2015 ANNUAL REPORT
(Fiscal Year 2015 - July 1, 2014 - June 30, 2015)
April 8, 2016

The Honorable Chris Christie
Governor, State of New Jersey
The State House
Trenton, NJ 08625

Dear Governor Christie:

I am pleased to submit the New Jersey State Parole Board’s FY2015 Annual Report. This report will provide you with an overview of our agency’s operation as well as the vital accomplishments and initiatives within the past year.

The State Parole Board is proud of our many accomplishments, and during the past year we have worked to expand initiatives that will further assist us in meeting our mission to promote public safety and fostering rehabilitation. Our staff coordinates with Community Resource Centers throughout the state to provide various services to offenders that will aid them in becoming productive members of society. Our Parolee Employment Placement Program has been successful in aiding offenders in securing employment and the Veterans Offender Reentry Initiative continues to assist those veterans under the supervision of the State Parole Board with services and support. The State Parole Board has taken its responsibility for public safety very seriously, and will continue to administer an effective parole system for both adult and juvenile offenders.

These accomplishments would not be possible without the dedication and hard work of the men and women of this agency who perform their duties and responsibilities with the highest level of professionalism. I look forward to continuing our efforts to keep New Jersey in the forefront in reducing recidivism and to successfully reintegrate our parole population into society.

Respectfully submitted,

James T. Plousis
Chairman
NEW JERSEY STATE PAROLE BOARD
ADMINISTRATIVE OFFICERS

Chairman: James T. Plousis  
Vice-Chairman: Samuel J. Plumeri, Jr.  
Executive Director: David W. Thomas  
Deputy Executive Director: Lawrence J. Gregorio

Associate Board Members:

Brian T. Butch  
Allen DelVento  
Reni Erdos  
Carmen M. Garcia  
Thomas Haaf  
Lloyd D. Henderson  
James B. Jefferson  
Charlie Jones  
Julio Marenco  
Robert Riccardella  
Norman Robertson  
Yolette C. Ross

Alternate Board Members:

Hope L. Cooper  
Laurie Fuchs

VISION

To improve the safety of the public and the quality of life in New Jersey by administering an innovative parole system that addresses the needs of the community, victims, and offenders through a responsible decision-making process that provides every available opportunity for successful offender reintegration.

MISSION

The New Jersey State Parole Board is committed to promoting public safety and fostering rehabilitation of offenders by implementing policies that result in effective parole case management.
DIVISION OF RELEASE

The New Jersey Parole Act of 1979 (N.J.S.A. 30:4-123.45, et seq.) places with the State Parole Board the authority and responsibility of deciding which state and county inmates shall be granted release on parole and the special conditions of parole that will be imposed.

The Division of Release, operating out of Central Office, has offices in each state correctional facility. The primary function of the Division of Release is to evaluate and assess incarcerated adult offenders and determine their eligibility and appropriateness for parole release. The Division of Release prepares each case for consideration for the members of the Board by securing professional reports concerning an inmate's criminal history, including his/her current offense; their social, physical, educational, psychological progress to date; and their objective social and psychological risk and needs assessment.

An assigned hearing officer conducts the initial parole consideration hearing and a Board Panel renders the final decision.

**COUNTY INMATE PAROLE STATISTICS**

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<th>FY 2014*</th>
<th>FY 2015*</th>
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* Beginning in 2008 county inmates were given the option to waive their initial hearing and proceed to a panel hearing. This reflects the reduction in the number of initial hearings scheduled, conducted and parole recommended statistics above.

**VICTIM INPUT**

The Victim Input Unit is committed to the privacy, safety and well-being of all victims of crime and encourages their participation in the parole process. Effective July 11, 1984, when an adult is convicted of a first or second degree crime, the County Prosecutor must notify the victim of that crime - or nearest relative of a murder victim - of their right to provide information to the State Parole Board before the offender's parole consideration. This notification is in writing and includes a form, which the victim should use to register their interest in providing information to the Board. Regardless of the degree of the crime, all victims have the right to participate in the parole process.
When a victim registers with the State Parole Board’s Victim Input Unit, staff will confirm the victim’s registration and monitor the offender’s parole eligibility. This process aides us in contacting the victim in advance of the offender’s parole eligibility. Prior to the time of eligibility, the victim will be contacted and invited to either submit a written statement, videotaped statement, or appear personally to provide a statement.

If the victim chooses to provide a statement in person, a hearing will be scheduled, and every effort will be made to accommodate the victim in scheduling. Most victim input hearings will take place at the State Parole Board’s Central Office in Trenton, but in special situations - such as the victim is physically disabled - it may be possible to conduct the hearing elsewhere or via video teleconferencing.

**REVOCATION**

The Revocation Unit is responsible for conducting probable cause and final parole revocation hearings to determine if an offender has violated the terms and conditions of his or her parole. The Revocation Unit hearing officers make formal recommendations to members of the Board concerning parole violations. These recommendations include whether or not an offender should have their parole status revoked and be returned to prison or if the terms and conditions of their parole should be modified in some fashion.

**Appeals**

An inmate or offender may appeal any action of a Board Member, hearing officer, unit, or division of the State Parole Board. The Appeals Unit processes administrative appeals and insures that the appeal submitted by an inmate or offender is presented to and reviewed by a Board Panel or the Board.

**LEGAL SUPPORT**

The Legal Support Unit provides assistance to Board Members and agency staff thereby assuring that they function in accordance with statutory provisions and administrative regulations. The Legal Support Unit also assists the Board in the development and implementation of policies; the development and promulgation of amendments to the agency’s administrative code; the pursuing of clarification of sentencing matters that have an impact on the Board’s functions; the review and processing of complex cases; the review of the imposition of special conditions in the cases of certain offenders and the presentation of said cases to Board Members for review; and providing assistance to counsel assigned by the Division of Law to represent the State Parole Board in any legal matter involving the Board or agency staff.

An offender may be eligible to obtain a Certificate of Good Conduct and/or a Certificate Suspending Certain Employment, Occupational Disabilities or Forfeitures to assist in obtaining public employment or employment involving licensure. The Legal Support Unit processes such
applications for presentation and consideration by the full Board. In addition, this Unit investigates and processes applications for medical parole for consideration by an Adult Panel.

### JUVENILE

The Juvenile Unit operates within the Division of Release. The Unit is assigned two Panel Members who function as the Board's Juvenile Panel. The Juvenile Panel performs quarterly reviews for the juveniles incarcerated in secure and residential facilities managed by the New Jersey Juvenile Justice Commission.

For each juvenile entering a secure or residential facility, the Juvenile Panel conducts an initial review, establishes time goals, monitor and assess the juvenile's overall progress and community suitability during routine follow-up review sessions. Based on these reviews, the Juvenile Panel may render one of the following decisions: continue confinement, defer release for review at a future date, refer the juvenile to the Adult Panel, have the juvenile serve the maximum sentence, or grant the juvenile release to parole supervision or Post Incarceration supervision.

The Juvenile Unit is responsible for processing all revocation and rescission hearings for juvenile offenders.

### COMMUNITY PROGRAMS

The Community Programs Division provides oversight to State Parole Board contracted community partners who, under existing contract agreements, provide residential and non-residential transitional rehabilitative programs to offenders under parole supervision. These programs include: Stages to Enhance Parolee Success (STEPS) Program, Reentry Substance Abuse Program (RESAP), Community Resource Centers (CRC), the Mutual Agreement Program (MAP) and a number of programs for specialized populations. The programs are designed to promote public safety, reduce recidivism, and support the sustainable reintegration of parolees into society.

### PROCUREMENT OF RESIDENTIAL PROGRAMMING AND SERVICES

In Fiscal Year 2015, following a competitive bidding process, the State Parole Board awarded Community Resource Center Program contracts to five organizations at ten separate locations throughout the state. Community Resource Center programs promote successful parolee reentry through the provision of a variety of serv-
ices, which include but are not limited to: assessments to determine responsive programming and services, treatment planning, offender supervision, educational services, vocational/employment services, substance abuse education and referrals to licensed treatment providers, volunteer community participation, independent living skills, family counseling, mental health assessments and treatment referrals and discharge planning.

EXPANSION OF PAROLEE EMPLOYMENT PLACEMENT PROGRAM (PEPP)

In 2011, the State Parole Board and the Department of Labor and Workforce Development (NJLWD) partnered to leverage resources to maximize the potential for parolees to successfully transition to employment. The Parolee Employment Placement Program (PEPP) was created in an effort to reduce parolee recidivism, improve the level of employment services and placements provided to parolees, and provide reimbursement to employment providers only upon the securing of employment and maintenance of established employment retention benchmarks of 30, 60 and 90 days.

Given the demonstrated success of the PEPP in securing employment for offenders, in Fiscal Year 2015, the program was again expanded. NJLWD issued a Notice of Grant Opportunity and awarding contracts to five employment agencies, expanding the program to provide access to parolees in all 21 counties. An individual employment program was added for Atlantic City to identify employment opportunities for parolees in a challenging employment landscape.

DIVISION OF PAROLE

The Division of Parole is managed by a command staff consisting of a Director, Captains (Supervising Parole Officers-SPO), Lieutenants (District Parole Supervisors-DPS) and Sergeants (Assistant District Parole Supervisors-ADPS). The community supervision of offenders is the responsibility of sworn parole officers.

The Division of Parole is one of New Jersey's largest police agencies and consists of fifteen operational units statewide, of which ten are District Parole Offices (DPO). The remaining operational units include: the Electronic Monitoring Unit (EMU), the Office of Interstate Services (OIS), the Special Operations Group (SOG), the Training Unit, the Sex Offender Management Units (SOMU) and the Investigations Management Office (IMO).

The IMO is responsible for processing all new criminal charges filed by the State Parole Board's law enforcement staff. The processing includes maintaining and forwarding as discovery the official investigation reports. In addition to processing all new charges, IMO handles all evidence control functions for any and all criminal related evidence. This includes, but is not limited
to, transporting evidence to the State Police lab and conducting forensic searches of computers and other electronic data storage/transmittal devices. Lastly, IMO staff act as the coordinator of all State Parole Board fingerprint live scan machines.

In addition to their supervision duties, a number of the parole officers serve as members of the FBI Joint Terrorism Task Force and/or the U.S. Marshals Service New York/New Jersey Regional Fugitive Task Force. All parole officers partner with local and state investigations as needed.

At the end of FY 2015, there were 15,668 offenders supervised by the Division of Parole. The offenders supervised include:

* Offenders released at the discretion of a Board Panel;
* Offenders released to serve a period of mandatory supervision under the No Early Release Act;
* Sex offenders sentenced to community life time supervision under Megan's Law;
* Court ordered conditional discharge cases released from the Special Treatment Unit; and
* Tier III sex offenders subject to mandatory GPS monitoring.

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<table>
<thead>
<tr>
<th>DIVISION OF PAROLE STATISTICS</th>
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<tbody>
<tr>
<td>Offender Supervision</td>
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<tr>
<td>Parole and Community</td>
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<tr>
<td>Supervision for Life</td>
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<tr>
<td>GPS Monitoring</td>
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<tr>
<td>General Parole Supervision</td>
</tr>
<tr>
<td>Electronic Monitoring</td>
</tr>
<tr>
<td>Total Number Supervised</td>
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**DCJ TRAINING ACADEMY BASIC COURSE FOR INVESTIGATORS**

At the end of 2011 the State Parole Board Executive Staff made the decision to initiate a new comprehensive hiring process for all new parole officer recruits. A major factor in this new process was to have all future recruit classes attend the DCJ Training Academy's Basic Course for Investigators in Sea Girt.

The DCJ Academy is a Police Training Commission certified academy that conducts a wide range of in-service and pre-service training programs for the state’s law enforcement and criminal justice communities, including state and county investigators, deputy attorney generals, assistant prosecutors, municipal and county police, police executives, arson investigators, parole, and corrections personnel.

The six-month Basic Course for Investigators covers general topics such as investigative procedures essential to the successful investigation, apprehension and prosecution of criminals. Basic firearms training and physical conditioning training are also conducted during this rigorous training academy course.

The first recruit class attended in 2012, and during Fiscal Year 2015, 38 parole recruits graduated from 2 separate academy classes.
Three former police officers were also hired by the Division of Parole during Fiscal Year 2015. This is a cost-saving measure for the agency as these officers are considered “Waivers”, and are not required to repeat their academy training. They are provided parole specific training courses.

**VETERAN OFFENDER REENTRY INITIATIVE**

The Veteran Offender Reentry Initiative, launched in 2011 by Chairman James Plousis, is an effort to recognize that veterans who have served our country are entitled to our respect and support.

In furtherance of veteran offender resource identification, the State Parole Board Veterans Initiative continued to partner with the American Legion-Department of NJ Economics and Employment Committee to co-sponsor a series of Regional Veterans Resource and Opportunity Fairs. Resource Fairs were held at The All Wars Memorial Building in Atlantic City and the Woodbridge Armory in Woodbridge. The events were held to bring available resources and employment opportunities to veterans for homeless assistance, PTSD, mental health, education, veteran’s benefits, and employment to the veterans in the South Jersey region.

In order to highlight the veteran reentry assistance component of the regional resource fairs, a Mr. and Ms. NJ Veteran contest was conducted with winners selected at the final Resource & Opportunity Fair in Atlantic City in October 2014 which was attended by Miss America. The contestants were interviewed by a select panel of judges to highlight veterans who have overcome adversity in their return from military service.

The State Parole Board partnered with the NJ Employer Support for the Guard and Reserve (NJESGR) in holding Law Enforcement “Show of Strength” events hosted by Sheriff Jack Kemler in Mercer County and Sheriff Shaun Golden in Monmouth County. The events honored law enforcement officers who also serve as members of the NJ National Guard. The partnership with NJESGR resulted in State Parole Board Vice Chairman Samuel J. Plumeri, Jr., receiving the NJ Employer Support for the Guard and Reserve Seven Seals Award at the NJESGR event and Signing Ceremony in October 2014.

The State Parole Board also participated in numerous statewide events, including “Stand Down” events in Cherry Hill and Morristown to assist homeless veterans with medical, legal, employment, and housing services. Veterans Haven (South) and Veterans Haven (North), operated by the NJ Department of Military and Veterans Affairs assist homeless veterans under parole supervision with up to two years of transitional housing assistance. USVA Service to Veterans and Families (SSVF) services were used in all NJ counties in 2014 to assist in provid-
ing support and preventing veterans from becoming homeless.

The State Parole Board Veterans Initiative joined with the Gloucester County Prosecutor’s Office and the Gloucester County Police Chiefs Association resulting in a pilot project initiated in 2014 to assist veterans arrested by Gloucester County law enforcement. The goal of the pilot project is to intervene with veteran offenders after their initial arrest by providing veteran services and support, thereby reducing future recidivism with respect to the veteran offender population. Expansion of the initiative to other NJ counties in Fiscal Year 2016 is being actively explored.

The Veteran Offender Reentry Initiative continues to operate a statewide veteran offender hotline service (609-777-0181) offering referral and assistance to any veteran involved in the criminal justice system. In addition to services provided to offenders, over two hundred probationers, pretrial offenders, county, state, and federal inmates have received services via the State Parole Board Veteran Offender Reentry Hotline. Requests for assistance were received for housing, legal assistance, USVA access, probation and parole supervision issues, and veterans benefit questions.

Additional efforts to improve coordination of veteran services for offenders on a statewide basis took place with the Citizens Veterans Advisory Committee of Cape May County (CVAC), NJ Department of Military and Veterans Affairs (DMAVA), NJ Employer Support for the Guard and Reserve (NJESGR), Reentry Task Forces in Cumberland, Monmouth, and Ocean Counties, Jewish Family Services Justice Program in Atlantic County, Volunteers of America – Delaware Valley, Federal Correction Centers in Fairton and Fort Dix, and NJ County Jail Wardens Association.

Lastly, the State Parole Board Veteran Offender Reentry Initiative was selected as a semifinalist by the Harvard University Kennedy School, Ash Center for Democratic Governance and Innovation, Innovations in American Government Awards and was featured in the Government Innovators Network.

**POLICY and PLANNING UNIT**

The Policy and Planning Unit provides research on best practices in parole supervision, conducts program evaluations and recidivism analyses. Additionally, the Policy and Planning Unit provides assistance with the coordination of the agency’s Internship Program.

**FEDERAL GRANT INITIATIVES**

The Union County Reentry Demonstration Program was originally awarded to the State Parole Board by the United States Department of Justice, Office of Justice Programs, Bureau of Justice (BJA) in 2013. The pilot program is
scheduled to be completed in September 2015 and has served 76 offenders who were identified through a nationally recognized risk assessment instrument as medium to high risk offenders returning to Union County. The grant program provided intensive case management services including access to housing, employment and mental health services.

The Policy and Planning Unit will continue to focus on identifying grant opportunities and applying for resources to enhance supervision strategies and programs.

**STUDENT INTERNSHIP PROGRAM**

The State Parole Board Internship Program seeks to provide meaningful work-learning experiences to qualified individuals currently attending area colleges and universities as well as graduates entering the job market. In 2015 more than 150 applications were received at the State Parole Board.

Interns were placed in various locations throughout the state, including the Division of Parole district offices, the Division of Release offices located within the state prisons, contracted community programs and central office headquarters. Some of the areas in central office include, Information Technology Unit, Legal Support Unit and Policy and Planning Unit.

Staff along with representatives from the Division of Parole attended several Student Internship Fairs and Career Workshops throughout the state at colleges including, The College of New Jersey, Kean University, Mercer County Community College, Monmouth University, New Jersey City University, and Rutgers University, Camden.

**LOOKING FORWARD**

During FY2016, the State Parole Board will undergo reaccreditation through the New Jersey Chiefs of Police. Reaccreditation ensures that the agency remains current and updates policies that need to be compliant with any new requirements.

These standards help law enforcement agencies:

* Formalize management procedures;
* Establish fair and non-discriminatory personnel practices;
* Improve service delivery;
* Solidify interagency cooperation and coordination; and
* Enhance the confidence to the citizens we serve and New Jersey State Parole Board staff.
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<th>Counties</th>
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