



Major Discipline Report

Submitting Agency: Montclair PD

County: Essex

Year: 2025

Reporting Period: January 1st - December 31st

Submission Date: 1/27/2026

Rank	First Name	Last Name	Terminated	Demoted	Suspended	Number of Days Suspended	Other Sanction Type	Resigned/Retired/Transferred /Separated While IA Pending	Sustained Charge	Description
Captain	James	Lalor	No	No	No		Loss of time	No	Excessive Force	On March 26, 2025, Cpt. Lalor applied physical force to an arrestee inside the municipal court. The arrest was reviewed by the Office of Professional Standards which resulted in an Internal Affairs investigation. The Internal Affairs investigation determined that



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Sergeant	Steven	Iberer	Yes	No	No		NA	No	3:1.7 Obedience to Laws-Rules-Written Directives; 3:1.10 Insubordination; 3:7.15 Prohibited Activity On-Duty; 3:9.5 Use of Department Property & Equipment; 3:13.5 Truthfulness; 2C:31a Wrongful access- disclosure of information; 2C: 30-2a Official Misconduct	Cpt. Lalor utilized excessive/inappropri- ate force by taking the arrestee to the ground. As a result, Cpt. Lalor suffered a loss of 24 compensatory hours. Sgt. Iberer was terminated for violating departmental Rules & Regulations occurring in 2022- 2023. A hearing officer sustained numerous administrative charges and affirmed that Sgt. Iberer be terminated from his position. Sgt. Iberer: was untruthful by



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										purposely failing to disclose the identity of an Internal Affairs complainant to the Chief & his commanding officer; wrongfully accessed a law enforcement database for personal gain and divulging information to a family member; conducted private business on-duty, involving a family member; Insubordinate for failing to obey a lawful order by the Chief of Police.