

**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 has been 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		Sanction				Resigned, retired, transferred, or separated while IA Pending	Specify other sanction type, if applicable	Sustained Charge	Synopsis	
		First Name	Last Name	Terminated?	Demoted?	Suspended?	# Days Susp.				Description	
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	Gailliard	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	Jahnely	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.	
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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

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**Instructions**  
Annual Major Discipline Reporting Form | IAPP Appendix L- UPDATED OCTOBER 2023

**COLUMNS**

**Instructions** Attorney General Law Enforcement Directive No. 2022-14, details reporting requirements surrounding Annual Major Discipline reporting for all sustained major disciplinary actions in which a plea agreement was reached or a final sanction was imposed during the time period listed. In addition, include all discipline from earlier years which has been on appeal, the final appeal was resolved during 2023, and the discipline remains in one of the enumerated categories. **\*Items circled in prior years will not be accepted. Only the 2023 Appendix L form may be submitted.** Under this revised Directive, major discipline is defined as complaints resulting in the officer's:

- (a) termination,
- (b) demotion,
- (c) suspension for more than five days,
- (d) sustained finding of discrimination or bias against any person because 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., regardless of the type or severity of discipline imposed;
- (e) sustained finding that the officer utilized excessive force in violation of departmental policy or the Attorney General's Use of Force Policy, regardless of the type or severity of discipline imposed;
- (f) sustained finding that the officer was untruthful or has demonstrated a lack of candor, regardless of the type or severity of discipline imposed;
- (g) sustained finding that an 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, regardless of the type or severity of discipline imposed;
- (h) had a sustained finding that an officer intentionally conducted an improper search, seizure or arrest, regardless of the type or severity of discipline imposed;
- (i) sustained finding that an officer intentionally mishandled or destroyed evidence, regardless of the type or severity of discipline imposed;
- (j) sustained finding of domestic violence, as defined in N.J.S.A. 2C:25-13, regardless of the type or severity of discipline imposed;
- (k) Resigned, retired, transferred or separated from the agency, regardless of the reason, while any internal affairs investigation or complaint was pending, and the misconduct ultimately sustained falls within categories (d) through (j) above and would have resulted in an action under categories (a) through (i) had the member not separated from the agency; or
- (l) 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.

For each major discipline sanction imposed, list ALL sustained charges in a single row for an officer.

**Column A** Please number your major discipline submission submissions for your agency in descending order.  
**Column B** Type the disciplined officer's rank (Officer, Lieutenant, Detective, Trooper, etc.)  
**Column C** Type the officer's first name  
**Column D** Type the officer's last name  
**Column E** Select yes or no: Was the officer terminated?  
**Column F** Select yes or no: Was the officer demoted?  
**Column G** Select yes or no: Was the officer suspended for more than five days?  
**Column H** If the officer was suspended for more than five days, enter the numbers of days. Only include numerical digits (10, 30, etc.).  
**Column I** Select yes or no: Did the officer resign, retire, transfer, or separate from the agency, regardless of the reason, while any internal investigation/complaint was pending?  
**Column J** Select a sanction type, as applicable, if not included in terminations, demotions, or suspensions of more than 5 days.

**Column K** Type the name of the sustained charges (enter ALL sustained charges). For Sustained Charge(s), regardless of the type or severity of discipline imposed, please use descriptions like those provided in the instructions and form, rather than a statute or ordinance.  
**Column L** Type a brief summary of the officer's transgressions. Examples appear in the sample form below. Please note the following:  
 \*The synopsis of each case, required by this section, shall follow the format provided in Appendix L and shall include the identity of each officer subject to final discipline, a full explanation of the rule, regulation, policy, directive, or law violated, a factual summary of their conduct, and a statement of the sanction imposed.  
 \*The synopsis shall provide sufficient detail to enable a reader who is not familiar with the case to fully understand the factual scenario that resulted in the disciplinary action.  
 \*Examples of acceptable synopsis may be found in Appendix L.  
 \*This synopsis shall not contain the identities of the complainants or any victims.  
 \*Where discipline relates to domestic violence, the synopsis shall not disclose the relationship between a victim and an officer. In rare circumstances, further redactions may be necessary to protect the identity of a victim. Whenever practicable, notice shall be given to victims of domestic or sexual violence in advance of an agency's disclosure of discipline related to the incident (IAPP 9.11.2). **NOTE: The descriptions within the synopsis must be sufficient enough to allow an individual who has no prior knowledge of the Major Discipline matter to understand the essence of what occurred. Insufficient descriptions or other failures to properly fill out this Appendix L Major Discipline form will not be accepted.**

**SAMPLE FORM**

Time period: **January 1, 2023 to December 31, 2023**  
 County: **Middlesex**  
 Agency: **Select Example Agency**

-- Select County from dropdown menu here  
 -- Select Agency from dropdown menu here

No.	Disciplined Officer			Sanction				Resigned, retired, transferred, or separated while in Pending	Specify other sanction type, if applicable	Sustained Charge(s)	Synopsis	
	First Name	Last Name	Terminated?	Demoted?	Suspended?	# Days Susp.	Description				Description	
1	Officer	John	Smith	No	No	Yes	10			Drinking on Duty	Officer Smith was assigned to a funeral procession detail in February 2023. Time records indicate he was on duty from 10 am to 3 pm. A security camera at the restaurant where the repast was held confirmed the Officer consumed beer while in uniform between approximately 1:30 and 2:00 pm. Investigation revealed that Officer Smith was assigned to a funeral procession detail on February 22, 2023. His time records indicate he was on duty from 10 am to 3 pm. An interview of 2 witnesses confirmed that the Officer was present at the repast in uniform between approximately 1:30 and 2, but they did not see him drinking. However, a review of the surveillance cameras from the kitchen area of the restaurant revealed him consuming a bottle of beer at 1:52 pm. Officer Smith was suspended for 10 days.	
2	Trooper	Jane	Cook	No	No	Yes	30			Excessive force	Review of the DVR and BWC shows that Trooper Cook slammed complainant to the ground when she asked a question about why she was being arrested. She did not resist or attempt to flee and was not given an opportunity to voluntarily comply with handcuffing. The trooper's conduct was a violation of the Attorney General's Use of Force Policy and the NJ State Police Policy on force. Trooper Cook received a 30 day suspension.	
3	Lieutenant	Jerry	Swan	No	Yes	No				Criminal Behavior (Harassment); Conduct Unbecoming an Officer	Officers were dispatched on July 4, 2023, to a possible domestic violence incident. Lt. Swan told the officers that everything was fine and demanded that they leave. BWCs of the responding officers recorded the hysterical victim describing a physical altercation with the intoxicated Lieutenant, who was incensed when she rejected his advances. The victim later refused to cooperate. However, the available evidence, including the red marks on the victim's face and arms, supports the charge that the physically larger Lieutenant engaged in offensive touching harassment. If not simple assault. In addition to the harassment of the victim, Lieutenant Swan's behavior in telling the responding officers to leave the scene and then berating and insulting them throughout the process, as well as his disgraceful behavior outside his residence, which was witnessed by civilian neighbors, brings discredit to him and to the police department. It fully supports the charge of Conduct Unbecoming an Officer. Lt. Swan was demoted one rank and suspended one year.	
4	Officer	Paul	Jones	No	No	Yes	8			Insubordination	Officer Jones was suspended for 8 days for refusing a direct order on March 2, 2023 to complete a report for an incident that occurred at the end of his shift.	
5	Officer	Jennifer	Smith	Yes	No	No				False Report	Officer Smith was terminated for falsifying an arrest report on September 15, 2023. Officer Smith stated in her report that the defendant threatened her. Review of the BWC showed no threats were made to her.	
6	Sergeant	Anthony	Bilco	No	Yes	No				Improper Arrest	Sergeant Bilco was demoted for failing to arrest an individual who had an active warrant for domestic violence. The conduct occurred in 2020, but the appeal became final in 2023.	
7	Officer	Kiel	Robbins	No	No	No		Yes		Indictable Offense	Officer Robbins was charged with Sexual Assault (N.J.S.A. 2C:14-2) and Official Misconduct (N.J.S.A. 2C:30-2) for behavior that occurred while on duty. Lieutenant Ludani, during a search of a home, was found to have intentionally mishandled evidence. She received specific training and counseling related to evidence collection.	
8	Lieutenant	Marissa	Ludani	No	No	No			Training, coaching, or counseling	Evidence Mishandling		

**Exc 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:**  
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**Excessive Force:** Officer utilized excessive force  
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**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  
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**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.