

Annual Major Discipline Reporting Form
Internal Affairs Policy & Procedures | Appendix L

Pursuant to IAPP Section 9.11.2, every state, county, and local law enforcement agency in New Jersey is required to submit to the Attorney General and the County Prosecutor, and publish on the agency's public website, a brief synopsis of all complaints where a termination, reduction in rank or grade, and/or suspension of more than five days was assessed to an agency member. For the purposes of this report, please include all major disciplines in which a plea agreement was reached or final sanction was imposed during the time period listed below. Instructions for completing this form can be found on the "Instructions" tab of the Excel version of this document.

Time period **January 1, 2023 to December 31, 2023**
County **Essex**

<- Select county from dropdown menu here

Disciplined Officer				Sanction				Synopsis	
No.	Rank	First Name	Last Name	Terminated?	Demoted?	Suspended?	# Days Susp.	Sustained Charge(s)	Description
1	Officer	Munajj	Ziyad	No	No	Yes	15	N.J.A.C. : 4A:2-2.3(a)(2) Insubordination	On, October 21, 2021 while in the 2-1 Sergeants Office, a Sergeant was instructing the suited team about a situation regarding the extraction of an inmate. While the Sergeant was giving her orders Officer Ziyad Stated "hurry up I don't have all day". The Sergeant advised Officer Ziyad to wait for his direction and orders for the extraction. Again Officer Ziyad Stated "I don't have all day let's go". Officer Ziyad became more irate, aggressive and unprofessional and started yelling at the Sergeant. At this point a Lieutenant intervened and order Officer Ziyad to stop being disrespectful and comply with the orders he was given. Officer Ziyad stated "who are you talking to, don't yell at me I'm 41 years old and you're not going to talk to me like I'm a kid". At this point the Lieutenant ordered Officer Ziyad to report to Master Control and told him he was being excused from the extraction team. As Officer Ziyad proceeded down the hallway he continued to yell.
2	Officer	Idesha	Howard	Yes	No	No		N.J.A.C. 4A:2-2.3(a)(6) Conduct Unbecoming	On August 20, 2022 an investigation was concluded by an Investigator from the Internal Affairs Bureau. Based on video surveillance it was concluded that on August 28, 2018, Officer Howard did not conduct her tours and falsified her official Close Custody Observation Report. Officer Howard logged five (5) tours one at 0100 hours, 0116 hours, 0130 hours, 0145 hours and 0201 hours. Based on video surveillance Officer Howard only conducted two (2) tours one at 0116 hour and one at 0147 hours and falsified the other three (3) tours.
3	Officer	Byron	Dunn	No	No	Yes	150	N.J.A.C. 4A:2-2.3(a)(3) Inability to perform duties; N.J.A.C. 4A:2-2.3(a)(4) Chronic or excessive absenteeism or lateness	On July 27, 2021, Dunn entered into a Stipulation of Settlement for a one hundred twenty (120) Day suspension for being Sick Without Pay (SWOP). Dunn's settlement agreement states in paragraph 4(a) employee agrees to confirm his conduct to all acceptable work standards and conduct, including but not limited to, an adherence to all Essex County Policies and Procedures, as well as the Time and Attendance Policies and Procedures of the Essex County Department of Corrections. 4(b) further states the employee agrees that his failure to conform his conduct in accordance with paragraph 4(a) set forth above during the time period will result in further disciplinary action, up to and including termination. Despite this stipulation of settlement agreement, Dunn did not adhere to the stipulation of settlement and has called out of work SWOP sine August 11th 2021. Accordingly, Dunn has now been sick without pay and on an unapproved leave since August 11, 2021.
4	Officer	Jamil	Otero	No	No	Yes	5	N.J.A.C. 4A:2-2.3(a)(1) - Incompetency, inefficiency or failure to perform duties N.J.A.C. 4A:2-2.3(a)(6) - Conduct unbecoming a public employee N.J.A.C. 4A:2-2.3(a)(7) - Neglect of Duty N.J.A.C. 4A:2-2.3(a)(12) - Other sufficient cause -	On January 18, 2022 an Inmate was assigned on "Dry Cell" status in order to be monitored for the passage of contraband "Cell Phone". Inmate was assigned this cell on the authority of a Doctor, Officer Otero was assigned to the unit/ inmate as a "Constant Observation" Officer Otero documents being on post monitoring Inmates activity at 1745 hours but is not actually seen to be in front of the cell. Officer Otero is then seen on camera with his head back looking up at 1811 hours when he is supposed to be monitoring the behavior of the inmate. While Officer Otero is inattentive as to the behavior of the inmate, the Inmate is seen on his cell camera repositioning himself to remove the phone from his body cavity and then seen taking the phone out of his body cavity, all while Officer Otero is in front of the cell inattentive to the inmates activities. At 1814 hours, Officer Otero is seen on camera nodding and at 1821 hours Officer Otero is sleeping on duty. While Officer Otero is sleeping, the inmate has the phone in his hands and is destroying it. At 1823 hours, the inmate is seen placing pieces of the phone in a sock and sliding it across the floor to the door. The inmate is then seen placing the sock in his food tray at 1826 hour's and Officer Otero is oblivious to any inmate activity as he's sleeping on duty. At 1829 hours the inmate is still breaking the phone into pieces as the Officer is still sleeping; it is not until 1831 hours when another Officer enters the unit to conduct a tour when Officer Otero is finally awoken.
5	Officer	Kelly	Rouse	No	No	Yes	20	N.J.A.C. 4A:2-2.3(a)(7) Neglect of duty; N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause: Violation of Department Policies and Procedures - P.S.CUS.002 Firearms Violation of Department Rules and Regulations	On Wednesday October 20, 2022 Investigator Charles reported that Officer K. Rouse left his fully loaded departmental issued weapon with hollow point ammunition, in the bathroom of University Hospital located at 150 Bergen Street, Newark, NJ. Additionally, Officer Rouse failed to notify his department while abandoning his post to respond to Rutgers headquarters to retrieve his weapon.

6	Officer	Kiana	Wilson-Carter	No	No	Yes	30	N.J.A.C. 4A:2-2.3(a)(7) Neglect of duty; N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause: Violation of Department Policies and Procedures – P.S.CUS.002 Firearms Violation of	On Sunday, April 17, 2022 an Investigator reported that Officer K. Wilson-Carter left her fully loaded departmental issued weapon with hollow point ammunition, in the bathroom of University Hospital located at 150 Bergen Street, Newark, NJ. Additionally, Officer Wilson-Carter failed to notify her department after retrieving her weapon from Rutgers Police Department on this date.
7	Officer	Radi	Rice	No	No	Yes	20	N.J.A.C. 4A:2-2.3(a)(7) Neglect of duty	On June 15, 2023 a Lieutenant was conducting a tour of the Intake and Pre-Book areas, when he received a phone call from a Captain instructing him to return back to the Pre-Book area. The Captain stated he was looking at the surveillance cameras in the Pre-Book area, and observed Officer Rice who appeared to be sleeping in the area of Pre-Book. When the Lieutenant responded to the Pre-Book area he observed Officer Rice sleeping. The Lieutenant stood across the counter waited a few seconds, called out Officer Rice's name. Officer Rice opened his eyes. Officer Rice was then ordered to write report as to why he was sleeping on duty.
8	Sergeant	Ebony	Mullin	No	No	Yes	150	CHARGES: N.J.A.C. 4A:2-2.3(a)(6): Conduct unbecoming a public employee; N.J.A.C. 4A:2-2.3(a)(12): Other sufficient cause; Violation of Department Rules and Regulations: 3:1.32 Withholding information or giving false information; 3:1.40 Photographs,	On June 29, 2021 at approximately 21:21:00 Sgt. Mullin exits the locker room door and walks towards the security checkpoint. Sgt. Mullin then stops near the cell sense machine with a cellular phone in her hand, and appears to take a picture; she then bypasses the cell sense machine and appears to take a second picture. The Security Officer asked Sgt. Mullin if she was taking a selfie to which she replied "no". At approximately 21:22:22 a Officer from scheduling walks through the cell sense machine and witnesses Sgt. Mullins phone shuttering a few times taking pictures of Master Control/Center Control and in view were three Lieutenants at the Lieutenants desk. Further, in a memo dated 7/10/2021 and in a statement to an Investigator on Monday October 18, 2021 Sgt. Mullin provided a false statement in which she states the reason she had her cell phone was so she could gain reception to text and call her husband. In the audio review of the red door the Security Officer asked Sgt. Mullin if she was trying to get signal to which she replied "oh, no". Sgt. Mullin knowingly and willfully entered the Essex County Correctional Facility while in possession of an electronic device, specifically a "cellphone." The cell phone was equipped with a video camera which was used to take pictures of inside the secure perimeter of the Essex County Correctional Facility and of Lieutenants inside the secure perimeter of the Essex County Correctional Facility. Sgt. Mullin used the cell phone to take pictures of an extremely secure and sensitive area "Master Control/Center Control" which not only has camera locations and monitors that randomly view different areas of the jail but is the operations hub for the entire facility.
11	Officer	Michael	Romero	No	No	Yes	10	CHARGES: N.J.A.C. 4A:2-2.3(a)(1) – Incompetency, inefficiency or failure to perform duties N.J.A.C. 4A:2-2.3(a)(6) – Conduct unbecoming a public employee N.J.A.C. 4A:2-2.3(a)(7) – Neglect of Duty N.J.A.C. 4A:2-2.3(a)(12) – Other sufficient cause – Violation of Essex	Based on the Video surveillance from July 6, 2023, an Investigator revealed that at approximately 0504 hours Essex County Police Officer Michael Romero was observed seated at the Pre Book desk sleeping. Officer Romero was observed in a continuous state of sleep with brief moments of awakening and immediately returning to sleep for approximately 34 minutes.

N.J.A.C. 4A:2-2.3(a)(7) – Neglect of Duty

12	Sergeant	Jason	Jarman	No	No	Yes	41	-2.3(A)(6) Conduct	<p>On Thursday April 6, 2023 Sergeant J. Jarman was working as the Man Power Sergeant on the 6-2 shift. Two Civilian Scheduling employees were on their way to drop off the 2-10 schedule to Master Control, when Sergeant Jarman attempted to engage them in an inappropriate conversation. The conversation ended and the Two scheduling employee's entered Master Control. While in Master Control one scheduling employee was speaking to the Counts Control Officer when Sergeant Jarman entered Master Control and made physical contact with the second scheduling employee. The scheduling employee stated she felt Sergeant Jarman's private part make contact with her butt and lower back and told Sergeant Jarman he was standing to close. He disregarded her comment and stated "wow, you really are short". Upon completion of their business in Master Control the two scheduling employees exited Master Control and were once again engaged by Sergeant Jarman. Sergeant Jarman tried to engage them in an inappropriate once again as they walked away. Once back in her office the scheduling employee told her co-workers what had transpired between her and Sergeant Jarman then filed a complaint against Sergeant Jarman April 11, 2023.</p> <p>Further, on Tuesday June 15, 2023 the Deputy Director notified the Chief of Internal Affairs that she had observed Sergeant Jarman sleeping on his post as the Man Power Sergeant. On Friday, June 21, 2023 an Investigator was detailed to initiate an investigation into the alleged infraction by Sergeant Jarman of sleeping on his post. Based on video surveillance from June 15, 2023 between 10:20 and 11:00 hours it was sustained that Sergeant Jarman was in fact sleeping on his post.</p>
13	Officer	Randy	Ulerio	No	No	Yes	60	<p>N.J.A.C. 4A:2-2.3(a)(1) – Incompetency, inefficiency or failure to perform duties</p> <p>N.J.A.C. 4A:2-2.3(a)(3) – Inability to perform Duties</p> <p>N.J.A.C. 4A:2-2.3(a)(7) – Neglect of Duty</p> <p>N.J.A.C. 4A:2-2.3(a)(12) – Other sufficient cause –</p> <p>Violation of Essex County Departmental</p>	<p>On June 11, 2022 Officer Ulerio was assigned to Building two Level 1 E-unit (Quarantine Unit) for the 1400 to 2200 shift. At approximately 1945 hours, Officer Ulerio had cells 211 through 216 out for recreation, during this time he opens cell 113 where an inmate exits his cell, enters the dayroom and assaults another inmate knocking him unconscious.</p> <p>Through his actions, Officer Ulerio's failure to be attentive / diligent in his duties led to an inmate on inmate assault.</p>
14	Officer	Brian	Hanlon	No	No	Yes	6	<p>N.J.A.C. 4A:2-2.3(a)(1) Incompetence, inefficiency, or failure to perform duties</p> <p>N.J.A.C. 4A:2-2.3(a)(6) Conduct unbecoming a public employee</p> <p>N.J.A.C. 4A:2-2.3(a)(7) Neglect of Duty</p> <p>N.J.A.C. 4A:2-2.3(a)(2) Insubordination</p> <p>N.J.A.C. 4A:2-2.3(a)(12) Other sufficient cause: Violation of Department Policy:</p>	<p>Specifically, on March 8, 2023 a Lieutenant submitted his video review of the "Crosswalk Detail" manned by Officer Hanlon on February 21 and 22, 2023 and noted the following infractions:</p> <ul style="list-style-type: none"> • Traffic control is not conducted for Officer's arriving or departing from the facility by either the 2200-0600 or 0600-1400 shift. A county vehicle is merely parked in the driveway apron with emergency lights activated. No traffic control is conducted. • Officer Hanlon leaves a county vehicle running while not in the presence of that vehicle. • Per policy the 2200-0600 Officer should be conducting the crosswalk detail until relieved by a 0600-1400 Officer after lineup. <p>The purpose of the assignment is Officer Safety while crossing Doremus Ave. On February 21 and 22, 2023 Officer Hanlon fails to cross the Officers safely, instead he watches the Officers cross from inside the perimeter vestibule. Also on February 21 and 22, 2023 Officer Hanlon was observed leaving the department vehicle unattended at the perimeter apron of the jail parking lot.</p> <p>Further, On March 1, 2023 Officer Hanlon submits a memo to the Office of the Warden, Subject "Traffic Detail" in which he refers to a Captain as "Provisional Captain" as this remark was blatant, deliberate and designed to be disrespectful.</p>
15	Officer	Brian	Hanlon	No	No	Yes	10	N.J.A.C. 4A:2-	Specifically, on May 27, 2023 an Investigator noted the following during his video review. At 08:56:40 hours,

