

Annual Major Discipline Reporting Form

Internal Affairs Policy & Procedures | Appendix L

Pursuant to Attorney General Law Enforcement Directive No. 2022-14, 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, as well as sustained findings listed in the above directive, regardless of the type or severity of discipline imposed, 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. In addition, include all discipline from earlier years which was on appeal, the final appeal was resolved during 2023, and the discipline remains in one of the enumerated categories. 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: **Hudson** <- Select County from dropdown menu here

Agency: **Hudson Co Corrections** <- Select Agency from dropdown menu here

No.	Rank	Disciplined Officer		Terminated?	Demoted?	Sanction Suspended?	# Days Susp.	Resigned, retired, transferred, or separated while IA Pending	Specify other sanction type, if applicable	Sustained Charge	Synopsis Description
		First Name	Last Name								
1	Officer	Frank	Madrid	Yes	No	No		No		Insubordination, Chronic or Excessive Absenteeism, Conduct Unbecoming, Neglect of Duty.	Officer Madrid failed to return to work after an approved absence.
2	Sergeant	Ryan	Szper	No	No	No	0	No	Loss of time	Domestic Violence	A Final Restraining Order (FRO) was granted by Bergen County Superior Court on October 22, 2022, prohibiting Szper from possessing any and all firearms making him unable to fulfill his duties as a Law Enforcement Officer. Internal Affairs officers sustained charges against Szper for Domestic Violence. During the termination process, the FRO was vacated on September 26, 2023. Szper returned back to work on October 20, 2023 with his time recorded as unpaid administrative leave waiving all claims to backpay.
3	Officer	Lakia	Gaillard	No	No	Yes	45	No		Incompetency, Inefficiency or Failure to Perform Duties	Officer Gaillard left an unattended firearm in the bathroom located in the visitor's lobby at the Correctional Center. The firearm was found by the cleaning crew and reported to the immediate supervisor on duty.
4	Officer	Jahnelly	Eckhardt	No	No	Yes	20	No		Chronic or Excessive Absenteeism, Insubordination, Neglect of Duty	Officer Eckhardt was approved for Family and Medical Leave Act time (FMLA) for 60 days. After converting previous time off, she only had 5 days available to use between May 24 and June 5, 2023. Attendance records reflect that Eckhardt used time off on May 15, June 12, June 14, July 4, and July 7, 2023 without approval or having a balance of any time off. These days were marked Absent No Pay (ANP).
5	Sergeant	Timothy	O'Conner	No	No	Yes	35	No		Conduct Unbecoming, Neglect of Duty.	Sgt. O'Conner admitted to using a racial slur when referring to another employee/officer.
6	Officer	Juste	Pierre	No	No	Yes	45	No		Conduct Unbecoming a Public Employee	Officer Pierre allowed inmates out of their cells without prior authorization and was reported by supervisors utilizing his cellphone during the inmate count. Pierre also authored a report contradicting what superiors viewed on the surveillance footage.
7	Officer	Dario	Medina	No	No	Yes	20	No		Incompetency, Inefficiency or Failure to Perform Duties, Conduct Unbecoming, Neglect of Duty.	Officer Medina left a loaded magazine with 13 hollow point bullets in a County vehicle that inmates are transported in.
8	Officer	Jasmir	Floyd	Yes	No	No		No		Fraternization	While on duty, Officer Floyd was observed communicating with inmates identified as high-level gang members and bringing them food from the employee dining room. There was no report on file detailing any prior relationship with anyone incarcerated at the facility.
9	Officer	Ely	Brown	Yes	No	No		no		Incompetency, Insubordination, Conduct Unbecoming, Neglect of Duty	Officer Brown was inattentive to his duties as a Corrections Officer by utilizing his cellphone while working.
10	Officer	Estefani	Ciriaco	No	No	Yes	90	No		Incompetency, Insubordination, Conduct Unbecoming, Neglect of Duty	Officer Ciriaco left the county-issued firearm and ammunition unsecured and unattended in a gym bag where an inmate had access to it while assigned to the hospital detail. This occurred after being told by the supervisor to secure the firearm on the gunbelt before leaving the jail facility.
11	Officer	James	Pagano	No	No	Yes	20	No		Chronic or Excessive Absenteeism, Insubordination, Neglect of Duty	Officer Pagano was marked Absent No Pay (ANP) on 8/1/2022 after calling out after the one-hour grace period. Subsequently, he requested vacation days for 8/15, 16, 19 20 and 21 without having enough vacation time in his time off balance. He did not report to work on those days and was marked as ANP.
12	Officer	Bryan	Gomez	No	No	Yes	30	No		Incompetency, Insubordination, Conduct Unbecoming, Neglect of Duty	Officer Gomez was inattentive to his duties while an inmate was assaulted. The assault did not get reported not was first aid provided.
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For Sustained Charge(s), regardless of the type or severity of discipline imposed, please use A SHORT HAND description like the below, rather than a statute or ordinance:

- Discrimination or bias:** Discrimination or Bias against any person b/c of the individual's actual or perceived race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, sex, gender identity or expression, disability, nationality, familial status, or any other protected characteristic under N.J.S.A. 10:5-1 et seq.
- Excessive Force:** Officer utilized excessive force
- Untruthful/Candor:** Officer was untruthful or has demonstrated a lack of candor
- False Report:** Officer has filed a false report or submitted a false certification in any criminal, administrative, employment, financial, or insurance matter in their professional or personal life
- Improper Search, Seizure, Arrest:** Officer intentionally conducted an improper search, seizure or arrest
- Evidence Mishandling:** Officer intentionally mishandled or destroyed evidence
- Domestic Violence:** Domestic violence, as defined in N.J.S.A. 2C:25-19
- Indictable Offense:** Officer was charged with any indictable crime under New Jersey or an equivalent offense under federal law or the law of another jurisdiction related to the complaint