

Annual Review of Use of Force & Vehicle Pursuit Incidents

This submission is made in accordance with Sections 7.6 and 7.7 of the Attorney General’s Use of Force Policy (April 2022) (“Use of Force Policy”), and Sections 12.2 and 12.3 of Addendum B to the Attorney General’s Use of Force Policy (April 2022) (“Vehicular Pursuit Policy”).

County*

Camden

Law Enforcement Agency *

Haddon Heights Police Department

Date of Report *

3/4/2024

Year of Data Covered in this Report*

2023

Check the box below to confirm*

Report has been reviewed by and endorsed by the agency's law enforcement executive.

Contact Information

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Use of Force Annual Review: Written Report

Section One: BWC/Video Audit

Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit in 2023, please indicate how you plan to remedy that in 2024.

Section One: BWC/Video Audit*

Currently, the Haddon Heights Police Department employs 15 full-time officers, 2 SLEO II School Resource Officers, 1 civilian secretary, and 15 crossing guards (including spares). Thomas Schneider is the Chief of Police and has served as the Chief since 2022. Our additional command staff consists of 1 Captain and 1 Lieutenant. There are 4 Sergeants, 8 Patrol Officers, and 0 Detectives.

For video and BWC audits we randomly select a minimum of 5 videos to review per month per officer. This makes our annual Departmental estimate of video/BWC reviews 1,020 videos. Sergeants are responsible for reviewing videos for Patrol Officers on their shifts. The Lieutenant and Captain review the Sergeants' videos. The Lieutenant also reviews the SLEOs/SROs and Captain's videos. The Captain reviews the Chief of Police's and Lieutenant's videos.

The videos are selected by using Axon Evidence.com to sort the videos for an officer by month. The videos are then reviewed by scrolling and selecting videos to review at random. Major incidents and larger cases are also reviewed. All use-of-force incidents, vehicular pursuits, and show of force have the related BWC videos reviewed by 2 levels of supervisors. The videos are reviewed along with the cases' call for service, reports, and other records to ensure accuracy.

When videos are reviewed, the reviewer provides the subject officer with a form. The form includes the date submitted, supervisor, badge #, month review, officer reviewed, badge #, total number of recordings reviewed, case #, incident date, review date, incident type, and actions (all that apply): No Action / Appropriate Use, Instructional Training, Field Training, Policy/Procedure Review, Additional Training Recommended, Recognition / Commendation Recommended, Refer to Admin, and Brief explanation of actions taken/requested.

Section Two: Internal Affairs Complaints

Your analysis must include a review of internal affairs complaints related to use of force incidents and must include the following: 1. number of IA complaints filed; 2. number filed by civilians; 3. number initiated by the agency; 4. numbers sustained; and 5. number still pending.

Section Two: Internal Affairs Complaints *

1. There was one use of force-related internal affairs complaint filed in 2023.
2. The one use of force IA was filed by a civilian.
3. There was no use of force-related internal affairs complaints initiated by the agency.
4. The officer for the one internal affairs complaint related to the use of force was exonerated for excessive force. The force used was not in violation of any policies, directives, guidelines, or rules and regulations. It was also consistent with the training that the officer had received.
5. There are no internal affairs complaints pending from 2023.

Section Three: Meaningful Review of Individual Uses of Force

Section 7.5 of the Attorney General's Use of Force Policy requires that every use of force must undergo a meaningful command-level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each use of force incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.

Section Three: Meaningful Review of Individual Uses of Force*

Every use of force conducted by an officer of the Haddon Heights Police Department has a meaningful review conducted. The review is conducted by two levels of supervisors. The first level is an immediate supervisor, IA, training officer, or command staff. The second level is at least two levels above the officer who used the force in the chain of command.

For each officer involved there is a separate review, the reviewer must complete a meaningful review form. That form is then sent to the Chief of Police with recommendations. Once the Chief receives the completed meaningful review form they approve or reject the recommendations made. The meaningful review form has: the case number, the officer involved, the benchmark number, the subject's name, the subject's race and ethnicity, and if they were arrested or not. The reviewers must answer and explain the following questions:

- Was the incident handled consistent with written directives? In no, explain
- Does the incident reveal a need for add/modified equipment? If yes, what type?
- Are there any indications that disciplinary action is warranted? If yes, what type?
- Was the general order clearly understandable/effective for this? If no, why?
- Does the incident reveal the need for additional training? If yes, what type?
- Was force used in a non-discriminatory fashion, without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic?
- Did this review include an examination of all available sources of information about the incident, including any video of the incident, recordings of 911 calls and police radio transmissions, reports, officer or other witness statements, medical records, or records of injuries;?

If discipline or training is recommended the supervisor and/or internal affairs is notified.

Section Four: Non-Discriminatory Application of Force

Your review must include an explanation of how you concluded whether force was applied in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community’s demographics and demographic data from the Use of Force portal. If you conclude that any use of force was applied in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.

Section Four: Non-Discriminatory Application of Force*

Through the meaningful review process, in 2023 it was determined that all uses of force in 2023 were used in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.

The Borough of Haddon Heights is approximately 1.5 square miles. The demographic information for the Borough is included below. Camden County’s demographic information is also included below. Haddon Heights has a large amount of traffic volume coming through the Borough because of Haddon Heights’ geographical position in Camden County specifically its proximity to Camden City, NJ (2 miles), and Philadelphia, PA (4.5 miles). Haddon Heights also has major roadways within/near the Borough specifically, Interstate 295 (exits 28 and 29), US-30 (White Horse Pike), NJ-168 (Black Horse Pike), and it is 1 mile from the New Jersey Turnpike exit 4. There are also ten County roadways within the Borough: 655, 653, 661B, 727, 661, 551S, 661A, 654, 661, and 656. Because of this traffic volume, Haddon Heights Police Department officers have a large amount of contact with individuals who do not reside in the Borough. Analysis was conducted of the demographics for all use of force, pursuits, and show of force. The police department contact demographics were also analyzed.

Borough of Haddon Heights		Camden County	
Total Population	7,484	Total Population	524,907
% African American	1.60%	% African American	22.30%
% White	94.70%	% White	67.70%
% Hispanic	3.30%	% Hispanic	19.00%
% Female	50.28%	% Female	51.47%
% Male	49.72%	% Male	48.53%

2023 Arrest Demographics

Total Arrests	Males	% of Total Arrests	Females	% of Total Arrests	Unknown	% of Total Arrests
221	146	66.06%	75	33.94%	0	0.00%

Total Arrests	Black	% of Total Arrests	White / Non-Hispanic	% of Total Arrests	Hispanic	% of Total Arrests	Asian / Pacific Islander	% of Total Arrests	American Indian / Alaskan Native	% of Total Arrests	Unknown	% of Total Arrests
221	64	28.96%	122	55.20%	31	14.03%	1	0.45%	2	0.90%	1	0.45%

2023 Enforcement Contact Demographics

Total Contacts	Males	% of Total	Females	% of Total	Unknown	% of Total
2300	1468	63.83%	824	35.83%	8	0.35%

Total Contacts	Black	% of Total	White / Non-Hispanic	% of Total	Hispanic	% of Total	Asian / Pacific Islander	% of Total	American Indian / Alaskan Native	% of Total	Unknown	% of Total
2300	560	24.35%	1385	60.22%	269	11.70%	63	2.74%	4	0.17%	19	0.83%

2023 Uses of Force Incident Demographics

Total Subjects Force Used On	Male	% of Total	Female	% of Total	Unknown	% of Total
15	6	40.00%	9	60.00%	0	0.00%

Total Subjects Force Used On	Black	% of Total	White / Non-Hispanic	% of Total	Hispanic	% of Total	Asian / Pacific Islander	% of Total	American Indian / Alaskan Native	% of Total	Unknown	% of Total
15	5	33.33%	8	53.33%	2	13.33%	0	0.00%	0	0.00%	0	0.00%

Total Subjects Force Used On	Haddon Heights Residents	% of Total	Residing in Other Towns	% of Total
15	4	26.66%	11	73.33%

2023 Show of Force Demographics

Total Subjects Shown Force	Male	% of Total	Female	% of Total	Unknown	% of Total
1	0	0%	0	0%	1	100%

Total Subjects shown force	Black	% of Total	White / Non-Hispanic	% of Total	Hispanic	% of Total	Asian / Pacific Islander	% of Total	American Indian / Alaskan Native	% of Total	Unknown	% of Total
1	0	0%	0	0%	0	0%	0	0%	0	0%	1	100.00%

Total Subjects Shown Force	Haddon Heights Residents	% of total	Residing in Other Towns	% of total	Unknown Where Resides	% of total
1	0	0.00%	0	0.00%	1	100.00%

Section Five: Overall Review of Use of Force

Please utilize as much space as needed to conduct a thorough review of your agency's use of force during the preceding calendar year. Your review should evaluate whether force was used in compliance with the Attorney General's Use of Force Policy and your agency's policy. Even if the use of force itself was compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement (e.g., additional de-escalation efforts could have been made).

Section Five: Overall Review of Use of Force*

An in-depth review of the Haddon Heights Police Department's 2023 use of force incidents determined that all use of force incidents complied with the Attorney General's Use of Force policy and our Departmental policies.

Our Department requires that all Patrol Officers, Sergeants, Lieutenant, and Captain attend defensive tactics training four times a year. We offer 12 total defensive tactics training dates a year. We also encourage our officers to practice Brazilian Jiu-Jitsu (BJJ) and related martial arts whenever possible and provide them compensation for training in BJJ and related martial arts. This training has given our officers the techniques to take individuals into custody using the lowest level of force possible while mitigating the risk of injury to the subject, officers, victims, and civilians. It also gives officers confidence to remain calm in use-of-force situations. Our defensive tactics training helps de-escalate situations by teaching officers how to effectively use a lower level of force to prevent a situation from escalating.

Our Department also requires officers to receive training in use of force policy and guidelines twice a year during that time officers also receive training in de-escalation. We recently acquired pepper ball munitions launchers to use as an enhanced mechanical tool in less lethal situations, these have replaced our tasers.

The Department had an increase in use-of-force incidents from 2022 (3) to 2023 (16). A statistical outlier calculator is utilized each year to determine if an increase or decrease is considered abnormal. Based on a statistical outlier analysis of use-of-force incidents since 2012, the 16 use-of-force incidents in 2023 are not considered a statistical outlier. In addition, a meaningful review of the cases and related statistics did not show any force improperly used. The increase in use of force incidents was caused by suspects resisting arrest in domestic violence and assault-related incidents. In these cases, the subject's behavior forced the officers on scene to use force to protect themselves, the subjects, and the victims. In addition to that, the actions that forced officers to use force had a large increase in resisting a police officer's control and attempting to escape from custody.

In 2023 there were 5 (29%) incidents where a subject reported an injury. In 2021 and 2022 there were 0 incidents. The injuries in the 5 incidents were minor, specifically abrasions and complaints of pain. Per the Attorney General's internal affairs directive and departmental internal affairs policy all of these reported injuries were referred to HHPD internal affairs for review. All of these cases were reviewed and determined that no internal affairs investigation was warranted.

The types of force applied in 2023 were all a lower level of force. Specifically there were (3) arms bars, (3) takedowns, (24) arms/hands, (1) pressure point. In 2022 there was (1) take down and (5) arms/hands. In 2021 there was (9) arms, (3) arm bars, (1) other, (1) CED, (1) takedown. The force used in 2023 was all consistent with Departmental training techniques.

Use of Force statistics:

Dispatched Calls for Service	% force was used
7,149	0.2098%

Total Calls for Service	% force was used
13,135	0.1142%

Arrests	% force was used
221	5.8824%

Enforcement Contacts	% force was used
2300	0.2609%

Total Use of Force Incidents	Dispatched	% of Total	Officer Initiated	% of Total
15	9	60.00%	6	40.00%

Total Use of Force Incidents	Subject Arrested	% of Total	Subject Not Arrested	% of Total
15	13	86.66%	2	13.33%
<i>*Crisis services needed*</i>				

Use of Force Incidents since 2012											
2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
7	2	7	3	6	9	12	11	4	9	3	16

Outliers: none

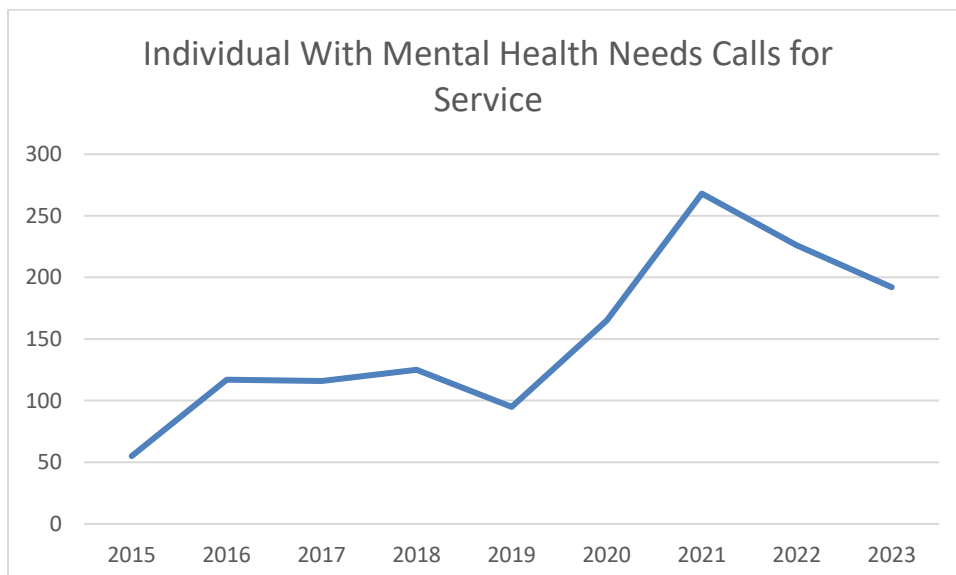
First Quartile: 3.5

Third Quartile: 10

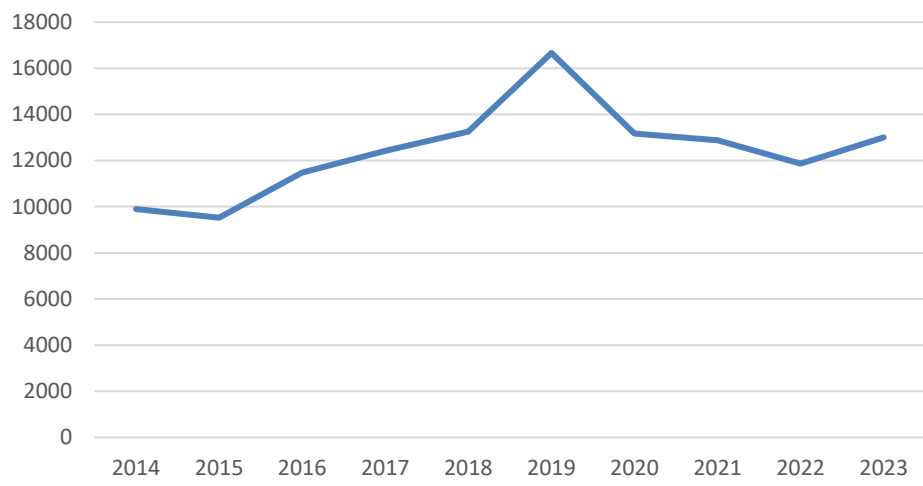
Interquartile Range: 6.5

Lower Fence: -6.25

Upper Fence: 19.75



Total Calls for Service



Section Six: Further Action

Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers or divisions.

Section Six: Further Action *

We have determined that there do not need to be any changes in departmental structure, policy, training, or equipment.

Vehicle Pursuit Annual Review: Written Report

Section One: BWC/Video Audit

Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit in 2023, please indicate how you plan to remedy that in 2024.

Section One: BWC/Video Audit *

Currently, the Haddon Heights Police Department employs 15 full-time officers, 2 SLEO II School Resource Officers, 1 civilian secretary, and 15 crossing guards (including spares). Thomas Schneider is the Chief of Police and has served as the Chief since 2022. Our additional command staff consists of 1 Captain and 1 Lieutenant. There are 4 Sergeants, 8 Patrol Officers, and 0 Detectives.

For video and BWC audits we randomly select a minimum of 5 videos to review per month per officer. This makes our annual Departmental minimum of video/BWC reviews 1,020 videos. Sergeants are responsible for reviewing videos for Patrol Officers on their shifts. The Lieutenant and Captain review the Sergeants' videos. The Lieutenant also reviews the SLEOs/SROs and Captain's videos. The Captain reviews the Chief of Police's videos.

The videos are selected by using Axon Evidence.com to sort the videos for an officer by month. The videos are then reviewed by scrolling and selecting videos to review at random. Major incidents and larger cases are also reviewed. All use-of-force incidents, vehicular pursuits, and show of force have the related BWC videos reviewed by 2 levels of supervisors. The videos are reviewed along with the cases' call for service and reports to ensure accuracy.

When videos are reviewed, the reviewer provides the subject officer with a form. The form includes the date submitted, supervisor, badge #, month review, officer reviewed, badge #, total number of recordings reviewed, case #, incident date, review date, incident type, and actions (all that apply): No Action / Appropriate Use, Instructional Training, Field Training, Policy/Procedure Review, Additional Training Recommended, Recognition / Commendation Recommended, Refer to Admin, and Brief explanation of actions taken/requested.

Section Two: Internal Affairs Complaints

Your analysis must include a review of internal affairs complaints related to vehicle pursuit incidents and must include the following: 1. number of IA complaints filed; 2. number filed by civilians; 3. number initiated by the agency; 4. numbers sustained; and 5. number still pending.

Section Two: Internal Affairs Complaints*

1. No IA complaints related to pursuits were filed.
2. No IA complaints related to pursuits were filed by civilians.
3. No IA complaints related to pursuits were filed by the Department.
4. No IA complaints related to pursuits were sustained.
5. No IA complaints related to pursuits are pending

Section Three: Meaningful Review of Individual Pursuits

Section 12.1 of the Attorney General's Vehicular Pursuit Policy requires that every vehicle pursuit must undergo a meaningful command level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each use of force incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.

Section Three: Meaningful Review of Individual Pursuits*

Every pursuit conducted by an officer of the Haddon Heights Police Department has a meaningful review conducted. The review is conducted by two levels of supervisors. The first level is an immediate supervisor, IA, training officer, or command staff. The second level is at least two levels above the officer who used the force in the chain of command.

For each officer involved there is a review, the reviewer must complete a meaningful review form. That form is then sent to the Chief of Police with recommendations. Once the Chief receives the completed meaningful review form they approve or reject the recommendations made. The meaningful review form has: the case number, the officer involved, the benchmark number, the subject's name, the subject's race and ethnicity, and asks if they were arrested or not. The reviewers must answer and explain the following questions:

- Was the incident handled consistent with written directives? In no, explain
- Does the incident reveal a need for add/modified equipment? If yes, what type?
- Are there any indications that disciplinary action is warranted? If yes, what type?
- Was the general order clearly understandable/effective for this? If no, why?
- Does the incident reveal the need for additional training? If yes, what type?
- Was the pursuit conducted in a non-discriminatory fashion, without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic?
- Did this review include an examination of all available sources of information about the incident, including any video of the incident, recordings of 911 calls and police radio transmissions, reports, officer or other witness statements, medical records, or records of injuries;?

If discipline or training is recommended the supervisor and/or internal affairs is notified.

Section Four: Analysis of Non-Compliant Reports

Your review must include an analysis of all pursuits determined to not be in compliance with the Attorney General's Vehicular Pursuit Policy, or agency policy, and the steps taken to address the non-compliance. Please indicate whether all non-compliant pursuits were referred to the Office of Public Integrity and Accountability or the County Prosecutor in compliance with Section 12.1(e) of the Attorney General's Vehicular Pursuit Policy.

Section Four: Analysis of Non-Compliant Reports *

In 2023 all vehicular pursuits were complaint with the Attorney General's Vehicular Pursuit Policy and Departmental policies.

Section Five: Non-Discriminatory Pursuits

Your review must include an explanation of how you concluded whether vehicular pursuits were conducted in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community’s demographics and demographic data from the Use of Force portal. If you conclude that any pursuit was conducted in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.

Section Five: Non-Discriminatory Pursuits*

Through the meaningful review process, in 2023 it was determined that all vehicular pursuits in 2023 were used in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.

The Borough of Haddon Heights is approximately 1.5 square miles. The demographic information for the Borough is included below. Camden County’s demographic information is also included below. Haddon Heights has a large amount of traffic volume coming through the Borough because of Haddon Heights’ geographical position in Camden County specifically its proximity to Camden City, NJ (2 miles), and Philadelphia, PA (4.5 miles). Haddon Heights also has major roadways within/near the Borough specifically, Interstate 295 (exits 28 and 29), US-30 (White Horse Pike), NJ-168 (Black Horse Pike), and it is 1 mile from the New Jersey Turnpike exit 4. There are also ten County roadways within the Borough: 655, 653, 661B, 727, 661, 551S, 661A, 654, 661, and 656. Because of this traffic volume, Haddon Heights Police Department officers have a large amount of contact with individuals who do not reside in the Borough. Analysis was conducted of all use of force, pursuits, and show of force. The police department contact demographics were also analyzed.

Borough of Haddon Heights		Camden County	
Total Population	7,484	Total Population	524,907
% African American	1.60%	% African American	22.30%
% White	94.70%	% White	67.70%
% Hispanic	3.30%	% Hispanic	19.00%
% Female	50.28%	% Female	51.47%
% Male	49.72%	% Male	48.53%

2023 Pursuit Demographics

Total Subjects Pursued	Male	% of Total	Female	% of Total	Unknown	% of Total
3	1	33.33%	1	33.33%	1	33.33%

Total Subjects Pursued	Black	% of Total	White / Non-Hispanic	% of Total	Hispanic	% of Total	Asian / Pacific Islander	% of Total	American Indian / Alaskan Native	% of Total	Unknown	% of Total
3	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	1	33.33%

Section Six: Overall Review of Vehicle Pursuit Analysis

Please utilize as much space as needed to conduct a thorough review of your agency’s vehicle pursuit incidents during the preceding calendar year. Your review should include but is not limited to: the reason the pursuit was initiated; the number of officers who engaged in pursuits; whether supervisors approved or terminated pursuits; role of any outside agencies; length of pursuits by time and distance; top speeds reached; nature of any injuries, crashes, or property damage; reason for termination (if terminated), and the outcome of pursuits. Your review should evaluate whether pursuits were compliant with the Attorney General’s Vehicular Pursuit Policy and your agency’s policy. Even if pursuits were compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement.

Section Six: Overall Review of Vehicle Pursuit Analysis*

An in-depth review of the Haddon Heights Police Department’s 2023 vehicular pursuit incidents determined that all vehicular pursuit incidents complied with the Attorney General’s Use of Force policy and our Departmental policies.

A statistical outlier calculator is utilized each year to determine if an increase or decrease is considered abnormal. Based on a statistical outlier analysis of use-of-force incidents since 2018, the 3 vehicular pursuit incidents in 2023 are not considered a statistical outlier

Our Department requires officers to receive training in pursuit driving once a year. We also have an officer who is an Emergency Vehicle Operations Course (EVOC) instructor at the Camden County Police Academy. When possible, our officers attend in-service training in EVOC which focuses on pursuit driving.

Pursuits since 2018					
2018	2019	2020	2021	2022	2023
4	2	2	5	2	3

Section Seven: Further Action

Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers.

Section Seven: Further Action*

We have determined that there do not need to be any changes in departmental structure, policy, training, or equipment.