



## Annual Review of Use of Force & Vehicle Pursuit Incidents

This submission is made in accordance with Sections 7.6 and 7.7 of the Attorney General's Use of Force Policy (April 2022) ("Use of Force Policy"), and Sections 12.2 and 12.3 of Addendum B to the Attorney General's Use of Force Policy (April 2022) ("Vehicular Pursuit Policy").

**County:** Bergen

**Law Enforcement Agency:** Demarest PD

**Date of Report:** 2/11/2026

**Year of Data Covered in this Report:** 2025

☒ **Report has been reviewed by and endorsed by the agency's law enforcement executive:** Yes

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## Use of Force Annual Review: Written Report

### Section One: BWC/Video Audit

***Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit last year, please indicate how you plan to remedy that in the coming year.***

The Demarest Police Department has conducted a total of Fifty Five (55) random based body worn camera reviews for the year of 2025. These were conducted by several officers including an I.A. Lieutenant, 2 Patrol Sergeants, 2 Patrol Lieutenants, and the Deputy Chief. Said reviews were conducted in conjunction with the reviews of every Use of Force event that occurs which is done with the meaningful review process. The patrol supervisors conducted weekly random reviews of their squads. In addition, the Deputy Chief handles the discovery requests and regularly conducts body warn camera reviews.

The goal moving forward is to have an additional promotion and have all patrol squad supervisors conduct one random review on their squad every week. These random reviews are conducted to ensure officers are following all departmental, county, and AG policies and procedures. In addition, these audits help supervisors determine if officers are maintaining professional conduct and avoiding any discriminatory practices.



## **Section Two: Internal Affairs Complaints**

***Your analysis must include a review of internal affairs complaints related to use of force incidents and must include the following:***

- 1. Number of IA complaints filed related to use of force incidents***
- 2. Number of such complaints filed by civilians***
- 3. Number of such complaints initiated by the agency***
- 4. Number of such complaints sustained***
- 5. Number of such complaints still pending***

The Demarest Police Department reviewed all incidents relating to some level of force being utilized for compliance with policies and procedures. There were (0) zero I.A. complaints and or administrative referrals to I.A. relating to any Use of Force/ Vehicle Pursuits incidents for 2025.



### Section Three: Meaningful Review of Individual Uses of Force

***Section 7.5 of the Attorney General's Use of Force Policy requires that every use of force must undergo a meaningful command level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each use of force incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.***

The Demarest Police Department's meaningful command level review process for Use of Force events currently consists of a Patrol Supervisors (Sergeants and Lieutenants) and the Deputy Chief. The Patrol Supervisors review and recommendations are received by the Deputy Chief for approval or rejection. Additionally, the I.A. Lieutenant is included in this process as well, when appropriate.



## Section Four: Non-Discriminatory Application of Force

***Your review must include an explanation of how you concluded whether force was applied in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community's demographics and demographic data from the Use of Force portal. If you conclude that any use of force was applied in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.***

In 2025, the Demarest Police Department had 2 use of force incidents that resulted in 6 use of force reports by officers. Within these two incidents there was no pattern of discrimination as to when force was applied. The first incident involved one Demarest officer assisting Closter PD with a felony stop. The stop was conducted against a MV with five (5) African American Males. The Demarest Officer presented a show of force during the felony stop resulting in the arrest of the five male actors. The second incident was four (4) Demarest Officer applying force to control a white juvenile male EDP who had assaulted his parents. The juvenile male was experiencing a mental health crisis.

The Borough of Demarest consists of a population of 4,981 residents. Of such, 2,999 are white or Caucasian, 1,566 are Asian, 270 are Hispanic or Latino, and 45 are black or African American. The median age of the population is 46, with a 266 male to 144 female ratio.

--U.S. Census Bureau. (2020). Demarest borough, Bergen County, New Jersey. Population and People, Race and Ethnicity. 2020 Decennial Census. Retrieved from [https://data.census.gov/profile/Demarest\\_borough,\\_Bergen\\_County,\\_New\\_Jersey?g=060XX00US3400317530#populations-and-people--](https://data.census.gov/profile/Demarest_borough,_Bergen_County,_New_Jersey?g=060XX00US3400317530#populations-and-people--)

Reviewing said data, the conclusion is that the application of force was applied in a non-discriminatory manner.



## Section Five: Overall Review of Use of Force

***Please utilize as much space as needed to conduct a thorough review of your agency's use of force during the preceding calendar year. Your review should evaluate whether force was used in compliance with the Attorney General's Use of Force Policy and your agency's policy. Even if the use of force itself was compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement (e.g., additional de-escalation efforts could have been made).***

The Use of Force Reports showed that officer's utilized justified physical force and a show of force with a suspect or person instead of mechanical or enhanced mechanical force. This was also consistent over the past four (4) years. The reason being was that in every incident, the officer's utilized their defensive tactics training to capitalize effectively on physical force alone. There was never a need to utilize a higher level of force.

Two (2) incidents involving the Use of Force/Show of Force where due to an individual suffering from a mental health crisis and the other a felony stop for a criminal level of shoplifting. In the case of the mental health crisis officers had to use physical force immediately to stop the actor from actively harming his parents. However, while placing the actor in handcuffs they used calm verbal commands and utilized the least amount of force necessary to control the actor. In the felony stop the officer just utilized a show of force to control the situation and gained compliance with the actors.

In both incidents officers were in compliance with AG and Department Policy.



## Section Six: Further Action

***Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers or divisions.***

The Demarest Police Department has had several recent promotions, changing its command staff structure. Lieutenants and Sergeants are assigned a certain number of officers to be responsible and accountable for. Lieutenants and Sergeants are going to help disseminate the lawful orders, directions, objectives, etc. from the Chief and Deputy Chief. In addition, the shifts in 2025 were changed from eight (8) hours to twelve (12) hours.

As stated in the Use of Force Annual Review: Written report, Section One: BWC/Video Audit, each Lieutenant and Sergeant will perform weekly random based body worn camera reviews within their assigned officers. A monthly review of the Lieutenants and Sergeants weekly random based body worn camera reviews will occur by the Deputy Chief.

In 2025, The Demarest PD purchased the new TAZER 10. These will be rolled out in early 2026 once all officers are appropriately trained. In addition, all officers will be equipped with new Axon BWC in 2026.

In 2025, all Demarest Officer received at least 4 hours of DT training. This training will continue to take place in 2026. We want to ensure our officers are comfortable with DT techniques to ensure they feel confident using lesser versions of force.



## Vehicle Pursuit Annual Review: Written Report

### Section One: BWC/Video Audit

***Your review must include a brief description of your agency's random and risk-based audit process (e.g., how videos are selected, who reviews the videos, etc.). If your agency did not conduct a risk-based and/or random BWC/video audit last year, please indicate how you plan to remedy that in the coming year.***

The Demarest Police Department had one (1) officer involved in one (1) Pursuit related incident in 2025. However, upon further review of the incident it was determined to not have been a pursuit per the AG's Pursuit Policy.

**?AG Use of Force Policy ? Addendum B ? Definition 2.7?**

The officer involved was attempting to stop a MV for a title 39 violation. The vehicle did not flee but continued to drive obeying most traffic laws (speed limit, traffic signals, etc). Under the AG's pursuit policy definition of a pursuit, this was not a pursuit.

As mentioned in the Use of Force Annual Review: Written Report, Section One: BWC/Video Audit, there have been promotions within the department and as such a transitional period occurred. Going forward, each Lieutenant and Sergeant will be assigned a certain number of officers for accountability. The Deputy Chief will hold those Lieutenants and Sergeants responsible and accountable for the officers assigned to them.

All reviews by the Lieutenants and Sergeants are going to be further reviewed by the Deputy Chief followed by the Chief of Police.



## Section Two: Internal Affairs Complaints

*Your analysis must include a review of internal affairs complaints related to vehicle pursuit incidents and must include the following:*

- 1. Number of IA complaints filed related to vehicle pursuit incidents***
- 2. Number of such complaints filed by civilians***
- 3. Number of such complaints initiated by the agency***
- 4. Number of such complaints sustained***
- 5. Number of such complaints still pending***

The Demarest Police Department I.A. Lieutenant performed an inquiry to learn there were zero (0) I.A. complaints and or administrative referrals to I.A. relating to Pursuit incidents for 2025.



### Section Three: Meaningful Review of Individual Pursuits

***Section 12.1 of the Attorney General's Vehicular Pursuit Policy requires that every vehicle pursuit must undergo a meaningful command level review. Your annual review should include a brief description of your agency's meaningful review policy. If your agency was not able to conduct a meaningful review of each vehicle pursuit incident, please explain why you were unable to do so and please indicate how you plan to do so going forward.***

The Demarest Police Department's meaningful command level review process for Pursuit events currently consists of Sergeant and Lieutenant patrol supervisor conducting the first level of meaningful review. The Deputy Chief then reviews and makes recommendations. The review is then sent to the Chief for final approval or rejection. Additionally, the I.A. Lieutenant is involved in this process as well, when appropriate.



## Section Four: Analysis of Non-Compliant Reports

***Your review must include an analysis of all pursuits determined to not be in compliance with the Attorney General's Vehicular Pursuit Policy, or agency policy, and the steps taken to address the non-compliance. Please indicate whether all non-compliant pursuits were referred to the Office of Public Integrity and Accountability or the County Prosecutor in compliance with Section 12.1(e) of the Attorney General's Vehicular Pursuit Policy.***

The Demarest Police Department had one (1) Pursuit in 2025. However, upon review it was determined to not have been a pursuit based off of definitions listed in the AG's pursuit policy.

?AG Use of Force Policy ? Addendum B ? Definition 2.7?



## Section Five: Non-Discriminatory Pursuits

***Your review must include an explanation of how you concluded whether vehicular pursuits were conducted in a non-discriminatory manner based on race, ethnicity, nationality, religion, disability, gender, gender identity, sexual orientation, or any other protected characteristic. Your analysis should include a review of your community's demographics and demographic data from the Use of Force portal. If you conclude that any pursuit was conducted in a discriminatory manner, please explain what steps you have taken and will take to address this conclusion.***

The Demarest Police Department had one (1) Pursuit in 2025. However, upon review it was determined to not have been a pursuit based off of definitions listed in the AG's pursuit policy.

### **?AG Use of Force Policy ? Addendum B ? Definition 2.7?**

The actor in this case was an adult Asian female. Due to the fact pattern of this incident there are no indicators that this incident was discriminatory in nature.



## Section Six: Overall Review of Vehicle Pursuit Analysis

***Please utilize as much space as needed to conduct a thorough review of your agency's vehicle pursuit incidents during the preceding calendar year. Your review should include but is not limited to: the reason the pursuit was initiated; the number of officers who engaged in pursuits; whether supervisors approved or terminated pursuits; role of any outside agencies; length of pursuits by time and distance; top speeds reached; nature of any injuries, crashes, or property damage; reason for termination (if terminated), and the outcome of pursuits. Your review should evaluate whether pursuits were compliant with the Attorney General's Vehicular Pursuit Policy and your agency's policy. Even if pursuits were compliant with those policies, your review should include any recommendations for training, equipment, or room for improvement.***

In 2025, Demarest PD had one pursuit report completed in Benchmark. The officer completed the report to be safe even though the incident did not meet the definition of a pursuit according to the AG's pursuit policy.

?AG Use of Force Policy ? Addendum B ? Definition 2.7?

The incident started as an attempted MV Stop for a Title 39 violation. The actor failed to pull over and continued driving but obeyed most traffic laws (went speed limit, stopped for traffic control devices, etc). The primary officer involved was a Sergeant who knew that the situation didn't constitute a pursuit under the AG guidelines. The officer called out the attempt to stop the MV and the actors lack of compliance immediately. Several other surrounding agencies responded to the area in an attempt to assist (somewhere around 5-7 additional patrol cars). The incident lasted for approximately 2.5-3 miles or about 10 minutes. The top speed reached was 40mph. No injuries or property damage was sustained. The actor was finally able to be stopped and was arrested for eluding.

The incident was in compliance with Department and AG Policy. The Demarest Police Department will continue to conduct in-service training on the AG's pursuit policy so all officers continue to be in compliance.



## Section Seven: Further Action

***Please explain what further action your agency has taken, or will take, to implement any changes in departmental structure, policy, training, or equipment you have deemed appropriate. These actions can include department-wide changes, or changes applicable to specific officers.***

In 2025, The Demarest Police Department held promotions and changed the schedule from eight (8) hours to a twelve (12) hour schedule. Newer and more modern vehicles were added to the fleet replacing aging vehicles. Additionally, in 2026 new Axon BWC will be issued to officers.