

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

Parasult 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 less than one year, the final appeal was resolved 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, 2023 to December 31, 2023**  
 County: **Hudson** - Select County from dropdown menu here  
 Agency: **Guttenberg PD** - Select Agency from dropdown menu here

No.	Disciplined Officer			Sanction			# Days Susp.	Resigned, retired, transferred, or separated while in Pending	Specify other sanction type, if applicable	Sustained Charge	Synopsis
	First Name	Last Name	Terminated?	Demoted?	Suspended?						
1	Officer	Anthony	Cosma	No	No	No		Yes		Indictable Offense	Several complaints were received alleging that Anthony Cosma had borrowed large sums of money from multiple people and failed to pay it back. Cosma was eventually charged with Theft by Deception for an amount in excess of \$500, making it a third-degree crime. Anthony Cosma entered into a Pretrial Intervention program and subsequently forfeited his position as a Police Officer with the Guttenberg Police Department.
2	Officer	Kareem	Mansour	No	No	No		Yes		Candor	Kareem Mansour received sustained candor charges for being untruthful to his immediate supervisor and internal affairs investigators. Mansour responded to an incident in another jurisdiction without being dispatched or receiving approval. When he advised dispatch of what occurred, he said he was flagged down by responding officers from that jurisdiction. When asked, he then told his supervisor the same. According to statements from witnesses, that was not true. During the internal investigation, Mansour was asked if he was ordered not to respond to the incident and he stated that he was not. Audio recordings were reviewed and Mansour did receive an order to not respond.
3	Officer	Kareem	Mansour	No	No	No		Yes		Candor	While on sick leave, Internal Affairs investigators conducted a sick leave verification on Kareem Mansour. Our sick leave policy requires members to remain at a predetermined place of confinement during their leave. When conducting the verification, Mansour was asked who the address belonged to. He replied, a cousin. During an internal investigation, Mansour was again asked who that residence belonged to. This time, he admitted that it belonged to a friend, thus being untruthful to investigators conducting the initial sick leave verification.
4	Officer	Kareem	Mansour	No	No	No		Yes		Candor, False Report	Kareem Mansour was involved in a motor vehicle pursuit. In his investigation report, Mansour stated that the vehicle was "driving in an extremely erratic manner, endangering the welfare of the public." Video of the incident was reviewed and the vehicle was not driving in the manner described by Mansour. The vehicle was maintaining its lane and keeping up with the flow of traffic.
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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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