

Annual Major Discipline Reporting Form
Internal Affairs Policy & Procedures | Appendix L

Pursuant to Attorney General Law Enforcement Directive No. 2022-24, every state, county, and local law enforcement agency in New Jersey is required to submit to the Attorney General and the County Prosecutor, and publish on the agency's public website, a brief synopsis of all complaints where a termination, reduction in rank or grade, and/or suspension of more than five days, as well as sustained findings listed in the above directive, regardless of the type or severity of discipline imposed, was assessed to an agency member. For the purposes of this report, please include all major discipline in which a plea agreement was reached or final sanction was imposed during the time period listed below. In addition, include all discipline from earlier years which was has been on appeal, the final appeal was received during 2023, and the discipline remains in one of the enumerated categories. Instructions for completing this form can be found on the "Instructions" tab of the Excel version of this document.

Time period: **January 1, 2024 to December 31, 2024**
 County: **Ocean** - Select County from dropdown menu here
 Agency: **Lakewood PD** - Select Agency from dropdown menu here

No.	Disciplined Officer			Sanction				Sustained Charge	Synopsis
	First Name	Last Name		Terminated?	Demoted?	Suspended?	# Days Susp.		
1	Officer Justin	Burkhardt		No	No	No		Yes	Conduct Unbecoming On June 5, 2024 the Internal Affairs Bureau received information that Officer Burkhardt was using a camera defeating license plate cover in order to avoid paying tolls and prevent detection. An investigation was initiated, however Officer Burkhardt resigned prior to its final conclusion. Upon receipt of all available evidence the allegation was sustained.
2	Officer Joseph	Rusk		Yes	No	No			Untruthfulness On January 27, 2023 the Internal Affairs Bureau received a complaint the Officer Rusk had left an extra duty assignment without obtaining supervisor approval and then submitting for payment for which he was not entitled to. While conducting the internal investigation, Rusk was found to be untruthful and as a result terminated from the Department. Officer Rusk took it to appeal. On October 28, 2024 the Office of Administrative Law upheld the removal and on November 27, 2024 the NJ Civil Service Commission issued a Final Administrative Action in support of the removal.
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For Sustained Charge(s), regardless of the type or severity of discipline imposed, please use A SHORT HAND description like the below, rather than a statute or ordinance:

-Discrimination or bias: Discrimination or Bias against any person b/c of the individual's actual or perceived race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, sex, gender identity or expression, disability, nationality, familial status, or any other protected characteristic under N.J.S.A. 10:5-1 et seq.

-Excessive Force: Officer utilized excessive force

-Untruthful/Candor: Officer was untruthful or has demonstrated a lack of candor

-False Report: Officer has filed a false report or submitted a false certification in any criminal, administrative, employment, financial, or insurance matter in their professional or personal life

-Improper Search, Seizure, Arrest: Officer intentionally conducted an improper search, seizure or arrest

-Evidence Mishandling: Officer intentionally mishandled or destroyed evidence

-Domestic Violence: Domestic violence, as defined in N.J.S.A. 2C:25-19

-Indictable Offense: Officer was charged with any indictable crime under New Jersey or an equivalent offense under federal law or the law of another jurisdiction related to the complaint

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