

## XVI. Risk Management Procedures: Early Warning Detection System (EWDS)

- A. As per the New Jersey Attorney General Directive No. 2018-3 and Camden County mandate, the Haddonfield Police will keep an Early Warning Detection System (EWDS) database for registering and accounting all complaints on the Department's employees. A copy of this Early Warning Data will be forwarded to the Camden County Prosecutor's Office's Special Prosecution Unit. Any and all changes to this accounting program will result in the latest copy forwarded to Special Prosecution Unit for review and approval. **To be in full compliance our department shall:**
- 1.) Implement an **Early Warning Detection System (EWDS)** consistent with the Directive by rule, regulation or standard operation procedure as the preceding dictates.
  - 2.) The Early Warning Detection System (**EWDS**) **shall include** 15 performance indicators set forth in section C of the Directive.
  - 3.) Any supplemental performance indicators determined by your agency's chief executive should be objectively measurable and reasonably related to potentially escalating harmful behavior by an officer(s);
  - 4.) The **EWDS** shall provide that three separate instances of performance indicators within any 12 month period will trigger the **EWDS** review process;
  - 5.) Personnel shall be assigned to conduct the **EWDS** function in the Internal Affairs Unit;
  - 6.) Our agency shall adopt and has, a tracking system to identify officers who display three separate instances of performance indicators within any 12 month period , thus triggering the **EWDS** review process;
  - 7.) Our department shall audit the tracking system and records at minimum every 6 months to assess the system's accuracy and efficiency;
  - 8.) Assigned personnel shall initiate remedial action (examples of remedial/corrective action are set forth in Section F) to address the triggering officer's behavior, once the requisite number of performance indicators necessary to trigger the process are displayed;
  - 9.) The Chief/Designee shall make a confidential, written notification to the Camden County Prosecutor's Office the identity of the

subject/officer, the nature of the triggering performance indicators and the planned remedial action to correct the behavior.

- 10.) Upon completion of the **EWDS** review process the Chief/Designee shall make a confidential written notification to the Camden County Prosecutor's Office of the outcome of the **EWDS** review, including any remedial measures taken on behalf of the subject officer.
- 11.) Our department is required to post all of our **EWDS** policies to our department's website and;
- 12.) **EWDS** policies shall be made available to the public upon request.