

PLAINFIELD POLICE DEPARTMENT GENERAL ORDER



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SUBJECT: EARLY WARNING SYSTEM

BY THE ORDER OF:

Police Director

ACCREDITATION STANDARDS:

2.2.3

Effective Date: March 28, 2018

Revised: April 27, 2020

PURPOSE: The purpose of this general order is to establish a personnel early warning system.

POLICY: It is the policy of the Plainfield Police Department to implement and utilize Guardian Tracking® Software as an early warning system for tracking and reviewing incidents of risk and provide timely intervention consistent with Attorney General Guidelines. This general order is in accordance with the New Jersey Attorney General's Law Enforcement Directive No. 2018-3.

PROCEDURE:

I. EARLY WARNING SYSTEM

- A. The Early Warning System is designed to detect patterns and trends before the conduct escalates into more serious problems. As such, employees must understand that the early warning system is not identical to the disciplinary process. Although it is possible that disciplinary action may be taken as the result of evidence that rules and regulations were violated, this is not the sole or even primary intent of the system. The primary intent of an early warning system is to address potential problems through the use of appropriate management and supervisory strategies before formal discipline is warranted.
- B. Many different measures of employee performance (actions or behaviors) can be regularly examined for patterns or practices that may indicate potential problems. These performance measures include, but are not limited to, the following documented indicators:
1. Internal complaints, whether initiated by another officer or by a member of the public and regardless of outcome;
 2. Civil actions filed against an officer, regardless of outcome;
 3. Criminal investigations or complaints made against an employee;
 4. Any use of force by an employee that is formally determined or adjudicated to have been excessive, unjustified or unreasonable;
 5. Domestic violence investigations in which the employee is an alleged subject;
 6. An arrest of an employee, including on a driving under the influence charge;
 7. Sexual harassment claims against an employee;
 8. Vehicular collisions involving an officer that are formally determined to have been the fault of the officer;
 9. A positive drug test by an employee;
 10. Cases or arrests by the officer that are rejected or dismissed by a court;
 11. Cases in which evidence obtained by an officer is suppressed by a court;
 12. Insubordination by the employee;
 13. Neglect of duty by the employee;
 14. Claims of duty-related injury by the officer;
 15. Arrests for resisting arrest;
 16. Arrests for assault on a law enforcement officer;

17. Vehicular pursuits;
 18. Unexcused absences or sick time abuse.
 19. Any other indicators, as determined by the agency's chief executive.
- C. Generally, three (3) instances of questionable conduct or performance indicators (as listed in section B, above) within a 12-month period would initiate the early warning system process. If one incident triggers multiple performance indicators, that incident shall not be double or triple counted, but instead shall count as only one performance indicator. Sick time usage shall be identified by a pattern or more than twelve (12) sick days within a calendar year.

II. ADMINISTRATION OF EARLY WARNING SYSTEM

- A. The early warning system review process is primarily the responsibility of the Internal Affairs Unit; but any supervisor may initiate the early warning process based upon his or her own observations. Emphasis should be placed on anticipating employee problems before it results in improper performance or conduct.
- B. The employee's supervisor shall be alerted by the Guardian Tracking® Software if an employee has the emergence of a pattern, practices or trend of inappropriate behavior or misconduct. In addition, the employee's supervisor shall query the Guardian Tracking® Software and review an individual employee's history any time a new complaint is received.
1. Using this information, the supervisor may be able to identify employees who may need remedial/corrective intervention even before such is indicated by the Guardian Tracking® Software.
- C. If the Guardian Tracking® Software indicates the emergence of a pattern, practices or trend of inappropriate behavior or misconduct, the supervisor shall consult with the employee's commander.
- D. The employee's supervisor and commander shall review the information along with any other relevant information from Police Department records for the purpose of initiating a course of intervention designed to correct/interrupt the emerging pattern, practice or trend.
1. If the Guardian Tracking® Software has returned an incorrect identification or "false positive," that conclusion should be documented.
 2. If the Guardian Tracking® Software reveals that an employee has violated Police Department rules and regulations or general orders, the supervisor after consultation with Internal Affairs should proceed with an internal investigation and possible disciplinary action.
 3. If the Guardian Tracking® Software reveals that the employee has engaged in conduct which indicates a lack of understanding or inability to comply with accepted procedures, the supervisor shall consult with the employee's commander to determine the appropriate course of remedial/corrective intervention.

- E. At least every six (6) months, internal affair's personnel shall audit the agency's tracking system and records to assess the accuracy and efficacy of the tracking system.

III. SUPERVISORS

- A. An employee's first line supervisor is usually the first member of the Police Department to encounter and document specific incidents that affect an employee. It is essential for the supervisor to speak with the employee, document these incidents and report findings to their commander. **The success of this program relies heavily on the first line supervisor's participation and involvement.**
- B. If a supervisor has initiated remedial/corrective intervention, Internal Affairs shall be formally notified of such efforts through the Guardian Tracking® Software. The incident narrative placed in the Guardian Tracking® Software may serve as adequate documentation.
- C. Guardian Tracking® Software
 - 1. Guardian Tracking® Software allows supervisors the ability to document routine performance in one centralized location during the course of an evaluation period. As incidents are entered, Guardian Tracking® Software will monitor the frequency of specific incidents to determine if early intervention is warranted.
 - 2. **Supervisors will not document routine performance in any other format.** All performance documentation will be entered into the Guardian Tracking® Software.
 - 3. Supervisors will have access to make entries and view all employees under their chain of command.
 - 4. **Supervisors, who identify deficiencies with other personnel outside of their chain of command, will submit the nature of the performance deficiency directly to the employee involved. Supervisors within the chain of command will, by default, have access to this newly created documentation.**
 - a. This process does not relieve the documenting supervisors of the obligation to take immediate action to correct serious infractions that may result in liability, injury, and/or disrepute.
 - 5. Supervisors, who identify and wish to document positive performance conduct on other personnel, outside of their chain of command, will submit the nature of the performance directly to the employee involved. Supervisors within the chain of command will, by default, have access to this newly created documentation.

IV. COMMANDERS

- A. The commanders shall periodically review an individual employee's history. Using this information and his/her experience, the commander may be able to identify

employees who may need remedial/corrective intervention even before such is indicated by the Guardian Tracking® Software.

- B. When under early warning system monitoring, an employee must be notified in writing that the early warning system has been initiated then the employee's commander shall meet with the employee and supervisor to discuss the situation in depth to:
 - a. Identify problems or potential problems;
 - b. Determine short and long-term goals for improvement;
 - c. Come to a consensus commitment on a plan for long-term improved performance;
 - d. Advise of the monitoring process and the repercussions of future sustained transgressions.
- C. Generally, personnel should expect to remain under intensive monitoring and supervision for at least three (3) months when an early warning flag is triggered or until the supervisor concludes that the employee's behavior has been remediated (whichever is longer).
- D. Employee Meeting
 - 1. All employee meetings shall be thoroughly documented in the Guardian Tracking® Software, which will automatically be forwarded to the Police Director or designee. The affected employee and supervisors shall meet on a regular basis, minimally monthly, to discuss progress towards the agreed upon goals and objectives.
 - 2. All regular monthly progress/status reports shall be submitted via the Guardian Tracking® Software.
 - 3. An additional three (3) months of documented monitoring is required following removal from the early warning system. Monthly monitoring reports from the direct supervisor are required.
 - 4. Any statement made by the officer in connection with the early warning system review process may not be used against them in any disciplinary or other proceeding.

V. REMEDIAL/CORRECTIVE INTERVENTION

- A. Supervisory or command personnel may initiate remedial/corrective intervention to correct behavior. Remedial/corrective intervention may include, but is not limited to:
 - 1. Training or re-training;
 - 2. Counseling;
 - 3. Intensive supervision;

4. Fitness-for-duty examination;
 5. Employee Assistance Program (EAP) referral; and
 6. Any other appropriate remedial or corrective action.
- B. Internal disciplinary action, remedial/corrective intervention, and fitness for duty examinations are not mutually exclusive and should be jointly pursued if and when appropriate.
- C. When remedial/corrective intervention has been undertaken, the Police Director or designee shall ensure that such actions are documented in writing. No entry should be made in the employee's personnel file, unless the action results in a sustained investigation. If the remedial/corrective intervention is a training program, attendance and successful completion of that program should be noted in the employee's training record.

VI. NOTIFICATION TO SUBSEQUENT LAW ENFORCEMENT EMPLOYER

- A. If any officer who is or has been subject to an early warning system review process applies to or accepts employment at a different law enforcement agency it is the responsibility of the administrative bureau to notify the subsequent employing law enforcement agency of the officer's early warning review process history and outcomes. Upon request, the Internal Affairs Unit, shall share the officer's early warning system review process files with the subsequent employing agency.

VII. NOTIFICATION TO THE COUNTY PROSECUTOR

- A. Upon initiation of the early warning system review process on an officer, the Police Director or a designee shall make a confidential written notification to the county prosecutor or his/her designee of the identity of the subject officer, the nature of the triggering performance indicators, and the planned remedial program. Upon completion of the early warning system review process, the Police Director or a designee shall make a confidential written notification to the county prosecutor or his/her designee of the outcome of the early warning system review, including any remedial measures taken on behalf of the subject officer.

VIII. PUBLIC ACCESSIBILITY AND CONFIDENTIALITY

- A. All early warning system policies adopted by law enforcement agencies shall be made available to the public upon request and shall be posted on the city's website. Annual Reports from the County Prosecutors to the Attorney General also shall be made available to the public upon request and shall be posted on the Attorney General's website.
- B. All written reports created or submitted pursuant to this directive that identify specific officers are confidential and not subject to public disclosure.

RESPONSIBILITY: It shall be the responsibility of all personnel to thoroughly review, fully familiarize themselves, and adhere to the provisions of this general order.