



SAYREVILLE POLICE DEPARTMENT



2024 Annual Report

Chief Daniel Plumacker



Table of Contents



- Message from the Chief of Police
- Brief History of the Sayreville Police Department
- Department Goals
- Command Staff
- Table of Organization
- Personnel Updates
- Patrol Division
- Administration Division
- Detective Division
- Office of Professional Standards
- Year in Review
- Looking Ahead to 2025
- Contact Us





Message From The Chief

It is with great pride that I present the 2024 Annual Report of the Sayreville Police Department. This report highlights the exceptional achievements and steadfast dedication of our team. It serves as a transparent account of our operations and activities over the past year, reflecting our commitment to accountability and our mission to ensure the safety and well-being of all residents in the Borough of Sayreville.

This report stands as a testament to the exemplary service provided by our officers and staff. Throughout the year, they have consistently gone above and beyond the call of duty, demonstrating professionalism, courage and compassion in the face of challenges. They have upheld the highest standards of law enforcement while fostering strong, positive relationships with the community we are honored to serve.

Our efforts over the past year have focused on reducing crime, enhancing community engagement, and implementing innovative policing strategies. Despite facing increased call volumes and evolving criminal trends, our officers have worked tirelessly to uphold the law and protect our community.

Community engagement has been a key priority for us. We have actively sought to strengthen relationships with residents, fostering an environment of trust and collaboration. These partnerships are essential to building a safer and more connected Sayreville.

As we look ahead to the coming year, I am confident that the men and women of the Sayreville Police Department will continue to embody excellence in service. Their unwavering commitment, teamwork, and dedication underscore their place among the finest law enforcement professionals in the country.

Thank you for your continued support and trust. Together, let us strive for an even safer and brighter future for the Borough of Sayreville.

Chief Daniel Plummer





History of Sayreville Police

The Sayreville Police Department has a long and storied history dedicated to serving and protecting the residents of the Borough of Sayreville. Established in the early 20th century, the Sayreville Police Department evolved from a small local force into a modern law enforcement agency, adapting to the growing population and changing crime trends in the Borough.

Early Years and Formation

In the early years of Sayreville's history, law enforcement was primarily handled by annually appointed constables and town marshals. As the Borough grew, it became evident that a structured police force was necessary to ensure the safety of its residents. The Sayreville Police Department was officially established in the early 1920s, beginning with just a handful of officers patrolling on foot and horseback.

Growth and Modernization

Throughout the mid-20th century, the department expanded its personnel, equipment, and investigative capabilities. Patrol cars replaced foot patrols, and officers began using two-way radios for communication. The 1950s and 1960s saw an increase in traffic enforcement as automobiles became more common, along with new challenges such as organized crime and drug offenses.

By the 1970s and 1980s, the Sayreville Police Department had grown into a fully professional law enforcement agency. Specialized units, such as the Detective Bureau, Narcotics/Vice Unit, and Juvenile Aid Bureau were created to address specific crime trends. During this period, community policing initiatives also began taking shape to strengthen relationships between officers and residents.



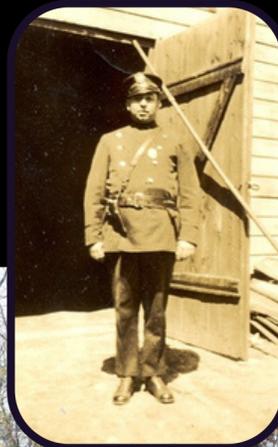
History of Sayreville Police

Technological Advancements and Present Day

Entering the 21st century, the Sayreville Police Department continued to modernize with the adoption of advanced forensic techniques, digital evidence collection, and enhanced surveillance technologies. The Identification Bureau introduced barcode tracking for evidence, and body worn cameras became a standard tool for transparency and accountability. The department also became actively involved in inter-agency collaborations, working with county, state, and federal law enforcement agencies on major investigations.

Today, the Sayreville Police Department continues its commitment to public safety, crime prevention, and community engagement. With specialized units tackling homicides, narcotics, human trafficking, financial crimes, and juvenile offenses, the Sayreville Police Department remains a pillar of safety and security for the borough.

From its humble beginnings to its current state-of-the-art operations, the Sayreville Police Department stands as a testament to over a century of dedicated law enforcement service, adapting and growing to meet the needs of its ever-changing community.





Department Goals

Our Mission

The mission of the Sayreville Police Department is to ensure that our community shall always enjoy the highest possible level of police services. That these services shall be provided with the highest regard for professional conduct and that regardless of the nature of assistance required, our Department will always be a dependable partner in keeping our community safe and secure.



Values Statement

We, the members of the Sayreville Police Department, are guided by the highest ethical standards. We embrace the values of Honor, Integrity, and Professionalism in our commitment to maintaining the public trust. We understand that as employees of a law enforcement agency, we have a special duty to our community and are held to a higher ethical standard than are the employees of most other organizations. We provide the highest quality of personalized services to all who live, work, and visit the Borough of Sayreville. We do this by empowering employees who build partnerships with the community to prevent and solve crime, lessen fear, and reduce neighborhood problems. We believe in and respect the dignity of all people, and we respect individual and constitutional rights in fulfilling our mission.



Department Goals

Core Values

The Core Values of our Department are built upon four (4) principles:

Service - Providing quality service to the community is our primary duty. We are committed to faithfully performing our duties while striving to be responsive, effective, and dependable. Through proactive law enforcement and community policing, we are dedicated to enhancing public safety by reducing fear and the incidence of crime.

Honor - Honor is a matter of carrying out, acting, and living the values of respect, duty, loyalty, selfless service, integrity, and personal courage in everything we do. Honor guides our officers to exemplify the ultimate in ethical and moral behavior, to abide by an uncompromising code of integrity, to respect human dignity, and to respect others. The quality of maturity, dedication, trust, and dependability commit us to act responsibly, to be accountable for our actions, to fulfill our obligations, and to hold others accountable for their actions. Members of the Sayreville Police Department exemplify honor by always being truthful and fulfilling our duties not out of necessity, but out of personal pride and a true sense of right and wrong.

Integrity - Integrity is the cornerstone of our profession. We pledge to hold ourselves to the highest legal, moral, and ethical standards. We will conduct ourselves ethically and honestly in a manner that merits the respect of all people. We recognize that each of us represents not only our Department, but also the law enforcement profession. We accept that our individual conduct, both on-duty and off-duty, must be beyond reproach.



Department Goals

Core Values Continued...

Professionalism - Professional service is embodied in our commitment to reliability and excellence in all aspects of our conduct and performance. We believe law enforcement is among the most noble of professions and derive personal satisfaction from the effective performance of our duties. We believe in the virtue of placing duty before self with the willingness to accept personal sacrifice for the greater good. We reject complacency and are dedicated to continually pursuing the highest levels of knowledge, skills, and expertise. We will fulfill our mission by being accountable to our community, our department, and to each other. The Sayreville Police Department recognizes that our members are the most valued assets of our organization and are essential participants with a shared responsibility in fulfilling our mission. We recognize the quality, motivation, and performance of our employees are key factors in achieving our success.





Command Staff

COMMAND STAFF BIOGRAPHIES



Chief Daniel Plumacker

Chief Daniel Plumacker began his distinguished career with the Sayreville Police Department in August 2000, starting as a Patrol Officer in the Uniform Patrol Division. His leadership abilities quickly became evident, leading to a series of key assignments and promotions. In 2005, he was assigned to the Traffic Safety Bureau where he was responsible for the enforcement of traffic laws and investigations of serious and fatal motor vehicle collisions. He was promoted to Sergeant in 2006, returning to the Patrol Division as a first-line supervisor. In 2008, he was assigned to the Detective Division as the Criminal Investigations Sergeant before rising to the rank of Lieutenant in 2010, where he took command as a Station Commander within the Patrol Division. Two years later, he transitioned to the Administration Bureau, managing the department's accreditation efforts while overseeing administrative operations.

In 2016, Chief Plumacker was promoted to Captain and placed in command of the Uniform Patrol Division, the largest division of the department. His strong leadership and operational expertise led to his appointment as Acting Chief of Police in 2022, and in May 2023, he was officially sworn in as the 8th Chief of Police for the Borough of Sayreville. With a career defined by integrity, innovation, and dedication to public service, Chief Plumacker continues to lead the department with a vision focused on professionalism, accountability, and community partnership.

Chief Plumacker holds a Bachelor of Arts from Caldwell University and a Master's Degree in Human Resources Training and Development from Seton Hall University. He is a graduate of the prestigious Certified Public Manager Program offered by Rutgers University and the New Jersey Civil Service Commission. In addition, he is both a graduate and instructor at the NJSACOP West Point Command and Leadership Academy and holds the designation of Accredited Command Executive through the NJSACOP ACE Program. His commitment to lifelong learning and leadership development reflects his unwavering dedication to excellence in policing.



Command Staff

COMMAND STAFF BIOGRAPHIES



Captain Patrick J. Kiernan

Captain Patrick J. Kiernan began his law enforcement career in 1997 as a Corrections Officer at the Middlesex County Adult Correctional Center before joining the Sayreville Police Department later that year. After graduating from the New Jersey State Police Academy, he served in the Patrol Division and steadily advanced through the ranks. His roles have included Detective in the Detective Division, Patrol Sergeant, Patrol Lieutenant assigned as a Station Commander, and Lieutenant of the Detective Division. He was promoted to Captain of the Administration Bureau in 2019 and has held various leadership roles ever since.

A veteran of tactical operations, Captain Kiernan served as Deputy Commander of the Middlesex County Special Operations Response Team (S.O.R.T.) from 2019 to 2024, having been an active member since 1999. Currently, he oversees the Sayreville Police Department's budget, recruitment, training, and hiring. His specialized expertise includes firearms, defensive tactics, interviewing, and complex criminal investigations. He is known as a transformational leader who fosters integrity, accountability, and professional development across the department.

Captain Kiernan holds an Associate's Degree from Middlesex County College, a Bachelor's from Rutgers University, and a Master's in Human Resources Training and Development. He is a Certified Public Manager and a graduate of the prestigious West Point Command and Leadership Program. In 2023, he graduated from the FBI National Academy, one of the most respected executive training programs in law enforcement, and is an Accredited Command Executive through the NJSACOP ACE program. He continues to lead by example, mentoring future law enforcement professionals with a focus on excellence and service.



Command Staff

COMMAND STAFF BIOGRAPHIES



Captain Dominick P. Castlegrant

Captain Dominick P. Castlegrant began his distinguished law enforcement career in 1991 as a Middlesex County Probation Officer/Investigator before joining the U.S. Department of Justice as a Deputy U.S. Marshal for the Southern District of New York. He later joined the Sayreville Police Department, where he served in various capacities after graduating from the Middlesex County Police Academy. One of his first roles was liaison to the Sayreville Auxiliary Police—a full-circle moment, having previously volunteered with the same unit. His early leadership experiences laid the foundation for a career marked by dedication, accountability, and operational excellence.

Throughout his rise through the ranks, Captain Castlegrant has held key positions including Patrol Sergeant, Patrol Lieutenant assigned as a Station Commander, Internal Affairs Lieutenant, and Lieutenant of the Detective Division. In these roles, he supervised field operations, ensured internal accountability, and led major investigations, including the successful resolution of the decades-old homicide of Nancy Noga using genetic genealogy. In 2022, he was promoted to Captain and currently commands the Uniform Patrol Division — the largest and most visible division of the department —overseeing scheduling, policy, operations, and community engagement.

Captain Castlegrant holds an Associate's and Bachelor's degree in Criminal Justice, graduating Summa Cum Laude, and is a graduate of the esteemed West Point Command and Leadership Academy. A firm believer in leading by example, he promotes professionalism, transparency, and respectful policing. He emphasizes that every public interaction is an opportunity to build trust and ensure a positive citizen experience.



Command Staff

COMMAND STAFF BIOGRAPHIES



Captain David Erla

Captain David Erla began his distinguished law enforcement career in 1997 with the Sayreville Police Department after graduating from the New Jersey State Police Academy in Sea Girt, where he earned the prestigious Fr. Robert F. Grady Award for achieving the highest academic average in the 196th Municipal Class. His first assignment was in the Uniform Patrol Division, and just two years later, his bravery was recognized with the Middlesex County 200 Club Valor Award. In 2004, he was promoted to Sergeant, where he continued to demonstrate strong leadership and dedication to patrol operations. By 2007, he was entrusted with the added responsibility of conducting internal affairs investigations alongside his supervisory role.

In 2010, he was promoted to Lieutenant and served as Station Commander until 2016, when he transitioned into the Administrative Bureau. There, he played a pivotal role in managing departmental reaccreditation, overseeing officer training, and leading Internal Affairs operations. Captain Erla successfully completed two full reaccreditations for the department and was instrumental in achieving initial accreditation for the department's communications unit. Between 2018 and 2022, he served as the department's Internal Affairs Supervisor, reinforcing a culture of accountability and professionalism.

In October 2022, Captain Erla was promoted to his current rank and now leads the Detective Division, overseeing all major criminal investigations with precision and integrity. He holds a Bachelor of Arts from Lehigh University, where he majored in International and Social Relations. Known for his analytical mind, commitment to ethical leadership, and unwavering service, Captain Erla continues to be a driving force in upholding the department's standards of excellence.



BOROUGH OF SAYREVILLE POLICE DEPARTMENT

Table of Organization





Personnel and Staffing

Personnel Updates 2024

New Hires - Patrolman Thomas J. Brennan, Patrolman Clinton Rowe, and Patrolman Hendersen Mautes

Promotions - Daniel Ellmyer promoted to Lieutenant, Jaime Matelski promoted to Sergeant and Mark DeGuzman promoted to Sergeant.

Retirements - Sergeant Frank Olchaskey, Detective Douglas Gumprecht, Patrolman Anthony D'Onofrio, Patrolman George Lestuck and Patrolman Keith Grausam





Patrol Division

Patrol Division Commander

Captain Dominick Castlegrant

Introduction

Under the command of Captain Dominick Castlegrant, the Patrol Division plays a vital role in advancing the mission of the Sayreville Police Department. It upholds public safety by safeguarding life and property, maintaining peace and order, and serving the community with honesty, integrity, and professionalism. As the backbone of the department, the Patrol Division responds to all emergencies, including fire and medical incidents.



Captain Dominick Castlegrant

Through proactive patrol, community engagement, and a strong command presence, the Patrol Division works to prevent crime, reduce motor vehicle accidents, protect property, and preserve the quality of life in the Borough of Sayreville. Often the first on the scene, patrol officers secure crime scenes, initiate investigations, and support detectives in solving cases, frequently leading efforts through to their conclusion.

The Patrol Division operates 24 hours a day, 7 days a week, 365 days a year, with six rotating shifts/squads ensuring continuous protection and service. Each squad is commanded by a Lieutenant and either 1 or 2 Sergeants, depending on the shift. The Lieutenant of each squad, referred to as the Station Commander, holds a position of great responsibility. They provide leadership, manage critical incidents, oversee departmental operations, and make decisions of constitutional significance. The Patrol Sergeant(s) supervise the performance of police personnel under his/her command as assigned by the Lieutenant. They are responsible for overseeing, organizing, training, and directing the activities of assigned law enforcement personnel and equipment as instructed by the Lieutenant. At any given time, a dedicated team of officers is on duty, committed to safeguarding the residents of Sayreville.



Patrol Division

Patrol Division Commander
Captain Dominick Castlegrant



The Patrol Division supervisors are as follows:

Lieutenant Thomas Pavlik
Lieutenant William Kilcomons
Lieutenant John Kwitkoski
Sergeant Steven Maslowski
Sergeant Joseph Przybylowski
Sergeant Matthew Atlak
Sergeant Shawn McGrath
Sergeant Louis Becker

Lieutenant Angela Moat
Lieutenant David Wilkins
Lieutenant Daniel Ellmyer
Sergeant Brian Szkodny
Sergeant Michael Popowski
Sergeant Jeffrey Taylor
Sergeant Jaime Matelski
Sergeant Mark Deguzman

Combined they have 42 patrol officers under their command.

The overall safety of the public, especially the motoring public is of primary concern to the Patrol Division. Investigation of serious and fatal motor vehicle accidents as well as a traffic enforcement are primary concerns of the Traffic Safety Bureau.

2024 Statistics

The Patrol division has responded to over 26,153 calls for service.

They have made 495 arrests, 89 for DWI.

Conducted 2839 Motor Vehicle stops. Issued 1,083 summons.

Investigated 1,535 traffic crashes, 7 which resulted in a fatality.

Towed 1,326 vehicles.



Patrol Division

Patrol Division Commander
Captain Dominick Castlegrant

Traffic Safety

The Sayreville Police Department Traffic Safety Bureau is at the forefront of keeping our Borough's roads safe. From overseeing all traffic-related law enforcement to investigating serious and fatal motor vehicle collisions, this dedicated team ensures our streets are safe and secure for those traveling our roadways. They meticulously review collision reports, conduct thorough follow-up investigations, and perform in-depth traffic studies to improve roadway safety. Additionally, they coordinate all road construction projects and play a critical role in planning and policing the many special events that take place throughout the year.

Our highly trained officers specialize in advanced accident investigation, accident reconstruction, and traffic engineering, equipping them with the expertise needed to analyze and prevent roadway incidents effectively.

Partnering closely with the Patrol Division, the Traffic Safety Bureau implements proactive traffic enforcement programs designed to reduce collisions and enhance the quality of life in our community. They actively seek grant funding and participate in nationwide safety campaigns such as Click It or Ticket and Drive Sober or Get Pulled Over. These initiatives—sponsored by the New Jersey Division of Highway Traffic Safety—allow for additional patrols focused on curbing dangerous driving behaviors, all without straining the local budget.

Through dedication, innovation, and strategic enforcement, the Traffic Safety Bureau is committed to making our roads safer for everyone.





Patrol Division

Patrol Division Commander

Captain Dominick Castlegrant

Traffic Safety Continued...

Engineering - Several changes through the year to improve safety at various sections in the Borough. Some of the changes include surveys on several roads to improve pedestrian travel, consideration of removing access to certain roads to limit 'cut-thru' traffic, and Title 39 agreements allowing police to enforce traffic laws within certain developments within the Borough.

Citizen Requests - Throughout 2024, the Traffic Bureau received multiple requests for enhanced speed enforcement. They employ specialized technology to record the speed of vehicles, their direction, travel times, and size categories. The collected data is then analyzed to determine if there is a significant pattern of speeding offenses, which would then prompt focused enforcement efforts.

Targeted Enforcement Initiatives - Over the year, various areas are designated for Targeted Enforcement. The Traffic Bureau selects these areas, which are monitored in addition to standard patrols by all officers, typically over a span of one to two weeks. Selection is based on historical complaints and the volume of traffic in those areas.

Motorcycle Patrol - The department's motorcycle unit consists of two 2014 Harley Davidson Road Kings. Officers Thomas Pizzillo and Nicholas Kales have received specialized training and certification by the Philadelphia Police Highway Patrol. This 80-hour training course focuses on the necessary skills for the safe operation of the Police Motorcycle. Their duties encompass regular patrols, participation in parades, providing escorts, attending funerals, and engaging in community policing. Additionally, the motorcycle unit is tasked with specific traffic enforcement operations and has been equipped with devices such as tablets and mobile printers for issuing warnings or summonses.

Small Unmanned Aircraft System (sUAS) - The Sayreville Police Department Traffic Safety Bureau deployed and utilized its drone to document each serious collision which occurred in 2024. It was also utilized for several events throughout the year. The technology capabilities have built in thermal, zoom, 45 minute flight time, and a high-resolution camera.





Patrol Division

Patrol Division Commander
Captain Dominick Castlegrant

P.U.L.S.S.E.

(Proactive Union of Law Enforcement and Social Service Experts)

The P.U.L.S.S.E (Proactive Union of Law Enforcement and Social Service Experts) Program introduced by the Sayreville Police Department is a progressive and impactful initiative aimed at addressing the complex needs of citizens struggling with mental health, addiction, and other social service issues. By embedding social workers within the police department, this program creates an integrated approach to public safety that bridges the gap between law enforcement and community support services.

One of the key challenges faced by modern police forces is effectively managing situations involving individuals with mental health or addiction problems. These individuals often require specialized care that officers, despite their best efforts, may not be fully equipped to provide. Without proper support, this can lead to recurring calls for police service, escalating situations, and sometimes unnecessary confrontations that result in the use of force. The P.U.L.S.S.E program directly addresses this issue by ensuring that social service experts are available to help connect individuals with the appropriate resources and services.

The process begins when police officers come into contact with a citizen displaying signs of mental health and/or addiction issues. Instead of simply responding to the immediate situation, officers refer the individual to a social worker within the department. These social workers then reach out to the citizen, assess their needs, and link them to relevant services such as mental health counseling, addiction treatment, or housing support. Importantly, social workers also follow up with the individual to ensure they are receiving the necessary care, potentially reducing the need for future police intervention.



Patrol Division

Patrol Division Commader
Captain Dominick Castlegrant

P.U.L.S.S.E Continued...

The results of the program have been remarkable. The internal review of use of force incidents revealed that many of those who had force applied to them had previous encounters with law enforcement, most of which involved issues related to addiction and/or mental health. On average, these individuals had 16 or more prior contacts with police before the force was used. However, after the implementation of P.U.L.S.S.E, there was a significant reduction in the number of use of force incidents. In 2023, the program contributed to a 46+% reduction in such incidents compared to the previous year, and in 2024, there was a further 42+% reduction. Over the span of the program's implementation, the Sayreville Police Department has seen an impressive 69+% reduction in use of force incidents among its residents.



P.U.L.S.S.E Staff at community charity event

Beyond the reduction in use of force, the P.U.L.S.S.E program has enhanced the overall relationship between the police department and the community. By providing citizens with access to the help they need, the program fosters trust and understanding, and reduces frustration between officers and residents. It also contributes to the overall well-being of the community, ensuring that individuals in need are getting the right support in a timely and effective manner. Since its inception, the P.U.L.S.S.E program has shown significant promise in providing high-quality police service and making a tangible, positive impact on the lives of Sayreville residents. It is an innovative model that can serve as a blueprint for other police departments looking to improve community relations and support vulnerable populations more effectively.



Administration Division

Administration Division Commander
Captain Patrick Kiernan

Introduction

The Police Administration Bureau is responsible for effecting and implementing policy and procedure, hiring personnel, the acquisition, maintenance and replacement of equipment and supplies, coordination and distribution of assets, procurement of all commodities required to operate the department, and formulation of the annual budget. This report underscores our unwavering commitment to enhancing operational efficiency, supporting our personnel, and ensuring public safety.



Captain Patrick J. Kiernan

Administration Bureau

Captain Patrick Kiernan Lieutenant Tom Sheehan Sergeant Jeffery Casella and
Sergeant Mike Cinardo Detective Gabe Lugo

Records Bureau

Civilian Tracey Weber, Civilian Dana Scheider, Civilian Debra Turner, Civilian Laura Krzykowski, Civilian Carol Womack, Civilian Susan Feren, Civilian Leslie Ann Polanco, Civilian Sean Jaeckel

Technical Support Specialist

Civilian Ricardo Vento

Facilities Management

Civilian Matt Misiewicz

Fleet Management

Civilian Jeff Bartlinski and Civilian Connor Bouchard

Communications

Dispatcher Beth Donnamaria, Dispatcher Beth Freyer, Dispatcher Chris Bardsley, Dispatcher Mark Hurley, Dispatcher Brian Tierney, Dispatcher Marcin Piatek, Dispatcher Llonel Faura, Dispatcher Vincente Buffalino, Dispatcher Chris Scanlon, Dispatcher Sam Amato, Dispatcher Michelle Dunne, and Dispatcher Christina Capasso



Administration Division

Administration Division Commander
Captain Patrick Kiernan



Accreditation



Accreditation is a progressive and time-proven method of assisting law enforcement agencies to calculate and improve their overall performance. The foundation of accreditation lies in the adoption of standards containing a clear statement of professional objectives. Participating agencies conduct a thorough self-analysis to determine how existing operations can be adapted to meet these standards and objectives. When the procedures are in place, a team of trained, independent assessors verifies that the applicable standards have been successfully implemented. Accredited status represents a significant professional achievement. Accreditation acknowledges the implementation of policies and procedures that are conceptually sound and operationally effective. The New Jersey State Association of Chiefs of Police has pursued the concept and development of a voluntary statewide law enforcement accreditation program for New Jersey which has resulted in the formation of the NJSACOP Law Enforcement Accreditation Commission, consisting of commissioners with the overall responsibility of adoption of program standards, as well as review of all assessment reports and approval of all recommendations for the granting of accredited status of applicant agencies.

The attitudes, training and actions of personnel of New Jersey's law enforcement agencies best reflect compliance with the standards contained in this program. Policy and procedure based on accreditation will not insure mistake-free policing or a crime-free environment for citizens. Nor will it ensure an absence of litigation against law enforcement agencies and executives. However, comprehensive and effective leadership through professionally based policy development is directly influenced by a law enforcement program that is thorough, complete, obtainable, and based on standards that reflect professional best practices.



Administration Division

Administration Division Commander
Captain Patrick Kiernan

Accreditation Continued...

The Sayreville Police Department commenced its initial accreditation process in October 2012. On July 20–21, 2014, assessors from the New Jersey State Association of Chiefs of Police (NJSACOP) conducted an on-site evaluation to verify compliance with all required standards and objectives. Following this assessment, a Commission Review hearing was held on October 9, 2014, during which the department was recommended for accreditation for the first time in its history.

NJSACOP accreditation is valid for three years, requiring agencies to undergo re-accreditation every cycle to maintain their status. The Sayreville Police Department has consistently met these standards and continues to uphold its accreditation, demonstrating an ongoing commitment to excellence in law enforcement.





Administration Division

Administration Division Commander
Captain Patrick Kiernan

Public Safety Communication Accreditation

Also administered by the New Jersey State Association of Chiefs of Police, the Public Safety Communications Accreditation Program requires agencies communications center to comply with best practice standards in three basic areas: management, operations, and analysis functions.

On December 2, 2022 assessors from the New Jersey State Association of Chiefs of Police (NJSACOP) conducted an on-site evaluation to verify compliance with all required standards and objectives. Following this assessment, a Commission Review hearing was held on March 16, 2023, during which the Sayreville Police Department communications center was recommended for accreditation for the first time in its history.

The Public Safety Communications Accreditation is also valid for a three-year period during which time the agency must submit annual reports attesting to their continued compliance with those standards under which it was initially accredited.

Achieving and maintaining accreditation reflects the Sayreville Police Department's unwavering commitment to providing exceptional service and fostering trust within the community.





Administration Division

Administration Division Commander
Captain Patrick Kiernan

Records Bureau Function

The Records Bureau plays a vital role in managing records, including the processing, secure storage, retrieval, distribution, and disposal of police reports. Additionally, the bureau handles firearms applications, processes requests for police and motor vehicle accident reports, manages municipal and county discovery requests, and fulfills Open Public Records Act (OPRA) information requests.

Technical Support Specialist

A Technical Support Specialist is responsible for managing and resolving various in-house technology-related matters. This role includes handling computer systems, troubleshooting hardware and software issues, and maintaining operational efficiency for the organization. The specialist manages e-ticketing systems, oversees Axon in-car camera functionality, and ensures the proper operation of in-house security camera systems. Additionally, they provide support for any computer-related tasks, including system updates, user assistance, and resolving technical challenges to ensure seamless technology integration and usage within the organization.

Facilities Management

A Facilities Management professional is responsible for overseeing and maintaining the physical infrastructure of an organization. This includes ensuring the building and its systems are in optimal working condition through regular inspections, preventative maintenance, and timely repairs. Duties encompass managing HVAC systems, plumbing, electrical systems, and general upkeep such as painting, carpentry, and groundskeeping. This individual ensures that the facility remains safe, functional, and compliant with relevant codes and standards, while also coordinating with contractors and vendors as needed for specialized services. Their work supports a clean, efficient, and operational environment for staff and visitors.



Administration Division

Administration Division Commander
Captain Patrick Kiernan

Fleet Management

Fleet management involves overseeing and maintaining an organization's vehicles to ensure they operate efficiently, safely, and reliably. This role includes scheduling regular maintenance, managing repairs, and ensuring compliance with safety and regulatory standards. Responsibilities extend to tracking vehicle usage, monitoring fuel consumption, and maintaining detailed records to optimize costs and performance. Fleet managers may also handle vehicle procurement, disposal, and insurance, as well as implement systems to monitor driver behavior and ensure the proper functioning of onboard equipment. Effective fleet management ensures the organization's transportation resources are fully operational and support its goals seamlessly. Eight vehicles were decommissioned in 2024 due to safety concerns or prohibitively high repair costs.





Administration Division

Administration Division Commander
Captain Patrick Kiernan

Communications Bureau

The Communications Bureau serves as the backbone of emergency response and is often referred to as the Primary First Responders. This bureau handles all incoming calls for police, fire, medical emergencies, general inquiries, and other assistance, ensuring they are appropriately directed. Telecommunicators within the bureau receive, document, prioritize, and dispatch requests for service from both emergency and non-emergency callers. Through a detailed series of questions, they gather critical information regarding the location, nature, and urgency of each situation, entering this data into a Computer Aided Dispatch (CAD) system to deploy the necessary resources efficiently.

In addition to emergency calls, telecommunicators document routine activities, self-initiated calls, and incidents encountered by officers during their shifts. This dual role of record-keeping and personnel tracking ensures officer safety and operational accountability. The Communications Bureau also provides vital support to officers in the field, such as making phone notifications, conducting driver's license or vehicle registration checks and accessing information about available resources for ongoing cases. They perform searches to identify if individuals are wanted for offenses in other jurisdictions, ensuring comprehensive support for public safety. Beyond emergency response, the bureau addresses non-emergency calls and general inquiries, documenting these interactions and providing appropriate resolutions or referrals. Essentially, Communications Bureau personnel perform a wide array of essential functions to support the department's operations and community service efforts.





Detective Division

Detective Division Commander
Captain David Erla

Detective/Investigations Bureau

The Detective/Investigations Bureau is supervised by Captain David Erla and Lieutenant Sean O'Donnell. The Bureau is divided into 4 distinct units, each supervised by a Detective Sergeant. These are the Criminal Investigations Bureau, Juvenile Aid Bureau, Vice/Narcotics Bureau and the Identification Bureau. In 2024, The Detective Bureau assigned 445 cases resulting in 55 complaints and 29 arrests.

Criminal Investigative Bureau - Detectives in the Adult Criminal Investigation Bureau (CIB) are responsible for investigating a wide range of criminal cases within the community. Given the variety of crimes that occur, detectives handle everything from minor offenses, such as shoplifting, to more serious crimes, including burglaries, robberies, assaults, arsons, and homicides. Key responsibilities of a detective in the CIB include:

Investigation of Criminal Cases: Detectives conduct thorough investigations into criminal activities, gathering evidence and building cases. This includes handling both property crimes, such as burglaries and theft, as well as violent crimes like assaults, robberies, arson, and homicides.

Financial Crimes and Scams: Detectives are also responsible for investigating financial crimes, such as fraud, identity theft, embezzlement, and scams targeting residents of the borough. This may involve tracing fraudulent transactions, identifying suspects, and collaborating with financial institutions to track the movement of stolen funds. Detectives work to protect the community from common scams, including online fraud.

Evidence Collection and Analysis: Detectives are tasked with collecting, preserving, and analyzing physical evidence at crime scenes. This may include forensic evidence, digital evidence, and witness statements. In financial crime investigations, detectives may also review bank records, financial transactions, and digital communications.



Captain David Erla



Detective Division

Detective Division Commander
Captain David Erla

Detective/Investigation Bureaus continued..

Surveillance Operations: Detectives may conduct surveillance operations to gather intelligence on suspects, criminal organizations, or patterns of illegal activity. This can involve both physical surveillance and the use of technology, such as cameras or tracking devices.

Interviews and Interrogations: Detectives interview victims, witnesses, and suspects to gather information relevant to an investigation. They use various techniques to extract useful details, ensuring all interactions are legally compliant.

Background Checks: Detectives also perform background checks on individuals, including prospective borough employees, to ensure that they meet the qualifications and standards required for employment within the community.

Collaboration with Other Agencies: Detectives work closely with other law enforcement agencies, including local police, county prosecutors, state authorities, and federal agencies, to share information and resources when necessary, particularly for larger or multi-jurisdictional cases.

Case Documentation and Reporting: Detectives maintain accurate and detailed records of their investigations, including written reports, evidence logs, and case files, which are critical for legal proceedings and future reference.

Court Testimony: In cases that go to trial, detectives may be called upon to testify in court as expert witnesses, presenting the evidence they have gathered and explaining their investigative process.

Given the variety of crimes, each detective in the Criminal Investigation Bureau must be versatile, detail-oriented, and adept at managing multiple cases simultaneously. They are an integral part of maintaining public safety and ensuring justice in the Borough of Sayreville.



Detective Division

Detective Division Commander
Captain David Erla

Significant Cases 2024

"Middlesex County Prosecutor Yolanda Ciccone and Chief Daniel Plumacker of the Sayreville Police Department announced that Bruce A. Cymanski, 52, of Barnegat, New Jersey has been found guilty by a Middlesex County Jury for the 1999 murder of Nancy Noga, 17, of Sayreville."

"On January 7, 1999, Ms. Noga, who was then a senior in high school, was reported missing after she did not return home from work. Five days later, on January 12, 1999, at approximately 8:57 a.m., Ms. Noga's body was discovered in a wooded area behind a strip mall on Ernston Road. An autopsy later determined Noga died from blunt force trauma after being struck with a blunt object. For more than two decades, the case remained open and active as investigators continued to investigate Ms. Noga's death."



Nancy Noga

"During a three-week long trial that began on October 1, 2024, Assistant Prosecutor Katie Magee, who serves as the section chief of the Major Crimes Unit, along with Assistant Prosecutors Alexander Battey and Nicolette Spallanzani presented evidence and testimony to a jury. Cymanski was found guilty of first-degree murder, first-degree felony murder, first-degree aggravated sexual assault, first-degree kidnapping, and third-degree possession of a weapon for an unlawful purpose."

"As with all homicides, the case remained open and active, since January 1999. Law enforcement officers from the Sayreville Police Department and the Middlesex County Prosecutor's Office were committed to bringing justice to the Noga Family. Prosecutor Ciccone wants to thank the law enforcement officers, both active and retired, from the Sayreville Police Department, the Middlesex County Prosecutor's Office, the New Jersey State Police Office of Forensic Sciences, and the Barnegat Police Department for their unrelenting commitment to this investigation and prosecution, which resulted in the conviction of the defendant."

Cymanski was sentenced to life with 30 years of parole ineligibility as well as consecutive sentences of 20 and 15 years for related charges.



Detective Division

Detective Division Commander
Captain David Erla

Significant Cases 2024 continued...

In 2024, two homicides and one attempted homicide were committed in the Borough of Sayreville. The cases have been deemed solved and complete, with all defendants arrested, charged, and awaiting trial. One defendant, however, died from injuries inflicted upon himself during the course of the events.

CIB Cases/Investigations Opened in 2024: 218 from 262 total incidents

Detective Reports completed 2024:

235

Defendants Charged 2024:

55

Total number of charges 2024:

147

Backgrounds completed 2024:

52



Detective Division

Detective Division Commander
Captain David Erla

Narcotics/Vice Bureau

The Sayreville Vice unit is responsible for collecting, archiving, and disseminating narcotics, human trafficking, and financial crimes-related intelligence for successful investigations and prosecutions. The goal is to reduce all criminal activity by effectively investigating, combating, and interdicting the importation of illegal drugs into the Borough of Sayreville, investigating the structuring, placement, layering, and integration of all financial crimes. The Unit also works to detect and prosecute those responsible for unlawfully trafficking people or coercing them into forced labor, which is usually sexual exploitation. This Units investigations are furthered by developing informant networks, working undercover, conducting surveillance, processing criminal intelligence data, and arresting drug dealers and buyers who engage in illegal drug transactions. The unit works closely with other municipal departments, the Middlesex County Prosecutors Office Task Force, and their counterparts on the state and federal levels.

Investigations performed by Vice Unit	Overdoses	Overdose Fatalities
2022 - 108	2022 - 37	2022 - 3
2023 - 79	2023 - 24	2023 - 5
2024 - 47	2024 - 15	2024 - 1

Arrests made by Vice Unit	Narcan Administered
2022 - 17	2022 - 29
2023 - 11	2023 - 24
2024 - 12	2024 - 13

Notably, in 2024, the Vice Unit successfully investigated complaints of prostitution in local massage parlors. These investigations have dismantled several prostitution operations and started several human trafficking investigations. The unit has also investigated citizens' complaints of illegally sold cannabis and THC products being sold in local smoke shops in town. The unit's investigations resulted in complaints, executed search warrants, arrests and the closure of these businesses.



Detective Division

Detective Division Commander
Captain David Erla

Identification Bureau

The Sayreville Police Department's Identification Bureau plays a vital role in managing all property and evidence associated with criminal investigations and community interactions. Staffed by skilled detectives, the bureau is responsible for the meticulous collection, processing, storage, and archiving of all items seized, recovered, or turned in by citizens. Utilizing a state-of-the-art barcode system, each item is labeled upon intake to ensure a clear and unbroken chain of custody. This system not only guarantees accurate tracking and secure storage but also streamlines the management of evidence from the moment it's received until its final disposition.

Identification Detectives are trained to process crime scenes, collect evidence and often assist with search warrants. Other responsibilities include firearms application, Megan's Law oversight and registration, Alcohol Beverage Commission (ABC) administration, business background checks as well as expungements.

Property Status 2024:

Outgoing -72	Incoming - 57
Moved - 47	Returned - 226
Disposed - 1,015	Transferred from Temporary Storage - 2,740

Total Items Processed - 4,157



Detective Division

Detective Division Commander
Captain David Erla

Identification Bureau continued...

Firearms Stats

<u>Firearms IDs/Handgun Permits 2024</u> Application Status:	<u>Permit to Carry Firearm 2024</u> Application Status:
Submitted - 906	Submitted - 171
Processed - 792	Processed - 144
Approved - 678	Approved - 127
Withdrawn - 100	Withdrawn - 17
Denied - 15	Denied - 0

New Technology

In 2024, the Identification Bureau began using a new evidence portal allowing citizens and officers to upload digital evidence into our Evidence.com storage system. Examples include ring camera video, cell phone video and photos and store surveillance video. We have also added a detective specially trained as a Digital Forensic Analyst. This detective will be responsible for collecting, processing and analyzing computer and cell phone data.



Detective Division

Detective Division Commander
Captain David Erla

Juvenile Aid Bureau

The Sayreville Police Department Juvenile Aid Bureau is dedicated to fostering a safer, brighter future for our youth by promoting accountability, education, and positive change. In collaboration with the Board of Education and statewide agencies, we work to divert young offenders from the criminal justice system, guiding them toward opportunities for growth and rehabilitation. Through proactive community partnerships and compassionate intervention, we uphold the principles of justice while prioritizing the well-being of every child.

Together, we strive to build a community where every young person has the opportunity to thrive. In alignment with this mission, the Sayreville Juvenile Aid Bureau (JAB) made significant strides during calendar year 2024 to support families within its jurisdiction. Through youth and family counseling, resource provision, and individualized mentorships, the bureau aimed to foster positive outcomes for young individuals and their families.

Additionally, as part of the state and county Internet Crimes Against Children (ICAC) task force, our team is committed to protecting the most vulnerable members of our community by investigating and prosecuting crimes against children, ensuring a safe and secure environment for all. The bureau's commitment to protecting children was evident through the work of its members participating on the task force. These dedicated efforts included participation in multiple search warrants, resulting in charges against individuals involved in the possession, manufacture, or distribution of child sexual abuse material. Juvenile Detectives also contributed to the county-wide operation "Cruel Summer," which successfully led to the apprehension of multiple offenders.

Reports Generated
2024 - 290

Cases/Investigations
2024 - 178

Station House Adjustments
2024 - 9

Complaints/Summons:
2024- 27

Arrests
2024 - 5

ICAC Investigations
2024 - 17



Detective Division

Detective Division Commander
Captain David Erla

Law Enforcement Against Drugs (L.E.A.D.) Program

Law Enforcement Against Drugs (L.E.A.D.) is a comprehensive 10-week program designed for fifth-grade students at Samsel Upper Elementary School. It focuses on substance use prevention, anti-bullying education, violence reduction and promotes safer, healthier communities.

A key benefit of L.E.A.D. is the opportunity for students to engage with law enforcement officers in a positive, non-emergency setting. This interaction helps foster trust and build meaningful connections between students and their instructors, reinforcing a positive perception of law enforcement.

This year's L.E.A.D. instructors are Detective Kevin Soto and Patrolman Matthew Salvatore.





Office of Professional Standards

The Office of Professional Standards, also referred to as Internal Affairs, is responsible for investigating allegations of officer misconduct in accordance with the New Jersey Attorney General Guidelines. These investigations ensure accountability and transparency while upholding the integrity of the Sayreville Police Department. The unit is tasked with conducting thorough, unbiased investigations into complaints of police wrongdoing, including excessive use of force, demeanor, and violations of department policies or state laws. The Office of Professional Standards is an essential part of law enforcement that holds officers to the highest standards of conduct while maintaining the trust and confidence of our community.

2024 Internal Affairs Statistics

21 I.A. Cases opened	16 Closed
1 Sustained	2 Not Sustained
3 Unfounded	11 Exonerated



Office of Professional Standards continued...

Dispositions

Excessive Force: 0	Improper Arrest: 0
Improper Entry: 1 (exonerated)	Improper Search: 0
Differential Treatment: 1 (unfounded)	Demeanor: 1 (unfounded), 2 (exonerated), 1 (not sustained)
Criminal Violation: 1 (exonerated)	Other Rule Violation: 1 (unfounded), 1 (sustained), 1 (not sustained), 6 (exonerated)

Major Discipline - No Sayreville Police Department Officer received major discipline for 2024. Major discipline is defined as sustained complaints resulting in the officer's termination, demotion, or suspension of more than five days.

Use of Force - All use of force incidents that occurred in the calendar year 2024 were investigated and determined to be proper and reasonable, and did not violate department, County, or Attorney General policy, directive or guideline. In 2024, there were 25,939 calls for service. Force was used on 10 of those calls.



Year in Review

Office of the Chief of Police
Chief Daniel Plumacker

Year in review 2024

Recruitment and Retention

The Sayreville Police Department has exhausted the Civil Service Commission's active residency list of approximately 25 borough residents. This effort resulted in the hiring of one officer, who was sent to the Cape May County Police Academy, and one police training commission certified officer, who was assigned to the uniform patrol division. In October, the non-resident list was certified, producing 16 candidates, but no hires were made.

In December 2024, one additional officer was hired from the Middlesex County Sheriff's Department.

A total of 3 new officers were hired in 2024

The Community Outreach Bureau participated and recruited at several job fairs. In partnership with PBA Local 98 and the ESPOS Study Group, the Sayreville Police Department hosted a free study group for community members interested in pursuing a law enforcement career. The department is committed to growing in alignment with the demographics of the community we serve. We proactively adopt national law enforcement trends which makes us a desired agency to seek employment with. This includes deploying Axon body-worn cameras, Axon in-car cameras, and outer ballistic vest carriers to enhance officer comfort and safety. Firearms equipped with optics have also been introduced. A strong emphasis is placed on equipping officers with the tools and knowledge necessary to perform at a high standard.



Year in Review

Office of the Chief of Police
Chief Daniel Plumacker

Retirements

The Sayreville Police Department experienced the retirement of five officers in 2024, each with over 25 years of active service. This group included three patrol officers, a patrol supervisor and a detective.

Equipment Procurement

The Administration Bureau manages critical functions such as building maintenance, fleet management, training assignments, and equipment procurement. The agency's operational capabilities often depend on its ability to anticipate and secure funding for evolving needs.

A new Computer-Aided Dispatch (CAD) system was purchased in collaboration with Motorola Solutions. The Flex CAD system, valued at approximately \$1 million, is anticipated to be operational by December 2025. External carriers and ballistic vests were procured after extensive research and field testing with Slate Solutions. Deployment is scheduled for spring 2025. The department upgraded its firearms to Gen 5 Glock 47 MOS 9mm handguns equipped with Holosun Optics SCS. Training and deployment are planned for spring 2025.

Firearms Range

The Borough of Sayreville entered into a Memorandum of Understanding (MOU) with the Port Authority Police Department of New York/New Jersey, allowing use of the police pistol range for training purposes. Compensation to the borough is included in the agreement. The firearms range, operational for over 50 years, is poised to coexist harmoniously with the community through proper notification and education. The Sayreville Police Department aims to offer firearms training classes for borough residents, emphasizing safe handling, recreational use, and secure storage.



Year in Review

Office of the Chief of Police
Chief Daniel Plumacker

Department Training

Training is a cornerstone of our departments commitment to excellence. Department-wide training sessions were conducted on topics including domestic violence, pursuit driving, use of force, de-escalation tactics, unarmed defense, and handcuffing. These sessions comply with mandatory requirements established by the Attorney General's Office. Officers received specialized training in crisis negotiation, firearms handling (rifles and handguns), child victim advocacy, case law, Title 2C, and accident investigation and reconstruction. The goal of these initiatives is to empower officers with the skills and knowledge needed to handle diverse situations effectively.

Officer Wellness Program

This year, the Sayreville Police Department proudly launched its Officer Wellness Program, an initiative dedicated to supporting the physical, mental, and emotional health of our personnel. In partnership with Dr. Julie Tropeano, the program offers annual wellness visits, family-focused seminars, and critical incident stress debriefings. These confidential wellness consultations emphasize resilience and self-care, providing officers and dispatchers with valuable tools to navigate the unique pressures of their roles.

Recognizing that dispatchers are often the unseen first responders, they too are included in all wellness services. Family seminars provide proactive strategies to help loved ones build resilience together, while Critical Incident Stress Debriefings offer vital support after traumatic or high-stress events. In addition, our new wellness policy encourages officers to engage in physical fitness during their shift when operationally feasible, acknowledging the powerful connection between physical health and emotional recovery. This comprehensive, holistic approach is a meaningful step forward in fostering a healthier, more resilient department.



Year in Review

Office of the Chief of Police
Chief Daniel Plumacker

Internship Program

The Sayreville Police Department has successfully implemented a vibrant internship program aimed at inspiring and influencing the next generation of law enforcement officers and leaders. This program works closely with students and universities, providing hands-on experience and valuable insights into the field of law enforcement. By fostering strong partnerships with academic institutions, the program helps identify and mentor talented individuals who demonstrate a commitment to public service. Through this initiative, Sayreville Police Department is shaping future professionals while enriching its connection to the community.

Conclusion

The Sayreville Police Department remains deeply committed to enhancing our operational readiness while supporting the dedicated men and women who proudly serve our community. The initiatives outlined in this report highlight our ongoing efforts to strengthen recruitment and retention, modernize facilities and equipment, invest in fleet maintenance, enhance officer training, and prioritize officer wellness. As we reflect on this year's achievements, we remain focused on building momentum, continuing to serve the residents of Sayreville with unwavering honor, integrity, and professionalism.



Looking Ahead to 2025

Office of the Chief of Police
Chief Daniel Plumacker

Goals for 2025

The strategic goals of the Sayreville Police Department moving into 2025 focus on three key areas: community engagement and trust building, crime reduction and prevention, and officer training and well-being.

To enhance community relations and build trust, we aim to increase community outreach events such as neighborhood meetings, public gatherings, and policing initiatives. Officers will continue to receive cultural competency training to better understand and serve diverse populations. Additionally, feedback mechanisms are being researched which would be used to collect community input and address concerns effectively.

In efforts to reduce crime rates and enhance public safety, the Sayreville Police Department will implement data-driven policing strategies to identify high-crime areas and allocate resources efficiently. Strengthening collaboration with other law enforcement agencies, community organizations, and local businesses will help address the root causes of crime. Increased patrols throughout the Borough will serve as a deterrent to criminal activity, while crime prevention programs, particularly youth outreach initiatives, will continue to support at-risk populations.



Looking Ahead to 2025

Office of the Chief of Police

Chief Daniel Plumacker

Goals for 2025 continued...

Ensuring officer well-being and professional development will continue to be a priority for the Sayreville Police Department. Comprehensive training programs focusing on critical topics such as de-escalation techniques, mental health awareness, and ethical practices will be provided to all officers. Wellness initiatives, including access to counseling services and stress management resources, have been implemented and will continue to be expanded upon to support officers' physical and mental health. Additionally, career development opportunities will be expanded through mentorship programs, specialized training opportunities, and promotional pathways. The agency will continue to strive towards an inclusive and supportive organizational culture that values diversity, equity, and teamwork, strengthening camaraderie among officers.

As the Borough of Sayreville continues to grow, so too must its commitment to public safety. With the highly anticipated opening of new businesses as part of the first phase of the Riverton redevelopment project, the Sayreville Police Department recognizes the increasing demand for high-quality law enforcement services. To meet these evolving needs, we are committed to expanding both our civilian and sworn staffing levels, ensuring that we maintain the highest standards of safety, security, and community engagement.

Our recruitment efforts will focus on attracting the very best candidates—individuals who are not only highly skilled but also deeply dedicated to serving our community with honor, integrity, professionalism, and excellence. As we welcome new officers and staff, we will continue to invest in their training, well-being, and career development, fostering a culture of inclusivity, teamwork, and continuous improvement.

At the heart of our mission is a strong partnership with the community. By strengthening trust, enhancing outreach programs, and proactively addressing crime, we will ensure that Sayreville remains a safe and thriving place to live, work, and visit. As our town grows and evolves, so will our police department—adapting, innovating, and always striving to provide the best possible service to the people we proudly serve.



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Chief Daniel Plumacker

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