

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

Permitted by 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 taken on appeal, the final appeal was received during 2023, and the discipline remains in use 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, 2023 to December 31, 2023**  
 County: **Hudson** - Select County from dropdown menu here  
 Agency: **Hoboken PD** - Select Agency from dropdown menu here

No.	Rank	Designated Officer		Sanction				Reassigned, retired, transferred, or separated while in Pending	Specify other sanction type, if applicable	Sustained Charge	Synopsis
		First Name	Last Name	Terminated?	Demoted?	Suspended?	# Days Susp.				
1	Officer	Matthew	Isher	No	No	No	0	Yes		Hoboken Police Department Rules and Regulations: Failure to conduct a proper, thorough, and complete investigation; Failure to thoroughly search for, collect, preserve, and identify evidence; or person's property, and locations, in any arrest or investigation; Failure to take appropriate action concerning illegal activity, including vice conditions and/or make a written report of the same to a commanding officer; Repeated Violations of departmental Rules & Regulations; Neglect of Duty, New Jersey	Officer Isher was dispatched to a local business after the business owner reported that there was an individual in front of the business actively engaged in using drugs. Officer Isher responded to the location and met with the caller. Before meeting with the caller Officer Isher walked past the individual that had reportedly been using drugs and did not stop him in order to conduct his on-scene investigation. It was immediately apparent that the male was impaired or otherwise emotionally disturbed however Officer Isher insisted that the male was not impaired in any way. Officer Isher's assessment was inaccurate and was not corroborated by the Body Worn Camera. The reporting person also reported to Officer Isher on the scene that the male was in possession of narcotics and narcotics paraphernalia. Officer Isher failed to immediately detain the suspect and waited for him to get some distance before deciding to follow him. While Officer Isher followed the suspect, he intentionally stayed behind him and made no real effort to stop and detain the male. Officer Isher allowed the suspect to leave the scene with no intervention. Officer Isher grossly neglected to take official action when needed. It should be noted that Officer Isher was the subject of a Last Chance Agreement at the time of this incident and in light of such resigned prior to the administration of discipline; which would have been termination.
2	Sergeant	Steven	Krantz	No	No	Yes	20	No		Hoboken Police Department Rules and Regulations: Insubordination; Incompetency; Failure to Supervise, New Jersey Administrative Code Violations: Incompetency, Inefficiency, or Failure to Perform Duties; Insobordination, Other Sufficient Cause.	Officers were dispatched to the scene of a motor vehicle accident. Upon arriving they observed there was significant damage to the vehicle and other parked vehicles. Upon attempting to make contact with the driver it was quickly determined that the male driver was unconscious and in cardiac arrest. After hearing numerous officers dispatched to the scene and their transmissions related to the active scene it was then that Sgt. Krantz transmitted his acknowledgment of and response to the scene. Once arriving, instead of assuming immediate control of the scene, Sgt. Krantz took a traffic point to redirect traffic away from the scene, a task that could have and should have been delegated to a patrol officer so that he can better manage the scene in its entirety. Some time later, the tour commander (a lieutenant) arrived on the scene and took immediate control, directing officers and coordinating resources and responses. The lieutenant asked for Sgt. Krantz's location which was provided and then asked him to join the other officers on the scene. Sgt. Krantz upon arriving to the scene near the accident immediately approached the lieutenant and began to question him as to the reason for his inquiry about his location. The lieutenant attempted several times to inform Sgt. Krantz that it was not the appropriate time nor location for that conversation considering the scene was still active. Sgt. Krantz persisted and began to question the lieutenant's actions in the presence of subordinate officers and the public.
3	Officer	Liana	Palladino	No	No	Yes	9	No		Hoboken Police Department Rules and Regulations: Violations: Conduct Unbecoming of an Employee in Public Service; Repeated Violations of Departmental Rules and Regulations (2 counts); Conduct Subversive of Good Order and the Discipline of the Department (2 counts); Absent Without Leave; Failure to Comply With the chief's Order's and also those of a superior or supervisor (Six Leave Policy); Failure to be home without legitimate reason after reporting sick; Unexcused Tardiness, New Jersey Administrative Code	This synopsis is inclusive of three separate cases involving Officer Liana Palladino. The sustained discipline in this report is a global resolution for the three cases. Case #1) Officer Palladino was absent without leave from her tour of duty on November 29, 2022. Ultimately, she reported to work over one hour late, but only because the her local police department where she resided conducted a welfare check on her and located her at her residence, where it was determined that they had woken her up. Case #2) Officer Palladino was tardy without an excuse for her tour of duty on December 15, 2022. Case #3) While already on an extended sick leave which had started on February 7, 2023, Officer Palladino called the police desk to report that she and her child were "playing hooky" and informed them that she was taking her child to the Crayola Factory in Easton, PA. The supervisor on duty informed her that her visit to the theme park was unexcused and unauthorized as per department policy. Further, she was ordered to return home and report her arrival to her residence. Officer Palladino ultimately told the desk officer that she didn't agree with him and that she was going to go anyway, effectively disobeying a direct order. Officer Palladino appealed all of the disciplines and ultimately a settlement agreement with the City of Hoboken was reached wherein she served a nine day suspension for the above charges.
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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