies throughout the country. Lastly, the SROs, at times, may assist the detective bureau in conducting a multitude of background investigations throughout the year.

The detectives are also responsible for various duties. First and foremost, they are responsible for all significant criminal investigations in the township. They include unattended deaths, robberies, assaults, burglaries, sexual assaults, among many others. They will also be assigned specific special investigations by the administration when necessary. The cases worked by the detectives require that all evidence, reports, and supporting documentation are complete and prepared for trial. To assist them in the performance of their duties, the detectives have a multitude of specialized training to include criminal investigations, interviewing and interrogations, and crime scene processing. In addition, the detectives, like the SROs, conduct a multitude of background investigations. They include pre-employment background investigations for police positions and both paid and volunteer fire and EMS positions. They also include background investigations into various organizations for raffle permits, solicitor permits, and social affair permits. The detectives are responsible for ensuring all establishments licensed to sell liquor in the Township are adhering to all Alcohol Beverage Control guidelines. Finally, the unit is responsible for the oversight of all persons classified under Megan's Law. That includes ensuring registration and physical address verifications of

those offenders. Currently, there are eight known people required to register under Megan's Law in Medford. There were a total of 263 cases assigned to Detectives in 2012

ADMINISTRATIVE BUREAU

The administrative bureau consists of the civilian personnel. Currently, it consists of three clerical personnel and one police service officer. As mentioned earlier, a full time position and a part time position were lost in 2012 in addition to the two full time positions lost in 2011. The current staff is responsible for the support of the police division. That support includes, report maintenance and data entry into the Burlington County New World System, case preparation for both Municipal and Superior Court, filing, completion of discovery requests, OPRA request fulfillment, copying reports for all citizens, compilation of monthly statistics including UCR, budgeting and purchasing assistance, and any other necessary tasks.

The police services officer in this bureau is responsible for New World record maintenance and the oversight of Criminal Justice Information System compliance. The investigation into firearms backgrounds and permitting is also conducted in this division under the supervision of a sergeant and the Chief of Police. There has been a tremendous increase in firearms permitting request in recent years. The below statistic illustrates this point.

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Firearms Permit Investigations	130	169	248

OFFICE OF PROFESSIONAL RESPONSIBILITY

The Medford Township Police Department is committed to providing honest, quality policing. Integrity and professionalism are two of our core values and we expect nothing less. The office of professional responsibility is responsible for the internal affairs function and is headed by Lt. Jeffrey Wagner who answers to the Chief of Police. The effectiveness of any law enforcement agency is dependent upon public approval and acceptance of police authority. To this end, law enforcement must be responsive to the community by providing formal procedures for the processing of complaints regarding individual officer performance. The Medford Township Police Department has established an internal affairs policy consistent with the New Jersey Attorney General Guidelines. Its purpose is to improve the quality of police services by establishing and maintaining an internal affairs function that is fair, effective, and impartially applied. The Medford Township Police Department's internal affairs policy is designed to protect the legal and constitutional rights of citizens and officers. The department will investigate all complaints made against officers regardless of the source of the complaint.

Standards of conduct and performance will be enforced in a uniform and consistent manner. Disciplinary measures taken will be consistent with the seriousness of the violation and the department's progressive discipline policy. In 2012 there were twenty-seven (27) internal affairs investigations. Fourteen (14) were generated from citizens and thirteen (13) were generated from within the agency. Of the 27 investigations, ten (10) complaints were sustained, eleven (11) complaints were exonerated, two (2) were not sustained and (4) are still under investigation.

The Medford Township Police Department is an accredited agency by the New Jersey State Association of Chiefs of Police. The accreditation of policy and procedure encompasses over 100 standards of best police practices. Medford received its initial accreditation in early 2011. This designation assists the Township in insulating itself from civil litigation and also allows for lower insurance premiums. Accreditation is a continuous process requiring that policies are constantly updated and proven. All accredited agencies must become re-accredited every three years. Medford's reaccreditation is scheduled for late 2013 or early 2014. As a result, significant work needs to be done in 2013 to prepare for this prestigious recognition.

STATISTICAL DATA

CALLS FOR SERVICE

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Incidents	14,684	12,863	13,689
Quick Calls	56,754	35,390	21,042
911 Calls	3,659	3,631	3,607

The above chart represents the various calls for police service. Incidents are essentially the calls for service handled by the Police Department. Quick calls represent the proactive aspects of policing. They include things such as property checks and motor vehicle stops among others. As you can see the calls for service have remained relatively consistent; however, our ability to be proactive has been greatly affected by our manpower losses. Officers are tied up on other assignments and do not have the unallocated time they once had to proactively patrol.

MOTOR VEHICLE ENFORCEMENT

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Motor Vehicle Stops	16,305	9,839	5,377
Summonses	9,203	5,499	3,089
Enforcement Details	4,124	1,844	1,314
Motor Vehicle Accidents	1,048	951	903
Fatal Accidents	1	0	0
Fatalities	1	0	0

The enforcement of motor vehicle laws is an important aspect of keeping our roads safe for the motoring public as well as all pedestrians and cyclists. It is also an essential job function of the Police. High visibility traffic enforcement is a proven deterrent to criminal activity and an added benefit for police. A common myth in Medford is that everyone stopped is issued a summons. The above chart clearly disputes that myth. In fact, the percentage of summonses issued compared to the number of stops has remained relatively consistent. As you can see, we have been successful in lowering the number of overall accidents, as well as, fatal accident in recent years.

ARREST DATA

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Total Arrests:	1,048	796	664
Adult:	909	724	549
Criminal	126	134	106
Disorderly	150	99	125
Narcotics	94	93	56
DWI	64	54	49
Warrants	358	222	150
Criminal Warrants	112	120	63
Juvenile:	139	72	115
Criminal	20	18	23
Disorderly	58	18	51
Narcotics	25	27	30
Alcohol	34	8	11
DWI	1	1	0

The arrest data shown above lists all arrests that took place last year. These arrests are the result of all police operations ranging from motor vehicle stops to criminal investigations. It is important to note the significant decrease in narcotic, DWI, and warrant arrests which are often the result of proactive police activity.

REPORTED CRIMINAL ACTIVITY

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Homicide	0	0	0
Rape	3	4	8
Robbery	3	4	1
Burglary	44	58	60
Theft	196	233	204
Motor Vehicle Theft	3	3	9
Arson	1	3	2
Domestic Violence	262	205	217
Assaults	65	51	48
Criminal Mischief	149	112	121
Sexual Offenses	15	12	17
Narcotics	104	114	83
Bias Incidents	8	5	14

The above chart illustrates specific criminal activity reported to police or discovered by police. It is not an all encompassing list of all police activity. Rather, it is a short list of some of the more serious incidents reported. All of these incidents are investigated to their logical conclusion. After investigation, some of these incidents may be determined to be unfounded or should be classified as another crime. For this reason, the internal statistics will not always match the UCR statistics exactly.

FBI UNIFORM CRIME REPORTS

	<u>Year</u>	<u>Crime Index Total</u>	<u>Violent Crime</u>	<u>Non Violent Crime</u>	<u>Crime Rate per 1000</u>	<u>Violent Crime Rate per 1000</u>	<u>Nonviolent Crime Rate per 1000</u>
Medford Township	2009	287	5	282	12.6	0.2	12.4
	2010	242	8	234	10.5	0.3	10.2
	2011	296	13	283	12.9	0.6	12.3
Burlington County	2009	8,553	641	7,912	19.2	1.4	17.8
	2010	8,390	661	7,729	18.7	1.5	17.2
	2011	9,076	657	8,419	20.2	1.5	18.8

The Uniform Crime Report is a report compiled by the Federal Bureau of Investigation to track crime throughout the United States. The Police Department is required to report certain crimes to the New Jersey State Police for use in creating this report. The requirements and definitions are very specific for this report and only certain crimes are tracked. Please note that the 2012 report will not be released until late in 2013. The last three years are listed. In reviewing this report, it is concerning that Medford's overall, non-violent, and violent crime rates all increased in 2011 at a greater rate than that of Burlington County.

2012 SIGNIFICANT EVENTS

- 1/20/12- A home on Eayrestown was forcibly entered and items taken. The perpetrator was arrested on 1/23 and charged accordingly.
- 1/26/12- A narcotics search warrant was executed at an apartment on Haynes Run Circle. The search warrant resulted in the arrest of several suspects, the recovery of a significant amount of a controlled dangerous substance, and the seizure of over \$10,000.
- 2/8/12- While on patrol, Police located an intoxicated unconscious juvenile on the side of the road. Officers rendered aid and the juvenile was hospitalized. The level of

intoxication and weather condition could have been a deadly combination if not for police intervention.

- 2/21/12- An incident at Shawnee High School between students and students from another school was reported to Police. The subsequent investigation resulted in two juveniles being arrested and charged with bias intimidation.
- 2/25/12- Police responded to a residential fire on Jackson Rd. The subsequent investigation resulted in an arrest of a suspect for arson and other related charges.
- 3/6/12- A 42 year old resident was arrested and charged with multiple counts of sexual assault as a result of a sexual relationship with a 14 year old juvenile.
- 3/25/12- Police located a suspicious vehicle. The investigation into that vehicle led to the discovery of a residential burglary in progress. The suspect attempted to flee police, but was quickly apprehended and charged.
- 4/28/12- Two motor vehicles were reported stolen from Medford Ford. The subsequent investigation led to the identification and arrest of a suspect on 4/30/12.
- 5/4/12- A suspect was arrested and charged with aggravated sexual assault of a juvenile. The incident occurred in the late 1980s and early 1990s, but was only reported to police in 2012.
- 5/31/12- A motor vehicle stop led to the arrest of two suspects responsible for fraudulent prescription offenses. During their arrest, over \$3,000 in narcotics was seized.
- 6/6/12- A two-year long investigation into the theft of over \$100,000.00 culminated in the arrest and identification of other victims, which led to further charges.
- Throughout the spring and summer of 2012, numerous vehicles were burglarized throughout Medford Township. An investigation into those incidents led to the identification and arrest of 5 suspects for the crimes.
- Throughout the spring and summer of 2012, numerous high-end residential burglaries occurred throughout the Township and other area communities. Proceeds from those burglaries exceeded \$1,000,000.00. A task force led by Medford Police led to the identification and arrest of two suspects. They were eventually charged with numerous burglaries throughout South Jersey. Multiple search warrants were executed which led to the recovery of numerous stolen articles.
- 8/17/12- Police responded to a bomb threat at the Medford Medical Building. All offices in the building were evacuated while K-9 searched the building. No device was discovered; however, Police identified and arrested the suspect within hours.
- 10/17/12- Police responded to a domestic disturbance which led to the arrest of the homeowner for aggravated assault. While on location, Police located a juvenile from Atlantic County. Further investigation revealed that the juvenile was involved in a child prostitution ring in the Atlantic City area. Police worked with other agencies which led

to the arrest of a Margate man for numerous charges including human trafficking and many other sex related offenses.

- 10/29/12- Hurricane Sandy struck New Jersey with a natural disaster never seen before in our state. Although Medford was spared the devastation seen in other parts of the state, the preparation, response, and recovery to this massive storm, greatly limited the effects on Medford Township and its residents.
- 12/3/12- Police responded to an armed robbery of Merritt's Citgo. The suspect was identified and arrested the following day and charged with robbery and weapons offenses.

BUDGET

It is prudent to briefly discuss the 2012 budget and the requests made for the 2013 budget. As you know, both the salary and wage budget and the operational budget have been drastically reduced in recent years. The police division has worked diligently to remain prudent in the spending of our allocated budget.

The operating budget is that portion of the budget that provides the funding for the daily functions and needs of the police division. In 2010 the approved operating budget was \$319,013. It was reduced in 2011 to \$210,950, and reduced again in 2012 to \$169,886. In 2012 we remained vigilant in our spending and consumed nearly the entire operating budget by year's end.

The salary and wage budget also has been significantly reduced in recent years. This portion of the budget is significantly impacted by the collective bargaining agreements. An aspect of this budget which was of great concern in 2012 was the overtime budget. The budgeted amount was \$142,000.00. We communicated throughout the year that this appropriation would not be enough to cover the mandatory overtime costs. The loss of personnel left little flexibility in the necessary shift coverage. As a result, any shortage often resulted in overtime whereas in previous years extra personnel assigned to each squad would aid in ensuring that manpower did not drop below minimum standards. Additionally, several members of the agency were lost to injuries and other medical issues throughout the year. This again left us with shortages. In an effort to control the overtime costs in 2012, I reduced minimum manpower requirements on every squad. This decision was not taken lightly and was done only out of financial necessity. When feasible, command staff members, including myself, or detectives were pulled from their normal duties and assigned to cover overtime shifts. During legally required training, officers agreed to forgo overtime payments and accepted compensatory time thus reducing the cost of overtime. Lastly, we utilized former detectives to assist in processing crime scenes in certain incidents. This helped minimize having to call in

detectives on overtime for this function. In spite of all these changes, we still overspent the overtime budget by approximately \$68,000.00. Although overspent is this area, the overall salary and wage was well within budget due to savings in other areas. In preparing the budget for 2013, we must be cognizant of the overtime issue and budget accordingly. We cannot count on the realized savings in other areas as we did in 2012.

The overall budget for the Police Division was managed to the best of our ability given our current circumstances. It was managed to a point where a small surplus remained at the end of the year. In 2013, as always, we will again be conscientious in our spending.

GOALS AND OBJECTIVES FOR 2013

As stated throughout this report, it is imperative that staffing levels in the Police Division be stabilized. While I understand the fiscal situation in Medford Township, I cannot overstate that the Police Division cannot lose any further personnel. The demands placed on Police from our citizens, our business owners, our schools, and higher law enforcement authorities can't be met should staffing be reduced again. The stabilization will allow the agency to begin to repair morale thereby increasing work output. It will allow the department to properly address the law enforcement needs of the township and will assist in ensuring that the legal requirements placed on Police from all sources are met. When finances stabilize in the Township, we will need to work in concert to hire additional police and clerical staff to ensure that we are meeting our most fundamental mission; public safety.

The Police Division took delivery of the automated license plate reader in January. Policy has been completed, reviewed and the system will be deployed imminently. Our hope is to increase public safety and our investigative efforts through the use of this technology. Also, in the area of technology, the police department will strive to begin to train our officers in the use of conductive energy devices (CED), commonly known as tasers. The requirements for the use of these devices are governed by the New Jersey Attorney General's Office and they are stringent. The training is comprised of three separate training layers. The hope is to phase in the number of officers authorized to carry the devices. The funding to begin to purchase this equipment was allocated in previous capital funds. The use of this technology will ensure that our officers are equipped with the best equipment to handle any situation. Ultimately, the goal is to ensure the safety of our officers and those we come in contact with.

The Office of Emergency Management had previously received grant funding to renovate the emergency operation center at the Police Administration Building. This area, located in the records area of the building has never been updated and is in need of this upgrade. The emergency operations center is activated several times each year usually due to weather issues. It has been activated more frequently in recent years as significant weather events have increasingly struck our region. This renovation will allow for all departments in the

township to work in conjunction with one another to provide effective and efficient services during any crisis situation.

Earlier in this report, I reported that our agency is due for reaccreditation by the New Jersey State Association of Chiefs of Police. This is a daunting task. All policies and procedures will need to be reviewed and updated to reflect our current situation. Each policy and the various requirements for accreditation need to be proved. We will work diligently throughout the year to meet this objective.

The men and women of the Medford Township Police Department are dedicated and loyal public servants. In 2013, as in every year, we endeavor to provide excellence in law enforcement to this great community and its residents and to do so with integrity and professionalism. Our mission as Medford Police Officers is to protect life and property, enforce the law, detect and deter crime, and preserve the peace through collaborative partnerships within the community. It is a mission that we are dedicated to and strive to meet each and every day.

Respectfully submitted,

Richard J. Meder
Chief of Police

