

NEW JERSEY DEPARTMENT OF CORRECTIONS

2022 ANNUAL REPORT

ATED TO THE
AND MEMORY

DEPARTMENT
OF
CORRECTIONS

Table of Contents

3	Mission and Values
4	Message from Commissioner Victoria L. Kuhn, Esq.
5	NJDOC Key Points
6	Edna Mahan Correctional Facility
8	Division of Programs & Reintegration Services
10	COVID-19
11	Closure of Southern State Correctional Facility
12	Correctional Staff Training Academy
13	Staff Investment and Recruitment
14	Incarcerated Persons: Key Statistics
18	Facilities



MISSION

Advancing public safety and promoting successful reintegration in a dignified, safe, secure, rehabilitative, and gender-informed environment, supported by a professional, trained, and diverse workforce, enhanced by community engagement.

VALUES

SAFETY & SECURITY

The safety and security of staff, incarcerated persons, and the public is our shared responsibility and priority.

TRAUMA-INFORMED SERVICES

We safeguard the physical, mental, and sexual safety of all incarcerated persons, guided by gender-informed care and trauma services to ensure parity for all persons in our custody.

REHABILITATION & REINTEGRATION

We provide the highest quality programs and offer a continuum of services to promote success upon reintegration into the community.

EMPLOYEE DEVELOPMENT, WELLNESS, & MENTORSHIP

The success of the Department and those in our care is achieved through a well-trained, professional, engaged, fulfilled workforce.

INTEGRITY & ETHICS

We uphold the highest standards through honesty, dedication, and ethical behavior in our actions and decisions.

DIVERSITY, DIGNITY, & RESPECT

We value diversity, equity, inclusion, and belonging and support all people to advance their well-being.

COMMUNITY ENGAGEMENT

Our success is enhanced through the support of community partners and the initiatives, services, and support provided.

FISCAL RESPONSIBILITY & STEWARDSHIP

We operate with transparency, efficiency, and responsibility that maximizes resources to achieve the Department's goals.



Message from the Commissioner

The New Jersey Department of Corrections (NJDOC) navigated a myriad of specialized efforts and initiatives in order to achieve our goals throughout 2022. The collective endeavors of our committed custody and civilian staff members pioneered a range of diverse programming, innovative resources, and exceptional security measures. This collaborative approach persists in fostering a safe, efficient, and productive rehabilitation process.

One of our main goals during the calendar year was to develop a “corrections community” in which we foster productive relationships with outside stakeholders and advocates. Their input bolsters reform efforts and helps to improve living conditions for our incarcerated populations as well as working conditions for our staff.

The Department maintained a culture of dignity and safety at Edna Mahan Correctional Facility (EMCF), supporting both the incarcerated population and staff. A newly formed Board of Trustees at EMCF is comprised of advocates for women’s rights, advocates for diversity and transgender matters, a former justice-involved woman previously incarcerated at EMCF, educators, and physicians. The Board has helped to guide the Department’s decision-making process and contributed to an improved environment at EMCF.

Two Federal Consent Decree public meetings provided feedback from incarcerated persons and families of EMCF’s incarcerated population, who applauded reform measures taking place at the facility. Moreover, the Federal Monitor’s reports, issued in April and November of this year, are positive reflections of the diligent work being done at the facility to make sweeping cultural changes and to implement lasting safety reforms.

Respectively, rehabilitation and reintegration have continued to be core functions of this agency. The NJDOC executed agreements with several community-based partners to formalize reentry services for those leaving NJDOC custody. Additionally, the Department launched the Health Navigator program at EMCF in order to provide a continuum of health services for those returning to the community. We also launched the NJLEAD (Locally Empowered, Accountable, and Determined) grant, which continues to raise direct funding for nonprofits and municipalities that assist reentry programs around the state.

The Department gained momentum in augmented efforts to improve recruitment and retention. Faced with staffing shortages, the NJDOC created a full-time recruitment team, charged with attracting a diverse and talented workforce. Furthermore, the NJDOC has reinforced the Workforce Wellness Task Force and established facility wellness committees, while reimagining 4BLUENJ in support of the mental health of our selfless correctional staff and their families. We also have reinvested in training and mentoring programs, concentrating on communication, resiliency, de-escalation, use of force, and varied gender-informed practices.

The following report illustrates the progress this agency has made during the past year and the progress we will continue to make in the years to come. As we steadfastly pursue our mission and goals, our commitment remains unwavering: to promote a safe, dignified, and secure environment for the incarcerated population, our dedicated staff, and the State of New Jersey.

Thank you,

Victoria L. Kuhn, Esq.
Commissioner

New Jersey Department of Corrections



2022 Key Points

- Edan Mahan Correctional Facility (EMCF) was outfitted with a state-of-the-art video surveillance system consisting of 353 cameras with 700 views and multiple viewing stations.
- The NJDOC's newly established Division of Women's Services is headed by an Assistant Commissioner and full-time Prison Rape Elimination Act (PREA) Compliance Manager, who ensures compliance with Federal PREA standards and sexual safety policies, training, and practices.
- The Special Investigations Division has been restructured to include an Assistant Commissioner as well as a Special Victims Unit that is dedicated to the investigation of allegations of sexual misconduct and PREA violations.
- 4BLUENJ offers 24/7 helpline coverage specifically designed for correctional employees and their families.
- Each correctional facility and Central Office Headquarters has a dedicated Workforce Wellness Committee that organizes mindful initiatives to support staff members' mental and physical health and to boost agency morale.
- Custody staff received at least 48 hours of specialized training in 2022; non-uniformed staff members received at least 8 hours of mandatory in-service training.

190

Fully deployed
Body-Worn Cameras
in rotation at EMCF

112

Custody recruits
graduated

48+

Hours of
training completed
by each custody
staff member

Edna Mahan Correctional Facility

The 2022 accomplishments for the population at Edna Mahan Correctional Facility (EMCF) were significant, resulting in steady strides in changing the culture at the facility. These successes were achieved by involving stakeholders, consulting staff, and engaging the population, their families, and advocates. Many of the implemented reform measures have now become commonplace at the facility.

The Department's Division of Programs & Reintegration Services enhanced programming for the female population, adding a number of specialized programs as well as reintegration services and support, religious services, and trauma and victim services. Programs like the Successful Transition and Reentry Series (STARS) and Family Reunification and Transition (FRAT) help the population to develop positive goals and ways to lead successful lives with their families and in their professions. The Department also reviewed bed space and housing needs and reevaluated medical, mental health, and substance abuse services while strengthening reintegration-community partnerships and other existing programs, such as vocational training, education, and recreational activities.

Also during the year, Kelly Daniels, Esq., was appointed Assistant Commissioner of the Special Investigations Division (SID). Daniels assisted in establishing the Special Victims Unit (SVU), comprised of a Principal Investigator and six investigators, who receive significant training in the areas of investigating sexual abuse and harassment of the incarcerated population. All claims of sexual abuse and Prison Rape Elimination Act (PREA) violations are handled by the specially trained investigators of the SVU, resulting in more informed investigations, increased accountability, gender-informed handling of potential victims, and a greater understanding of trauma.



EMCF Security, Housing, and PREA

The Department significantly enhanced safety and security measures at Edna Mahan Correctional Facility (EMCF), resulting in greater accountability for both staff and the incarcerated population, with data to demonstrate that the measures are having an impact.

Both the Body-Worn Camera (BWC) system and the stationary-camera system were functional in December 2021. All custody staff who have contact with the incarcerated population are outfitted with a BWC. The stationary-camera system consists of 353 devices and allows for more than 700 views throughout the facility. This has alleviated blind spots within EMCF.

Throughout 2022, both systems continued to be monitored and upgraded, with data demonstrating a reduction in PREA allegations, disciplinary infractions, and assaults on staff. In addition, a custody position was created and posted in Center Control to require 24/7 monitoring of all cameras in order to provide live video-surveillance monitoring.

Consistent with the Federal Consent Decree, the Department hired a designated PREA Coordinator at Central Office Headquarters as well as a designated PREA Coordinator at EMCF. Both positions ensure the Department, as a whole, and EMCF specifically, have the training, protocol, procedures, retaliation monitoring, and data tracking in place to ensure compliance with all PREA protocols.

Programming, Vocation, and Recreation

Edna Mahan Correctional Facility (EMCF) launched a variety of community-based and internal social services, which included vocational, recreational, trauma-based, and incentive-based programming. The goal was to engage the incarcerated population, enrich their experiences, and foster community inclusion.

The Empowering Women Speaker Series launched in the spring with Jeannine LaRue inspiring and empowering the women with her life story. The series continued throughout the year with speakers from various forums, including women who were formerly incarcerated at EMCF.

The Board of Trustees was firmly in place throughout 2022 and was active with speaking with the incarcerated population, staff, and administration and working toward goals for 2023.

A Reintegration Fair enabled the population to meet with various community organizations that offered assistance with successful reintegration into the community.

In coordination with Tracey Syphax (an entrepreneurial expert, returning citizen, and advocate for reentry reform), an NJ Reentry Entrepreneurial Program (NJREP) course launched at EMCF with significant interest and participation by the population. Sessions included "Being the Boss of Your Own Business," financial literacy, and other topics.

Through Communities in Cooperation (CIC), Pastor Pam Boykin Jones, religious organizations, and domestic violence volunteers, the EMCF population has been provided significant resources and community contact, including recurring group sessions, seminars, and weekend "retreats" at EMCF. These included *Girl, Get Up*, a Leading Ladies Support Group (led by Pastor Pam and CIC), and domestic-violence awareness and healing sessions for victims of domestic violence, sexual assault, assault, and related trauma.

Division of Programs & Reintegration Services

Successful reintegration is a core objective of the Department, and providing the incarcerated population with the tools and education necessary to promote successful reintegration into the community was a significant focus in 2022.

With the Office of Community Engagement and Reentry Initiatives designing the mission, the Department created the NJLEAD (Locally Empowered, Accountable, and Determined) program, which provides funding to community reentry providers, enhancing availability of critical services. In January, 17 community-based organizations were selected for NJLEAD funding for a total of \$2.3 million. Funded partner agencies attended NJLEAD events within the correctional facilities, bringing community reintegration services directly to incarcerated persons.

In November, the NJDOC renamed the Division of Programs and Community Services to the Division of Programs & Reintegration Services, placing specific emphasis on the reentry of incarcerated persons to their communities and assisting those persons through enhanced programming and services.

Dr. Darcella Sessomes, Assistant Commissioner, was promoted to Chief of this new unit, assembling a team charged with helping formerly incarcerated persons with the education, resources, and programs needed to successfully rebuild their lives after exiting the criminal justice system. Dr. Sessomes, a well-known leader in social justice, community engagement, social work, education, policy, and civil-rights advocacy joined the Department in 2004 and this year assembled a team to address this vital work.

The Department welcomed Drew University to the consortium of degree-granting higher education institutions, which includes Rutgers University and Raritan Valley Community College, as part of the New Jersey Scholarship and Transformative Education in Prisons (NJ-STEP) initiative to provide educational services to the New Jersey incarcerated population



Programs & Reintegration Services



2022 Key Statistics

- A database of more than 300 employers was developed to facilitate successful employment connections for NJ PACE (Providing Access to Community Engagement) participants.
- 227 incarcerated persons successfully completed the PACE Level 1 Employment Readiness course, with 417 résumés submitted to external employers.
- NJLEAD held four reentry fairs, with 306 incarcerated persons participating.
- 32 incarcerated persons participated in and graduated from the first reentry ventures entrepreneur class at Northern State Prison.
- 3,326 vocational certificates were awarded for more than two dozen different programs, including CPR/first aid, masonry, culinary arts, and various National Center for Construction Education & Research (NCCER) programs.
- A contract was awarded on July 1 for the Bridgeton Legacy Program, a residential community reintegration program for incarcerated men ages 55 and over with 35 beds.
- 34 incarcerated persons at Edna Mahan Correctional Facility completed the programs “Releasing Trauma” and “Embracing Faith” through the Office of Victim and Trauma Services.
- 157 incarcerated persons completed the “Focus on the Victim” program.



High school diplomas awarded



Incarcerated persons released with an MVC ID card



Incarcerated persons released with a birth certificate

COVID-19

Throughout 2022, the NJDOC mitigated coronavirus transmission rates within our facilities while adhering to Department of Health and Centers for Disease Control guidelines and considering operational needs and the mental health and quality of life of the incarcerated population and staff.

Staff and incarcerated persons experienced lower percent positivity rates than New Jersey residents over all. Positivity rates for incarcerated persons fell as low as one percent during the year.

As part of the COVID-mitigation approach, the Department continued weekly testing throughout the year and also created vaccination clinics for both the incarcerated population and staff. To encourage the number of those receiving vaccinations, the Department instituted an incentive program in which incarcerated persons could earn commissary credit for getting their COVID-19 vaccinations.

As transmission and positivity rates continued to fall, the NJDOC safely returned to pre-pandemic class sizes for education, religious services, and social and recreational programs offered to incarcerated persons. The Department also was able to safely return to in-person visitations for all incarcerated persons, with appropriate precautions in place.

As the State returned to a “new normal” as the pandemic waned, the NJDOC was well positioned to provide a safe living and working environment for all under our watch.



Closure of Southern State Correctional Facility

Opened in 1983, Southern State Correctional Facility (SSCF) was located in Maurice River Township, Cumberland County. It had a capacity of approximately 2,050 within housing units mostly comprised of trailers. Prior to its full closure as of July 1, SSCF housed 698 incarcerated persons.

In Governor Murphy's fiscal year 2023 budget, the NJDOC proposed the consolidation of SSCF Compound A and Compound B with the farm unit at nearby Bayside State Prison. This consolidation allowed for the incarcerated population to be absorbed into South Woods State Prison and existing custody staff to be transferred to other facilities. No job losses resulted from the consolidation, as staff filled critical roles at other facilities.

Consolidating facilities has allowed the Department to run safe, secure facilities more efficiently, while also saving the State of New Jersey and its taxpayers money. As of July, the Department reduced the total number of institutional beds by approximately 25% since 2017. In addition, since 2020, including the SSCF consolidation, the Department realized an annual savings of around \$97 million.

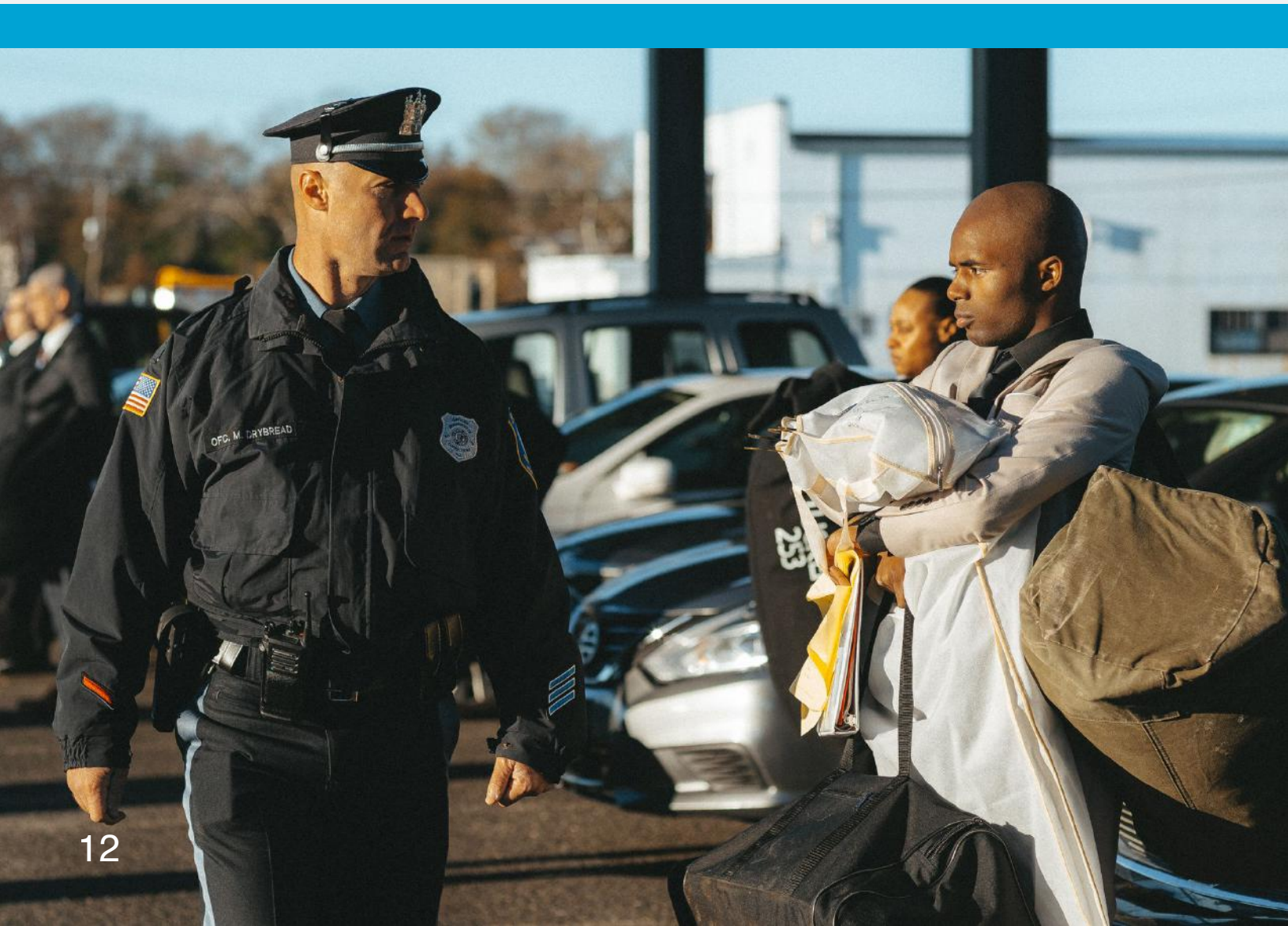


Correctional Staff Training Academy

The Correctional Staff Training Academy (CSTA) conducts basic training for state correctional police officers with instructors who are certified by the Police Training Commission (PTC). Training classes include arrest, search and seizure, appropriate use of force, criminal law, first aid/CPR, weaponry, unarmed defensive tactics, intensive physical conditioning, security concepts, human relations, and professional development.

In January 2022, 54 trainees completed the State Basic Course for State Correctional Police Officers, which had commenced in August 2021. In July 2022, a total of 58 recruits graduated, joining the ranks of the Department's elite custody staff. Additionally, the NJDOC received approval from the PTC to extend the CSTA State Basic Course for State Correctional Police Officers to 19 weeks in order to include mandatory training under new Attorney General guidelines.

To enhance our custody recruiting efforts and to ensure a deeper pool of potential applicants, the new recruitment team increased community engagement as well as their presence at high schools and colleges throughout the state. The Department also implemented promotional campaigns and formed relationships with minority and women organizations to recruit within diverse communities. Additionally, the Training Academy began conducting sessions of the Pre-Employment Preparation Program, or PEPP. This voluntary program is designed to enhance the applicant's ability to not only successfully complete the physical training exercises that are required, but to excel.



Staff & Recruit Investment

The NJDOC sought to curb the trend of declining law enforcement recruitment. Recognizing the recruitment and staffing difficulties, the NJDOC put various programs in place to attract new recruits, to improve the wellbeing of existing employees, and to enrich their careers.

In 2022, the Diversity, Equity and Inclusion Committee (DEI) was enhanced in order to take on additional internal reviews. One accomplishment within DEI was the establishment of a Hire Committee to evaluate the current diversity of the workforce with the goal of ensuring diversity among all ranks of custody staff and ensuring diversity in the various units that comprise the NJDOC.

In an effort to attract more minority and female candidates, the staffing of the Custody Recruitment Unit (CRU) was expanded to include a female sergeant whose primary duty is to mentor applicants and recruits.

The CRU increased their online presence via social media as well as their physical presence in municipalities throughout New Jersey to include participation at community events, such as National Night Out, high school and college information sessions, cultural events, and events recognizing the New Jersey LGBTQ+ community.



With State approval, the Division of Training, Recruitment & Professional Development established and implemented a non-civil-service hiring campaign and process in an effort to attract qualified applicants for Correctional Police Officer. The Division was able to commence its first non-civil-service academy in November 2022 with more female recruits than previous academies.

The staffing of the In-Service Unit was expanded with the addition of a Correctional Police Major, who spearheaded initiatives such as organizing Integrating Communication Assessment and Tactics (ICAT) and Active Bystandership for Law Enforcement (ABLE) training for custody staff, establishing regional training sites, and arranging for oversight of the Institutional Training Departments by the Division of Training.

The Division of Training, Recruitment and Professional Development created a Ceremonial Unit, which will serve to provide Honor Guard details at events such as conferences, ceremonies, and funerals.

Incarcerated Persons in NJDOC Custody



2022 Key Statistics

- The NJDOC concluded 2022 with an incarcerated population of 12,492.
- Approximately 72% of all persons incarcerated in NJDOC facilities were committed for violent crimes, including homicide, sexual assault, aggravated/simply assault, robbery, kidnapping, and other sex offenses.
- 51% of all persons incarcerated in NJDOC facilities were serving total terms of 10 years or more, with 8% serving life sentences with parole eligibility.
- 9% of all NJDOC incarcerated persons were committed for drug crimes, including possession, sale, and distribution.
- The median age for incarcerated persons in all facilities was 37, while approximately 21% of all incarcerated persons were 50 years or older.
- 61% of persons incarcerated in NJDOC facilities were Black, 22% were white, 16% were Hispanic, and 1% were Asian.
- 96% of persons incarcerated in NJDOC facilities are men.



Median term of custody



Median age of incarcerated persons



Persons serving life terms without parole

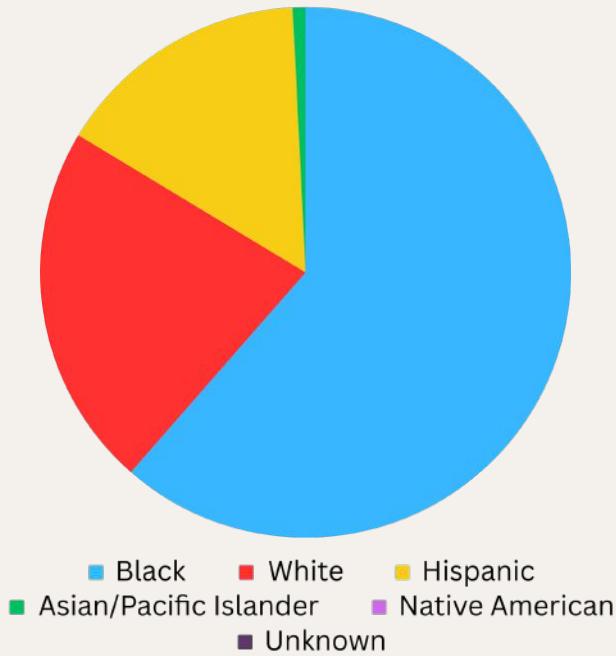
Source: Incarcerated Persons Statistics Report 2022

Incarcerated Persons in NJDOC Custody

2022 Key Statistics (Continued)



Total Population

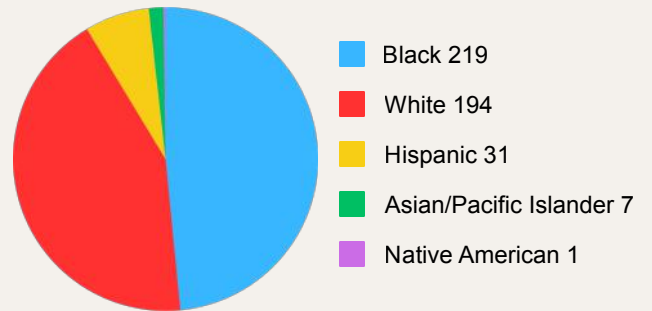


Race/Ethnicity - Percentages in Total Population (N=12,492)		
Sex	Female	Male
Black	1.75%	59.58%
White	1.55%	20.63%
Hispanic	0.25%	15.29%
Asian/Pacific Islander	0.06%	0.72%
Native American	0.01%	0.10%
Unknown	0.00%	0.04%
Total	3.62%	96.36%

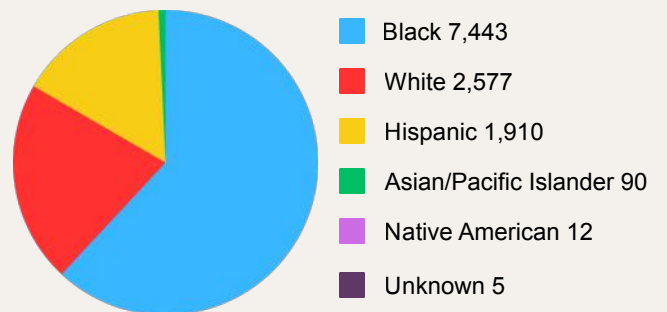
Race/Ethnicity - Percentages Within Gender

Gender	Female	Male
Black	48.45%	61.83%
White	42.92%	21.41%
Hispanic	6.86%	15.87%
Asian/Pacific Islander	1.55%	0.75%
Native American	0.22%	0.10%
Unknown	0.00%	0.04%

Females



Males



Note: Data in the above tables/figures does not include individuals for which information was missing.

Incarcerated Persons in NJDOC Custody



2022 Key Statistics (Continued)

Offense of Conviction: Males

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Violent	56.23%	57.37%	57.60%	59.63%	61.15%	61.98%	63.17%	64.59%	70.61%	72.72%
Weapons	9.62%	10.45%	11.79%	12.04%	12.50%	13.57%	14.40%	14.10%	11.53%	11.07%
Property	10.18%	9.49%	9.45%	8.76%	8.07%	7.43%	6.49%	5.77%	4.22%	4.07%
Drugs	19.79%	18.10%	17.04%	16.13%	14.94%	13.89%	12.91%	12.57%	10.91%	9.39%
Other	4.18%	4.14%	4.09%	3.43%	3.33%	3.10%	2.99%	2.95%	2.70%	2.74%

Offense of Conviction: Females

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Violent	50.47%	50.98%	51.76%	53.83%	53.88%	57.47%	58.97%	60.77%	68.39%	65.49%
Weapons	3.14%	3.65%	3.83%	3.22%	3.76%	5.46%	6.42%	7.90%	5.62%	5.31%
Property	16.03%	18.37%	18.56%	14.90%	17.11%	13.26%	10.61%	10.20%	8.87%	7.96%
Drugs	21.56%	20.25%	18.95%	22.24%	17.83%	16.90%	15.46%	13.79%	11.03%	8.63%
Other	8.77%	6.71%	6.87%	5.78%	7.40%	6.89%	8.51%	7.32%	6.06%	12.61%

Note: Data in the above tables/figures does not include individuals for which information was missing.

Incarcerated Persons in NJDOC Custody



2022 Key Statistics (Continued)

Median Ages for Males and Females			
Year	All	Male	Female
2013	34	34	35
2014	34	34	36
2015	35	35	35
2017	35	35	35
2018	35	35	36
2019	35	35	35
2020	35	35	35
2021	37	37	36
2022	37	37	37
Median	35	35	35

Number of Assaults on Staff	
Year	Occurrences
2013	296
2014	206
2015	207
2016	202
2017	170
2018	210
2019	209
2020	215
2021	200
2022	451

Note: Data in the above tables/figures does not include individuals for which information was missing.

Facilities

Adult Diagnostic and Treatment Center

P.O. Box 190
Avenel, New Jersey 07001
Middlesex County
Year opened: 1976
Population as of Dec. 31, 2022: 410

Bayside State Prison

P.O. Box F-1
Leesburg, New Jersey 08327
Cumberland County
Year opened: 1968
Population as of Dec. 31, 2022: 1,166

East Jersey State Prison

Lock Bag R
Rahway, New Jersey 07065
Middlesex County
Year opened: 1896
Population as of Dec. 31, 2022: 1,240

Edna Mahan Correctional Facility

P.O. Box 4004
Clinton, New Jersey 08809
Hunterdon County
Year opened: 1913
Population as of Dec. 31, 2022: 408

Garden State Youth Correctional Facility

P.O. Box 11401
Yardville, New Jersey 08620
Burlington County
Year opened: 1968
Population as of Dec. 31, 2022: 1,139

Mid-State Correctional Facility

P.O. Box 866
Wrightstown, New Jersey 08562
Burlington County
Year opened: 1982
Population as of Dec. 31, 2022: 456

New Jersey State Prison

P.O. Box 861
Trenton, New Jersey 08625
Mercer County
Year opened: 1836
Population as of Dec. 31, 2022: 1,459

Northern State Prison

P.O. Box 2300
Newark, New Jersey 07114
Essex County
Year opened: 1987
Population as of Dec. 31, 2022: 2,056

South Woods State Prison

215 Burlington Road South
Bridgeton, New Jersey 08302
Cumberland County
Year opened: 1997
Population as of Dec. 31, 2022: 2,065

