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The official publication of the New Jersey State PBA

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JANUARY 2020



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The President's Message

Looking back at a hero... ...and looking forward to Local support



As we closed out 2019 and look forward to what I hope is another year of forward progress for PBA members, I'd be remiss in not touching on the loss of Jersey City Detective Joseph Seals. Our sisters and brothers at the Jersey City Police Officers Benevolent Association (POBA) obviously lost a tremendously dedicated and respected member of rank. I didn't know Detective Seals, but I certainly wish we all had. His life was summed up in the eulogy by his partner and friend, who simply stated, "Of course it would be Joe who would foil a major terrorist event."

Joe was the officer we all will be when we leave the police academy. A rare few attain the level of admiration from fellow officers, department leaders and the community that Detective Seals had achieved. I talked to several POBA members who described Joe as one of those officers who seemed to be everywhere, solving everything, "right place, right time." We all know it's more than that - an irreplaceable and tragic loss, but a legacy that will live forever. Soon, most of us figure out "those" officers are rare indeed.

As we move into 2020, I'm looking forward to growing the NJ State PBA by adding a few new prominent Locals that recognize the opportunities, resources and value we have to offer. We hope to find more like the Division of Criminal Justice Detectives Local 383, which you can read all about beginning on page 35 of this issue. We're anxious to tell their story. They are an integral component of New Jersey law enforcement and not many of you know what they do. Until now.

Also for 2020, we will continue to focus on a legislative agenda that will introduce some exciting new ideas and finally put some laws on the books that have been a long time coming. Perhaps the most exciting opportunity in 2020 is finally getting our pension system completely up and running and self-sufficient. It's been a long road to establishing control, and some of the challenges will continue. But the finish line is within sight, so we will soon truly begin running our own system.

We are looking for more impactful upgrades to *NJ Cops Magazine*, including providing more information about training and a new series looking at the history of the NJ State PBA. More and more PBA Locals have embraced the opportunity to spotlight the work they are doing in and around their communities. In this issue alone, more than 20 of them have submitted stories and photos. We urge you to continue to send in this information.

Let me accentuate this 2020 look ahead with a message to those of you who might be sitting on the sidelines. It's impossible to do the work without you. Start by helping out with a committee or showing up at a PBA meeting. Any small effort is greatly appreciated by your leadership.

A great 2020 is in front of us. Make sure you get home safe every day. And let's continue to honor Detective Joseph Seals and all those who have been lost in the line of duty by being the best law enforcement officers we can.

Thank You NJSPBA

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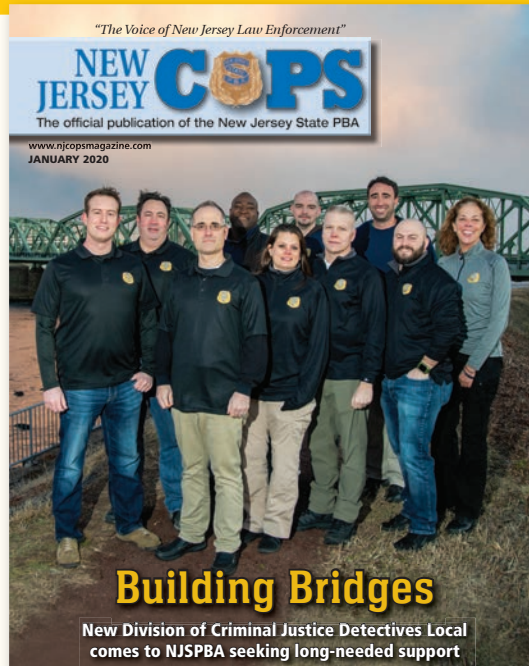
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Steve Kalafer,
Chairman



A Perfect Union

New Jersey Division of Criminal Justice Detectives have been battling difficult working conditions for much of the past 20 years. With seemingly no help coming from its union representation and a growing feeling of despair, they turned to the New Jersey State PBA for help. And DCJ Detectives Local 383 was reborn. Meet these new members, who have proven to be some of the most passionate and accomplished in all of New Jersey law enforcement and have a new, positive attitude resulting from their move to the PBA.



COVER PHOTO BY JIM CONNOLLY

What a Bargain

A preview of the 2020 NJSPBA Collective Bargaining Seminar, where members can learn the ins and outs of contract negotiations, arbitration and building a stronger Local..... **Page 38**

Taking care

Meet Christin Deacon, the new, highly qualified assistant director of the Division of Pensions and Benefits Health Benefits Section who vows to put members' best interests first in the fight for the healthcare they deserve..... **Page 40**

Holding the line

Members from nearly every PBA Local joined a thin blue line that stretched for more than a mile at the funeral for Jersey City Detective Joseph Seals. In the wake of one of the most gut-wrenching line-of-duty deaths ever, they all stood tall to honor their brother by showing that they will never be deterred..... **Page 42**



Another epic night for Mallory

The NJ State PBA hockey team's annual game to benefit Mallory's Army featured unexpected and amazing tributes..... **Page 48**

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email information to news@njspba.com

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Marc Kovar
Executive Vice President

Respect and appreciation for law enforcement should not be fleeting

Jersey City Detective Joseph Seals was a father of five and an exemplary veteran officer. Detective Seals earned praise and headlines for his efforts to take illegal guns off the Jersey City streets, and he was, of course, justly recognized as a hero on Dec. 10 for his courageous and selfless actions. Tragically, Detective Seals did not live to hear the praise and appreciation as he became the 35th Jersey City police officer to lose his life in the line of duty. RIP.

Two additional law enforcement officers were hit by gunfire during the confrontation, and those heroic officers were, thankfully, treated and released from Jersey City Medical Center. Three civilians also lost their lives on this tragic day.

Detective Seals was not a stranger to the dangers law enforcement officers regularly face. According to clickbait and a database set up to embarrass law enforcement by a local newspaper, Detective Seals used force 20 times between 2012 and 2016. Our jobs in law enforcement put us in danger every day, every shift.

The sights and sounds from that day will forever be burned into our memories. Countless members of law enforcement running TOWARD the gunfire and directly into the line of fire. For a majority of the public, it was their first time seeing what so many of our members have sworn to do in the protection of communities throughout New Jersey.

In the aftermath of that horrific day there was a lot of attention, praise and adoration for law enforcement. Detective Seals and so many others were cited by a grateful public and appreciative politicians for their actions in the face of imminent, life-threatening danger. Their actions saved countless others, including nearby children, from getting killed.

It was good to see the outpouring of respect for Jersey City officers and all the brave women and men serving in law enforcement who ran toward this local war zone. But it was unfortunate that this attention came about due to the tragic murder of an exemplary law enforcement officer like Detective Seals.

What's difficult to understand is why it takes a tragedy to acknowledge the risk and the dedication to community that our members have sworn to uphold. The women and men serving in law enforcement appreciate seeing and hearing from the governor, attorney general and other elected leaders and public officials. Law enforcement deserves this positive attention more often. Public officials should be appreciative of the dangerous jobs performed by law enforcement each and every day, and they should be especially mindful of our sacrifices when they vote on issues that impact our livelihoods.

Our responsibilities put us in dangerous positions always, not just when it gets noticed because something tragic happens. The heroic actions witnessed during the tragedies on Dec. 10 in Jersey City should be remembered when activists and media outlets specifically complain about and target law enforcement. I would respectfully suggest that it shouldn't take the execution of a Jersey City detective to show respect for law enforcement.

As a leader of the New Jersey State PBA, it is my honor and responsibility every day to make sure that commitments made to law enforcement during tragic times are delivered upon. I will continue working tirelessly with whoever is serving as governor and in other elected positions to find solutions that respect the role of law enforcement and, more importantly, respect all the women and men who regularly risk their lives to protect and serve others.

Thank you to Detective Seals and his family and friends. Thank you to the other officers injured that day. Thank you to every member of law enforcement who ran toward the hell of a firefight in the streets of Jersey City and fulfilled their responsibility and obligation to the oath we all took. And thank you to each and every one of you for all you do every day.

Be safe. And remember that your most important responsibility is to make it home safely after every shift.

Welcome, new State Delegates

The following new NJ State PBA State Delegates were sworn in during the Dec. 9 state meeting at Pines Manor in Edison:

- Keith Donnelly, Montville Local 140
- Dennis Moore, New Jersey Weights & Measures Local 203
- Bryan Thomson, State Weights & Measures Local 269
- Thomas J. Jedic, Railroad Police of New Jersey Local 323



THE 411: Fundraisers and Fun

SAVE THE DATES



Feb. 4-6
NJ State PBA Collective Bargaining Seminar

Harrah's Resort
777 Harrah's Blvd.,
Atlantic City
For more information, visit www.njspba.com



Feb. 22
Special Olympics Polar Bear Plunge

Seaside Heights Casino Pier
50 Blaine Ave.
9 a.m. check-in, 1 p.m. plunge
For more information, visit www.plungeseaside.org



March 2-6
NJSPBA 2020 Mini Convention

Hard Rock Hotel & Casino
1000 Boardwalk
Atlantic City
For more information, visit www.njspba.com

Jan. 28

Bergen County Local 102 annual Widow and Survivor Fundraiser

The Graycliff
122 Moonachie Ave., Moonachie
7 p.m., \$125 per ticket
For more information, call Frank Sciacca at 973-445-9532 or John Schwedhelm at 201-220-2926

Jan. 30

NJSPBA Retirement Seminar

Woodland Park Fire Department
15 W. 35th St., 11 a.m.
For more information, visit <https://scheduling.njspba.com/pension>

Feb. 1

Bergen County Sheriff's Office Local 134 fourth annual Super Bowl Eve Beefsteak

IBEW 164
65 W. Century Road, Paramus
5:30 p.m., \$65 per person
For more information, contact Jordan Kallender at 201-481-9966, Jeff Pecoraro at 201-446-9742 or Frank Warther at 973-641-2412

Feb. 8

Climb with a Cop/Events for Special Olympics of New Jersey

A Gravity Vault indoor rock climbing gym near you
Locations include: Chatham, Flemington, Hoboken, Middletown, Upper Saddle River
10 a.m.-2 p.m., \$30 per person
For more information, email Anthony Pulizzano at ajpulizzano@gmail.com

Feb. 16

Middlesex/Somerset County Conference Comedy Night

The Stress Factory
90 Church St., New Brunswick
Doors open at 5 p.m.
\$50 per person
For more information, contact Wesley Panckeri at 732-691-0107 or wpanckeri@gmail.com

Feb. 20

NJSPBA Pension Seminar

Morris County Police Academy
500 W. Hanover Ave., Morristown
11 a.m.

Feb. 15

Sussex County Local 138 Annual Beef Steak Dinner: Dining for Duffy

Sussex County Fairgrounds Richards Building
37 Plains Road, Augusta
6:30 p.m.
\$50 per person

Detective Joseph "Todd" Duffy — or Officer Duffy, as he is affectionately known to thousands of his DARE students, has been stricken with ALS.

A loyal friend and mentor to so many, Officer Duffy is in desperate need of medication that was denied to him after a unilateral change of retiree health benefits by the Township of Byram.

Sussex County Local 138 is hosting Dining for Duffy to raise money to help fill the gap left by the callous reduction of Todd's benefits. All donations will go directly to Todd and his wife, Jen, to be used for Todd's care and comfort.



Tickets for the dinner can be purchased by sending a check to PBA Local 138, P.O. Box 520, Andover, N.J. 07821, or by calling John Donofrio at 973-219-3220, Bob Tierney at 873-647-5295 or Mickey Kaylani at 973-460-6426.

You can also contribute to the GoFundMe page set up for Todd at <https://www.gofundme.com/f/Donating-to-Duffy-by-PBA-Local-138>.

For more information, call 973-285-2979 or visit <https://academy.morriscountynj.gov/police/dates/>

Feb. 21

NJSPBA Pension Seminar

Ocean County Police Academy
659 Ocean Ave., Lakewood
9 a.m.
For more information, call 732-363-8710 or visit <http://www.oceancountypoliceacademy.org/>

March 21-22

EDP Futsal First Responders Cup 2020 for the NJSPBA Survivor & Welfare Fund

The Fields Sports Complex
8 Cornwall Ct., East Brunswick
\$400 per team
For more information, call Jim Oman at 301-257-4872 or email HYPERLINKmailto:jim@edpsoccer.com

April 2

NJSPBA Pension Seminar

Morris County Police Academy
500 W. Hanover Ave., Morristown
11 a.m.
For more information, call 973-285-2979 or visit <https://academy.morriscountynj.gov/police/dates/>

April 21

The Diocesan Celebration of Law Enforcement 21st annual Blue Mass

St. Robert Bellarmine Co-Cathedral
61 Georgia Road, Freehold
10:30 a.m.
For more information, visit www.njspba.com

April 25

Garden State COPS second annual Black and Blue Ball

Jumping Brook Country Club
210 Jumping Brook Road, Neptune Township
For more information, visit <https://garden-statecops.org/>

2020 NJ STATE PBA MEETING DATES

Feb. 4: Harrah's, Atlantic City
March 2-6: NJSPBA Mini Convention, Atlantic City
April 14: Pines Manor, Edison
May 26: Pines Manor, Edison
June 23: Atlantic City
July 21: Pines Manor, Edison
August: No meeting
Sept. 15: Pines Manor, Edison
Oct. 20: Pines Manor, Edison
Nov. 9-15: NJSPBA Main Convention
Dec. 8: Pines Manor, Edison



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Lame duck session comes up lame



ROB NIXON

The term “lame duck” has been used for years to describe the last few months of a legislative session, the time between an election and the swearing in of elected legislators. It is used to describe both the legislators who are retiring or lost elections and is a time to reflect upon the legislation that will wither away and die for lack of movement before the session is gavelled over.

It is also during this time that anything can, and does, happen. In some cases, nothing of consequence happens. And that is exactly how the recent legislative session ended for the NJ State PBA. Despite significant progress on major issues and the commitment to get them done, movement on a number of important issues was delayed. And delay is the best word to describe what transpired.

While a legislative session has a beginning and end date, in reality they are simply points on a calendar when we remember that our legislature never really stops working. The new session that began on Jan. 14 saw the reintroduction of hundreds of bills for consideration, including everything we care about.

Perhaps the most frustrating delay is with the movement on legislation to clarify that the “20 and out” retirement benefit applies to every PFRS member, regardless of enrollment date. The bill was moving swiftly until a New Jersey Office of Legislative Services (OLS) analysis inaccurately claimed the bill would cost the state \$600 million. A price tag like that naturally gave legislators pause until we pointed out that the OLS estimate assumed

that every PFRS member who reaches 20 years will retire. PBA members know that assumption is laughable.

Fortunately, the actuary for the PFRS issued an independent analysis that showed the cost to be insignificant. A follow-up letter from the actuary further clarified that the benefit would rarely be used and therefore result in a minor cost impact, just as we predicted. Unfortunately, all of this happened as the clock was winding down, and the math wasn't clarified until after a critical deadline for action had passed.

Yes, this is an injustice to PFRS members who are being denied the benefit. But we have started the session working to move the bill along as quickly as possible, and now that we have independent facts that back up our analysis, there are few unanswered questions on the issue.

The new session started with the introduction of nearly 4,000 bills — some we like, some we hate, and most will never see the light of day. This is part of a very natural process in Trenton, and the end of one session never really closes the door. As such, the end of one session is more about process than anything else. And while that is small consolation for people who care about, are concerned about or need bills to move to plan the future, having participated in 13 lame ducks and the sessions that follow, I know what we need to see get done for our members.

So a new legislative session begins as they all do: with the State PBA firmly in a position to succeed for its membership in Trenton.



2020 NJSPBA Mini Convention

Atlantic City, March 2 - 6, 2020



A \$100.00 registration fee will be charged to each Local and should be submitted with the initial registration. This fee is payable no later than February 1, 2020 and is payable whether or not the Local stays at the hotel. Those Locals who have not paid their registration fee **will not be permitted to attend the mini-convention.**

Package Price includes: Three buffet breakfasts, cocktail reception, high-speed wifi, access to Body Rock Fitness Center, unlimited exit & entry to parking after initial fee and chair & towel service at indoor pool.

No deposits will be accepted. All reservations and payments must be paid in full and received no later than **February 7, 2020.**

NO TBA's. Each reservation must have the names of those occupying the rooms. If booking a double room, please include names of BOTH occupants

To register, go to:

www.njspba.com/web_content/pdf/events/Mini-Convention-March-2020.pdf



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Recent decision creates uncertainty for pregnant officers seeking light duty

In 2014, the state legislature enacted the Pregnant Workers Fairness Act (PWFA), which amended New Jersey's Law Against Discrimination. As the title suggests, the goal is to ensure that pregnant employees are treated "equally" with non-pregnant employees, recognizing that only women (at least so far) can become pregnant.

To accomplish its aims, the law has several components. It requires that pregnant employees must be given "reasonable accommodations," allowing them to continue working and performing their essential job functions; a prohibition on "penalizing" pregnant employees for requesting or receiving such accommodations; and providing that a pregnant employee cannot be treated "in a manner less favorable than the treatment of other persons not affected by pregnancy or breastfeeding but similar in their ability or inability to work." The reasonable accommodations that any employer – public or private – must take into consideration include:

"Medical conditions related to pregnancy and childbirth, such as bathroom breaks, breaks for increased water intake, periodic rest, and assistance with manual labor, job restructuring or modified work schedules, and temporary transfers to less strenuous or hazardous work."

Although the law has been in effect for several years, there have been no cases interpreting it. In early January, an Appellate Division decision titled *Delaney v. Ocean County Police Department* became the first to address a number of issues raised by this statute in the



context of a police department's "light duty" policies. While the case raises almost as many questions as it answers, it does offer some guidance regarding how the law should work for law enforcement employees, as well as light-duty policies generally.

The plaintiff was a law enforcement officer who became pregnant. The Ocean Township Police Department had a policy allowing "light duty" accommodations for officers suffering from a disability. There was also a separate "maternity" policy similarly addressing light duty for pregnant officers. To be eligible for light-duty under either policy, it appears that all accumulated leave time available to the officer first must be used. However, this requirement could be waived by the chief – except for a light-duty assignment due to pregnancy.

Not surprisingly, the court struck down this provision, concluding it was an unequal application of a light duty policy, and thus a violation of the PWFA. Pregnant officers were not eligible for a waiver of the requirement that they utilize their accumulated leave time, while employees with non-pregnancy disabilities could obtain a waiver.

The plaintiff officer also claimed that under the PWFA, she is entitled to a "reasonable accommodation" based upon her pregnancy, which had to be individually tailored to her condition and not merely through application of the department's general light-duty policy. But what is a "reasonable accommodation?" In this case, the officer requested a non-patrol assignment, which would not require carry-

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ing a firearm because her doctor advised against it. Not surprisingly, the department argued that this request was not “reasonable,” since carrying a firearm is an essential part of an officer’s job.

The Appellate Division rejected the township’s argument. The court noted that the Division on Civil Rights has regulations which provide examples of reasonable accommodations. These include “job restructuring; modified work schedules or leaves of absence or job reassignments or other similar actions.” The court held there is a significant distinction between a “temporary” accommodation request such as that sought by the plaintiff, and accommodation requests that would be permanent. Here, the officer was only asking for a “temporary” reassignment which did not have a weapons requirement, rather than an assignment which would permanently exempt her from that obligation. In addition, the officer contended that the requirement that she first use her accumulated leave time as a condition of receiving light duty was a “punishment” prohibited by the PWEA – even if it was also applicable to officers seeking a light-duty accommodation for a non-pregnancy disability.

Rather than provide clear guidance on these claims, the Appellate Division punted. It acknowledged that the policy of using accumulated leave time applied equally to pregnant and non-pregnant employees needing light duty, and appeared to indicate that mandating that an officer first use accumulated leave time, in and of itself, was “unreasonable” in light of the PWEA. Rather than decide the issue, however, it concluded that a jury should make the decision, viewing all the circumstances.

The court also held that the department was entitled to defend its policy by contending that the accommodation the plaintiff was seeking – temporary non-firearm, non-patrol assignment – would constitute an undue hardship. Rather than answer the question, the Appellate Division kicked this one back to the jury as well. In deciding whether the accommodation the pregnant officer sought would be an undue burden to the department, the court held that the jury would have to consider the officer’s request in light of the size of the department; the nature of a police department operation; the cost

to the department of making the accommodation; and whether the accommodation would result in an exemption from an “essential” job requirement.

Obviously, this is an unsatisfactory result for all parties. The plaintiff must prove to a jury that her requests were a “reasonable accommodation” owed to her under the PWEA. Conversely, the department must prove to a jury that the requested accommodation would be an “undue hardship” on its operations if it had to agree to the officer’s individualized request, and that its policy regarding light duty was reasonable since it applies equally to pregnant and non-pregnant employees.

The problem, of course, is the lack of guidance as to what is expected throughout the state. A jury determination only resolves the issue for the parties in this particular case. The end result is that female officers are still unsure what a department must do to accommodate their pregnancy. Hundreds of departments across the state remain unsure if their policies toward pregnant officers are legal. Leaving it to the uncertainties of a jury trial is not very helpful to anyone.

But this much is clear: The court was unwilling to put its stamp of approval on a policy that appears to require the use of accumulated leave time as a condition for granting light duty for either pregnant or non-pregnant employees. The same is true with the plaintiff’s request for an assignment that does not require a firearm. But whether this type of accommodation must be granted as a legal matter will continue to vary from town to town and department to department, subject only to the decision of a jury. Without a bright-line rule, no one is sure where they stand.

Quite obviously, this case was better at raising questions than providing answers. But what is clear is that the courts are moving toward a greater acceptance of compelling light-duty assignments, even in the field of law enforcement – with no strings attached – unless an employer can demonstrate that it would be an “undue hardship” to do so. Only future cases will help clarify the situation. Stay tuned.



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With the start of the new year, check your pension beneficiaries



PETER ANDREYEV

Happy new year to everyone! Now that it's the beginning of the year, the first thing you should do before you sign up for that gym membership and start checking off your new year's resolution list is to check your pension beneficiaries.

As many of you are aware, naming your beneficiary is an important part of being a member of the Police and Fire Retirement System (PFRS). Because of your membership in the PFRS, the Division of Pensions will provide payment of benefits to your named beneficiaries. Upon your death, the New Jersey Division of Pensions & Benefits (NJDPB) will pay death benefits to the last named beneficiary, or beneficiaries, on file with the PFRSNJ. Obviously, it is extremely important for you to keep your beneficiary information as up to date as possible.

I know that everyone has busy lives, but you need to review

your beneficiaries often and update your designation of your beneficiary anytime you have a major life change. If you get married or divorced, or if you have a child, you should probably review your beneficiary information and update, add or delete those people that are close to you. Remember, the person or people you designate as your beneficiary are those who will be paid a benefit upon your death.

If you aren't sure who your beneficiary is, you can log on to MBOS through the Division of Pensions and Benefits website and update your beneficiaries. It will take you a few minutes, but you'll have the security of knowing that you've confirmed or updated your beneficiaries.

As always, if you have any questions regarding this matter, please call or email me so we can discuss this further. Have a safe, healthy and happy new year!



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HEALTH BENEFITS REPORT

KEVIN C. LYONS

New SHBP option available

On Jan. 8, the State Health Benefits Commission acted on a resolution forwarded by the State Health Benefits Design Committee that would allow employers to enroll in the State Health Benefits Plan (SHBP) without enrolling in the SHBP prescription plan. In a 5-0 vote, the commission approved the measure and the division is in the process of making accommodations for the new provisions.

The reason for this initiative was to allow employers the same choices they have for retired members – they could already purchase the plan without the prescription component for active members – and, more importantly, allow the employer the ability to change a retirement benefit that was memorialized in a collective bargaining agreement.

Before this resolution, several municipalities and towns unilaterally moved to the SHBP without negotiations or provisions for copays or formulary changes for current retirees. The employer would then rely on an opinion from the decision based on a health benefits regulation stating that the employer could not correctively reimburse members, which almost always resulted in a protracted legal battle.

Under the new model, if an employer decides to go to the SHBP and the retirees have another copay structure, the employer can go to a private Pharmacy Benefit Manager plan in

order to create a plan design that fits the retirees' agreed upon copays.

Please realize that this resolution was simply permissive in that it allows employers to "do the right thing" and honor the provisions retirees are entitled to. It does not mandate employers to take any action.

Healthcare literacy

As we communicated in the December issue, we will provide a few concepts and definitions every month to make understanding healthcare a little less cumbersome:

Allowed amount: The maximum amount on which payment is based for covered healthcare services. This might also be called "eligible expense," "payment allowance" or "negotiated rate." If your provider charges more than the allowed amount, you may have to pay the difference. Allowed amount can be based on indices and is defined in your plan document. This number is usually used in out-of-network or high-deductible plans.

Balance billing: When a provider bills you for the difference between the provider's charge and the allowed amount. For example, if the provider's charge is \$100 and the allowed amount is \$70, the provider may bill you for the remaining \$30. A preferred provider may not balance bill you for covered services.

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1. This is the current interest rate for the loan program described above for a single-family primary residence and is effective from August 15, 2019 – February 15, 2020, at which time it will be reset by the program administrator.

2. Volunteer fire fighters or retired police or fire fighters are not eligible for the PFRS mortgage loan program.

Information is accurate as of date of printing and is subject to change without notice. Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A.

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ULP case study



**MICHAEL
FREEMAN**

The following is an excellent example of a complicated unfair labor practice (ULP) charge:

A hearing examiner determines the negotiability of 16 unilateral changes by the City of East Orange to the East Orange Fire Department's Rules and Regulations. The hearing examiner finds that some of the changes alleged by the East Orange Fire Officers Association (FOA) concerning the usage of personal and vacation leave were mandatorily negotiable and were not negotiated by the City. The hearing examiner also finds

that the other rule changes were not mandatorily negotiable because they either: (1) did not intimately and directly affect the work and welfare of FOA unit employees; (2) they had a *de minimis* impact on FOA unit employees' terms and conditions of employment; and/or (3) they were the exercise of the City's inherent managerial prerogative. In addition, the hearing examiner found the City violated the act by not providing relevant information to the FOA concerning past meetings between FOA and City officials about the department's rules.

A hearing examiner's report and recommended decision is not a final administrative determination of the Public Employment Relations Commission. The case is transferred to the commission, which reviews the report and recommended decision, any exceptions thereto filed by the parties and the record, and issues a decision that may adopt, reject or modify the hearing examiner's findings of fact and/or conclusions of law. If no exceptions are filed, the recommended decision shall become a final decision unless the chair or such other commission designee notifies the parties within 45 days after receipt of the recommended decision that the commission will consider the matter further.

On Nov. 29, 2017, and Jan. 9, 2018, the FOA filed an unfair practice charge and amended charge against the City. The charge, as amended, alleges three claims: (1) In or about July 2017, the City unilaterally changed terms and conditions of employment by revising, without negotiations, the East Orange Fire Department's Rules and Regulations; (2) the City failed to provide information in response to the FOA's May 31, 2017 letter requesting information about meetings between FOA representatives and City officials in 2016, and (3) on or about Nov. 8, 2017, the City unilaterally implemented changes to certain personal, vacation and sick leave procedures without negotiations with the FOA. The FOA claims the City's conduct violates sections of the New Jersey Employer-Employee Relations Act.

A majority representative is entitled under the act to negotiate "terms and conditions of employment" on behalf of unit employees. Not all changes at the workplace implicate "terms and conditions of employment." While the act does not define what a "term and condition of employment" is, the New Jersey Supreme Court has defined negotiable terms and conditions of employment as "...those matters which intimately and directly affect the work and welfare of public employees and on which negotiated agreement would not significantly interfere with the exercise of inherent management prerogatives pertaining to the determination of governmental policy." The court has

also identified "prime examples" and "essential components" of terms and conditions of employment under the act, such as wages, working hours, compensation, an employee's "physical arrangements and facilities" and "customary fringe benefits."

While the scope of negotiations for police and firefighters is broader than it is for other public employees, and the act allows for agreement between employer and union on permissively and mandatorily negotiable subjects affecting police and firefighters, the commission will only find unfair practice liability when mandatorily negotiable terms and conditions of employment have been unilaterally changed.

As the Supreme Court explained in *Paterson PBA*, a 1981 PERC decision that defines what arbitration is allowed: "The distinguishing feature of the permissive category is that neither party is required to negotiate with respect to any such subjects. The employees may propose an item from the permissive category, but the employer may simply refuse to discuss that subject at any time before an agreement is reached. The employees may not insist on that item to the point of impasse or pursue interest arbitration with regard to the item unless the employer consents."

Even when an employer's unilateral action does impact terms and conditions of employment, the commission has declined to find an unfair practice or a subject negotiable when the impact is *de minimis*. The *de minimis* doctrine stems from the recognition that imposing an obligation to negotiate with an employer over every deviation, no matter how minute, from a prior practice would frustrate the primary purpose of the act to promote labor peace and stability.

Conclusions of law

The City violated N.J.S.A. 34:13A-5.4(a)(5) and, derivatively, N.J.S.A. 34:13A-5.4(a)(1), by unilaterally changing the following mandatorily negotiable terms and conditions of employment: (a) the restriction on the use of personal days by in-staff FOA unit officers before and after holidays; and (b) the requirement that FOA unit employees provide 10 days' notice to the City of a planned vacation day and obtain prior City approval 10 days in advance of a vacation day being used. The City violated (the act) by refusing to provide information to the FOA's request for information.

The City did not violate (the act) by unilaterally changing the following department rules and leave procedures, which subjects are not mandatorily negotiable: (a) deadline for submitting a change of address and telephone number form; (b) unexplained absences deemed resignations; (c) change in who can be appointed an administrative assistant; (d) creation of Professional Standards Unit; (e) tour chiefs' responsibilities; (f) two-hour notice requirement for calling out sick; (g) deadline for submitting doctor's note verifying sick leave; (h) requirement for doctor's note after 48 hours of consecutive sick leave; (i) absenteeism policy; (j) two weeks' notice of special leave; (k) change in deadline for submitting change of time requests; (l) deadlines for submitting an FD-5 and sick leave form; (m) designation of fire chief as hearing officer on disciplinary matters; and (n) power of fire chief to overturn a hearing officer's decision on discipline.

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Disturbing headlines



BRIAN
DAWE

Twenty-five correctional officers in one state were indicted for running a “criminal enterprise.” In another, three officers were fired and nearly two dozen others were disciplined for posing in uniform using the Nazi salute. I see daily headlines about officers lugging in contraband and having sexual relationships with inmates. So, what the hell is going on?!

It’s been a few years since I walked the Tier, but I have to say, this is depressing. We obviously have to do a better job of policing ourselves. The Nazi salute — what brainwave thought that was a good idea, or worse, who thought it would be funny? Twenty-five officers from an elite tactical team were indicted for partaking in a criminal enterprise. They are all innocent until proven otherwise, but certainly the public has already passed judgment: guilty.

I know that the vast majority of officers in this country do an outstanding job, but there are 415,000 of us, and so it doesn’t take much for a few knuckleheads to make the entire profession look bad. Consider: if only 1 percent of us are unfit to wear the badge, that’s 4,150 officers. That many bad COs can generate some pretty disturbing headlines, and when there is no counterweight, then all those Hollywood movies depicting us as Neanderthals are substantiated.

I often face questions about excessive force and fitness for duty when making public speaking appearances, providing testimony or giving media interviews. It’s never an easy issue to address, because it’s impossible to deny that this stuff does go on. So, how do we handle those questions? What is the counterargument?

First, I don’t try to defend or justify the indefensible. If you Google-search “correctional officer news,” you’ll know that’s a losing argument. They rarely print stories about the lives we save every day and all the good we do behind the walls. Instead, I use the negative headlines to my advantage, to advance our call for reform. I admit that this is not a job for everyone and ask for the audience members to alert our politicians and help us reform the agency’s hiring, training and retention practices, as well as their administrative policies.

I use this opportunity to explain that we are often woefully understaffed and that forced overtime is a serious problem. These circumstances lead to a stressed-out workforce and a more tense environment for staff and inmates. That in turn impedes our de-escalation skills and increases volatility.

Second, I remind those asking these questions that every occupation has individuals not fit for the job they are doing. Not all teachers should be teaching, not all priests should be preaching, not all psychiatrists should be psychoanalyzing and not all lawyers should be litigating. Indeed, some are drawn to their specific line of work for exactly the wrong reason: it puts them in a position of power over others over whom

they can then take advantage. In corrections, a few bad cops make a few bad decisions and people can get hurt — or worse.

Which brings me to reason three: no one wants bad COs off the blocks more than fellow COs. They endanger all of us. When I address new recruits, one subject I stress is that if they think they are going into these prisons and jails to act as judge and jury and mete out punishment, then they need a new line of work. They are not going to need to worry about disciplinary action from the administration or retribution from the inmates; they are going to need to worry about us waiting for them in the parking lot. If I come on my shift and the officer I am relieving has been raising hell and leaves me with a unit of hostile and frustrated convicted felons, that officer and I are going to have a problem.

The final point I make is that we are outnumbered 60, 80 or 100-to-1 by some of the most dangerous men and women our society produces. I ran a housing unit with 66 inmates at my state’s largest medium security prison, and I was the only officer in the unit. I ask my audience that if I am outnumbered like that, how much of an antagonist am I going to be? We do our jobs — and follow policy and procedure, make no doubt — but we are not in there trying to make life miserable for the inmates or each other. We are all doing time when that sally-port closes. If the inmates in my housing unit decide that I’m not going home after my shift or ever again, then guess what? I’m not.

The officers that do this job don’t have a death wish. Are there occasions when more force than necessary has been used? We can’t deny it. But the percentage of times that excessive force is used compared to the number of times we have to physically interact with the inmate population every hour of everyday in the 5,000 plus correctional facilities we patrol is miniscule.

What I don’t do when addressing negative headlines is make excuses. We do have problems and we do need reforms, but common sense and a quick look at our reality behind the walls should provide proof certain that 95 percent of us are good people just trying to do what’s right, make a living and maybe make our communities a little safer.

Brian Dawe spent 16 years as a state correctional officer in Massachusetts, beginning on May 31, 1982. He is a co-founder of the Massachusetts Correction Officers Federated Union, administrator of the Corrections and Criminal Justice Coalition and executive director of Corrections USA and the American Correctional Officer. He is the originator and owner of the American Correctional Officer Intelligence Network (ACOIN).

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- Monthly delivery of *New Jersey COPS Magazine*, the official publication of the NJ State PBA
- A monthly State PBA Watch List, which updates legislation affecting current and retired PBA/PFRS members
- A list of job openings for retired officers
- Survivors Bulletin
- Annual newsletter
- Monthly luncheon meeting: Second Tuesday of each month. Log on to www.njspba600.org for location and time.

A last goodbye to 2019



**JIM
TOMA
STATE
DELEGATE**

For the December issue of *NJ Cops Magazine*, I wrote an article that unfortunately was not included for space reasons. However, I think there is some important information to present to retired members, even if it is a month past.

First, I wanted to thank all our members for supporting our organization throughout 2019, showing faith in our leadership by reelecting our executive board, participating in various state and local election campaigns and, on several occasions this past year, helping fellow members and their families in times of need. Whenever members are asked to assist, especially at this time of year, with applications, check processing and getting cards and merchandise out, so many step up.

Our Christmas party was held on Dec. 19 and once again attended by over 400 members. The event featured plenty of food, raffles and, of course, handing out cards and merchandise. The entire executive board worked for weeks along with other volunteers to put this event together. As always, they did a great job with tremendous results.

In the coming months, we will be introducing a relationship with Capital Benefits LLC, a diversified financial services organization providing independent insurance and financial services representation to individual, corporate and professional clients within the tri-state area and throughout the country. Capital Benefits will be making available several benefit options to our members. The following is a sample of some of the services that will be available. (Our website will have a more detailed layout and links to their products and services. Look for that in February.)

- Life insurance (guaranteed issue and simplified issue): quick payout, no medical required.
- Auto and homeowners insurance: full comparison done with current insurance to find competitive rates with major carriers.
- Accidental disability insurance: covers 60 percent of working income up to \$1,000 per week for up to 52 weeks. If part-time or unemployed, coverage is \$500 per week for 52 weeks. Plan covers members and their spouses.
- Supplemental Medicare program: gap coverage between Medicare and what's not covered — deductibles, coinsurance, co-pays, etc.
- Dental insurance: currently negotiating with Delta Dental for program to have discounted plan exclusive for Local 600 members, will be announced when program is in place.

Several other options will be available through Capital Benefits, including in-house attorneys, 457(b) required minimum distribution and income strategies, wills and estate planning/tax planning for retirees.

We will have representatives from this company as well as Delta Dental at future monthly meetings (hopefully starting in February). We will let everyone know through the website and email.

Hopefully, everybody remembered their vision plan renewals, which had to be in by the middle of January. If you forgot or changed your mind, please contact me and I will try to re-enroll for later months, but there is no guarantee of coverage for 2020.

I would also like to thank a couple of people who helped me with my delegate responsibilities throughout the year. With an organization this size, run on a volunteer basis, the job takes a team. I am grateful to President Tom Lombardi and Tom Milmo for their help in the office on a daily basis; to the State PBA executives — Tod Coletta and Ed Weimmer — for attending state meetings, conventions, assisting with legislative issues and by-laws; to John Sharkey for his detailed messaging system; and to many others who aid in making my job manageable.

A special thanks to Renata Pietrzyk. She is our administrative assistant at the Local 600 office and is called upon to assist many of us, along with her regular responsibilities. On more than one occasion, she has helped me complete a task with no questions asked. She is one of the people behind the scenes who make Local 600 a well-run organization.

Lastly, I again want to thank everyone for a successful 2019. As we head into this new year, I hope to continue to be able to meet the needs of the organization as your State Delegate. With unity and participation, we can achieve the goals that are needed to create an organization that meets the needs of its members for today and into the future.



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Cadillac tax repealed

In a significant victory for NAPO and our members, Congress repealed the Cadillac tax — the 40 percent excise tax on employer-sponsored health plans — as part of the fiscal 2020 appropriations agreement (H.R. 1865).

NAPO pressed Congressional leaders to support the inclusion of the Cadillac tax repeal as part of any year-end, must-pass legislative package. We applaud Congress for finally listening to us, to employers, workers, health plans and employee organizations who have been calling for the repeal of the tax since 2015, and we thank them for protecting public safety employees' hard-earned health benefits.

The Cadillac tax was not just a tax on health plans; it was a loss of earned wages and benefits. Over the years, law enforcement officers through collective bargaining have often given up pay increases in order to secure better healthcare coverage. Under the excise tax, they were being penalized for entering into those good faith agreements with their employing jurisdictions. The repeal of the Cadillac tax ensures that public safety employees can maintain affordable, full coverage healthcare for themselves and their families.

House passes bill eliminating SALT deduction cap and restoring deductions for first responders

The House passed the Restoring Tax Fairness for States and Localities Act (H.R. 5377) by a vote of 218-206. This bill would temporarily eliminate the cap on the state and local tax (SALT) deduction for the tax years 2020 and 2021. The bill also includes the language of the Supporting America's First Responders Act, which reinstates above-the-line, itemized deductions for work-related, out-of-pocket expenses for first responders. NAPO worked with Congressman Bill Pascrell (D-NJ) and House Ways and Means Committee staff on this legislation, and we believe this is a significant step forward to lowering the tax burdens on first responders.

Passed by Congress in December 2017, the Tax Cuts and Jobs Act allows taxpayers to deduct their state and local property, income and sales taxes up to a combined \$10,000 limit. The \$10,000 cap is not indexed to inflation, so it will lose its value over the years. While this is not a total elimination of the SALT deduction — which NAPO strongly opposed — with the cap, citizens of states with high state and local taxes, such as New



York, New Jersey, California and Illinois, have found themselves on the wrong end of a tax hike.

Further, prior to the passage of the Tax Cuts and Jobs Act, law enforcement officers were able to offset these substantial costs by deducting them from their taxable income. This bill would allow first responders to claim deductions for out-of-pocket expenses related to uniform purchases and maintenance as well as job-related training.

White House holds summit on transforming mental health treatment to combat violence and substance abuse

On Dec. 19, the White House held a summit on transforming mental health treatment to combat homelessness, violence and substance abuse. NAPO's Vice President John Flynn of the Police Benevolent Association of the City of New York and executive board members Steadman Stahl, president of the South Florida PBA, Tom Austin, president of the Ohio Patrolmen's Benevolent Association, and John Nelson, vice president of the Massachusetts Coalition of Police, represented NAPO at the summit.

They heard from a panel on the need for reform, featuring mental health and substance abuse experts and advocates, followed by a discussion led by Department of Health and Human Services Secretary Alex Azar. Panels on the need for state and community reform and the federal leader perspective followed, rounding out the summit. President Trump addressed the attendees and expressed his full support for finding a way to take on the issues surrounding mental health and its impact on the criminal justice system and communities. He indicated that his administration is ready to dedicate significant resources to transform how this nation addresses mental health.

Transforming mental health treatment, particularly with regard to how it intersects and impacts the criminal justice system, has long been a priority for NAPO. With decreasing mental health support and services, an increasing number of people with mental illnesses are coming into contact with the criminal justice system, and law enforcement officers are finding themselves on the front lines. All of this puts incredible strain on public safety, as well as state and local budgets.



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A message from the attorney general **Gurbir Grewal**

Answering the call to service

As I was deciding what to write for this issue, I kept returning to the horrific events that recently took place in Jersey City. Last December, we saw yet again how our police officers stand ready to run toward danger at a moment's notice to protect others. We saw how they courageously put themselves in harm's way as they confronted two heavily armed domestic terrorists for hours. And we saw how they neutralized the threat and regained control of our streets so that all of us could feel safer and more secure.

We owe Chief Michael Kelly and the men and women of the Jersey City Police Department a tremendous debt of gratitude. While we witnessed the very worst of humanity that day, we also witnessed the very best. We saw the videos of Sergeant Marjorie Jordan rushing into the line of fire to protect her fellow officer, Ray Sanchez, and bring him to safety. And we have heard about the bravery of Detective Joseph Seals. Their heroism — and the heroism of so many others — ensured that events that day did not descend into something far deadlier.

As I reflect on these incredible acts of courage, I find myself asking a number of questions: Why do you answer the call to service in this climate? Why do you step up, knowing that so many who will never walk in your shoes will constantly second-guess your actions? Why do you put yourselves in harm's way each and every day, knowing that others out there are painting a negative picture of you — using an awfully small canvas and a very broad brush?

Here are the answers that I have come up with over the last several weeks. You step up, not because being a cop is a job, but because it is your calling. You didn't choose to become cops; the profession chose you. It is an awesome responsibility — one which all of you honor through your devotion and commitment — and one which Detective Joseph Seals clearly valued above all else.

Detective Seals was an 18-year police veteran. He was a husband and a father of five. He represented the very best of what it means to be a New Jersey cop. He joined the Jersey City Police Department in 2006. Every day when he put on his uniform and walked the beat, he put others above himself. Just two years into his tenure as a police officer, he demonstrated his first act of heroism.

On Christmas Eve 2008, there were reports of a 41-year-old woman being sexually assaulted in an apartment building. The woman and the superintendent of the building had chased away the assailant a short time earlier, but the man re-entered the building through a side door and attacked the woman while she was on the phone with the police. Moments later, Officer Seals and his partner arrived on the scene. They climbed

a fire escape and broke a window in order to enter the apartment. The man fought back, kicking and punching the officers, before both cops wrestled him to the ground and arrested him.

Over the next nine years, Officer Seals performed additional acts of courage and bravery. In recognition of his good work, he was promoted to detective in 2017 and was ultimately assigned to the department's cease-fire unit. In that role, he quickly led the department in taking illegal weapons off the streets of Jersey City. He, and the members of his team, undoubtedly saved an untold number of lives.

It was in that capacity that Detective Seals carried out his final tour of duty on that cold winter morning last month. Like each and every one of you, he did not let the danger and scrutiny — the endless second-guessing and never-ending criticism — deter him from answering the call to protect our streets and neighborhoods. He embraced all of it because being a cop was his calling.

About a week after the shooting, I experienced something that highlighted why it is so important that you answer that call to service. Along with public officials and community leaders, I visited the kosher supermarket in Jersey City where the standoff took place. As we stood outside, I noticed a group of boys looking out the window from the Jewish school next door. I decided to go talk to them. State Police Superintendent Colonel Pat Callahan joined me. We walked up the narrow stairwell and met the rabbi who runs the school. He told us how dozens of very young boys had been pinned in the school for hours the week before. He told us about the fear and uncertainty that all of them felt when gunshots rang out only yards from where they hid.

When we walked into the classroom, all of the boys immediately got up and started to clap. They weren't clapping for me; they were clapping for Colonel Callahan and the uniform he was wearing. They were clapping for what that uniform represented. They were clapping for the men and women who risked their lives to save them and countless others several days before. They were clapping for each of you who take an oath to serve and protect.

Because you step up and answer that call, those students can grow up in peace and our communities can thrive. That is a critical responsibility that serves as a beacon of hope and support for so many. That is why we owe all of you such a tremendous amount of gratitude.

Thank you for the commitment that each of you make day in and day out.

Attorney General Gurbir Grewal will periodically submit articles of interest to the law enforcement community.



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Response Time

A conversation with a prominent NJ State PBA member

This month

Somerville Local 147 State Delegate Vittorio Spadea

The Vitals

- Grew up in North Plainfield
- Hired by Somerville in July 2003
- Assigned to Community Policing
- Somerville D.A.R.E. officer
- Local 147 State Delegate since June 2015
- Chairman of the NJSPBA Sports and Special Events Committee since 2018
- Member of the NJSPBA Education Committee, Scholarship Committee and Political Action Committee
- Married to Kimberly and father of Amelia and Giuliella

First Response

With all you do for the PBA, when you look back on 2019, what stands out?

The biggest thing I did with the PBA this year was the Mallory's Army playground build with the Where Angels Play Foundation. Raising all the money and getting out there and building it with the guys, it was probably one of the most meaningful things that I've done. The work with the Somerset/Middlesex County Conference getting the challenge coins together that Joe Dudley and I created — just to think that we sold \$15,000 worth of coins for the project, and then hosting the beefsteak dinner with our County Conference, it's just mind-boggling.

Conversation pieces

Whenever the PBA calls, you're always at the forefront, giving your all. What motivates you to keep giving back?

I believe in the idea of karma. One of the things we did with the Education Committee was a Below 100 seminar, and it shows a video that's about a little girl who lost her dad in the line of duty. In the end, it says something like, "Hey Daddy, can you see me now?" Just those words. My daughter says that to me when we're playing, "Look, Daddy, can you see me?" My mind just goes to that video. I don't want to ever not see her. I think about that when a family needs help. I hope that if something were to ever happen to me, my family would be taken care of and that my kids would have someone to help them out.

What was the inspiration behind working with high school students to design challenge coins for the Police Unity Tour?

I was talking to one of the teachers that I knew about coins after my first Unity Tour in 2015. She's like, "Why don't you get the kids to design a coin?" We have a graphic design class in the high school, so the next year I went to the school and talked to the kids and teachers about the Police Unity Tour. I taught them the meaning of why we ride. By doing that, it was a way to get kids involved in a project and to have them

see what we do. It was at a good time to get some of the high school kids to see what we do and what can happen to us in our line of work.

How did you get involved with challenge coins?

I had a few here and there and started kind of collecting them. Once I went down for the Unity Tour, I got some from the National Law Enforcement Officers Memorial and other police departments. Next thing you know, I'm buying them for my kids and have boxes full of them. I can't even display all of them because that's how many I have. They're cool display pieces but they're also talking pieces. Certain coins represent different meanings, charities and fundraisers. I probably have close to 500.

How does your family help you to be such a committed State Delegate?

You have a happy wife, you have a happy life. I have to give it to her. She takes on a lot of responsibility when I'm not home, especially because she works a full-time job, too. Whether I have a meeting at night or have to go to Atlantic City for a week for the convention, my wife is accepting of my role as a State Delegate. I'm representing Somerville PBA. I want people to be able to say, "That guy, Vito, whatever you need, you can go ask him."



Vittorio Spadea with his wife, Kimberly, and daughters, Amelia and Giuliella.

Vittorio Spadea's List

Our PBA member of the month shares some of his favorite things

Band:
Zac Brown Band

Sports Team:
New York Mets and Giants

Movie:
"Hitch"

Food:
Buffalo wings

PBA Event:
Mini Convention

Charity Foundation:
National Law Enforcement Officers Memorial Fund

Memory of 2019:
Where Angels Play build for Mallory's Army

New Year's resolutions:
Do more than I did last year.
Enjoy my family and life.

Last Response

What makes you proud to be a PBA member?

I have to say it's the brotherhood and the camaraderie we have. We all do it for the right reasons, and you're not ever going to have to do anything by yourself. Whenever (NJSPBA President) Pat Colligan needs something done, he doesn't even have to think about it. He knows who to call to get it done. In a way, I guess I'm proud that I could be considered one of those guys, a go-getter who can be counted on.

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There's no greater honor than helping serve those who do their best to serve our communities and who inspire us to be our best by demanding more from their health care. We applaud our State's public employees and leaders who used their collective voice to raise the bar and drive changes that will make New Jersey's health care system better not just for our State and public employees, but for all of us.

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More Effective

We're creating more advanced collaborations with doctors and hospitals to deliver patient-centered care that improves health and lowers costs. And since much of what impacts health happens outside the doctor's office, we're connecting members with support and resources in their communities to address transportation, housing, food and other social factors through our Neighbors in Health program.

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-Officer Marc Marsi, Hoboken PD



"I was recently scheduled to get surgery on my right shoulder. Prior to the surgery date, I made an appointment to see Dr. Jacobs for a second opinion. After consulting with Dr. Jacobs, I decided to try stem cell treatment. After I had gotten the treatment, I decided to cancel the surgery entirely. I consulted with her personal trainer, Ivens, and he found that my right elbow which had been in pain for at least 10 year was exacerbating my shoulder injury. After the aforementioned stem cell treatment and massage treatments to my elbow and shoulder, I feel better and better after each treatment. I highly recommend Dr. Jacobs and am grateful for her abilities and not so eager focus on surgical interventions!"

Simeon Cumberbatch (Former Hoboken PD Captain of Police and current Teaneck Deputy Township Manager)

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Pay Attention to Local 383

The chance to investigate the passion and dedication of the newest members from Division of Criminal Justice Detectives Local 383 reveals a group of law enforcement officers that deserves long-overdue recognition and has come to the PBA for help to get better working conditions

■ BY MITCHELL KRUGEL

Meet some of the most fierce and fiery investigators in law enforcement, the newest sisters and brothers of the NJ State PBA Division of Criminal Justice (DCJ) Detectives Local 383, ordained in December 2019. Here they are at an impromptu dinner of executive board members rapping about the trials and tribulations of being the attorney general's agents, a force akin to the FBI of New Jersey.

A trip around this table reveals intel about some of the nearly 20 units that are part of the DCJ: gangs and organized crimes, human trafficking, the Atlantic City Violent Crimes Task Force, Medicaid, environmental crimes, financial crimes, the Office of Insurance Fraud Prosecutor (OIFP) and the Office of Public Integrity and Accountability (OPIA), to name a few.

They share particulars about some of their work. There is the clergy abuse task force currently tracking sexual abuse by clergy against citizens of New Jersey. And the prescriptions drug diversion uncovering large amounts of insurance fraud related to high-priced or high-valued prescriptions bought and sold on the black market. And the recent arrest of somebody who endangered a large water system in the state. For the AG, they are like county prosecutor's detectives who incidentally train at the DCJ Academy in Sea Girt.

Their passion and dedication are ravenously appetizing. But Local 383 is a bit, well, dismayed. Upset. PO'd, even.

The work DCJ detectives take on is some of the most important in

New Jersey law enforcement, including investigating all officer-involved shootings as the AG has ordered in response to the use-of-force malaise. But they are woefully underpaid. They are at-will employees devoid of the protections Civil Service law enforcement officers have. Only passage of state legislation 40 years after the creation of their department in 1970 has allowed them to collectively bargain.

So they have come to the PBA as one of the largest statewide Locals seeking the legal protection, health benefits access, labor relations expertise, legislative muscle, political action connections and interaction with the 32,000-plus members that they believe will change their lives. Division of Criminal Justice Detectives Local 383 left behind a 20-year frustration as an NJ Fraternal Order of Police unit to find the identity, appreciation and representation commensurate with "their unique position as an integral part of NJ law enforcement," as PBA President Pat Colligan classifies them.

"We wanted the strength in the numbers behind the PBA," Local 383 President Kimberly Allen responds, when the dinner conversation turns to the upgrade in union affiliation.

Secretary Corey Fischer adds, "I worked with an agency that was FOP and one that was PBA, and I saw the PBA was a superior union."

Chewing on the benefits of PBA association, Treasurer John Neggia has a profoundly educated perspective on the move. He

CONTINUED ON PAGE 36

served as president when the DCJ first was granted collective bargaining rights.

"The PBA has active law enforcement officers as members of the executive board, not retired guys who are not really in tune with what we are dealing with now," Neggia explains. "With the move to the PBA, our members are more upbeat and optimistic now."

Paying tribute

Amid the climb in front of them, Local 383 members have maintained their sense of humor. One of the lines making the rounds at the dinner table jokes that the Local's mascot should be an owl. Because when people hear "Division of Criminal Justice," they ask, "Who? Who?" Another quip is less droll but equally telling: "We have to remind them that it's Division of Criminal Justice, not Department of Criminal Justice," confirms Local 383 State Delegate Jason Volpe.

Formed under the Criminal Justice Act of 1970, the DCJ is charged with the responsibility to detect, enforce and prosecute the criminal business of the state through the uniform and efficient administration of criminal laws. The Division investigates almost any case in the state that is second degree or above, stretches across city or county lines and is of a sensitive nature. If a county prosecutor has a conflict, the DCJ supersedes the case.

There's lots of fraud, organized crime and corruption. The cyber unit is working a large-scale investigation into child exploitation. Another unit is looking into candidates for office who have been charged with taking large bribes.

You need a college degree to be a DCJ detective. Many of them have a master's degree. Some have a Juris Doctor.

Sergeant Scott Donlan, a Local 383 trustee, is one of those members who has a law degree but prefers this type of police work because "it's far more interesting than practicing law." A 21-year veteran, Donlan exemplifies the dedication of this agency. He travels from Hillsdale in Bergen County to work at the Electronic Surveillance Unit in Hamilton. Some days, this requires leaving at 3:30 a.m. to make a 5:30 a.m. briefing.

Another member who personifies the passion of the DCJ is Lieutenant Lisa Cawley, also a trustee who has nearly 20 years with the Division. Cawley is now in charge of the academy, but she has distinct insight about what inspires officers in this agency.

"It's being able to do investigations throughout the state and make amazing cases that probably wouldn't have gone anywhere," she discloses. "We have the drive, ingenuity and persistence to follow the investigative leads wherever they go."

Where some have led can be read between the lines of the New Jersey Department of Law and Public Safety website. A tab for news trumpets some of the highest profile DCJ work in the form of date-lines and headlines by month and year going back to 2005.

Reading some of these headlines would indicate that the DCJ is a who's who of law enforcement, including these from 2019:

Dec. 13: *Nine Indicted in Investigation of Narcotics Network in South Jersey that led to Raid on Drug Mill and Seizure of Assault Rifles and Other Guns.* The DCJ dismantled a drug mill in Vineland and seized heroin and fentanyl, as well as assault rifles and illegal large-capacity magazines.

Nov. 1: *Former Teacher Sentenced to 17 Years in Prison for Taking Explicit Photo of Student and Creating Child Pornography by Taping Boys in Bathroom. The Division of Criminal Justice Financial and Cyber Crimes Bureau arrested the teacher in 2016 in Operation Safe-guard, a child pornography sweep conducted by the attorney general's office.*

May 9: *AG Announces Charges Against 19 Individuals in \$11 Million Medicine for-Cash Insurance Fraud Ring That Diverted Life-saving Prescription Drugs. The OIFP case led to charges against 19 individuals for their alleged participation in an \$11 million "medicine-for-cash" insurance fraud scheme.*

May 1: *Five Defendants Plead Guilty in Illegal Loansharking, Check Cashing, Gambling and Money Laundering Schemes Linked to*

Genovese Crime Family. Defendants are indicted in "Operation Fistful" by the DCJ and New York Waterfront Commission.

To name a few.

"From our first meeting with them, we saw everybody there is a dedicated professional to the state," Colligan comments. "The unique jobs they do should finally be given the attention they deserve."

Paying respect

The path to warranted attention would be a plausible uphill battle if DCJ detectives could just get out of the hole they're in. Their top-out pay of \$91,000 is at least 40 percent less than some county prosecutor's detectives earn.

While pay is the summit, there is much to alleviate along the way. Local 383 has a formidable lifeline through the representation of noted labor attorney Frank Crivelli, who has been with the DCJ group for nearly 15 years.

Crivelli has been their sherpa, guiding them through the consternation in 2010 to secure the right to collectively bargain. The DCJ detectives initiated their own political action to lobby legislators in 2010 to get the bill passed that changed the statute so they would no longer be classified as confidential public employees, who by statute cannot organize to bargain.

"The legislation was finally passed on the very last day (Governor Corzine was in office, and he signed the bill," Crivelli recalls. "All that did was remove their confidential status and change their job title. Then we had to petition PERC to organize."

The next legislative hurdle seems to be much more formidable. Local 383 members would need a bill passed to change from being at-will employees, a classification that offers little or no job protection or rights. Or they would need the AG to agree to offer such protection in a new contract.

"If law enforcement officers in the state are disciplined and it's a Civil Service jurisdiction, they have the right to appeal the case," Crivelli explains. "If it's non-Civil Service, they have appeal rights to the superior court of New Jersey under statute. These DCJ folks have neither; no true appellate avenue for any disciplinary action taken against them."

No recourse? Is it that bad?

"It's gotten better," Crivelli adds. "They have an internal affairs procedure that they follow. They have the ability to have an internal hearing, a management hearing. That's where it begins and ends."

Their first contract expired in June 2019, and negotiations are underway for a new deal. But there's a big ask at hand. Because of the 2 percent arbitration cap, the last contract gained just a 3.3 percent total increase in pay spread over five years. That's almost sharecropper math and certainly not enough to keep up with the cost-of-living increases.

Additionally, there used to be an automatic progression of promotion from Detective 1 to Detective 2. But nobody has made Detective 2 in eight years.

So what could be on the horizon is the perpetuation of a mass exodus. Detectives are already defecting to Homeland Security, the FBI and county prosecutors' offices.

"As any law enforcement executive in the state has seen, any agency that can't pay becomes a breeding ground," Colligan asserts. "Detectives are going to move on to better-paying jobs with better benefits. There's no magic bullet until executives and administrators realize they can either pay their people or continue to be a training ground and lose 50 percent of their employees."

The exodus could be fueled by approximately 60 percent of the supervisory staff being eligible to retire during the next five years. These are the agency members tasked with running day-to-day operations.

"Not being able to retain our detective staff is a critical issue when it comes to filling those supervisory vacancies," submits Lou Renshaw, president of Local 383B that represents lieutenants. "Being forced to promote detectives without the necessary experience could seriously hinder the future operations of the division."

**"We knew the caliber of
PBA support and strength
in the state."**

*DCJ Local 383 State
Delegate Jason Volpe*

**"The energy and support Pat and his team have relayed to us is impressive.
They really do welcome you with open arms into the PBA."**

DCJ Local 383 President Kimberly Allen

As DCJ detectives confirm their commitment to current director Veronica Allende and Chief Weldon Powell, they maintain hope that the administration will throw them a line. (And maybe a bone or two.) Allende rose through the Department of Law and Public Safety ranks, working alongside many of these detectives as a deputy attorney general. So if she has their back – as they believe she does – perhaps recognition from the top can dig them out of the hole.

"In my opinion, the state has had an aloof attitude toward their concerns," Crivelli relates from his seat at the negotiating table. "But I really believe the AG recognizes their professionalism and the exceptional work they do."

Pay it forward

Bringing it back to the table – dinner, not negotiating – Local 383 extols the excitement of becoming PBA members, of leaving behind a union affiliation that some have called "the old drinking club." The resources the PBA has at its disposal was tantalizing to DCJ detectives. "Second to none," Deputy State Delegate Ross Portner confirms. "We had recognition that the PBA is such a big thing."

It was back in October during an event to announce the Attorney General's Resiliency Program in Newark when Neggia and Allen approached Colligan to have a word. PBA leadership hosted the DCJ detectives at the state office in Woodbridge to present details on those resources and meet with the leadership: Colligan, Executive Vice President Marc Kovar, First Vice President Pete Andreyev, Health Benefits Coordinator Kevin Lyons and Labor Relations Coordinator Mike Freeman. Special Projects Coordinator John Hulse conducted the presentation that has converted many Locals to the PBA.

DCJ detectives quickly initiated a card check to see if enough members would favor moving to the PBA. The response was so overwhelmingly positive that a PERC election usually required to change collective bargaining representation wasn't even needed.

That was in late November and the new Local was born in early

December, adopting the same number that it had in a first pass with the PBA some 20 years ago. Local 383 represents Detective Trainee, Detective 1 and Detective 2 members. Local 383A is sergeants; Local 383B is lieutenants.

Since officially joining, Lyons has attended a contract negotiating session to offer ideas on improving healthcare coverage and Freeman has shared information from the PBA database to begin chiseling away at the compensation blockade. Colligan hopes that the PBA's open-door policy with the AG will also reap benefits.

"From day one they were ready to give us information, ready to attend meetings with us even before we did card checks," Allen praises. "The energy and support Pat and his team have relayed to us is impressive. They really do welcome you with open arms into the PBA."

Volpe had been a PBA member for five years with Barrington-Haddon Heights-Haddonfield Local 328, and he had related to DCJ detectives what they would get with the move.

"We knew the caliber of PBA support and strength in the state," he details. "And their legal protection plan was significantly better than what we had."

Portner attended the PBA state meeting on Jan. 7 and walked away even more impressed. "A well-oiled machine," he describes.

After Local 383 members toured the PBA offices, they had dinner with the leadership. Colligan was very direct about what is at stake here. Nobody can promise a substantive across-the-board increase in compensation. Sure, a decent raise would be a home run, but there is a means to an end that will accentuate what attracts law enforcement to the PBA and how the PBA serves its members uniquely and exclusively.

"You have some extraordinarily dedicated professionals who are stuck in a position they should never have to be in," Colligan declares of Local 383. "One of my goals is to let New Jersey see what they do and see how passionate they are."



The NJ State PBA Collective Bargaining Seminar's interactive approach once again will feature the Red Light/Green Light grievance arbitration panel, moderated by attorney James Mets.

Worth bargaining for

A look at what's in store at the 2020 NJSPBA Collective Bargaining Seminar

■ BY AMBER RAMUNDO

For years, members have associated the NJ State PBA Collective Bargaining Seminar with long lectures, complicated jargon and lugging around a binder thicker than an encyclopedia.

But members who attended last year's three-day event — which features everything you need to know about running a Local — were pleasantly surprised when they found themselves virtually sitting at the negotiating table with actual arbitrators.

The seminar's interactive panel for grievance arbitration was part of PBA Labor Relations Coordinator Michael Freeman's vision to create a dialogue between members and arbitrators.

"The interactive portion was more informative because people were able to see what role delegates play in the arbitration cases," Freeman noted, recalling how 2019's updated format benefitted members. "We were able to see how the arbitrators think and what they're looking for."

Members can rest assured that the newly improved interactive collective bargaining seminar will return as part of the 33rd annual edition taking place Feb. 4-6 at Harrah's Resort Atlantic City. Ten sessions will cover vital topics including "Bargaining and Arbitration in a New Reality," "The Negotiations Process" and "Me-First Policing."

Freeman's "Negotiating Outside of the Box" will also return to the seminar stage after garnering positive feedback from last year's distribution of tools for smart negotiating.

"If we can make sure that all of our members have all sorts of ideas to bring to the table to solve whatever problems they're facing with their individual municipality, we can always get better results," Freeman, who anticipates attendance to top more than 500 again this year, shared. "It's proven to be true. I've seen it in my own municipality, and several people who attended the seminar last year have given me their success stories."

Among those energized by the transformed seminar experience was PBA Collective Bargaining Committee Chair Artie Cronk. After attending the seminar for each of the eight years that he has been on the committee, and while serving as Manchester Township Local 246 State Delegate, Cronk welcomes the exciting new experience, which continues to provide members

2020 NJ State PBA Collective Bargaining Seminar schedule

Feb. 4

Legal Update and Regulatory Issues

1-1:50 p.m.

Paul L. Kleinbaum, Esq.

Public Employment Relations Commission

2-2:50 p.m.

Joel Weisblatt

Is It a Grievance, ULP, Lawsuit or CSC Violation?

3-3:50 p.m.

Merick H. Limsky, Esq.

Marcia J. Mitolo, Esq.

Law Enforcement Officer's Rights

4-5 p.m.

Stuart J. Alterman

Arthur J. Murray

Timothy J. Prol

Feb. 5

Navigating Arbitration and Civil Service

9-9:50 a.m.

Robert A. Fagella, Esq.

Bargaining and Arbitration in a New Reality

10-11:15 a.m.

Raphael J. Caprio, Ph.D.

Marc Pfeiffer

Workers' Compensation Law

11:25 a.m.-12:15 p.m.

David H. Lande, Esq.

Peter Chamas, Esq.

Retirement and Disability Pensions

1-2 p.m.

Peter Andreyev, NJSPBA

Christopher A. Gray, Esq.

Grievance Arbitration Panel

2:10-4:30 p.m.

James Mets, moderator

Arbitrators:

James Mastriani

Brian Kronick, Esq.

Alfred Peters

Joyce Klein, Esq.

Feb. 6

The Negotiations Process

9-9:50 a.m.

Frank M. Crivelli, Esq.

Health Benefits

10-10:50 a.m.

Kevin Lyons, NJSPBA

David Beckett, Esq.

"Me-First Policing": Protect Yourself and Your Career

11-11:50 a.m.

Peter B. Paris, Esq.

Brady-Giglio/AG Directives

1-1:50 p.m.

Jeffrey Ziegelheim

Lori Dvorak

"Negotiating Outside of the Box"

2-3 p.m.

Michael Freeman



The PBA anticipates more than 500 members to be in attendance at the Collective Bargaining Seminar.

with the knowledge key to a successful career.

"When Mike presented the new ideas to the committee, that was a home run," Cronk shared. "He completely turned this into something we didn't think was possible within the first year of taking over."

While there are many updated features to look forward to at this year's seminar, like the Red Light/Green Light grievance arbitration panel (moderated by James Mets of Mets Schiro and McGovern, LLP), Cronk is convinced of the importance of reviewing the core information that new delegates need to know. Plus, Local veterans can always use a refresher.

"There are certain things you have to discuss because of the turnover with delegates," Cronk explained. "Knowing, number one, what's in your contract is very important. You also need to know your rights as an officer, and then learn how to try to ne-



Members attending the seminar are looking forward to sessions like "Law Enforcement Officer's Rights" and "Negotiating Outside of the Box."

gotiate."

Boasting a schedule that includes other PBA staples such as workers' compensation law, retirement and disability pensions and health benefits, it's a guarantee that each member will walk away from the Collective Bargaining Seminar with useful knowledge for themselves and their Locals.

Each member doing his or her part is what Freeman and Cronk believe is essential to strengthening the union as a whole.

"My goal is to empower the membership to get better results from their Local," Freeman stressed. "I want our people to be able to get the groundwork going, have the conversations with the decision makers and have a base in the conversation for what better serves the Locals, and how they can get there to make sure everybody comes together on the agreement."

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She has a 'Plan'

Deacon brings vast experience to help improve State Health Benefits Plan

■ BY MITCHELL KRUGEL

In the post-Chapter 78 world, public safety employees have had to endure – sometimes painfully – the physiology of higher costs and lower quality care. No excruciating topic of conversation has become more essential as PBA members continue to clamor for the caliber of healthcare they are paying for.

Members should know that Christin Deacon, a supremely experienced and innovative assistant director for the Division of Pensions and Benefits Health Benefits Section, is listening. Hired in June 2019 to direct Health Benefit Operations and Policy and Planning, Deacon feels your pain and is in a position to advocate for the reform that can upgrade the return on investment of co-pays, diagnostics and the ever-increasing costs of healthcare spending.

“On today’s healthcare landscape, it takes a tremendous amount of hard work to effect transformation of care,” Deacon submits as a preamble to her desire to question the status quo of healthcare from her new position of directing matters related to the State Health Benefits Plan (SHBP).

“My goal is, and always will be, to improve the quality and value of coverage our members and their loved ones have earned,” she continues. “You can’t do healthcare to people. You have to do healthcare for people.”

Since the advent of Chapter 78 some 10 years ago, members certainly feel like their healthcare is not being done in their best interests. So Deacon might just be what the SHBP ordered, considering that, as she explains, “Every professional experience I’ve had, even not in healthcare, has prepared me for this role.”

Before moving to the Health Benefits Section, Deacon was an assistant director for the Division of Pension and Benefits Department of Treasury, where she handled a portfolio consisting of the Department of Banking and Insurance, the Division of Investments and the New Jersey Lottery.

Now Deacon gets the question: How does working for the New Jersey Lottery prepare you to direct Health Benefit Operations and Pol-



Christin Deacon, assistant director for the Division of Pensions and Benefits Health Benefits Section



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icy and Planning? Know that the lottery is a \$3 billion a year operation. In New Jersey, \$7.5 billion is spent on healthcare each year.

“When you approach a problem, look at each party and where their financial incentive lies,” Deacon explains about what she has gleaned from her financial endeavors. “That’s where you have a problem in healthcare. There are no financial alignments. When we’re looking at healthcare systems, we have to ask, ‘Where is the financial incentive in this, and where is mine?’ I honestly don’t think anybody in healthcare is worried about alignments. They just want a bigger share of the market.”

Deacon grew up as a self-proclaimed military brat, which included living in several states as well as Germany. Her father served as a Black Hawk helicopter pilot who helped her understand the importance of honoring those who serve and protect. And that probably has led Deacon to wanting to serve first responders.

She did her undergrad at The George Washington University, where she completed a degree in International Relations. Deacon thought about becoming a teacher for a hot minute before giving into to her true calling.

“I was always good at arguing. I knew law school was where I would find a home,” she discloses.

Deacon attended Rutgers Camden School of Law, and, after graduating in 2008, she found a home in New Jersey. Her ascension to the Division of Pensions and Benefits included working for a couple of law firms specializing in bankruptcy and corporate law, three years clerking for the U.S. Bankruptcy Court for the District of New Jersey, two years as an assistant attorney general and two years as assistant counsel to the former governor.

PBA members should know that Deacon not only is good at arguing, but she can be very persuasive. She ran the request for a proposal to the state that led to approving Integrity Health to open the First Responder Partnership Healthcare Center (FRPHC) that will follow the path Deacon believes is necessary to healthcare reform.

“Hospitals or the ER cannot be your first stop. Patients need to have a relationship with the primary care provider,” she advocates. When following this thought through to the assertion that healthcare is not an assembly line, but rather an individualized entity, Deacon adds, “We might not be able to change the world. But we can change the world for one person.”

What Deacon wants to change is the lack of transparency seemingly driven by big provider systems and healthcare conglomerates pushing for market share and, of course, more dollars. The FRPHC concept is an example of reform that can do that.

But what Deacon wants to alleviate is that shock of getting a bill and not knowing what the hell you have been billed for.

“Imagine going into a grocery store and buying a gallon of milk and then three weeks later getting a bill you can’t understand for the gallon of milk,” she questions. “That’s not acceptable anymore.”

She will advocate for educating SHBP members about their options. They can opt for getting an MRI at an independent facility rather than going to a hospital. Should they need a drug infusion, they can go to an infusion center rather than a hospital. And they can save tens of thousands of dollars on the cost of treatment in the process.

Working on a five-year plan for the SHBP will help all users achieve these goals. And Deacon believes that will enable the plan to rise above some of the political hangups that come with election cycles running every two or four years in state government.

“It’s about demanding accountability,” Deacon confirms. “The courtroom has prepared me to be diplomatic but civil and forceful. Demanding accountability is something I do on a daily basis.”

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Still Standing

A long blue line comes out to honor Detective Joseph Seals and shows that law enforcement will never be deterred



Law enforcement officers stand tall in the freezing rain as the hearse carrying Jersey City Detective Joseph Seals makes its way to the church.

■ BY MITCHELL KRUGEL
■ PHOTOS BY JIM CONNOLLY

How far did this blue line stretch? Six blocks, seven blocks, eight blocks along John F. Kennedy Boulevard and Bergen Avenue in Jersey City. Nine blocks, 10 blocks, maybe more, with as many as 11,000 law enforcement officers from across the state, the country, perhaps even the world standing taller than they ever had on this dreary, miserable and heartbreaking Dec. 17 morning.

Nobody would have been faulted for backing down from a merciless freezing rain that infiltrated the funeral for fallen Jersey City Police Detective Joseph Seals. But nobody did. They owed it to Detective Seals for the way he stood up and stood tall every day leading up to the horrific Dec. 10 tragedy, when he was assassinated by terrorists at Bayview Cemetery.

"No rain, no snow, no fear. That's it," barked Nicholas Leto, a Fairview officer and member of the Eastern Bergen Local 45 executive board who never wavered as he stood on the line. "We're going to stand together. We're going to come out on top."

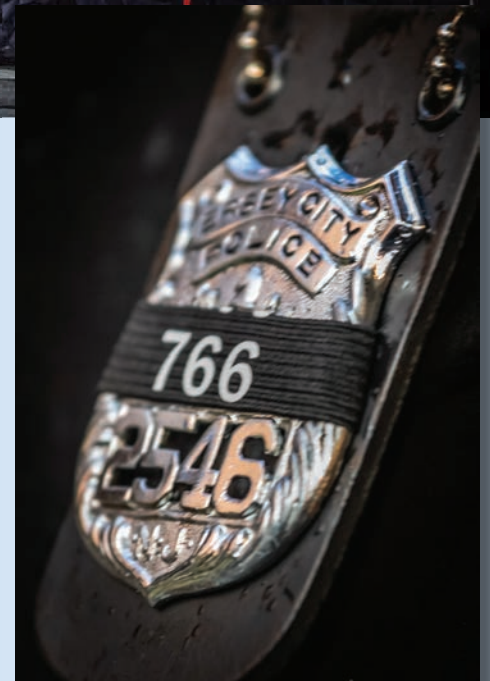
The 11,000, including members from just about every NJSPBA Local, seemed to channel the determination that enabled Seals to ascend to Jersey City's elite Cease Fire Unit and take so many guns off the streets. Could what they were feeling, what they were saying speak as loud as Seals' actions?

Montclair State University Officer Paul Giardino, a State Campus Police Local 278



In Memoriam

Detective Joseph Seals
Jersey City Police Department
End of Watch: Dec. 10, 2019



Nearly 11,000 officers came from across the country to form a thin blue line that extended more than 10 blocks.

member, looked up and down Kennedy, saw everybody coming together as one and declared, "We're not laying down. You can beat us down, but we're still here."

Law enforcement officers came to Jersey City first and foremost to pay tribute to Seals, honor his family and console their sisters and brothers of the Jersey City Police Officers Benevolent Association (POBA). But with yet another heinous affront to the rule of law and the magnitude of this line-of-duty death, they needed time to heal their wounds.

Around the corner from St. Aedan's Church, where U.S. Attorney General William Barr joined Governor Murphy, Attorney General Gurbir Grewal, PBA President Pat Colligan and Executive Vice President Marc Kovar at the funeral Mass, a mass of officers gathered to console one another. A village hubbed by the NJSPBA Special Services trailer at the center of nearly a dozen other similar canteens created a respite where sentiments like, this from Local 45 President George Alexiou, echoed:

"I see everybody here and it made us feel...I feel stronger," Alexiou explained. "Everybody has everybody's back here, so it's like, 'Hey, you know what? You think you're tough shooting a cop in the head and everything like that.' Well, we come back, and we come back harder."

Or as Port Authority Local 116 member Cesar Morales, who managed operations for his group's canteen, confirmed: "We're 11,000 from all over the country coming here today. That shows we'll never, never be stopped."

Standing tall

To never be stopped, to never stop, to keep coming back harder, every law enforcement officer in New Jersey only needs to follow in the footsteps of Detective Joseph Seals, an 18-year New Jersey law enforcement officer, devoted husband to his beloved Laura and relentless father to Hailey, Adrian, Ethan, Isabel and Ivanna.

General Grewal embraced the opportunity to perpetuate Seals' legacy not long after the funeral. He was speaking at the graduation of 21 Jersey City officers from the academy. Every one of these recruits probably would have requested Seals to be their Field Training Officer because, as Jersey City POBA President Carmine Disbrow noted of his former partner, "His reputation as an FTO was so strong that every rookie wanted to be trained by him."

The AG gave these rookies a little dose of what they might have heard from Seals.

"I told them, 'We're better because we stand up,'" General Grewal shared. "It's incumbent upon all of us to stand tall for the family and for all those officers who were there that day, because if not for Joseph and all of them, it would have been much worse. They deserved to stand tall that day

CONTINUED ON PAGE 44



The NJ State PBA Special Services trailer was at the center of a canteen village where officers gathered to console each other.



The anguish of the day, not to mention the rain, washed over PBA President Pat Colligan (left) and Executive Vice President Marc Kovar.



The breathtaking funeral scene compelled some Jersey City residents to watch from a window overlooking John F. Kennedy Boulevard.

SEALS CONTINUED FROM PAGE 43

and all days.”

Disbrow echoed the words so many used to describe Seals. On occasions like this, words of praise always come forward. “But with Joe, it’s all true,” he confirmed.

Seals came on with Jersey City in 2006, after five years working for Hudson County Corrections and being a member of Hudson County Corrections Officers Local 109. Serving Jersey City’s South District, one of the busiest police precincts in the state, he quickly established an affinity for taking guns off the streets, a prowess that made him a natural for the Cease Fire Unit, charged with investigating non-fatal shootings.

His innate ability was defined in a heroic response on Christmas Eve 2008, when Seals and his partner climbed a fire escape, broke a window and saved a woman who was being sexually assaulted in her home. Disbrow saw Seals do things on the job that he said just couldn’t be taught.

“He probably had the best instincts of any cop I ever worked with,” Disbrow observed. “We could be driving down the street going 50 or 60 miles per hour, and he would see a car and know immediately if that car was stolen. And 90 percent of the time he was right.”

Perhaps such instincts led Seals to question the U-Haul truck he saw when reportedly going to meet an informant in the cemetery that turned out to be linked to a homicide in Bayonne. He did what he would always do on that day, moving toward the vehicle when the two criminals came out from behind and shot him in the back of the head. The day that ended with the murder of three citizens inside a kosher market will be remembered for Seals and JCPD officers relentlessly running toward danger that, as the AG noted, kept a tragedy from becoming much worse.

Disbrow confided that Seals was noted for his propensity to run into the fray.

“When the call for backup went out, he was always one of the first guys at the scene,” Disbrow continued. “He never gave less than 100 percent. He never had an off day. Whether he was tired or had worked a double shift, he gave an outstanding effort every single day he came to work.”

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Standing together

The magnitude of Joseph Seals being lost in the line of duty can never fully be measured. Suffice to say it touched everybody, not just every law enforcement officer. To feel the pall cast over the day of the funeral by more than just the freezing rain, observe the image of Colligan and Kovar on page 43. Suffice to say, it's not hard to feel the angst and the freezing rain.

Walking up and down Kennedy Boulevard, seeing law enforcement officers standing shoulder to shoulder, virtually immune to the freezing rain, reinforced that the we're-all-in-this-togetherness is the best way to quell the angst. The inspiration for this turnout only began with what radiated from that long blue line.

"This just reminds you that this is more than one police department. It's the entire country," observed North Plainfield Local 85 member Jordan Rogers, apparently unfazed by the weather. "It all starts with your heart. If it's in your heart to do this, you can do whatever you want. Because if we don't do it, then it's not worth it."

What made it worth standing in the freezing rain? In addition to the desire to honor Seals and his family, the extent of the line made a long-lasting statement about the resiliency of law enforcement.

"Definitely put the pride back in the thin blue line," acknowledged Local 278 member Andrew Lerner of the Montclair State Campus Police. "It's always been there, but today it stands a little thicker. That's the line that we all serve and are sworn to protect."

Officers who attended the funeral found warmth amid all the chilling emotion inside the canteen village, and plenty of good food as well. The dirty-water dogs served at the PBA trailer have become a staple of these settings, and for the funeral and wake the day before, it fortified as much of a happy place as there could be.

At the Boston Police Detectives Benevolent Society canteen, officers were treated to 2,000 cups of clam chowder that Legal Sea Foods donated. On top of that, Boston grilled steak and chicken. Their participation was spawned after so many other unions and organizations served up similarly in response to the Boston Marathon bombing in 2013.

Boston Police Detectives Superior Vice President Mike Talbot explained how seeing the response in Boston led his union to purchase a trailer and pay it forward. He and his members were bringing Boston Strong to Jersey City.

"It's 'Police Strong,'" he upgraded. "The biggest gang in this town is right here."

The long blue line witnessed an equally emotional funeral procession that crescendoed when Ethan Seals walked down Kennedy Boulevard wearing his father's hat. "I think we all



The call to "present arms" offered an emotional salute to Detective Joseph Seals.

CONTINUED ON PAGE 46



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wanted to break down when we saw that,” General Grewal said.

Leading the way were approximately 300 members of a combined pipes and drums band. Among them was NJ Transit Local 304 member Charlie Russell, his department’s drum major. From his perspective, Russell was taken with how quiet it became when the procession approached the church. “Present arms” seemed to last forever, and Russell later conveyed how much it meant to be here.

“People were just being respectful, watching us come by,” he described. “You see it on TV, but I’ve never seen anything like this. It just makes you feel like you want to continue to go out and do the job in his memory and the memory of everybody else.”

Bloomfield Local 32 member Tonya Frizelle was on her way out from the canteen to resume a post on Kennedy after the funeral service. She admitted to being moved by the sense of love and support that permeated Jersey City on this day. And then she considered how best to continue to honor Detective Seals and the thin blue line that had gathered for him.

“Pay attention to the legacies and the stories that are left behind, good, bad, or indifferent,” she urged. “Because we never know if this day is going to be our last day.”

A fitting epilogue to all of this came a week later, when the attorney general was



Despite a steady rain, officers muster for the funeral.

invited by community leaders to visit the kosher market. Next door is a yeshiva, and when Grewal was at the market with NJ State Police Colonel Patrick Callahan, they noticed a group of students peering out of their schoolroom window overlooking the store. They found their way to the schoolroom and were greeted with thunderous applause from the kids.

“I think they saw the colonel in full uniform and were clapping for that and those who rescued them,” General Grewal reported. “They were dozens of tiny miracles cheering for first responders. Anyone who is down in this moment should remember that if not for all of you in law enforcement, we would not have these little miracles.”



Detective Joseph Seals with wife Laura and three of their children.



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EXTENDED PLAY



PBA hockey team once again comes out strong for Mallory's Army, proving how this has become more than a game

■ BY MITCHELL KRUGEL

Extending every inch of his body, Neptune City Officer Damien Broschart, a member of PBA Local 50, poked the puck a few feet forward to facilitate the tipping point in the annual extravaganza that is Mallory's game. What has become the most emotional, exhilarating and storied night for NJ's Strongest offered so many defining moments this year that it truly went above and beyond the call of hockey.

"Yeah, probably the first and last time I will ever block a shot," Broschart related about his extraordinary effort with 1:42 left in the game on Dec. 28 at Mennen Arena in Morristown. The PBA hockey team was protecting a 3-2 lead against the FBI New York Hockey Task Force. A penalty left NJ's Strongest playing four men against the FBI, which had pulled its goalie to bring on six attackers. Broschart's timely tip directed the puck to Madison Boro Local 92's Travis Daniel, who pinpointed a shot from just outside his own blue line into the open FBI net.

The goal sealed the PBA's 4-2 victory, and the play provided appropriate drama to conclude Mallory's game. Mallory's game has become the pinnacle benefit for PBA hockey, honoring Mallory Rose Grossman, the 12-year-old who succumbed to cyberbullying by taking her own life in June 2017.

Our girl has become a rallying point for the PBA's continued support of Mallory's Army, which benefits so much from this annual event. But maybe never more than on this night.

The game began and ended with Broschart's unimaginable saga. Earlier in the month, his brother Bryan, one of triplets along with Damien, took his own life. Damien was elected to take the honorary faceoff to start the game and confided that



Local 50 member Damien Broschart (right) and FBI New York's Zach Market line up for the honorary faceoff before the game, as Dianne Grossman (center) prepares to drop the puck with her husband, Seth, watching.

he felt Bryan with him in every stride on the ice, especially on the last play.

"I was tearing up on the opening faceoff," he admitted. "He was there with me, which is why I looked up to the sky afterward. That's what I was playing for."

It would take a team of writers circa those who might craft scripts for one of television's most riveting dramas to come up with the plotlines surrounding Mallory's game. But with the magnitude PBA hockey has grown to, NJ's Strongest can unequivocally say, "This is Us."

"It's not just a hockey game," declared Monmouth County



The new helmet PBA goalie Joe Aliseo of Elizabeth Local 4 wore for Mallory's game brought him good luck, as he stopped 45 of 47 shots.

Sheriff's Officers Local 314 member Kevin Helmlinger, who also set up the game-winning goal. "I feel so lucky just to be involved."

The story of this event actually begins with a group of students getting a chance to see their first-ever hockey game. Dianne Grossman had made a presentation about bullying to students at McKinley School in New Brunswick, where Lynette Colligan works as special education literacy coach.

Lynette, of course, is the wife of a certain PBA president, and she has become an active crusader for Mallory's Army, the foundation Dianne and her husband, Seth, started to honor their daughter by promoting anti-bullying. She invited Dianne to McKinley, and after her speech, she wanted to do more to impact these students. So Dianne bought them

Mallory's Army sweatshirts and invited them to the game. The PBA hosted a pregame pizza party, and here was yet another endeavor to further the efforts of Mallory's Army, which, after all, is the mission of this game.

One of the traditions imbedded in the mission has been Dianne posting on Facebook about how much the game moved her and the cause. Her post this year did not disappoint:

December 28, 2019 at 11:47 PM

I have...SOOOOO MUCH...to say about tonight...

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Thank you, New Jersey State PBA Hockey Team.

CONTINUED ON PAGE 50



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it really sums up tonight's event...

Oh, my heart....

(A snapshot from Seth) I love you, Seth Grossman. I know tonight hurts. We did good today.

#mallorysarmy

#bettertogether

Just when it seemed like it could not get more emotional, NJ's Strongest emerged from its locker room wearing hats showing "JCPD." Jared Arcidiacono, a Pascack Valley Local 206 member and newly promoted River Vale detective sergeant, plays hockey with several Jersey City law enforcement officers. He called on them with the idea to wear the hats to honor the line-of-duty loss of Detective Joseph Seals.

"We always try to play a little extra hard in this game, but when something like this happens, it's bigger than hockey games," Arcidiacono observed. "It's a small thing we did for Joe. We're all together."

Colligan – Pat, this time – inspired another subplot. A renowned hockey aficionado, the PBA president wanted to contribute on the ice. So the union had a helmet and mask specially designed for goalie Joe Aliseo, an Elizabeth Local 4 member.

The design resembled the helmet's user, bold and proud to represent law enforcement, especially with a blue line flag



painted across the back. And it took one for the team in its debut.

"The cage is already dented," explained Aliseo, pointing to where the mask absorbed a slap shot. He stopped 45 of 47 shots, and it seemed like the new helmet and mask had added to his net-minding superpowers.

"It definitely gave him some Super Mario power," confirmed NJ's Strongest captain Dan "Taco" Tacopino, a Local 314 member. "Like the mushroom, he became bigger in net tonight."

The game would seem to pale in comparison to the other drama, but not hardly. FBI New York proved to be the toughest opponent in nearly two seasons, especially because the team included a couple of studs from the NYPD hockey club. The NYPD is probably the pinnacle of law enforcement hockey, so this victory might have been a step in NJ's Strongest's mission to take on that team in the next year.

FBI New York led 1-0 when Helmlinger managed to squeeze a shot into the net early in the second period. With this tally and an assist on the game-winning goal, Helmlinger became a reluctant hero.

"I guess the planets were in alignment tonight," he quipped. "I was able to dive in and tuck it in. I had my eyes closed, I think."

Late in the second period, Daniel lifted the puck from an FBI player and fed a backdoor pass to Livingston Local 263 member Ryan Collis, who put the PBA ahead 2-1. The FBI tied the game with 43.7 seconds left in the second period, which set up the dramatic finish.

Six minutes into the final period, Helmlinger slid a pass to Green Brook Police Local 398 member Kevin O'Connor, who reacted in the blink of an eye. All anybody, including the FBI goalie, really saw was NJ's Strongest players celebrating.

"Luckily, it hit off the defender's pad and went in," O'Connor detailed. "That's how these games finish. With a lucky bounce here or there."

This one actually ended with a roar that lasted the final 1:42 and seemed loud enough for Mallory Rose to hear. And perhaps the final 1:42 was emblematic of all that the team, the PBA, the Grossmans and law enforcement had surmounted.

"You always feel good when the odds are against you and you come out successful," Taco cheered. "Our guys work hard and always manage to find a way to get it done. On and off the ice."

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AROUND THE STATE

News about NJ Cops



Toms River Local 137 brings Christmas to hospitalized children

For the past six years in Toms River, Santa's sleigh has looked a lot like the Toms River PD MRAPs, with toys and PBA members in tow.

Officer P.J. Gambardella took up the annual visit to the Children's Specialized Hospital in Toms River about six years ago, dressing up as St. Nicholas to bring gifts to local children who are hospitalized during the holidays. He rides into the hospital with Officers Graham Borg and Jesse Robertazzi to spread Christmas cheer.

About four years ago, the officers in Toms River decided to partner with Kathy Fortunato, a woman who throws an annual "Light 'Em Up" Christmas party and toy drive outside her house in loving memory of her late husband. Many of the toys that Toms River Local 137 brings to the hospital come from Fortunato's efforts, and this year she got to ride along for the visit.

"There was a lot of emotion," she recalled. "[To] see the smiles and feel [the kids'] joy. It makes everything worthwhile."

Officer Gambardella praised the yearly turnout for the event, saying that Toms River Local 137 truly knows how to give back to its community.

"The outpouring of support within our department, that needs to go out and be recognized," he gushed.

The genuine joy from the hospitalized children every year is forever etched in the memories of the officers involved. Officer Gambardella will never forget the children he's met through this incredible event.

"The smile [one of the girls] had on her face this year, it was very emotional," Gambardella expressed. "These children who can't verbalize anything, when you start seeing these physical indicators of happiness, that to me goes a really long way. It's a home run."





Old Bridge Local 127 members brighten the holiday season for many

Calling December the “season of giving” hardly does justice to Old Bridge Local 127 members, whose holiday months consisted of charitable acts and making dreams come true for members of their community and beyond.

Local 127’s efforts to spread cheer made their way into each of Old Bridge’s elementary schools throughout the month of December, as Local 127 President Vinny Galgano, Vice President Brandon Ward and member Chris Heredia made visits to each school to donate large boxes of school supplies for the children. The Local 127 members partnered with Principal Laurie Anne Coletti of James A. McDivitt Elementary School to put together and deliver the boxes filled with various supplies including glue, pencils and paper that will enhance the learning experience for many students.

The gifting continued on Dec. 6, when Old Bridge Local 127 members Rob Kurzydowski and Steve McCauley had the privilege of escorting Old Bridge High School student A.J. Silvestri to

Macy’s in East Brunswick for the annual Macy’s “Believe” campaign. For the past five years, A.J. has inspired the Old Bridge community to write letters to help grant wishes to children diagnosed with critical illnesses. It’s part of the Macy’s campaign to donate \$1 for every letter received to the Make-A-Wish foundation up to \$1 million. This year, A.J.’s hard work and dedication motivated members of the community to write enough letters to grant wishes to 42 children.

The Christmas miracles didn’t end there. On the evening of Dec. 6, the Old Bridge Police Department also hosted its 23rd Annual Cops for Kids Holiday Party for local families in need. About 90 children and their families attended the holiday event, which included DJ entertainment, dinner, dessert and presents from Santa Claus for the children.

Local 127 made the holidays memorable for many civilians this Christmas by taking the time to give back in more ways than one.

Months of giving and not shaving for Local 138

Members of Sussex County Local 138 raised \$1,180 for No-Shave November, which will go to the Prevent Cancer Foundation. Some members decided to remain unshaven even longer for Double Down December. They raised \$450 and presented the money to help Project Self-Sufficiency’s annual toy drive.



Fanwood Local 123’s decoration donation

Fanwood Local 123 members Dan Piccola and Dan Kranz made a special visit to Fanwood resident Greg Roser to deliver a check donation of \$250 from the Local. Roser decorates his house every holiday season to raise money for the New Jersey Institute for Disabilities, and Local 123 was happy to contribute to the cause.





Officer William Frazee has played Santa for Verona Local 72's Holiday Costume Trip for the past 10 years.

Verona PBA Local 72 suits up to create memories

After 25 years with the Verona Police Department and 10 years of playing Santa for its annual Holiday Costume Trip, this past year Officer William Frazee hung up his uniform neatly in his locker before becoming Santa for the last time.

The Holiday Costume Trip is the Local 72's way of giving back to children who have Downs Syndrome or are on the autism spectrum. This was the 43rd holiday season in which officers from Local 72 dressed up as various cartoon figures and holiday characters and made their way down to area schools.

"It has been a long-standing tradition with the PBA to keep this event going," shared John DeSomma, who coordinates the event each year. "We put smiles on everyone's faces. The kids love it, the teachers think it's hilarious and the parents appreciate what we do every year."

And the cold and rainy weather certainly didn't stop Officer Frazee from putting on that Santa suit one last time to create Christmas memories that will last a lifetime. The holiday tradition that he's been part of since he was a rookie helps remind him of the importance of the season, particularly for those who have a family member with a disability.

The costume trip is sure to bring joy for years to come, and it's officers like Frazee who impact the hearts of the children the most.



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Allendale/Waldwick Local 217 members help feed the hungry

A group of active and retired members of Allendale/Waldwick Local 217 combined efforts to feed the hungry this holiday season.

The Local 217 team helped load \$1,000 worth of spiral hams for the Center for Food Action in Mahwah to give back to families in need.



Monmouth County Conference stands behind Senator Vin Gopal

On Dec. 9, PBA state delegates from the Monmouth County Conference showed up at Le Malt Royale in Red Bank to show support at an event for Senator Vin Gopal. Members of the Monmouth County Conference put all boots on the ground to endorse Gopal prior to his election in 2018, as part of the NJSPBA Political Action Committee (PAC).

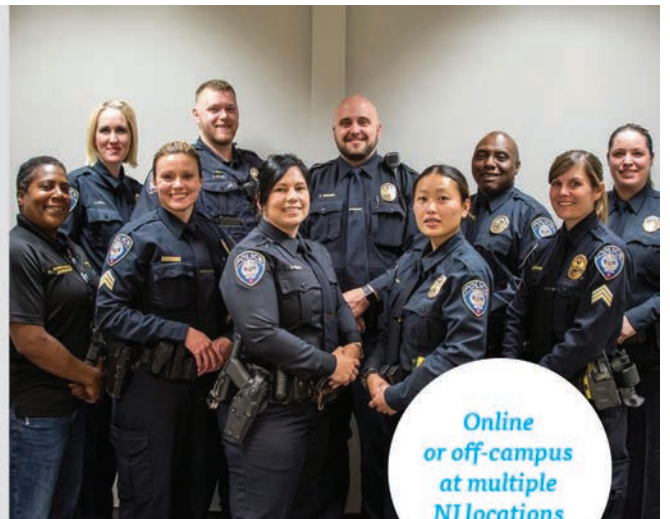
The event was hosted by Senate President Steve Sweeney and Assembly Speaker Craig Coughlin. Pictured here, from left, Howell Township Local 228 State Delegate Ryan Hurley, Neptune Township Local 74 State Delegate Tom Claffey, Bradley Beach Local 50 State Delegate Michael Tardio, Asbury Park Local 6 State Delegate Eugene Dello, Middletown Township Local 124 Anthony Dellatacoma, Holmdel Township Local 239 Michael Michalski and Gopal.

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Howell businesses face off for first responders

Local businesses in Howell decided to host some friendly competitions in an effort to raise money for local first responders and members of Howell Township Local 228. Certified Auto Mall owners Mike and Billy Stahnten and their father, Art, as well as the Miracle Chemical Co. and Miracle Autosport owners Eric Neumann and his father, William, have joined efforts to start the Certified Miracles Charity. The local business teams recently decided to engage in some competitive fun to raise money for Local 228.

They started with a range day at Topgolf. The "loser" of the competition made a charitable donation to Local 228. The employees then decided to keep the competition going from month to month.

On Nov. 15, the staff of the businesses met at Pete and Elda's Bar/Carmen's Pizzeria in Neptune for a pizza-eating contest. Local 228 members also attended to cheer on the teams as the employees stuffed their faces for a good cause. Once their plates were empty and their stomachs were full, Local 228 received another donation, and the restaurant paid the bill.

Local 228 members look forward to the next competitive event to connect with local businesses as they compete for the chance to give back to Howell's heroes.



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Roselle Park Local 27 finds many ways to give back this season

Roselle Park Local 27 kicked its giving into high gear this season by participating in No-Shave November to raise money for Roselle Park resident Matteo Vitale, who is recovering from pediatric cancer. Local 27's bearded members raised \$3,000 to help the Vitale family with medical expenses. Members kept their beards for the month of December to give back to another Roselle Park resident in need. At the end of the month, Local 27 made a generous donation of \$1,300 to Melissa Rhodes, who was just diagnosed with a recurrence of ovarian cancer. Members also delivered Christmas gifts for her two children.



Local 27 members continued to assist families battling health conditions this holiday season by making a large toy donation to a local medical day-care facility in town. Upon making the donation, members stayed to sing Christmas carols with the children. Members helped put smiles on many faces in the facility, which provides care for children with serious medical conditions. The Local also proudly sponsored game shirts for the high school wrestling team for its match against the team's rival in neighboring Kenilworth.



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Union County Prosecutor's Office Local 250 honors those who can't be home for the holidays

Union County Prosecutor's Office Local 250 recently received a letter from a member deployed overseas for the holidays.

Craig Famoso arrived at the Al Udeid Air Base in Qatar on Dec. 19, where he wrote to his brothers and sisters in blue from Local 250 to share his plans to celebrate Christmas with the other military members stationed at the base.

He wrote:

Happy Holidays from Al Udeid Air Base, Qatar! I hope everyone is enjoying some time off and is all geared up for the holidays. I arrived in Qatar on Dec. 19, and as luck would have it, I was sent to the USS Harry S. Truman (CVN-75) for the weekend.

The two pictures were taken on the flight deck while the carrier was conducting flight operations in support of US Central Command. One picture depicts an MH-60S helicopter and the other is an F/A-18F Super Hornet.

I returned to the base yesterday evening and, with any luck, will have some time to celebrate Christmas with the other folks I've met out here so far.

I miss working with you at UCPO. The support this union showed towards my family and I while we prepared for this deployment was nothing short of extraordinary.

Thank you for the continued support, and please remember to take care of yourselves and each other.

*Stay safe,
Craig*



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Aberdeen Local 163 participates in inaugural Shop with a Cop

Seventeen children from the Aberdeen area were served during Local 163's first Shop with a Cop event. We don't know whose smiles were brighter — the children or members of the Aberdeen PBA.



Belleville Local 28 brings toys and Christmas cheer

Santa and Local 28 made another magical Christmas toy delivery, putting smiles on the faces of children in Belleville. A heartfelt thanks to the executive board, Chief Gerard Corbo and all the members who helped perform this Christmas miracle.



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West New York Local 361 distributes 200 gifts

Thanks to the time and generosity of West New York Local 361, 200 second-graders celebrated Christmas with brand-new toys and gifts. The annual holiday gift giveaway was a fantastic way to spread joy this season.



Lincoln Park Local 192 gives to Toys for Tots

Patrol Officers Sean Soto (left) and Dawn Queli celebrate the incredible donations from Lincoln Park Local 192 for the Marine Toys for Tots program. The residents and participating members certainly provided a very merry Christmas for all involved.



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Gloucester County Local 122 celebrates new chief

Gloucester County Local 122 members gathered in support of Matthew Brenner on Dec. 10 as the longtime member was sworn in as the new chief of police. Brenner was joined by his family as East Greenwich Township Mayor Dale Archer led the swearing-in ceremony. Congratulations, Chief Brenner!



From delegate to detective in Monmouth County

State Delegates from the Monmouth County Conference came out to support one of their own on Dec. 9 as former Atlantic Highlands Local 242 State Delegate Christopher Inglis received a promotion. Inglis' father held the Bible during the swearing-in ceremony, where Inglis was promoted to detective. Monmouth County Prosecutor Christopher Gramiccioni led the ceremony at the Monmouth County Prosecutor's Office, where friends, family and Monmouth County State Delegates Michael Tardio, Thomas Claffey, Ryan Hurley and Eugene Dello all celebrated Inglis' promotion.



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Bradley Beach Local 50 congratulates four newly promoted members

The Bradley Beach Police Department promoted four hard-working officers on Nov. 26. Those receiving promotions included Bradley Beach Local 50 State Delegate Michael Tardio and Josephine Celauro to the rank of sergeant. Local 50 members Terry Browning and James Arnold were promoted to the rank of lieutenant. The newly promoted officers are shown with Bradley Beach Captain Charles Zulla (left) and Chief Leonard Guida (right).



Verona Police Department promotes two Local 72 members

PHOTOS BY ED CARATTINI JR.

Two Verona Local 72 members gathered with their loved ones on Dec. 27 for an unforgettable promotion ceremony held at Verona Town Hall. Local 72 member David Wardrope was joined by his wife and two daughters as he was sworn into his new role as captain. Christopher Scheper was also promoted to the rank of sergeant with his wife, Jennifer, by his side. Verona Township Clerk Jennifer Kiernan administered the oath to both Wardrope and Scheper, who proudly accepted the promotions.



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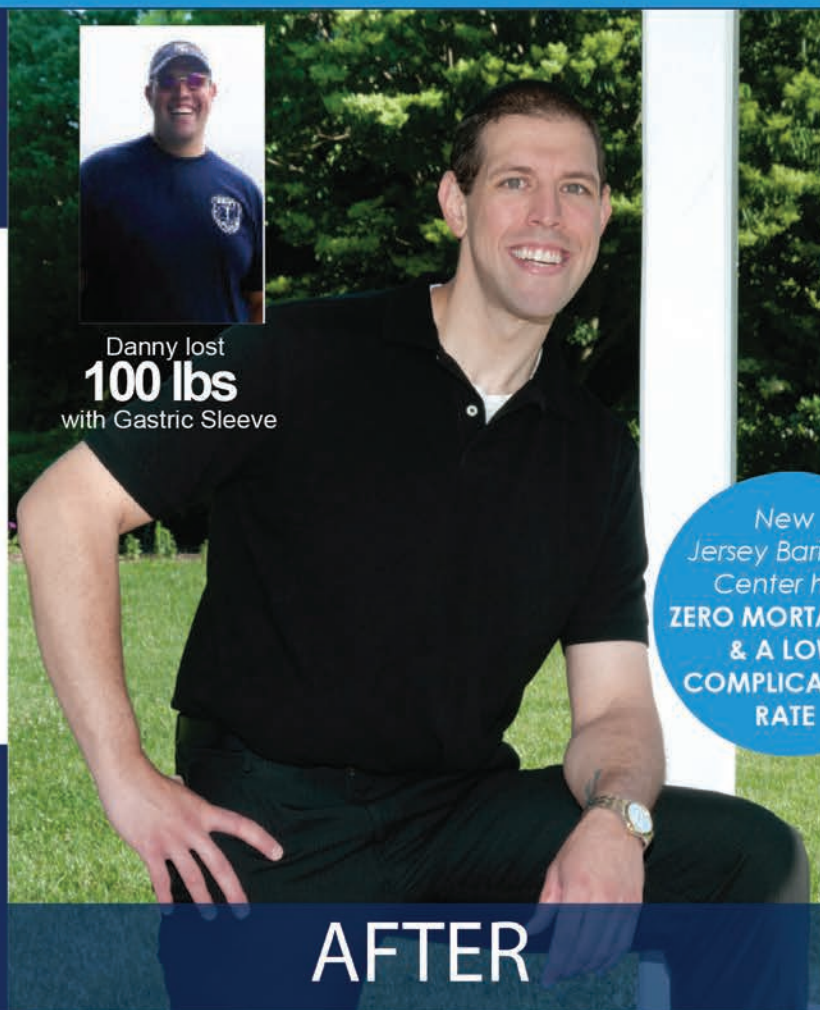
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Improvements expected for 2020 sergeant's exam



DR. JEFF
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NJ State PBA President Pat Colligan met with civil service staff to present concerns that members have regarding the civil service police sergeant's exam. I prepared a report that Colligan presented at a meeting with the test development director, Michael Johnson.

Based on input from PBA members, the report addresses issues and concerns that members have and offers specific suggestions for improvement. I have found the current New Jersey Civil Service Commission leadership to be open to input to improve their promotional exam testing.

Civil Service chairwoman Deirdre Webster Cobb and her chief of staff Joseph Greer have been quick to fix problems with the exams.

The report, titled "NJ Police Sergeant's Exam Issues and Suggestions," included:

Inadequate time given to candidates for the Feb. 23, 2019, police sergeant's written multiple-choice exam.

A large number of candidates expressed concerns that they were not given adequate time to complete the written multiple-choice component of the exam. One hour and 40 minutes was allotted for candidates to complete 64 written multiple-choice questions. The average around the country was 2-3 minutes per question. Many members indicated that they filed appeals. Some indicated they plan to file a lawsuit.

Suggestion: The state's own experts have previously recommended that "Generous time limits be given for tests," and that these time limits should allow "virtually all of the candidates to complete the testing process." If the Civil Service adds one additional hour in the future to the written multiple-choice test component, the majority of candidates should be able to complete this part of the examination process.

Improperly written and excessive number of case law and constitutional criminal procedure test questions on the sergeant, lieutenant and captain's exams.

Numerous candidates complained at the recent PBA and FOP mini conventions that the case law questions Civil Service test writers use are too long. These questions have been reported to typically be a full page in length. Some reportedly are longer. This has been reported not only for the police sergeant's exam, but the lieutenant and captain's exams as well. Candidates reported that there were more than 30 very lengthy case law questions on the February 2019 police sergeant's exam. This undoubtedly contributed to candidates not being able to finish the test.

Question 32 from the Civil Service website section that addresses test question appeals is a good example of a typical Civil Service case law question that's just too long:

In late April, police received an anonymous tip that Rose Laker was selling heroin from her home at 6 Belmont Court, as well as out of her burgundy Chevy Lumina. The caller stated that Laker was making trips in the Lumina to drop off and pick up heroin from a neighboring town. Accordingly, a "patrol notice" was cir-

culated to department officers.

A few days later, at about 11:30 p.m., an officer was patrolling the area. When he turned onto Belmont Court, his attention was drawn to a burgundy Chevy Lumina, which was parked in front of 6 Belmont Court, by the movement of a silhouetted figure within the vehicle. The officer pulled up and parked his patrol car 7-10 feet behind the vehicle and at a perpendicular angle, blocking in the Lumina, which was parked, front-end forward, in a space facing a curved curb. Because it was dark and neither the lights nor the engine of the Lumina were activated, the officer turned on the patrol car's rooftop, right alley light and aimed it at the vehicle. He did not activate any emergency lights.

He observed the lone occupant — a woman who was sitting in the driver's seat. She looked back at the officer and then leaned toward the passenger's seat, scuffling around with something there. The officer became suspicious of what was happening, so he exited his car and approached her vehicle, going directly to the driver's side door.

The vehicle's driver's window was half open, and the officer asked the woman for identification and her driver's license. After she produced her credentials, it was then that the officer recognized her as the subject of the patrol notice. He also recalled that he had arrested her on drug-related charges approximately six months earlier.

The officer then asked the woman what she was doing, and she replied that she was smoking a cigarette, though the officer did not observe a cigarette or cigarette butt. The officer asked her why she began to scuffle around the passenger-seat area when he pulled his car up. The woman replied that she had been applying makeup and was putting it away in her purse. When asked how she could apply makeup in the dark, she did not reply.

The officer then asked whether there was anything that he should know about in the vehicle. The woman responded by stating, "Yes, it's the same thing you arrested me for in the past." At that moment, the woman reached over to the passenger seat and pulled out a mitten, from which she produced an eyeglass case. She opened the case and the officer observed a white, powdery substance (either heroin or cocaine) and drug paraphernalia.

The officer ordered the woman out of the vehicle and placed her under arrest, later charging her with third-degree possession of a controlled dangerous substance.

The question asks, based on relevant state case law, for the true statement. The keyed response is option B: the officer's actions were "unlawful, since reasonable and articulable suspicion was not present when the investigative detention began."

Option C is "lawful, since the corroborated anonymous tip created the required reasonable suspicion for the field inquiry and investigative detention." Answers A and D were not given in the appeal.

Page after page of these unusually long questions is inappropriate. No problem with the answer format, just the inappropriate length of the question.

Again, the state's own expert recommends against these

CONTINUED ON PAGE 66

BERNSTEIN CONTINUED FROM PAGE 65

types of questions. He recommends targeting the appropriate “readability level,” to restrict the effect that reading speed and comprehension may have on test scores. He further states that “this ensures that relevant KSAs and not reading ability are being measured by the test.”

When Civil Service test writers were asked why they write so many full-page questions, their answer was telling: “We have written questions this way for the last 20 years. That’s the way we have always done it. That’s the way we have been trained to write them.”

This type of thinking is outdated, and this question format is not in accord with professional test writing guidelines, principles and practices.

One of the state’s testing experts has several examples of properly written test questions, which are available for public view online: <http://www.fop8.org/files/2007sergeantprepguide.pdf>.

The current trend across the country is to use both open- and closed-book test questions. About 20 percent open book for things that are normally looked up on the job, and about 80 percent closed book for things that a supervisor must be able to recall on day one. These recall and reference test questions have been found to increase the validity of the exam and reduce adverse impact.

The New Jersey Civil Service Commission also has examples of properly written case law test questions on its website.

Here’s one example:

Must a police officer who makes observations during a routine safety inspection of a commercial truck (tractor-trailer), which reasonably leads him to believe it houses a hidden compartment containing contraband, obtain a search warrant before searching that compartment?

- a. Yes, once the officer has the commercial vehicle detained and has probable cause to believe it has a hidden compartment, a search warrant is required to further search that compartment.
- b. No, a search of an area of a commercial truck that is within the scope of a proper safety inspection may be conducted without a warrant, even though this area is concealed within a hidden compartment.
- c. Yes, the officer’s purpose in continuing the search is to obtain evidence of a crime, rather than to complete the safety inspection, and such further search requires a warrant.
- d. No, this search falls within the automobile exception to the search warrant requirement, as the commercial vehicle is mobile and the immediate search of the suspected hidden compartment is necessary for public safety.

The question is well written, but according to multiple PBA and FOP members: “That’s not how the case law test questions appeared on the real test.” This sample test question in the orientation guide was different than the one on the real exam.

Additionally, candidates have reported an excessive and inappropriate number of case law questions.

Suggestion: The Civil Service should direct its subject matter experts and testing staff to reduce the length of these questions in accord with proper test writing guidelines. By simply following the test question format in its own candidate orientation guide, the Civil Service should be in compliance with appropriate test writing principles and practices.

It should also reduce the number of case law questions to an

appropriate level, and add more work sample test questions. This will enhance the validity of the exam.

Additionally, it may want to consider adding some open-book or reference test questions for areas that candidates routinely look up on the job. This will enhance the validity of the exam and help reduce adverse impact.

The Civil Service has no posted schedule for the police sergeant’s exam.

One of the chief complaints at the convention concerned not knowing when the sergeant’s exam would be offered. Members indicated that they are unable to plan out their lives. There also were numerous complaints about holding a test in February. One issue frequently cited was dangerous road conditions, test site weather-related issues and the frequent possibility of a cancellation. Previous sergeant’s exams typically were announced in June or July and held in October.

Suggestion: Members suggested that the Civil Service post the schedule every January on its website. Applications out in June or July, test held in October. By announcing a schedule in advance, eligible candidates are able to plan out their lives and properly prepare for the exam. At this time, candidates and the Civil Service itself have no idea when the police sergeant’s exam will be given. Members suggested that the Civil Service return to an October test.

No test weight percentages listed for the content areas in the police promotional exam orientation guides.

For sheriff promotional exams, the Civil Service does a very nice job when it comes to listing the percentages. It tells the candidates approximately how many questions will come from each of the tested topics.

If the Civil Service had included this information in the recent police sergeant’s exam orientation guide, it would have eliminated the shock and surprise of 34 case law test questions.

Suggestion: Announce the percentage of questions coming from each tested area in advance in the police promotional orientation guides for sergeant, lieutenant and captain.

From the 2019 Sheriff’s Officer Sergeant Orientation Guide:

Weight	Test content
18.75 percent	Report writing/reviewing
18.75 percent	Interpersonal relations/supervision 12.50 percent New Jersey Title 2C
12.50 percent	Attorney general guidelines
18.75 percent	Critical thinking
18.75 percent	Decision making/problem solving

Suggestion: Increase the number of written multiple-choice test questions to at least 100. All of the state’s previously consulted experts typically recommend at least a 100-item written multiple-choice promotional exam.

The Civil Service staff are clearly capable of making these improvements. When they do, grievances, appeals and lawsuits will be significantly reduced. The ultimate result will be a more fair and valid promotional exam process.

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Training on target(s)



PHIL
CAVALLARO

I hear plenty of excuses as to why law enforcement officers don't train enough with their guns. Ammo and range fees can be expensive, family and off-duty jobs take priority with your precious time, and the last thing you want to do after work... is more work.

But that leaves us in a catch-22 situation: Guns are officers' biggest liabilities, but towns and states don't want to put up the money for officer training.

Like a construction worker with a hammer, our guns are our tools. When we don't get training and repetition with our tools, we get rusty and uncomfortable with them. If you're not getting more familiar with your weapon on a regular basis, how accurate will you be in an incident on the street when it's life or death?

Most officers only qualify once every six months, and often, that first round you shoot is a warm-up round. In a real encounter with a bad guy pointing his gun in your direction, you don't have the luxury of a warm-up round.

It's important to train at least 30 minutes each month. And in order to maximize that half-hour with your most important tool, here are four tips to consider:

Return to fundamentals. The most basic gun rules apply

just as much today as they did the first time you picked one up. Rules pertaining to range safety and gun maintenance, among others, should be guidelines you live by — not only in the range, but whenever you're near a gun. There was an incident at ReloaderzNJ recently when a shooter mistook a magazine of 9mm rounds for a magazine of 40 cal. The magazines are the same and the rounds are very similar — it could easily happen. Luckily everything worked out, but attention to details like that minimize your chances of making mistakes which could be extremely costly, especially when you're put in a position where you might have to take a life. We get used to the day-to-day — "I have to work late," "My spouse is nagging me," etc. — so you have to develop a mindset to focus on training. If you go to the range even once a month, you will get into a routine and the training will sharpen your muscle memory.

Small changes can cause big changes. Grip is the biggest thing when it comes to accuracy in shooting, and it's often overlooked. My grip used to be poor, and when I finally realized that, all it took was a simple adjustment to correct my grip, and my shooting improved significantly. Too bad it was after I retired! And switch up your targets — we're all trained with Q targets, but real bad guys aren't often wearing big circles on their chests. In real life, you see new things every day, and you need to be ready for them. Try shooting at bad guy or hostage targets, and mount them on the Action Target AWD PROs. They can be programmed to turn, peak, charge and spin and can really affect your decision-making and accuracy under pressure.

Go at it alone. This may seem counterintuitive, but when you're there to train, you should focus on the specific improvements you need to make and avoid distractions or anything else that would hold you back. When you're training with your crew, the machismo kicks in and you don't want to say to the range guy, "Hey, can you help me do this?" That's law enforcement in general; nobody wants to be singled out and look like they need help shooting. But asking for help is the best way to improve.

Take the advice of a good trainer (or trainers). A lot of times in law enforcement trainings, we hear the first three words an instructor says, and then we tune out because we think we know everything. Trust me, I relate to that myself. But if you open your ears and mind to a shooting instructor, he or she can help you improve your gun skillset. When I was a teacher in the academy, my advice was always to get as much information from as many instructors as you can, and then make up your own mind with what works best for you. Bruce Springsteen said, "Blind faith in your leaders, or in anything, will get you killed." The Boss is right — practice the skills you learn, try different techniques and continue evolving.

Phil Cavallaro is the gunsmith at Reloaderz NJ in Wayne. In 2018, he retired as a detective sergeant from the Wanaque Police Department, with 26 years on the job.

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California Casualty also congratulates Pennsylvania firefighter Kyle Albrecht, who was presented with a \$7,500 garage makeover from California Casualty in December. Kyle, who volunteers with the Nancy Run Fire Station serving Bethlehem Township, is also a full-time 911 dispatcher. The award couldn't have come at a better time — Kyle and his wife recently bought their forever home and purchased a storage shed so that he could make the garage more useful.

Other Work Hard/Play Hard sweepstakes from California Casu-



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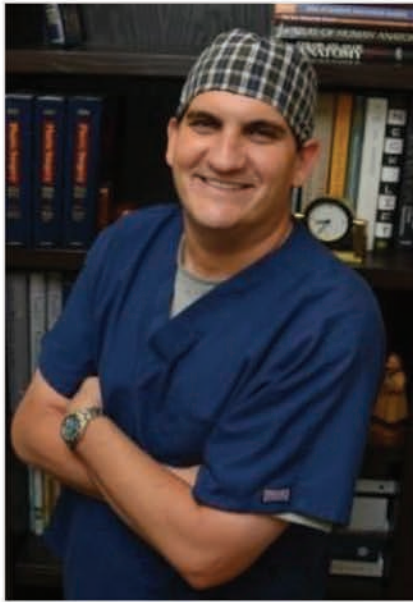
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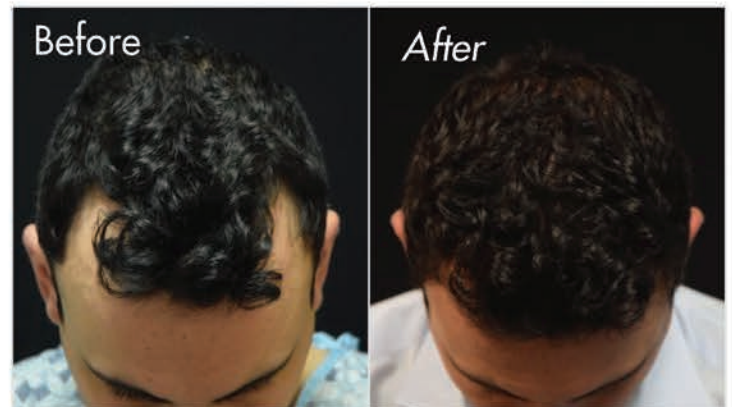
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Treating lack of sleep and chronic fatigue



ASK DR. MAZ
ALI
MAZANDARANI,
DC

Why does a person experience the inability to sleep or feel tired all the time?

Multiple factors can be at work. The inability to sleep and feeling tired are functional problems, meaning the body is not doing what it's supposed to do. As a result, it works too hard and causes symptoms. In most cases, routine diagnostic studies do not provide the true cause of these symptoms, and the patients are "labeled" as having conditions like fibromyalgia or chronic fatigue.

What should a person do who is suffering with these symptoms?

The inability to sleep or frequently waking up at 3 a.m. and not being able to resume a normal sleep pattern are classified as a chronic condition. Unfortunately, most doctors are very good at treating acute conditions, but when it comes to chronic conditions, they drop the ball. Few doctors are trained in assessing the true cause of why these functional symptoms are appearing. As a result, patients are given medications to mask their symptoms or brain-firing patterns so they can have more energy or sleep better. Most medications have adverse side effects, which can become long-term. In addition, the body will develop a dependency on such remedies.

So what should people do who have chronic sleep deprivation?

They should see a doctor who understands functional neurology and functional medicine. The doctor will order certain diagnostic tests that are commonly not ordered or overlooked by most doctors. This occurs because their doctor may not have been trained in functional medicine. Based on the test results, a trained doctor will use expertise to properly assess what is actually causing the patient's symptoms — in most cases, some sort of autoimmune condition. The body has some sort of imbalance or infection that the immune system wants to get rid of and cannot, so it attacks an organ or a system in the body. Autoimmune conditions are very common in people with diabetes or thyroid conditions.

What are these tests?

One is a very comprehensive blood test to look for problems, including a thyroid condition, which is a common problem that many female patients have. They often take medications for it for the rest of their life. Usually, when blood tests are ordered by some physicians, the physician looks at one marker (TSH) to diagnose a thyroid problem, and one marker is not always enough. In our evaluation, we look at several markers and assess if the patient has a real thyroid problem or if another condition is causing the thyroid gland to be affected.

Is there any other test that is usually done?

The adrenal stress test is very important as well. The adrenal glands are known as stress glands, and they're located on top of your kidneys. Their job is to release the proper amount of chemicals such as cortisol, testosterone and estrogen. These are the hormones in our body that manage stress, maintain libido and control our immune system.

For instance, cortisol levels should be high in the morning and low at night. When they are high, you feel energetic; when they are low, you feel relaxed or tired. Stress can affect cortisol production. Chemical stress such as alcohol or tobacco use, emotional stress such as a bad relationship and physical stress such as a lack

of exercise and sitting behind a computer or steering wheel all day could cause adrenal fatigue — a condition in which the adrenal glands slow down. According to some literature, more than 80 percent of the population is suffering from this condition. The economic stress, 24/7 workday and popularity of sugar and caffeine have the potential to make this condition an epidemic.

Upon testing, we have found that cortisol levels in many individuals drop in the afternoon, which is why they crash during the day. When their cortisol levels rise in the middle of the night, they can't sleep.

If you feel drained both mentally and physically, or if you experience body aches, mental foggiess or blood sugar imbalances, there is a good chance that you are suffering from adrenal fatigue. Many of these patients report the use of coffee or other stimulants in order to focus and get transient energy. But stimulants can also cause digestive problems, autoimmune dysfunction, thyroid problems and blood sugar dysregulation.

We also look at whether a patient is suffering from a chronic infection in their gut that may have been overlooked for years. We have seen in many cases that patients have a parasitic infection; once identified and eliminated from the body, the patients had drastic improvements in their quality of life. As you may know, 80 percent of your immune system is related to your gut function. Many of us with a routine American diet do suffer from gut dysfunction, which is another topic.

Wow, so how do you treat this?

Good question. The medical and patient model has been to take medication to force the body to sleep. But we know this is not a cure, even leaving out the side effects. We need to help the body to get its proper function back, and many of these functional chronic symptoms as a result will virtually and potentially disappear. In most cases, there are neurological, structural and metabolic causes, and all three must be addressed for ultimate results.

So how do you approach these chronic conditions?

In a similar but more comprehensive way. We find the true cause of the patient's symptoms, then we treat the patient in all of these areas. In most cases, the patient will receive oxygen treatment, start a detoxification program, avoid certain foods that they are sensitive to based on the testing results and start specific, customized supplements in conjunction with one-on-one physical therapy to relax the body.

What does oxygen treatment do?

Oxygen is food for the brain. After age 25, your ability to utilize oxygen diminishes by about 1 percent a year. As a result, your brain functions will not be the same, and you may have symptoms such as chronic tiredness, memory loss or brain fog. Oxygen therapy is a must to improve body function. The brain controls all your bodily functions and organs. If it does not have enough food, your body will not work efficiently, especially your hormone production. We have had great success with patients experiencing these functional problems.

Dr. Ali Mazandarani (Maz), DAAIM, BCIM, DC, CCRD, CCPCP, provides care at MedWell, a center for the recovery of chronic conditions via natural, drug-free methods. The center is located in Midland Park, Bergen County. You can reach the center at 201-848-8000.

Bottles and Badges is just for first responders



**MICHAEL
BIZZARRO,
Ph.D., LCSW**

Once a week for the past five years, Jim Schneider of Princeton House Behavioral Health has been helping first responders — police and corrections officers, firefighters, EMTs and those in the military — find their way back to sobriety and hope.

As a former police lieutenant and military police officer, Jim understands the burden of trying to cope with the violence, injury and sometimes death that often comes with these professions. And as a recovering alcoholic, he understands how turning to alcohol can help dull the pain.

Bottles and Badges is a 12-step meeting specifically targeted to help first responders who suffer from alcohol addiction.

"It creates a safe place to battle their disease," Jim said. For some who have lost their jobs, their families, their lives, "It's the last straw...their only hope."

During the hour-long meetings, participants talk about whatever is on their minds.

"It's a venue to vent and share and get hope and sobriety in a trusted environment. It gives a person the chance to be with like-minded people who have had similar training and experiences that can relate," he said. "They share what's plaguing them

from the job — what they see. They tell people, 'I can handle this,' but they can't. We cry together."

Jim knows that it's not easy for members of these professions to take that first step toward recovery. Admitting to having an addiction can be seen as a sign of weakness, a stigma. And if they attend a "general" recovery program (such as Alcoholics Anonymous), "Someone might be concerned about running into someone who knows him. There's a fear of being exposed."

Jim doesn't advertise, to keep the anonymity. Men — and women — find this particular 12-step Bottles and Badges meeting through word of mouth. Others were inpatients at Princeton's First Responder Treatment Services program, where he works as a peer recovery support specialist. "It's a select group."

Jim's approach to helping this group is clearly successful. In the last three years alone, well over 1,000 first responders have attended these life-saving meetings.

"They're here because they need to be here. Their job and their relationship depends on their sobriety," he said. "This is a silent acknowledgement — a validation — that it's working."

For more information, contact Jim at james.schneider@pen-nmedicine.upenn.edu or 609-688-3737.

For more information about Princeton House Behavioral Health's programs, call 888-437-1610 or visit www.princetonhouse.org/.

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The FRPHC will provide customized care by specially trained providers to meet the medical needs of first responders, and will eliminate:

- Delays in getting doctor appointments
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- Trouble with specialist referrals and lack of care coordination among them
- Providers unfamiliar with the unique health challenges of law enforcement.

www.IntegrityHealth.com

Make 2020 your best year ever

As the new year starts, many of us make all kinds of promises: “Starting today, things are going to be different.” There was the “old 2019 self” and now the promise of the “new, improved 2020 self.” We tell ourselves that the 2020 self will be different — we’ll stop procrastinating, exercise more and, for sure, we won’t mindlessly eat the unhealthy stuff.

Unfortunately, come mid-January, the promised new self program doesn’t appear to be working, and after a few more weeks of crashing against reality and old habits, the “new self” ideal becomes a wistful memory. So, how is 2020 going to be a better year? Let’s start with the mindset: You can make some simple changes that are worth incorporating into your life for a positive impact on your health, your peace of mind and your outlook on life:

Go for a walk every day — and think about adopting a shelter dog to walk with you.

Before you sit down to eat, try portion control. Put those leftovers in the refrigerator to keep from going for that second helping.

It’s especially important to get on a solid sleep schedule,



aiming for eight hours of sleep each night.

Put away your phone or tablet when enjoying meals with family and friends, so you can socially engage and more mindfully eat.

Give yourself an extra 15 minutes in the morning to prepare and eat a good breakfast, like eggs, oatmeal with fruit, or a smoothie.

Add more exercise to your day by taking the stairs and walking the longer route, and look for opportunities when you can swap out the car for a bicycle.

Make healthy exchanges when you can. Swap soy or almond milk for dairy, and brush on olive or coconut oil instead of butter and margarine.

Tackle that bookmarked DIY project which caught your eye.

These little changes can make a big difference. Finally, for anything negative you say — whether about yourself or another — come back again with two things that are positive: Love yourself and love others, and celebrate life.

For more information or to make an appointment with a Deborah specialist, call 855-856-7146 or visit www.DemandDeborah.org.

One more reason to demand Deborah.

Deborah Heart and Lung Center is now affiliated with Cleveland Clinic Heart & Vascular Institute.

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ASK THE PHYSICIAN

Jenine Vecchio, M.D.

Medical Director, Deborah Specialty
Physicians Diabetes Center

Q: I have type 2 diabetes. I'd like some advice on anything I can do — without using medicine — to help control it.

-Mark A., Teaneck

A: Mark, this is a good question. As you probably know, type 2 diabetes is a chronic disease resulting in too much sugar in the blood, or high blood glucose. People with type 2 diabetes make insulin — which helps your cells turn glucose from the food you eat into energy — but their cells don't use it as well as they should, which is called insulin resistance. Without proper treatment, diabetes can lead to heart attack, stroke, blindness,

kidney failure and amputation of the toes, feet or legs.

Here are a few ways you can help yourself:

Try to exercise a little more. Walking briskly 30 minutes every day can make a big difference. (Make sure it's OK with your doctor to exercise.)

Try to control your carbs. A little meal planning can make this much easier.

Increase your fiber intake. Add more fruits, veggies and whole grains to your diet.

Drink plenty of water. It's better for you than soda, iced tea and juice.

Eat less. Portion control can really help your condition.

Reduce your stress. Get lots of sleep as well.

Working with your physician, you can come up with a plan that is just right for you. Simple, small steps that you take on your own can really help control your diabetes. Make 2020 a new year for your health.

For more information or to make an appointment, call Deborah Heart and Lung Center at 855-856-7146 or visit www.demanddeborah.org.

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Exclusive NJ State PBA Member Benefits

If you would like more information on joining the PBA or starting a Local, please contact the NJ State PBA Office in Woodbridge at 732-636-8860.

State PBA Meetings

Every month except August, the State Board of Delegates meets to discuss the business of the organization. All members in good standing are welcome to attend. See Page 8 for meeting locations and dates.

Clinical Services

On-site counseling for individuals and family members, training seminars (e.g. suicide, stress, PTSD, etc.) & general consultation on mental health is available to PBA Members at no cost. For services, call 732-636-8860 or for the 24-hour emergency hotline call 732-609-3554.

PBA License Plates

Every member of the PBA may have PBA license plates issued to them for display on vehicles owned or registered to the member or the member's spouse. There is a \$50 fee.

Courtesy Cards

Each year, members are issued 10 PBA Courtesy Cards that can be given to law enforcement supporters.

Family Member Courtesy Cards

Special member courtesy cards are available to members through their State Delegate.

PBA Car Shields

Every member may have up to three shields licensed to them for display in vehicles owned or registered to the member or the member's spouse.

Special Services

The PBA maintains two trailers equipped with refreshment services and other event support functions. These trailers are used at events such as law enforcement funerals, the Polar Bear Plunge and other events members attend. The trailers are also available for Locals' functions.

Keeping the Members Informed

The State PBA is the only Law Enforcement Union in New Jersey that provides its membership with a full-color, monthly magazine that contains real-time news and information about events and happenings that affect your working conditions. *NJ COPS* is mailed directly to the homes of our active and Local 600 members.

Peer Assistance Response Team

For assistance with any issues related to mental health, addiction, suicide prevention or critical incidents, contact:

- **Dr. Eugene Stefanelli**
Clinical Services Director Hotline: 732-609-3554
Cell: 973-768-5300
- **Mauro Farallo**
Peer Liaison Committee Chairman
Cell: 973-902-7821
- **Cherie Castellano**
Executive Director Cop-2-Cop
Hotline: 866-267-2267
Cell: 732-713-8037
- **Dr. Michael Bizzarro**
(On call backup doctor for Dr. Stefanelli.)
Cell: 732-771-7165
- **Kenneth Burkert**
Volunteer Peer Liaison
Cell: 908-346-1691
- **Father John McCrone**
Clergy for all NJSPBA members
Cell: 201-707-2678

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PBA Legal Protection Plan

The LPP is owned and operated by the PBA, exclusively for PBA members. It is not an insurance policy purchased from some out-of-state company or one concocted by an attorney for profit.

Line of Duty Death Benefits

Beneficiaries of PBA members killed in the line of duty as a law enforcement officer or member of the National Guard or Reserve will receive a \$25,000 death benefit provided by the NJ State PBA Survivor & Welfare Fund.

NJ COP SHOT

A \$20,000 reward will be offered for the arrest and conviction of an assailant who seriously injures any law enforcement officers regardless of their employer or union affiliation.

Labor Relations Assistance

Labor consultant Mike Freeman is available to assist PBA Locals and SOAs with labor and discipline representation and research questions.

Union Leadership Training

Training for Local State Delegates, presidents, and other executive board members is provided at the State PBA office on a regular basis.

PBA Scholarships

40 scholarships are awarded annually to children of PBA members.

NJM Insurance

Car and Homeowners insurance policies at substantial discounts are available to PBA members through the New Jersey Manufacturers Insurance Company. Members can call the State Office for our membership number.

Benefits and Retirement Planning

Pete Andreyev conducts regular retirement and benefit planning seminars at PBA Headquarters in Woodbridge and throughout the state. The workshops are open to members and their spouses. The service is provided at no cost to members.



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