

RESOLUTION
of the
BOROUGH OF NEW PROVIDENCE
Resolution No. 2018-104

Council Meeting Date: 04-09-2018

Date Adopted: 04-09-2018

TITLE: RESOLUTION AWARDING CONTRACT TO THE RODGERS GROUP, LLC, P.O. BOX 831, ISLAND HEIGHTS, NEW JERSEY 08732 FOR POLICE ACCREDITATION MAINTENANCE CONSULTING SERVICES

Councilperson Madden submitted the following resolution, which was duly seconded by Councilperson Geoffroy.

WHEREAS, the Borough of New Providence advertised for RFPs for Police Accreditation Maintenance Consulting Services for the years 2018, 2019 and 2020; and

WHEREAS, on February 7, 2018 one (1) RFP was received; and

WHEREAS, the lowest, most responsible RFP received was The Rodgers Group, LLC, P.O. Box 831, Island Heights, New Jersey 08732, in the maximum, gross amount of \$22,950.00, \$7,650.00 annually; and

WHEREAS, the Chief Financial Officer has certified as to the availability of funds to pay for these services to be charged to the 2018, 2019 and 2020 municipal budgets.

BE IT RESOLVED that the Mayor and Borough Council of the Borough of New Providence, County of Union and State of New Jersey hereby award a contract for three (3) years to the firm The Rodgers Group, LLC, P.O. Box 831, Island Heights, New Jersey 08732, in the maximum amount of \$22,950.00 for the years 2018 through 2020.

BE IT FURTHER RESOLVED the Mayor and Borough Clerk be authorized to execute the implementing contract to effectuate obtaining said services, upon submission of the following items by The Rodgers Group, LLC , to the review and satisfaction of the Borough Attorney:

- 1) Documents of required insurance coverage in conformance with the bid document.
- 2) Execution and return of the proposed contract agreements.

APPROVED, this 9th day of April, 2018.

RECORD OF VOTE

	AYE	NAY	ABSENT	NOT VOTING
GENNARO	X			
GEOFFROY	X			
KAPNER	X			
MADDEN	X			
MUÑOZ	X			
ROBINSON	X			
MORGAN			TO BREAK COUNCIL TIE VOTE	

I hereby certify that the above resolution was adopted at a meeting of the Borough Council held on the 9th day of April, 2018.

Wendi B. Barry, Borough Clerk



THE RODGERS
GROUP, LLC

One Team, One Mission : Committed to Public Safety Professionalism.



**CONSULTING SERVICES TO ASSIST IN
SECURING NJSACOP ACCREDITATION OF THE
NEW PROVIDENCE POLICE DEPARTMENT**

SUBMITTED BY:
THE RODGERS GROUP, LLC
P.O. BOX 831, ISLAND HEIGHTS, NEW JERSEY 08732
OFFICE: 732-279-6657
EMAIL: INFO@RODGERSGROUPLLC.COM
WEB: WWW.RODGERSGROUPLLC.COM

New Providence Police Department Accreditation Maintenance Consulting Proposal

Background

As current and retired law enforcement executives, we understand the pressures and ever shifting priorities that law enforcement leaders confront every day. The daily business of running their agency is, as it should be, their priority. Finding the time and resources required to complete long term in depth initiatives is always a challenge. The consequence of that reality is that important projects such as agency accreditation are set aside in order to ensure that their agency meet its every day obligations.

We formed our company in response to that reality. We are a group of law enforcement professionals, who are recognized experts in the CALEA, NJSACOP and PLEAC accreditation processes. We have an extensive and verifiable record of success in achieving Law Enforcement Accreditation. Our company exists and is growing; simply because we get law enforcement agencies through the accreditation process much faster, significantly cheaper and without department's diverting their already strained resources.

Our "Team" is led by the Company President, Lt. Colonel Frank E. Rodgers (Ret.) of the New Jersey State Police who is recognized by the state and federal courts as an expert in public safety policy, training, supervision and operations. Lt. Colonel Rodgers' experience in law enforcement accreditation is well established. He is past President of the Advisory Council of the New Jersey Public Safety Accreditation Coalition and in 2008 he was a certified as a CALEA/NJSACOP Assessor. In 2011, he was hired by Stockton University to create the Center for Public Safety and Security where he is now working in partnership with New Jersey's key public safety and security organizations to enhance the capabilities, professional development and investment in our State's public safety apparatus.

The core group of our team is comprised of experienced Consultants who between them have in excess of fifty (50) years of accreditation experience during which time they have personally mentored over one hundred (100) New Jersey police departments through the accreditation process. Each have been CALEA assessors, all have been the Accreditation Managers of their own agencies which are all **NATIONALLY ACCREDITED** and between them have conducted in excess of fifty (50) on-site assessments, many of which where our members served as Team Leader.

Within the past five years, The Rodgers Group, LLC has been contracted by more than two hundred (200) law enforcement agencies to perform policy development, accreditation consulting and on-line in-service training services. Our list of clients includes more than half of all of the State's County Prosecutor's Offices, the Port Authority of New York & New Jersey and more than 175 municipal law enforcement agencies.

In 2010, our company initiated the first of its kind in the country, agency customized, college accredited on-line in-service training program. Implementation of the program substantially decreases agency's training expenses, cuts overtime associated with mandatory training and results in all personnel who complete the program being eligible for (3) free college credits from Fairleigh Dickinson University. At present, in excess of 5000 New Jersey Police Officers from over 100 different agencies participate in this program each month.

New Providence Police Department Accreditation Maintenance Consulting Proposal

References for Completed Rodgers Group Accreditation Projects

Pros. John L. Molanelli
Bergen County Pros. Office
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Paramus, N.J. 07652
Phone (201) 226-5500

Chief Thomas Bryan
Edison Police Department
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Phone (732) 248- 6457

Chief David Morris
Wall Township Police
2700 Allaire Road
Wall, N.J. 07719
Phone (732) 449-4500

Chief Karin DeMichele
Berkeley Twp. Police Dept.
Pinewald Keswick Rd
Bayville, NJ 08721
Phone (732) 341-6600

Chief David Berrian
Closter Police Dept.
295 Closter Dock Rd
Closter, NJ 07624
Phone (201) 768-5000

Chief Walter Ardin
Rockaway Twp. PD
65 Mount Hope Rd.
Rockaway, NJ 07866
Phone (973) 625-4000

Chief James Broderick
Hazlet Township Police Dept.
255 Middle Road
Hazlet, N.J. 07730
Phone (732) 264-6565

Chief Matthew Petrecca
Plumsted Police Department
2 Cedar Street
New Egypt, N.J. 08533
Phone (609) 758-3737

Chief Frank Regino
Westwood Police Department
101 Washington Avenue
Westwood, NJ 07675
Phone (609) 664-7000

Chief S/O Michael Bradley
Bergen Co. Sheriff's Office
10 Main Street
Hackensack, N.J. 07601
Phone (201) 646-2200

Chief Thomas Preiser
Harvey Cedars Police Dept.
7606 Long Beach Blvd.
Harvey Cedars, N.J. 08008
Phone (609) 494-3036

Chief Ronald Mulhall
Mansfield Police Department
PO Box 177
Columbus, NJ 08022
Phone (609) 298-4411

Chief Thomas Boyd
Seaside Heights Police Department
116 Sherman Ave.
Seaside Heights, N.J. 08751
Phone (732) 793-0132

Sheriff Robert Austino
Cumberland Co. Sheriff's Dept.
220 No. Laurel St.
Bridgeton, NJ 08302
Phone (856) 451-4449

Chief James O'Connor
Lyndhurst Police Department
367 Valley Brook Rd.
Lyndhurst, NJ 07071
Phone (201) 939-4509

Chief John Holland
Nutley Police Department
228 Chestnut Street
Nutley, N.J. 07110
Phone (973) 661-3784

Chief Robert P. Conway
Sea Girt Police Department
321 Baltimore Ave.
Sea Girt, N.J. 08750
Phone (732) 449-7300

Chief David Jantas
Pemberton Police Department
500 Browns Mills Rd
Pemberton, N.J.
Phone (609) 723-8300

Sheriff Frank Provenzano
Somerset Co. Sheriff's Office
PO Box 3000
Somerville, N.J. 08876-1262
Phone (908) 231 7140

Chief John Bouthillete
South River Police Department
61 Main Street
South River, N.J. 08882-1293
Phone (732) 254-1150

Chief Robert Wilson
Teaneck Police Department
900 Teaneck Road
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Phone (201) 837-2600

Chief Patrick Rotella
Upper Saddle River PD
368 West Saddle River Rd.
Upper Saddle River , N.J. 07458
Phone (201) 327-2700

Chief Thomas Nielsen
Carlstadt Police Department
500 Point Pleasant Boro
Carlstadt, N.J. 07072
Phone (201) 438-4300

Chief Eugene Taylor
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Cape May Court House, N.J.
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New Providence Police Department Accreditation Maintenance Consulting Proposal

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Chief Mark Spitzer
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Phone (973) 334-1413

Chief Ernest Jubilee
Atlantic City Police Department
2715 Atlantic Avenue
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Chief Derek Kearns
Harrison Police Department
318 Harrison Avenue
Harrison N.J. 07029
Phone (973)483-4100

Chief Robert Scully
Hawthorne Police Department
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Chief Pat Montoure
Florham Park PD
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Chief Robert Mason
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Chief Scott Thomson
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Deptford Police Department
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Chief Brian Klimakowski
Manchester Police Department
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Chief Paul Fortunato
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Sheriff William Polhemus
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Pros. Marlene Lynch-Ford
Ocean County Pros. Office
119 Hooper Avenue
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Phone (732) 929-2027

Pros. John Lenahan
Salem County Pros. Office
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Phone (856)339-8631

New Providence Police Department Accreditation Maintenance Consulting Proposal

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Chief John Coffey
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Chief Michael Mastronardy
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Chief John Zimmerman
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Chief Joseph Madden
Park Ridge Police Department
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Park Ridge, N.J. 07656
Phone (201) 391-5400

Chief Michael Cioffi
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Englewood Cliffs, N.J. 07632
Phone (201) 569-8300

Chief Daniel Vaniska
Union County Police Dept.
300 North Avenue – East
Clark, N.J. 07090
Phone (908) 654-9811

Chief Anthony Fernandez
Wharton Police Department
10 Robert Street.
Wharton, N.J. 07885
Phone (973)366-0557

Chief Eric Rose
Fairlawn Police Department
8-01 Fair Lawn Avenue
Fair Lawn, N.J. 07410
Phone (201) 796-1400

Chief Gary F. Giardina
Clifton Police Department
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New Providence Police Department Accreditation Maintenance Consulting Proposal

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Chief John McKeown
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New Providence Police Department Accreditation Maintenance Consulting Proposal

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Chief Richard Gaito
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525 Palisade Ave
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Chief Harold Valentine
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Dover, N.J. 07801
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Chief Ralph Verdi
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Chief Michael Mazzeo
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Chief David Jara
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Chief Pasquale Libertino
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Darren P. Dachisen Sr.
Madison Police
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Madison, New Jersey 07940
Phone (973) 593-3015

Chief Robert Chamberlain
Tenafly Police Department
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Tenafly, N.J. 07670
Phone (201) 568-5100

Chief George Scherb
Allendale Police Department
290 Franklin Turnpike
Allendale, N.J. 07401
Phone (201) 825-1900

Chief David Wolfson
Margate Police Department
1 So. Washington Avenue
Margate, N.J. 08402
Phone (609) 822-1151

Captain Robert Kimler (OIC)
Brookdale College Police Dept.
765 Newman Springs Road
Lincroft, New Jersey 07738
Phone (732) 842-1950

Chief Brenda Bernot
Westtown/East Goshen PD
1041 Wilmington Pike
West Chester, PA. 19382
Phone (610) 692-9600

Chief Michael Foligno
Elmwood Park Police Dept.
182 Market Street
Elmwood Park, N.J. 07407
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Chief Michael Runfeldt
Lincoln Park Police
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New Providence Police Department Accreditation Maintenance Consulting Proposal

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Chief Michael Palmer
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Chief Mark Minichini
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Chief Gregory Meyer
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Chief Richard Molinari
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Chief Rudy Beu
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Vineland, N.J. 08360
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Chief Michael Caputo
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Chief Lance Maloney
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Chief Brian Knelle
Milltown Police Department
39 Washington Avenue
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Chief Joseph Marrwillow
NJIT Campus Police Department
University Heights
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Pros. Jennifer McRae
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Phone (856) 451-1507

Accreditation Projects Completed by our Personnel Prior to the Formation of The Rodgers Group.

New Jersey State Police
Long Hill Township Police Dept.
Washington Twp. Police Dept.

New Jersey State Park Police
West Orange Police Department

Lincoln Park Police Department
Chatham Borough Police Dept.

Availability

During the term of the contract, a member of the Rodgers Group Team will be available at all times, twenty-four hours (24) per day, seven (7) days per week to respond to emergent inquiries and assist the New Providence Police Department in matters germane to the terms of the contract. In addition, Monday through Friday during the hours of 9am to 5pm our office is open and a member of our staff is available to assist with all inquiries.

Ability to Perform

1. The Rodgers Group, LLC is capable and in fact has repeatedly demonstrated its ability to perform projects under the Scope of Services as set forth in this proposal.

New Providence Police Department Accreditation Maintenance Consulting Proposal

2. The Rodgers Group, LLC, its principals, and all of its members have never had any contract terminated for any reason.
3. The Rodgers Group, LLC nor any of its members have ever been prohibited from working with public entities here in New Jersey or anywhere else.
4. The Rodgers Group, LLC, its principals, and all of its members have never had any claim resulting in litigation at any time.
5. The Rodgers Group, LLC is a New Jersey Registered Business. It was started in 2008 and has been under the same management since its inception.
6. The Rodgers Group, LLC is fully insured.
7. The Rodgers Group, LLC is in compliance with all applicable EEO/AA requirements.
8. The Rodgers Group, LLC has no known potential conflicts of interest that would disqualify our Firm or any member thereof from doing business with New Providence.
9. Frank Rodgers will serve as the principal point of contact for this proposal and all future inquiries relevant to same.

Scope of Work:

Accreditation Consultation Services

Oversight and direct mentorship of the process of the maintaining NJSACOP Accreditation of the New Providence Police Department by meeting all of the programs current standards.

This includes the complete maintaining and updating the New Providence Police Departments written directive system including SOPs, General Orders and Rules and Regulations to keep them compliant with the law, New Jersey Attorney General's Guidelines and the standards required for NJSACOP Accreditation, and oversight of the processes necessary to assemble the proofs of compliance, file construction, and on-site assessments.

Fee Schedule

Accreditation Maintenance Consultation Services

\$7,650. Payable at the commencement of each of the three years.

Please note that this represents a 2% increase over last year which is the first time we have raised our fee in 10 years.

Online In-service Training

Program fee remains the same at \$192 annually for each full time sworn police officer and \$100. annually for Special Law Enforcement Officers. There is NO fee for any professional staff who participate in the program.

New Providence Police Department Accreditation Maintenance Consulting Proposal

Table 1.1 The 2018 New Providence Police Department Online Training Schedule			
Delivery Month	Module #	Training Module	Personnel
February 2018	2018-01	ETHICS	Sworn Personnel
February 2018	2018-02	OFF DUTY BEHAVIOR	All Personnel
March 2018	2018-03	2018 WORKPLACE HARASSMENT	All Personnel
April 2018	2018-04	2018 VEHICULAR PURSUIT -SPRING	Sworn Personnel
May 2018	2018-05	2018 USE OF FORCE - SPRING	Sworn Personnel
June 2018	2018-06	LEADERSHIP	Sworn Personnel
July 2018	2018-07	DETAINEE TRANSPORTATION	Sworn Personnel
August 2018	2018-08	2018 DOMESTIC VIOLENCE TRAINING	Sworn Personnel
September 2018	2018-09	BIAS BASED POLICING	Sworn Personnel
October 2018	2018-10	2018 USE OF FORCE - FALL	Sworn Personnel
November 2018	2018-11	2018 VEHICULAR PURSUIT - FALL	Sworn Personnel
December 2018	2018-12	2018 BLOODBORNE PATHOGENS	Sworn Personnel
December 2018	2018-13	2018 PERFORMANCE EVALUATIONS	Sworn Personnel

Please note that at the New Providence Police Department's request, the courses listed above may be replaced with any other course from our course catalog.

New Providence Police Department Accreditation Maintenance Consulting Proposal

OUR TEAM

Frank E. Rodgers retired as the Deputy Superintendent of the New Jersey State Police in 2007 at the rank of Lt. Colonel after twenty-five years of service. While serving in the second highest ranking position in the largest police department in the State of New Jersey, he led the Investigations Branch which consisted of in excess of 900 detectives, analysts and scientists assigned to 57 different units with an annual budget of in excess of seventy-five (75) million dollars. A strong advocate of police professionalism, strategic planning and accountability, he initiated and directed a complete restructuring of the organization's investigative assets predicated on the principles of "Intelligence Led Policing". During his tenure as the Deputy Superintendent of Investigations, he directed the development of the "Practical Guide to Intelligence Led Policing" which was published by the Center for Policing and Terrorism at the Manhattan Institute and was adopted in February 2009 by the U.S. Department of Justice as a national model for conducting law enforcement operations.

Following his career with the State Police, he was appointed as the first Police Director of the newly formed New Jersey State Park Police in the Department of Environmental Protection. During his tenure in that position, he developed the force of 120 officers who are responsible for protecting the eighteen (18) million annual visitors to the state's fifty-one (51) parks into a CALEA (Commission on the Accreditation for Law Enforcement Agencies) nationally recognized and New Jersey State Association of Chiefs of Police Accredited agency.

In 2008, Rodgers formed his own private consulting company. He was immediately contracted to serve as Team Leader of the baseline capabilities assessment of the national network of seventy-two (72) intelligence fusion centers commissioned by the Office of the Director of National Intelligence. To date, the company has been contracted to develop policy and provide customized training services to in excess of two hundred enforcement agencies. In 2008, he was certified as an Assessor for the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the New Jersey Law Enforcement Accreditation Program. In 2009, he was selected to serve as the President of the Advisory Council of the New Jersey Public Safety Accreditation Coalition. He is recognized by the Superior Court of the State of New Jersey and the United States District Court as an expert in law enforcement procedures, policy, training and supervision. In 2011, he founded and now leads the Center for Public Safety & Security at Stockton University in New Jersey.

Rodgers holds a Master of Arts Degree in Education from Seton Hall University and is a graduate of the FBI National Academy. He is the co-author of a comprehensive published history of the New Jersey State Police and the Internal Affairs Investigations Manual for Investigators. He is also the recipient of the organization's highest award, the 1990 Trooper of the Year for his investigative work.

Michael P. Peoples retired as the Chief of Police of the Long Hill Township Police Department, in July 2007, after serving 25 years with the department, the last 6 years as Chief of Police. The Long Hill Township Police Department was the first Nationally Accredited Law Enforcement Agency in New Jersey designated by the Commission on Accreditation for Law Enforcement Agencies in 1985. During his tenure with the Long Hill Township Police Department Chief Peoples served as the Accreditation Manager and subsequently guided the department through several re-accreditation on site assessments.

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Chief Peoples served in every position and command of the Long Hill Township Police Department, prior to his appointment as Chief of Police, which includes patrol officer, detective, patrol sergeant, detective sergeant, Lieutenant Division Commander and Executive Officer Captain responsible for inspectional services, internal affairs and National Accreditation. Chief Peoples is a member of the New Jersey State Association of Chiefs of Police and the Morris County Police Chiefs Association and has served on the Executive Board.

Chief Peoples is an original Commissioner member of the New Jersey State Association of Chiefs of Police Accreditation Commission formed in 2003. In 2005, he was appointed Commission Chair for the New Jersey State Association of Chiefs of Police Accreditation Commission. Chief Peoples has served as an Assessor and Team Leader for the Commission on Accreditation for Law Enforcement Agencies since 2002. He has conducted numerous on-site assessments for the New Jersey State Association of Chiefs of Police and the Commission on Accreditation for Law Enforcement Agencies in the State of New Jersey and in other States.

Chief Peoples (Ret.) holds a Master of Administrative Science from Fairleigh Dickinson University, a Bachelor Degree in Criminal Justice from Thomas Edison State College and an Associate Degree in Criminal Justice from Thomas Edison State College. He is a graduate of the 218th Class of the F.B.I. National Academy and holds the Certified Law Enforcement Executive designation from the New Jersey State Association of Chiefs of Police.

Theodore "Ted" Bremer Jr., is a Sergeant with the Long Hill Township Police Department in Stirling, New Jersey. In 1999, he became one of only seven police officers in the state of New Jersey with the distinction of being named a CALEA International accreditation manager. Ted has personally led his agency through an initial and two subsequent reaccreditations with CALEA.

In 2001, Ted along with six other international CALEA accreditation managers, formed the New Jersey Public Safety Accreditation Coalition, a non-profit corporation. The mission and vision of the Coalition is to promote the growth of CALEA accreditation in the New York metropolitan area and to provide vital assistance to agencies seeking international accreditation status with CALEA. Ted served as the Coalition's first president and as its first and current executive director. Under his leadership and vision, the Coalition's membership has grown to 138 public safety agencies and has become a recognized leader in their field by CALEA. As the executive director, Ted has been responsible for leading over 100 law enforcement agencies, training academies, and communications centers through the CALEA accreditation process by providing for and developing a complex system of training, mentoring, networking, and evaluations.

In 2005, Ted personally forged a partnership between the New York / New Jersey law enforcement community and Aberdeen University where the Coalition holds a comprehensive accreditation and risk/liability mitigation conference each year. Since 2006, Ted has been a senior consultant to the New York City Police Department's training academy and the New Jersey State Police, considered by many to be one of the most diverse law enforcement agencies in the world, guiding their extremely successful accreditation programs. Ted has been a CALEA assessor since 2003 and has also served as an accreditation assessor and team leader with the New Jersey State Association of Chiefs of Police. In 2008, Ted began laying the

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foundation for the formation of the first ever International Public Safety Accreditation Coalition whose function is to provide for a virtual collaborative platform to enhance the abilities of other Coalitions and to promote the growth of CALEA accreditation across not only the United States but also around the world.

Ted is a certified Master CALEA Accreditation Manager who holds a bachelor's degree in Administration of Justice from Thomas Edison State College and is a graduate of the Fairleigh Dickinson University's Certified Public Manager certificate program.

Dan Walsh retired from the New Jersey State Police at the rank of Lieutenant in 2008 after a distinguished career spanning 29 years. He began his law enforcement career as a general patrol trooper in Southern New Jersey and served many years in several specialized investigative units tasked with protecting the New Jersey gaming industry in Atlantic City.

Upon his promotion to lieutenant he was transferred to the organizations Office of Professional Standards where he served as a Staff Inspector and Investigator. During this time he was responsible for conducting internal investigations into allegations of misconduct, specifically excessive use of force and false arrest allegations. He was also responsible for conducting facility and personnel inspections to ensure compliance with Federal and State policies, Division S.O.P.'s and Rules and Regulations.

In 2006, Lt. Walsh was assigned as a core group member of the Division's CALEA National Accreditation project. During his tenure in this assignment he was responsible for researching, writing and revising all of the Division's policy to meet the criteria mandated by the C.A.L.E.A. standards. He was directly responsible for developing the agency's evidence audit process and maintaining the Division's accreditation filing system. As a direct result of his efforts, the New Jersey State Police was awarded CALEA National Accreditation in half of the amount of time required by most agencies that successfully attain that recognition.

After completing his assignment as a member of the agency's CALEA Core Group, Lt. Walsh served as the unit head of the Division's Civil Proceedings Unit. In this role he supervised all of the organizations personnel and assets responsible for risk management, civil litigation and the processing of all requests for information submitted to the Division under the Open Public Records Act (OPRA).

During his career, Lt. Walsh received hundreds of hours of focused and specialized training in executive leadership, management and various criminal investigative topics. In November 2008, he received the "Attorney General's Award" for his distinguished performance in leading the New Jersey State Police's Accreditation Team which resulted in the New Jersey State Police becoming one of only eleven (11) CALEA Nationally Accredited Agencies in New Jersey.

Sam Hishmeh retired as the Deputy Chief of Police of the Long Hill Township Police Department, in December 2007, after having served 25 years in law enforcement.

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The Long Hill Township Police Department was the first Nationally Accredited Law Enforcement Agency in New Jersey designated by the Commission on Accreditation for Law Enforcement Agencies in 1985. Deputy Chief Hishmeh was designated the department's Accreditation Manager in 1988 for the agency's re-accreditation efforts. During the next 19 years, Deputy Chief Hishmeh played an integral role with his agency's subsequent re-accreditation efforts and written directive system development. Sam had the privilege of serving in many diverse roles within the department and ultimately ascended to the rank of Deputy Chief of Police.

During his twenty five year career, he managed many functions such as; personnel management, fiscal management, evidence management, records management, training coordinator, inspectional services, internal affairs, and national accreditation.

Deputy Chief Hishmeh received a letter of commendation from then Morris County Prosecutor Michael Murphy for his investigative work on a homicide investigation as well as a letter of commendation from the FBI SAC of the Rutland Vermont Field Office, for his investigative assistance in the identification of a serial rapist.

Deputy Chief Hishmeh is a CALEA certified assessor and team leader for the New Jersey State Association of Chiefs of Police. Additionally, he has maintained a high degree of education in the accreditation process by attending numerous CALEA training seminars over the past ten years in California, Florida, Ohio, and Virginia. He has assisted a number of agencies in New Jersey with the development of their written directive system and has conducted assessments of their accreditation efforts.

Deputy Chief Hishmeh has been published in Law and Order Magazine, the National Tactical Officers Association's Tactical Edge Magazine as well as contributing to a college textbook titled, "Community Oriented Policing, a systematic approach to policing," by Willard M. Oliver and a book on the History of the Long Hill Police Department.

Deputy Chief Hishmeh holds a Bachelor of Science Degree in Administration of Justice from Thomas Edison State College and an Associate of Arts Degree in Criminal Justice from Somerset County College.

Michael J. Rogers is a retired police captain having served nearly 28 years with the West Orange Police Department (NJ). He's also an experienced accreditation manager having served in that capacity from 1998-2006. He successfully brought that agency through the CALEA accreditation process. He had served in every division of the department.

Mr. Rogers is the Vice President of Systems Development with the New Jersey Public Safety Accreditation Coalition and has mentored scores of agencies through the accreditation process. He is an experienced accreditation assessor with the New Jersey State Association of Chiefs of Police.

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Mr. Rogers has considerable proficiency in policy development and budgetary matters. He's drafted and managed numerous multi-million dollar budgets. He had been the commanding officer of the Administration/Staff Services Division and oversaw the construction of the new police facility in 1994. He also implemented the successful migration from an analog radio system to a new 800 MHz EDACS trunked radio system. He also served as the 9-1-1 Coordinator for nearly 10 years.

Mr. Rogers is an experienced grant writer/coordinator having brought over 1 million dollars in grant funds to his agency. Mr. Rogers is an experienced instructor and curriculum writer with the Human Resource Development Institute, New Jersey Department of Personnel in Trenton, N.J. He has lectured in a variety of government leadership, management, and supervision courses including, Lieutenant Test Preparation, Making the Move to Sergeant, and the Law Enforcement Entrance Examination Preparation Program.

Mr. Rogers holds a Masters of Administrative Science with Fairleigh Dickinson University with certificates in Public Administration, Law & Public Safety Administration, and Human Resource & Management. He is also a Certified Public Manager with the New Jersey Department of Personnel and a recipient of the Harry Wilde Award for Academic Excellence with the West Point Command & Leadership Program with the New Jersey State Association of Chiefs of Police.

Mr. Rogers is also Vice President of the New Jersey Public Safety Accreditation Coalition, a member of the Association of Professional Communications Officials (APCO) and the National Emergency Number Association (NENA).

John W. Drake retired as the Chief of Police of the Chatham Borough Police Department, in February 2010, after serving 31 years, the last 8 years as Chief of Police. In 2008, he led his Department when they became only the seventh CALEA Nationally Accredited Law Enforcement Agency in New Jersey, as designated by the Commission on Accreditation for Law Enforcement Agencies. Chief Drake is the recipient of the New Jersey Public Safety Accreditation Coalition Distinguished Commitment Award for his continued dedication and advocacy of the professional standards that are the foundation of agency accreditation.

During his tenure with the Chatham Borough Police Department Chief Drake served in every key position within the Department. His assignments included Patrol Officer, Patrol Sergeant, Patrol Division Lieutenant, Investigative Division Lieutenant, Executive Officer Captain, and ultimately Chief of Police for 8 years.

Following his appointment as Chief of Police in 2002, Chief Drake developed a strategic plan designed to improve operations and enhance the delivery of public safety services to the community. The cornerstone of that plan was the pursuit and ultimately the attainment of CALEA National Accreditation. In addition, Chief Drake implemented the first Computer Aided Dispatch and Automated Records Management System, a Paperless Written Directive System, an automated Time Management System, the installation of the departments first Mobile Data Computers and In-Car Video Systems, an automated Evidence and Property System, an automated Personnel Evaluation System, creation of a Police Motorcycle Unit and the Emergency Services Tactical Unit.

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Professionally, Chief Drake is a member of the International Association of Chiefs of Police, the New Jersey State Association of Chiefs of Police, New Jersey Public Safety Accreditation Coalition, and the Morris County Police Chiefs Association and a member of its Executive Board.

Chief Drake holds an Associate Degree in business. He graduated from the Essex County Police Academy in 1979. Chief Drake also has hundreds of hours of in service training relative to command and leadership.

Mark Dietrich retired as captain from the New Jersey State Police after 27 years of service. His last assignment was as Bureau Chief of the Violent Crimes Bureau. Being an advocate of cooperation and communication, he developed many projects, directives and procedures which facilitated communication and sharing of information between all law enforcement agencies in NJ.

During his tenure as the commander of the Violent Crimes Bureau he managed the Major Crimes Unit, Missing Persons and Child Exploitation Unit, Auto Unit, Fugitive Unit and the Polygraph Unit as well as NJ's Violent Crimes Apprehension Program (ViCAP), NJ's Missing Persons Clearinghouse, NJ's Amber Alert System and the Division's Crisis Negotiation Teams.

Mark worked directly with the NJ Attorney General's Office to create many of the directives that have placed NJ's law enforcement agencies at the forefront of new policing technology and methods. This includes but is not limited to the VICAP directive which fosters and coordinates participation by all NJ law enforcement in the comprehensive national violent crime data base operated by the FBI and the NJ Child Abduction Response Teams directive (CART) which implemented the standardized investigative response of NJ law enforcement to a report of a missing or abducted child.

Throughout his career Mark has conducted and supervised many investigations and projects including all of the New Jersey State Police's CALEA accreditation efforts that were related to investigative standards.

Mark is a graduate of The Richard Stockton College of New Jersey and holds a Bachelor of Arts Degree in Criminal Justice. He has attended numerous leadership and management courses including Executive Leadership hosted by Princeton University.

Thomas E. Andrascik retired as Chief of Police of the Borough of Lincoln Park Police Department, in March 2011, after serving nearly 26 years with the Department.

Chief Andrascik served in every position in the Lincoln Park Police Department prior to his appointment as Chief of Police. Those positions include patrol officer, traffic officer, Patrol sergeant, Lieutenant in Charge of Operations, Captain serving as the Executive Officer and Deputy Chief. In 2007, he helped his Agency attain State Accreditation through the NJ State Association of Chiefs of Police Accreditation Program while he was the Accreditation Manager. His agency also attained CALEA Recognition.

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Chief Andrascik is a member of the New Jersey State Association of Chiefs of Police, the Morris County Police Chiefs Association and the International Association of Chiefs of Police.

Chief Andrascik is also a member of the New Jersey Public Safety Accreditation Coalition where he served as North Region Vice President until 2010. In 2008 he was certified as a National Assessor for CALEA while at the Conference in Raleigh North Carolina. He has conducted numerous mock assessments as well as on-site assessments for Law Enforcement agencies in the State of New Jersey and in other States.

In addition to pursuing National Accreditation, Chief Andrascik was involved in the construction of a new municipal complex. He was responsible for many areas including Access Control, all the Communications Systems and Computer networks. His agency was one of the first in Morris County to make a complete switch from analog UHF radio frequencies to Digital Communications. Chief Andrascik also led the Lincoln Park Police Department to be the first agency in Morris County to implement e-ticketing technology.

Chief Andrascik is the recipient of many awards while in Lincoln Park for his service; including a Senate Citation for his commitment to enforcing the Driving While Intoxicated laws. Some of those awards were for Meritorious Service, Lifesaving as well as Unit Citations.

Chief Andrascik received his Bachelor's Degree from Fairleigh Dickinson University in 1984. He also has hundreds of hours of in service training relative to Police Supervision, Leadership and other areas of the Police profession.

Timothy A. Rogers retired as a deputy chief with the West Orange Police Department after completing in excess of 31 years of service. Promoted to deputy chief in 2004, he served as the agency's executive officer when the agency attained national accreditation status from the Commission on Accreditation for Law Enforcement Agencies (CALEA), as well as during the agency's successful, subsequent reaccreditation.

Deputy Chief Rogers (Ret.) oversaw the day to day operations of the West Orange Police Department and spent considerable time serving as the acting Chief of Police. He had a significant role in developing and managing of the agency's annual budget as well as serving as the presiding officer over the agency's COMPSTAT process. He also oversaw the selection, development and promulgation of the agency's annual goals and objectives.

Deputy Chief Rogers (Ret.) has extensive experience in analyzing agency operations and developing plans for improving organizational efficiency. He has conducted numerous, complex analytical studies in all aspects of agency processes including, management practices, alternative work schedules, record management systems, operational procedures and personnel development.

During his career, he served the police department in several important capacities including, Patrol Division Commander, Criminal Investigation Division Commander, Internal Affairs Bureau Commander, Shift Commander, Communication Center Commander, Patrol Supervisor and Domestic Violence Coordinator.

Tim has a Bachelor's Degree from Fairleigh Dickinson University and is a Certified Public Manager. Other significant police training includes West Point Command and Leadership, Rutgers Police Institute Leadership and Strategic Planning Course, FBI Law Enforcement Executive Development Seminar (LEEDS), Homicide Investigation, and Hostage Negotiation.

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Tim has also been a member of the Rockaway Borough Board of Education since 2009 and was Board President in 2011 - 2012.

Donald Philippi retired as a captain from the New Jersey State Police after 25 years of dedicated service. Don culminated an extremely successful career as the Deputy Troop Commander in Troop "A". During his tenure there, Don was responsible for managing the performance of over 450 troopers assigned at seven general road duty stations, the Atlantic City International Airport, Camden Metro South, the Camden Strategic Investigations Unit and Troop "A" Headquarters personnel. For the final six months of his career, Don served as the interim Troop "A" Commander where he was responsible for the supervision of the entire southern third of the New Jersey State Police Patrol force.

During Don's tenure with the State Police he was assigned as a part of the core group tasked with implementing a risk management process that identified and rectified deficient performance. The system better known as the Management Awareness Personnel Performance System (MAPPS) was implemented throughout the organization.

Don's early work with the MAPPS enabled him to identify and correct system deficiencies that improved its functionality and enhanced the identification of performance trends. While in command assignments, Don developed and refined an innovative and objective evaluation process that accurately and fairly assessed those most qualified for special assignments and promotions. His transparent approach and analysis of performance won the confidence of his subordinates, peers and supervisors. Don's innovative philosophy enhanced the work performance of the membership and contributed to the development of future leaders within the New Jersey State Police.

Following his career with the New Jersey State Police, Don was appointed as the Chief of the Cumberland County 9-1-1 Emergency Communications Center. Don is a graduate of the University of Delaware and holds a Bachelor of Science Degree in Criminal Justice. He has attended numerous leadership and management courses including Executive Leadership hosted by Princeton University.

Joseph Blackburn is a criminal justice professional with over 35 years of comprehensive experience with three different Pennsylvania law enforcement agencies. He retired from the Pennsylvania State Police after having served at every rank from Trooper to Deputy Commissioner of Staff and then went on to serve as the Chief of Police in Lower Paxton Township and later in the City of Allentown. During his tenure with both the Allentown and Lower Paxton Police Departments, he successfully led the agencies through the Pennsylvania Accreditation process.

He has served as a Technical Advisor to the US Department of Justice and a Technical consultant to the national police departments in the Republic of El Salvador and the Republic of Honduras. Since 1996 he regularly has served as a consultant to the International Association of Chiefs of Police (IACP) and has personally represented the IACP on many occasions in selection processes for police agency chief executives and senior management officers throughout the United States.

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He currently serves as the President of Blackburn Strategies, Inc. which is a consulting firm that provides operational and administrative consulting services to assist public safety organizations improve their business processes and attain their strategic objectives. Until last year, he also served as the Accreditation and Member Services Coordinator for the Pennsylvania Chiefs of Police Association.

He is the recipient of both a Master of Business Administration and Bachelor's degree in Criminal Justice from Elizabethtown College and is a graduate of both the FBI National Academy and the Northwestern University nine month in residency management program.

Dennis Sims is a recently retired Captain from the Washington Township Police Department, Gloucester County, New Jersey where in his last assignment he commanded the department's Special Operations Division. His responsibilities included serving as Accreditation Manager, Public Information Officer, and Supervising Firearms Instructor. In 2009, he was part of a team that successfully guided his agency through NJSACOP accreditation and CALEA Recognition through alliance.

Captain Sims is a certified assessor for the NJSACOP law enforcement accreditation program and is a New Jersey Police Training Commission certified instructor holding numerous certifications to include firearms and physical fitness. He remains on staff at the Gloucester County Police Academy and has served as a lead fitness instructor for three basic course for police officer classes.

Captain Sims served as a member of the Gloucester County SWAT Team from 1997 until 2011 as a tactical group member, squad leader, deputy team commander, and team commander. He has an extensive background in traffic law enforcement including being trained as a traffic crash reconstructionist, Drug Recognition Expert (DRE), and instructor, and Data Driven Approaches to Crime and Traffic Safety (DDACTS) Subject Matter Expert.

Since 2006 Captain Sims has been an adjunct instructor for Gloucester County College, now Rowan College at Gloucester County, instructing both traditional classroom and online courses.

Captain Sims holds a Bachelor of Arts degree in Law and Justice from Rowan University, Glassboro, New Jersey; a Master of Arts in Criminal Justice; and Master of Public Administration from Rutgers University, Camden, New Jersey; earned an Emergency Management Administration certificate from Fairleigh Dickinson University; and is a graduate of the Certified Public Manager (CPM) program managed by the Rutgers University, Newark, School of Public Affairs and Administration. Captain Sims is a certified NJSACOP Accredited Command Executive (ACE).

Carlton "Sam" Seaman is a retired Captain from the Ocean County Corrections Department. Sam retired after serving 30 years with the department. During his career he worked in or supervised every division of the department. Sam was the Training Officer for several years and continued to train staff and supervise training as he rose through the ranks. Sam was the accreditation manager for the OCCDC. The Ocean County Corrections Department was nationally accredited by the American Correction Association. He assisted in and guided the jail through three cycles of accreditation.

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Sam has an extensive career in the Fire Department. He is a volunteer firefighter serving for 40 years with the East Dover Volunteer Fire Company. Sam is a past Chief for the department and a past District Chief for the township. He served on the Townships' Board of Fire Commissioners and is currently the Chief instructor at the Toms River Township Fire Academy and the facilitator for the township fire department's Standard Operating Guideline committee.

Sam is a Certified Public Manager through Fairleigh Dickinson University. PTC certified Instructor, NJ State Division of Fire Safety Level II instructor.

Sam has worked for the Toms River Police Department since July of 2011 part time as the department's Accreditation Manager and DMS coordinator.

Robert "Bob" Saul Bob retired after 20 years as the Investigative Division Commander of the Westwood Police Department. The Westwood Police Department received initial accreditation in 2010 from the New Jersey State Chiefs of Police Association (NJSACOP) and National Recognition from Commission on Accreditation for Law Enforcement Agencies (CALEA). Bob was an integral part of the initial accreditation and in 2012 he was assigned as the Assistant Accreditation Manager to assist in the subsequent reaccreditation in 2013.

While in command of the Investigative Division, his responsibilities included: accreditation, major case investigation, property and evidence custodian, intelligence, organized crime and vice, fatal accident investigation, budgeting, bias crime officer, Megan's law administrator, Amber/Silver alert administrator, department records, crime analysis, annual reporting and back up internal affairs investigator.

During his law enforcement career, Bob has received many awards and recognition for his investigative work. In November of 1997, he was responsible for the arrest and subsequent conviction of a man who committed a homicide. In January of 1998, Bob was deputized a United States Marshal and assigned to a Federal Task Force that comprised the Federal Bureau of Investigation and the Bergen County Prosecutor's Office. During his time on the task force, Bob investigated numerous organized crime members who lived and worked throughout Bergen County and New York City.

Dr. William M. Toms retired from the New Jersey State Police in 2008 after 25 years of distinguished service. While serving as the interim Deputy Superintendent of Investigations in 2008, he exercised oversight of all investigations performed by both the Intelligence and the Special Investigations Sections, as well as the functions of the state's nationally accredited forensic laboratories. Prior to leading the investigative and intelligence operations for the New Jersey State Police, he was the Executive Officer of the Office of Professional Standards (OPS) and the Division Human Resources Section. In his role in OPS, Major Toms (Ret.) directed internal investigations, inspections, and audit functions for the State Police. In his role as Executive Officer of the Division Human Resources Section (DHRS), Major Toms (Ret.) oversaw all training and organizational development functions throughout the organization. This included designing and implementing an organizational plan to attain CALEA (Commission on Accreditation for Law Enforcement

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leadership, cultural awareness, and ethics. In 2007 and 2008, Lt. Mattis (ret.) held the position as Unit Head for recruit training at the New Jersey State Police Academy.

Lt. Mattis (ret.) holds a Master of Administrative Science Degree from Fairleigh Dickinson University, a Bachelor of Arts Degree in Criminal Justice from Seton Hall University, and an Associate of Arts Degree in Law Enforcement Science from Mercer County Community College. He is a graduate of the F.B.I. Instructor Development Training Course, and he has served as a primary instructor within the NJSP Instructor Training Course. He is a graduate of the Penn State University Justice and Safety Institute Instructor Development Training Course and holds a 360 Leadership Profile Accreditation.

In October 2011, Mattis was appointed as a primary consultant for the Richard Stockton College of New Jersey, Center for Public Safety & Security.

Thomas P. Soucek retired as the Director of New Jersey's Fusion Center, the Regional Operations Intelligence Center (ROIC) in 2011 at the rank of Major after twenty-six years of service. While serving as the first enlisted member of the New Jersey State Police to hold the Director's position, he was responsible for providing leadership, supervision, and direction for the members responsible for developing and delivering both intelligence and factual-based written, graphic, and geospatial products to the law enforcement community and their public and private sector partners.

Prior to this assignment, he served as the Executive Officer for the Field Operations and Administration Sections, and as the Commandant of the New Jersey State Police Academy. As Commandant, he developed, implemented, and measured training programs that covered such topics as police reform, the Federal Consent Decree, leadership, supervision, change management, hazing, ethics, and cultural awareness. A strong advocate of risk management, strategic planning, performance measurement, return on investment, and targeted training, he was critical in assisting the State Police meet and exceed the organizational goals set forth in the Consent Decree.

Major Soucek (Ret.) is a certified law enforcement instructor, and has lectured to state and local law enforcement officers at both the academy and post academy levels. He is also an adjunct professor for the Pennsylvania State University's Justice and Safety Institute, where he has taught federal, state, county, and municipal officers from across the United States.

Major Soucek (Ret.) holds a Bachelor of Arts degree in Political Science from Richard Stockton State College, a Master's degree in Education Administration and Supervision and a Human Resources Training and Development certificate from Seton Hall University. Soucek also graduated from the Northwestern University School of Police Staff & Command, and was honored with the Franklin M. Kreml Leadership Award.

In October 2011, Soucek was appointed as a primary consultant for the Richard Stockton College of New Jersey, Center for Public Safety & Security.

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:
THE RODGERS GROUP, LLC

TRADE NAME:

ADDRESS:
53 D ST.
SEASIDE PARK NJ 08752
EFFECTIVE DATE:

01/12/15

SEQUENCE NUMBER:
1412767

ISSUANCE DATE:
02/24/16

James J. Gusicione
Director
New Jersey Division of Revenue

FORM BPC

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address.

CERTIFICATE OF EMPLOYEE INFORMATION REPORT

RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of

15-NOV-2015 to 15-NOV-2022

THE RODGERS GROUP, LLC
53 D STREET
SEASIDE PARK NJ 08752



A handwritten signature in black ink, appearing to read "Ford M. Scudder", is positioned above the printed name.

FORD M. SCUDDER
Acting State Treasurer