

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").

* Indicates required field

County*

Bergen

Law Enforcement Agency *

Rutherford Police Department

Date of Report *

2/23/2024

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

Your Name*

Chief John R. Russo

Phone Number (Please enter a valid telephone number)*

201-939-6000 x5301

Email (example@example.com) *

jrusso@rutherfordpd.com

Email Address for Submission to Prosecutor's Office*

Click or tap here to enter text.

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*

The Rutherford Police Department conducts body worn camera video audits in compliance with department SOP and OAG guidelines. In addition to our random and risk-based audit and review, this department has an administrative review of all body worn camera videos associated with all use of force incidents and vehicle pursuits. We are able to accomplish this as a result of the low frequency of those types of incidents. Copied below is section vi, 3 of the Rutherford Police Department's SOP Volume VI, Chapter 15 "Body Worn Cameras (BWCs)". This SOP has been reviewed and is adhered to by all members of the department.

3. Supervisors will conduct random reviews of selected recordings in order to assess officer performance as well as to flag video/audio that may be appropriate for training purposes. Permission shall be obtained from the Captain in charge of Training. Notification will be made by email. These reviews must be of recordings where initial reports have already been submitted.

In addition to the review mention above, all body worn camera footage for every one of these incidents is reviewed by a minimum of 2 levels of this administration (Captains, Deputy Chief, Chief of Police

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 *

For the year of 2023, the Rutherford Police Department had no internal affairs complaints related to use of force incidents.

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*

The 10 use of force reports completed for the 5 use of force incidents during 2023 by the Rutherford Police Department all had sufficient and OAG compliant and meaningful command level review. In addition to what is required, due to the low frequency of use of force and motor vehicle pursuit incidents involving this department, all of these incidents not only have a review required by the OAG, all body worn camera footage for every one of these incidents is reviewed by a minimum of 2 levels of this administration (Captains, Deputy Chief, Chief of Police). Copied below is Section VIII of the Rutherford Police Department's SOP Volume IV, Chapter 1 "Use of Force". This section of the SOP has been reviewed and is adhered to by all members of this department.

VIII. CORE PRINCIPLE #7

1. *Every use of force must be reported and receive a meaningful command level review as set forth in a general order that includes review by the law enforcement executive. The law enforcement executive shall also conduct an annual review and analysis of the overall use of force by the department.*
2. In all instances when law enforcement force is used except when such force results in a fatality, whether on or off duty, all officers who employ such force shall complete and submit the following:
 1. An electronic *Use of Force Report* (through the [DCJ reporting portal](#)). The reporting guide is available on DMS.
 - a. The officer shall complete the report before the end the shift in which the force was used, but within 24 hours.
 - b. If the officer who used force is unable to complete the report within 24 hours, it should be completed as soon the officer is able to do so, or by a supervisor within 48 hours.
 - c. If the force resulted in a fatality, only the Division of Criminal Justice or the Bergen County Prosecutor can authorize the officer(s) to complete the electronic use of force report.
 2. The offense report and/or supplementary report made underlying the nature of the incident; except:
 - a. In accordance with *New Jersey Attorney General's Supplemental Directive Amending Attorney General's Directive 2019-4*, supervisors shall not require officers deploying force, which results in death or serious bodily injury, being investigated by the Bergen County Prosecutor's Office or Division of Criminal Justice to submit investigation or supplemental reports.

- b. Only the Bergen County Prosecutor's Office or the Division of Criminal Justice can order such reports. Such officers' statements to the Bergen County Prosecutor's Office or Division of Criminal Justice can suffice as their report of the incident.
 - c. Officers not directly involved in the application of such force, but who may have indirect involvement (e.g., secondary responders, assisting responders, witnesses, etc.) may be required to submit offense reports upon approval of the lead investigating agency (i.e., Bergen County Prosecutor's Office or Division of Criminal Justice).
3. Officers must articulate all facts and circumstances necessitating the use of force in their offense reports including, but not limited to, the subject's actions, any de-escalation measures taken, any resistive tension experienced by the officer, officers' subsequent actions, etc.
4. Though not a use of force, pointing a firearm at another constitutes a seizure that must be reported as a 'show of force' in the [DCJ reporting portal](#).
5. A *Firearms Discharge Report* is required in all instances when an officer unintentionally discharges a firearm for any reason or discharges a firearm for other than training or recreational purposes.
 1. In the event an officer, who has discharged a firearm is physically incapacitated or fatally injured during the tour and is therefore incapable of submitting this report, the shift supervisor/OIC or his/her designee shall prepare the report.
 2. Except in the instance of firearms discharge to destroy or condition an animal, the shift supervisor/tour commander shall immediately notify the captains and the Chief of Police.
 3. If the firearms discharge was a result of the destruction of an aggressive animal threatening human life, an electronic *Use of Force Report* is required in addition to the *Firearms Discharge Report*.
 4. If the firearms discharge occurs within another jurisdiction, the officer shall also immediately report the discharge to the law enforcement agency where the discharge occurred and fully cooperate with that law enforcement agency.
 5. The internal affairs supervisor shall notify the Bergen County Prosecutor's Office within 24 hours of the facts and circumstances regarding the discharge.
 6. These reports shall be forwarded through the chain of command to the internal affairs supervisor.
6. The appropriate tour commander shall review the report through the [DCJ reporting portal](#) for accuracy and completeness and shall promptly address any issues as they may pertain to policy changes, training, weapons or equipment, or discipline (i.e., command review). The reviewing tour commander or his/her designee shall print a copy of the use of force report and include it with the case file
 - a) The review shall also include an examination of all available sources of information about the incident, including any video of the incident (except in deadly force incidents), reports, officer or other witness statements, medical records, and records of injuries.

- b) The review shall also include an analysis of whether force was used in a non-discriminatory fashion to ensure officers are treating every person equally without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.
 - c) The reviewing tour commander shall make a recommendation of what action, if any, should be undertaken, including commendation of the officer, policy changes, remedial training, equipment changes, administrative action, disciplinary action or, if appropriate, referral for criminal prosecution.
 - d) The reviewing tour commander shall initiate a Guardian Tracking entry logging the use of force incident and the results of this preliminary meaningful review.
 - e) All use of force reports and corresponding offense reports shall be forwarded to the appropriate police captain.
 - f) If a ranking officer uses force, a higher-ranking supervisor shall conduct the initial meaningful review. If the Chief of Police uses force, it shall be referred to the Bergen County Prosecutor's Office.
7. The appropriate police captain shall conduct a secondary command review of the incident.
- 1. If different from the tour commander, the police captain shall also make a recommendation of what action, if any, should be undertaken, including commendation of the officer, policy changes, remedial training, equipment changes, administrative action, disciplinary action or, if appropriate, referral for criminal prosecution.
 - 2. The police captain shall review and annotate the Guardian Tracking record.
8. The Chief of Police (or law enforcement executive if there is a conflict) shall review each meaningful command review and approve or reject the recommendations of the supervisors who conducted the review. The Chief of Police's (or law enforcement executive's) decision shall be memorialized and retained in the use-of-force investigative file.
9. After the review is completed, supervisory and/or training officers should examine and analyze the use of force incident, including any BWC/MVR or other video evidence, with the officer as a training tool. This examination should analyze the circumstances that led to the use of force as well as the force that was used, so that the officer can gain insight into which tactics and decisions were effective and whether different tactics or decisions could have been used to improve the outcome.
10. The Chief of Police/law enforcement executive shall also conduct an annual review of all use of force incidents in their department. The review shall include, at a minimum, the following:
- 1. Analytical reports from the [DCJ reporting portal](#); and
 - 2. An audit of BWC/MVR and other videos on a risk-based and randomly selected basis; and
 - 3. Any internal affairs complaints; and

4. An analysis of the uses of force to ensure that force is being applied without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.
5. Based on that thorough review, the law enforcement executive shall determine whether changes in departmental structure, policy, training, or equipment are appropriate. The Chief of Police shall then provide a written report documenting the annual review to the Bergen County Prosecutor.
- 11.** Use of force reports are subject to discovery. In indictable cases, all reports should be forwarded to county intake with the complaints, police reports, and other case documents. In non-indictable cases, the use of force reports should be made a part of the case file and included in the discovery package provided in municipal court.
- 12.** Use of force reports (not offense reports) may also be subject to public release under OPRA or the common law right to access. Upon receiving an OPRA or common law right to access request for any use of force reports, the Chief of Police or his/her designee may contact the Bergen County Prosecutor's Office for a determination.
- 13.** All use of force reports shall be retained as required by New Jersey Division of Revenue and Enterprise Services, Bureau of Records Management (BRM) records retention schedules.
- 14.** The police captain will also complete an annual summary report and forward such report to the Chief of Police.

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*

Rutherford Police Department's 5 incidents that resulted in 10 separate use of force reports were conducted in non-discriminatory manner. All Officer force actions were initiated solely as a result of the action/s the encountered suspect displayed. Race, gender, ethnicity, nationality, religion, disability or any other protected characteristic had nothing to do with the officer's decision to use force. The force that was used was the minimum needed to overcome the actor's aggressions. These actions, similar to the motor vehicle pursuit actions reflect all of the day to day operations and interactions taken by the Rutherford Police Department. The 5 incidents involved 4 white males and 1 white female. One of the white males was involved in 2 of these incidents and was responsible for the generation of 5 of our use of force reports.

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 overall use of force 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). Your review must address trends in the number of total force incidents, number and severity of injuries, and levels of force increasing or decreasing over the past three (3) years.

Section Five: Overall Review of Use of Force*

After review of the 2023 Rutherford Police Department use of force incidents, it is obvious that all uses of force were in compliance with OAG guidelines. A 3-year comparison with 2021 and 2022 shows a steady decrease in use of force incidents and reports. The type of forced use in all 3 years remains consistent and minimal, such as take downs and compliance holds. Mechanical and deadly force were not utilized. As our use of force incidents decreased so did our reported injuries to officers and injuries to suspects, with 2023 having no injuries reported.

Race and ethnicity of those who had force used against them are basically consistent with the demographics of the Borough, with a slight over-representation of whites.

Moving forward, the department will continue to enhance and refresh our training of de-escalation, ICAT and ABLE techniques. We will also continue our outreach efforts with our younger populations, our schools and University students. Education and communication about our roles in this community will continue to assist our efforts and reflect our low use of force incident and report numbers.

	Use of Force #1, 2 & 3	Use of Force #4	Use of Force #5 & 6	Use of Force #7	Use of Force #8, 9 & 10
USE OF FORCE FACTORS					
Case Number	23-00316	23-03897	23-06964	23-12318	23-20799
Date	1/6/2023	3/3/2023	4/24/2023	7/25/2023	12/2/2024
Time of Incident	6:20am	1:45am	11:59pm	4:20am	10:45am
Reason for Interaction	D.V. Assault	Disorderly Conduct	Welfare Check	Burglary	DV Criminal Mischief
Number of Officers	3 (w/m, w/m, w/m)	1 (b/m)	2 (w/m, w/m)	1 (w/m)	3 (w/m, b/m, w/m)
Accused	w/m 26yoa	w/f 45yoa	w/m 49yoa	w/m 33yoa	w/m 49yoa
Outcome	Arrested	Arrested	TOT Medical Facility	Arrested	Arrested
Injury - Suspect	No	No	No	No	No
Injury - Officer	No	No	No	No	No
Type of Force Used	Compliance Hold	Take Down	Compliance Hold	Take Down	Compliance Hold/Take Down

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 *

The Rutherford Police Department will continue to adhere to departmental SOPs, New Jersey Attorney General Guidelines, Bergen County Prosecutor's Office directives and any other legal guidance received pertaining to use of force incidents. We will continue our strict, thorough and multi-level review of all motor vehicle pursuits to ensure such compliance and to ensure participation in any motor vehicle pursuit shall never be based on a driver or occupant's protected characteristics.

In addition to the above tactics, The Rutherford Police Department will continue to participate in and encourage de-escalation, ICAT and ABLE techniques when dealing with potential use of force situations. In addition, The Rutherford Police Department has been a pilot agency for the AOG's ARIVE Together program, which will continue to enhance our interactions with some emotionally disturbed and mentally ill individuals and has proven to lessen the chances of use of force incidents when dealing with those subjects.

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 *

The Rutherford Police Department conducts body worn camera video audits in compliance with department SOP and OAG guidelines. In addition to our random and risk-based audit and review, this department has an administrative review of all body worn camera videos associated with all use of force incidents and vehicle pursuits. We are able to accomplish this as a result of the low frequency of those types of incidents. Copied below is section vi, 3 of the Rutherford Police Department's SOP Volume VI, Chapter 15 "Body Worn Cameras (BWCs)". This SOP has been reviewed and is adhered to by all members of the department.

3. Supervisors will conduct random reviews of selected recordings in order to assess officer performance as well as to flag video/audio that may be appropriate for training purposes. Permission shall be obtained from the Captain in charge of Training. Notification will be made by email. These reviews must be of recordings where initial reports have already been submitted.

In addition to the review mention above, all body worn camera footage for every one of these incidents is reviewed by a minimum of 2 levels of this administration (Captains, Deputy Chief, Chief of Police).

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*

For the year of 2023, the Rutherford Police Department had no internal affairs complaints related to use of force incidents including motor vehicle pursuits.

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*

The 3 vehicle pursuit reports completed for the 2 vehicle pursuits during 2023 by the Rutherford Police Department all had sufficient and OAG compliant and meaningful command level review. In addition to what is required, due to the low frequency of use of force and motor vehicle pursuit incidents involving this department, all of these incidents not only have a review required by the OAG, all body worn camera footage for every one of these incidents is reviewed by a minimum of 2 levels of this administration (Captains, Deputy Chief, Chief of Police). Copied below is Section VI of the Rutherford Police Department's SOP Volume IV, Chapter 2 "Pursuits & Forcible Stopping Guidelines". This section of the SOP has been reviewed and is adhered to by all members of this department.

VI. VEHICULAR PURSUIT REVIEW

- A. Thorough and meaningful review of vehicular pursuit incidents is vital to ensuring the safety of law enforcement officers and the public. Every vehicular pursuit must undergo the following procedures for a meaningful command-level review:
15. The tour commander shall review the report through the [DCJ reporting portal](#) for accuracy and completeness and shall promptly address any issues as they may pertain to policy changes, training, weapons or equipment, or discipline (i.e., command review). The shift supervisor or tour commander or his/her designee shall print a copy of the pursuit report and include it with the case file
 - g) The review shall also include an examination of all available sources of information about the incident, including any video of the incident, reports, officer or other witness statements, medical records, and records of injuries.
 - h) The review shall also include an analysis of whether the pursuit was non-discriminatory fashion to ensure officers are treating every person equally without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.
 - i) The tour commander shall make a recommendation of what action, if any, should be undertaken, including commendation of the officer, policy changes, remedial training, equipment changes, administrative action, disciplinary action or, if appropriate, referral for criminal prosecution.
 - j) The tour commander shall initiate an entry logging the pursuit and the results of this preliminary meaningful review.
 - k) If a ranking officer uses force, a higher-ranking supervisor shall conduct the initial meaningful review. If the Chief of Police uses force, the tour commander or internal affairs supervisor shall refer the matter to the Bergen County Prosecutor's Office.
 16. The police captain shall conduct a secondary command review of the incident, and make a recommendation of what action, if any, should be undertaken, including commendation of the officer, policy changes, remedial training, equipment changes, administrative action, disciplinary action or, if appropriate, referral for criminal prosecution.
 17. The Chief of Police (or law enforcement executive if there is a conflict) shall review each meaningful

command review and approve or reject the recommendations of the supervisors who conducted the review. The Chief of Police's (or law enforcement executive's) decision shall be memorialized and retained in the pursuit investigative file.

- 18.** After the review is completed, supervisory and/or training officers should examine and analyze the pursuit incident, including any BWC or other video evidence, with the officer as a training tool. This examination should analyze the circumstances that led to the pursuit as well as the tactics used, so that the officer can gain insight into which tactics and decisions were effective and whether different tactics or decisions could have been used to improve the outcome.
- B.** The Chief of Police shall conduct an annual review of all vehicular pursuit incidents in their department. The review shall include, at a minimum, the following:
- 1.** analytical reports from the Attorney General's Use of Force Reporting Portal;
 - 2.** an audit of BWCs and other videos on a risk-based and randomly selected basis;
 - 3.** any internal affairs complaints; and
 - 4.** an analysis of vehicular pursuits to ensure that they are being conducted without discrimination based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic.
- C.** Based on that thorough review, the Chief of Police shall determine whether changes in departmental structure, policy, training, or equipment are appropriate.
- D.** The Chief of Police shall file a report documenting the annual review to the Bergen County Prosecutor's Office in the manner and with the content required by the Bergen County Prosecutor or Attorney General's Office

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 Use of Force 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 *

During 2023, the two incidents that resulted in 3 officers being involved in motor vehicle pursuits were all done in compliance with the Attorney General's Use of Force Policy.

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*

Rutherford Police Department’s 2 incidents that resulted in 3 separate motor vehicle pursuit reports were conducted in non-discriminatory manner. Both pursuits were initiated solely as a result of the action/s the vehicle occupants were engaged in. Race, gender, ethnicity, nationality, religion, disability or any other protected characteristic had nothing to do with the officer’s decision to engage in the pursuits that these drivers initiated. These actions reflect all of the day to day operations and interactions taken by the Rutherford Police Department as can also be reflected in our yearly motor vehicle stops data copied below.



Rutherford Police Department

18 Donaldson Avenue, Rutherford, NJ 07070

Phone: 201-939-6000 Fax: 201-460-3055 Mun. Code: 0256

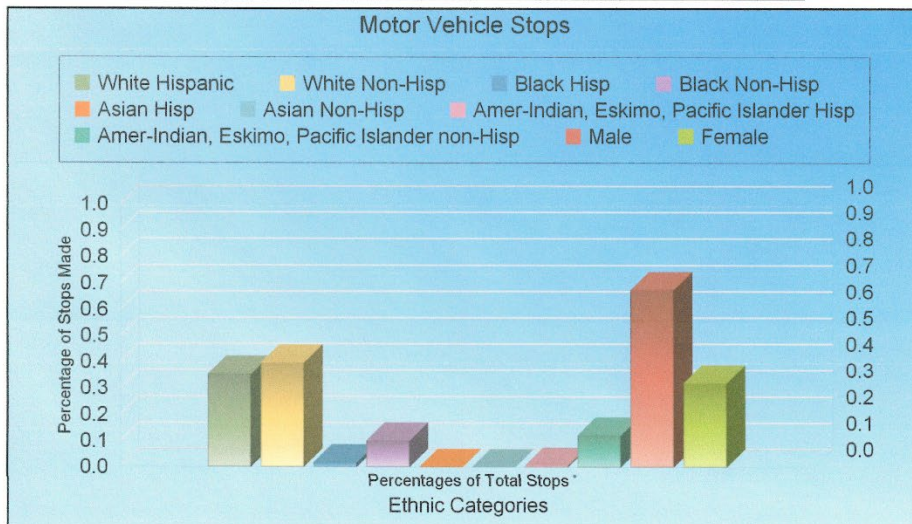
Gender & Ethnicity Report - MV Stops 2023 R&E MV Stops



Total MV Stops: 1539

Gender / Ethnic breakdown shown in percentages of overall number of MV Stops

Race Code	Total #	Percentage
White Hisp.	544	35.35%
White Non Hisp.	612	39.77%
Black Hisp.	26	1.69%
Black Non-Hisp.	157	10.20%
Native Amer/Eskimo Hisp.	0	0.00%
Native Amer/Eskimo Non-Hisp.	0	0.00%
Asian Hisp.	11	0.71%
Asian Non-Hisp.	189	12.28%
Male	1040	67.58%
Female	492	31.97%



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 overall 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*

	Pursuit #1	Pursuit #2
PURSUIT FACTORS		
Case Number	23-07850	23-9218
Date	5/8/2023	5/30/2024
Time of Incident	1909hrs	0628hrs
Reason for Pursuit	Burglary/Reckless Driving	Burglary/Home Invasion/Stolen MV
Number of Officers	1	2
Supervisors Approval	No	Yes
Supervisor Termination	Yes	No
Outside Agency Involved	No	Yes
Distance	.34 miles	1.8 miles
Duration	Less than 1 minute	7 minutes
Highest Speed	45mph	50mph
Injuries	None	1 - Rutherford Police Officer
Crash	No	Yes
Property Damage	None	Yes - Vehicles
Reason for Termination	Not approved by Supervisor	Crash
Outcome	Suspect fled/not apprehended	Suspect and occupant apprehended
AOG/SOP Compliant	Yes	Yes

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*

The Rutherford Police Department will continue to adhere to departmental SOPs, New Jersey Attorney General Guidelines, Bergen County Prosecutor's Office directives and any other legal guidance received pertaining to motor vehicle pursuits. We will continue our strict, thorough and multi-level review of all motor vehicle pursuits to ensure such compliance and to ensure participation in any motor vehicle pursuit shall never be based on a driver or occupant's protected characteristics.