

REGULAR MEETING – DECEMBER 18, 2018

A Regular Meeting of the Highland Park Mayor and Council was held in Borough Hall, 221 South 5th Avenue, on Tuesday, December 18, 2018 and was called to order by Mayor Brill Mittler at 7:04 PM. Mayor Brill Mittler read the Open Public Meetings Statement.

Present: Mayor Brill Mittler; Councilpersons Fine, Foster-Dublin, George, Welkovits; Borough Attorney Schmierer; Borough Administrator Jover; Borough Clerk Hullings.

Absent: Councilpersons Hale and Kim-Chohan.

On motion made by Councilwoman Welkovits, seconded by Councilman George, the minutes of the Regular and Conference Meetings held on June 12, 2018, July 10, 2018, August 14, 2018, September 4, 2018 and October 9, 2018 were approved as distributed by the following roll call vote, to wit:

Ayes: Councilpersons Foster-Dublin, Welkovits.

Opposed: None.

Absent: Councilpersons Hale, Kim-Chohan.

Abstain: Councilpersons Fine, George.

Mayor Brill Mittler asked the Council members to present their reports.

Councilwoman Welkovits reported that Christmas trees are available for sale next to the Main Street Highland Park office. Friday will be the last day to purchase trees. The Farmer's Market is closed for the season. She thanked Main Street Highland Park, St. Peter's Hospital, the customers and the vendors for a successful season. She wished everyone a Happy Holiday and New Year. Lastly, she encouraged residents to visit the popup flea market to be held from 9am to 5pm on Saturday and Sunday at the loft across from Stop & Shop and shop local and visit the other small businesses for all your holiday shopping. She asked residents to join them for the 5th Annual Kwanzaa event, celebrating African culture and heritage at Kinetics. She thanked Metra Lundy for hosting this fun event.

Councilman Fine wished everyone a Happy Holiday.

Councilwoman Foster-Dublin reported that during the holiday season, the Highland Park PBA has been giving donations to students in the schools for the last 4 years. This year, they distributed 40 gifts. She has been on Council for the past 18 years and has been in charge of the Public Safety Committee. She has prided herself on how she changed the culture of the Police Department. There was a police report published in The Star Ledger 2 weeks ago that showed the ranking of the Highland Park Police Department. They are looking at the report and the research. The Council will take another look at how policing is done, how they view the report, and ways to correct items based on that report. The Police Chief has served Highland Park for 33 years and will retire April 1, 2019. They are in the process of looking to promote a Chief and a Captain. For the past several months, they have been meeting with the New Jersey State Association of Police Chiefs. They have met with members of PBA's from Newark, South Orange, East Brunswick, South Brunswick and Trenton. They will interview the candidates and will be handling the evaluation process. They will be appointing an Acting Chief and Acting Captain and they will be mentored by the State Association of Police Chiefs. They are also going to look to move forward and change culture and how we see ourselves in the next 5 years. They plan to get the Police Department accredited. This process will involve everyone in the Department. They will also work with the Human Relations Commission to provide input from residents. Mayor Brill Mittler noted that the Police Department today is a totally different department than when Councilwoman Foster-Dublin came on board. The Council recognizes the many changes put in place during her tenure. Lastly, Councilwoman Foster-Dublin noted that she remains passionate and committed to see change where everyone is equal. She will work with the Police Department to see fairness across the board. She thanked the Chief for 33 years of service, the training programs implemented. The Holiday Dinner will be held on December 25th from 1PM to 3PM at the Community Center. Happy Holidays to all.

Mayor Brill Mittler noted that Councilman Hale gave her a statement to read. The Borough recognizes that nobody is perfect. They formed a new commission, out of the Committee of Understanding, residents who spoke up about biases in Highland Park. This group has been meeting with her, Councilwoman Foster-Dublin, and Councilman Hale. The Bias Free Commission, consisting of Justin Burton, Sheela Shakar, Julie Luck, Lucinda Holt, Sonya Headlam and Matt Hersh, just added Rev. Kermit Moss to their membership. The name of the group may change. They will work closely with the Council and the Human Relations Commission. Their mission is to ensure that the Governing Body addresses any issues of racial bias within Highland Park's borders, amongst personnel and citizenry. They will work closely with the Human Relations Commission.

Mayor Brill Mittler noted that they are working with the Attorney General's office on policing. They were going to attend the meeting to address use of force report. She read statement from New Jersey Law Enforcement Leaders. "Every day, New Jersey's 36,000 law enforcement officers put their lives on the line to ensure the safety and wellbeing of our fellow residents. They do extraordinary work, often under challenging circumstances and often without the recognition they deserve. Our police officers interact with the public millions of times each year, with interactions ranging from routine traffic stops to active shooters, in the overwhelming majority of cases, these officers handle the matter professionally and the interaction ends without incident. From time to time, officers are confronted with situations where they have little choice but to use force against an individual who is not complying with a lawful order or who poses an immediate threat to themselves or others. Oftentimes, this use of force is a necessary and appropriate response to a dangerous situation. Unfortunately, there may be a rare occasion where an office uses violent force against a civilian without justification. We condemn such actions, not simply because such actions are wrong, but also because they do a disservice to the vast majority of law enforcement officers committed to upholding the highest standards of the profession. For years, the State of New Jersey has required that law enforcement agencies collect and report data about the use of

force by their officers. We recognize that use-of-force data, when properly collected, serves many useful purposes, from identifying policing trends to building public confidence in law enforcement. But numbers rarely tell the full story, and data can be easily misused to advance false narratives that malign our profession. The risks are especially great when the data is collected, reported, or analyzed without uniform standards. Therefore, it is crucial not simply that we obtain accurate data, but also that we provide the context necessary to understand and explain this information to the public. Last week, the Star Ledger began publishing a series of articles about the gaps in the uniformity of our state's use-of-force data collection efforts, as well as the newspaper's effort to build a use-of-force database of its own. The articles make one thing clear: although individual municipalities, departments, or counties may have effective systems in place, our statewide data collection system requires a complete overhaul. But it is for this very reason that we also caution reports and members of the public about relying on data in the Star Ledger's database because our state lacks uniform data collection methods, the records obtained by the Star Ledger may be inaccurate in some cases and may cause those relying on the data to draw incorrect conclusions about the state of law enforcement in New Jersey. We are committed to fixing this problem. It falls to those of use in law enforcement to improve our data collection efforts and ensure that any data we provide the public is both accurate and properly contextualized. Today, we are announcing a joint effort to address the issue. Under the leadership of the Office of the Attorney General, we will be working together to design a new system for obtaining use-of-force data in New Jersey. We intend to (1) standardize the process that state, county, and local law enforcement agencies use to record use-of-force incidents and report them to the State, including through the use of standardized electronic forms; (2) identify ways to contextualize use-of-force incidents with accurate information about the officers' actions; and (3) identify one or more academic institutions to partner with the State of New Jersey to help analyze use-of-force data and ensure the rigor of the state's data collection efforts. We intend to work quickly to develop new tools, with the goal of completing our work sometime in the New Year. We cannot do our jobs without the confidence of the people we serve, and we are committed to ensuring that the public understands when and under what circumstances New Jersey's law enforcement officers use force during the course of their public duties. Mayor Brill Mittler noted that after some incidents that occurred in the Spring, the Borough has hired the firm of DeLacey Davis to analyze the stop reports collected by the Highland Park Police Department. The report is expected to be done in the first quarter of 2019.

Councilman George reported that residents should check the Borough website for changes to recycling and what can be recycled. Information is also available on the Recycle Coach app and will also be made available on the Borough's Facebook page. He congratulated Councilwoman Kim-Chohan on the installation of the base of the Band-Aid Bench. Middlesex Water Company gave suggestions to the Borough on rate setting on a quarterly basis going forward. The Plastic Bag ordinance, worked on by Sustainable Highland Park, will be introduced on January 22, 2019. The first version was published a number of months ago and comments were received via 2 public meetings. They also obtained a copy of the State's bill and will repost a draft of the ordinance. The Meadows Trail and Native Plant Reserve work is done for the year. He thanked all the volunteers for their hard work. He wished everyone a Happy Holiday.

Borough Administrator Jover reported that they will not be doing any road improvements until the Spring. They applied for a grant from the New Jersey Department of Transportation and a number of roads were approved such as North 3rd Avenue, South 7th Avenue and Hilton Street. The bid specs will go out in the New Year. They have an application to be submitted for 2019 for South Adelaide Avenue, North 5th Avenue, South Park Avenue and Cherry Street. Inventory of roads will be done and loaded into software to prioritize the need for repair. They plan on doing a five-year program. The Water & Sewer bills were mailed out recently and this is the last quarter that will contain the surcharge.

Borough Attorney Schmierer - No report.

Mayor Brill Mittler invited residents to attend the Organization Meeting on January 2, 2019 where she will give the Mayor's Annual Report.

Mayor Brill Mittler opened the meeting for public discussion and called upon all those wishing to speak to identify themselves.

Julie Luck, 602 Mia Drive, noted that she is a member of Bias Free HP, and she and other members of the group have been meeting with the Mayor, and Councilmembers Foster-Dublin and Hale to discuss racial disparities in Highland Park policing. For those who have been meeting with you since September they would like both the name of the commission and the powers and duties changed. She asked the Mayor to explain the process to get those things changed and when they can expect that to happen. Mayor Brill Mittler noted that the process for the name change will not occur until next year when they can introduce an amendment to the ordinance that is being finally adopted tonight. They will need to discuss the mission of the group at one of upcoming meetings in the future. Ms. Luck commented that despite the larger bias free group members speaking out since March to address racial disparities in Highland Park policing, and despite a smaller bias free group meeting with you each month since September about policing, there is zero reference to the Highland Park Police or policing in the commission's powers and duties and it is just imperative that this language is incorporated into the commission's mission.

Ira Mintz, North 5th Avenue, commented that there is a problem and he thinks we are making a mistake. The problem is that we are sending the wrong message to our neighbors with the recent incidents of profiling and the recent Star Ledger use of force report. We are sending a message to members of the community that they are being treated differently than other members of the community. The mistake is relying on the same Chiefs of Police who supervise the departments around the State that have led to the overuse of force to be the ones that are helping us to hire the replacement for our Chief and Captain. Transparency is the key to insulating this Council and the Mayor and the Police Department from criticism at the end of this hiring process. The solution is to involve the community in the selection process of the next Chief and Captain. The solution is not to submit questions to the Human Relations

Commission, but to have people there to ask those questions and hear the answers and open up the process and make it transparent and have community input. This will insulate the Council from criticism and that is the way to be a welcoming community to our new Police Chief and a way to protect our citizens from the kinds of problems that we have been seeing.

Francesca Maresca, 216 South 3rd Avenue, read a statement from Jessica Hundsten and Dan Battey. It was a year ago when we first shared an analysis of nearly 2 years of traffic stops and use of force data that showed racial disparities with two members of the Human Relations Commission. We also shared this data in February of this year with Councilmember Foster-Dublin and then Councilmember Matt Hersh and again in March with the Mayor, Councilmember Welkovits and Chief Rizco. Our purpose in doing so was to raise concerns about what the data showed, but also to encourage the Highland Park Police Department to analyze their own data in a meaningful way that could highlight concerns about racial bias and profiling in their own policing practices. Time and time again, our concerns have been met with the following responses from the Mayor and Council. Denial both in private and public meetings that there is a problem with patterns of racial disparity and instead repeatedly questioning the analysis. A postponement of meaningful action by maintaining that more data and research is needed. Narrowly focusing a follow up analysis on traffic stops, when it should have included a minimum of pedestrian stops, low level arrests, use of force and community interviews. We have collectively asked in three petitions now signed by more than 400 concerned residents for the development of a plan for ongoing review and analysis of policing data that includes representation from the community and is focused on the increased transparency and identification of racial disparities and potential patterns of racial bias. Let us be clear, we are not asking for a monthly police blotter which merely reports a total number of incidents. Rather, we are asking you to develop a plan that involves community representation with the clear intent of analyzing incidents in policing, including but not limited to, suspicious person, noise complaints, traffic stops, use of force, arrests and specific to identifying racial disparity. In addition, once you have taken immediate steps in implementing implicit bias and de-escalation training, the type of analysis of data we are describing would allow a close examination of the impact of police training. While you have repeatedly noted cultural awareness training and the minimum training as required by the Attorney General on implicit racial bias, you have not shown that these trainings had any impact on racial disparity and policing practices. With the analysis performed in the force report, as well as the analysis completed by the ACLU People Power, it is clear that across the last six years, racial disparities and use of force have remained relatively the same. Future trainings must be chosen that are effective in changing policing practices that produce racial disparities. Only through ongoing analysis of our own data can you make the case that these trainings have proved effective and continued or ineffective and different strategies are needed.

Anna Hailey, 135 North 5th Avenue, commented that it is exhausting and troubling to watch this community struggle for more than a year now to obtain a meaningful response by this town's leadership to a situation of grave concern, racial profiling by our Borough Police. Highland Park has a Police racial profiling problem and it has been well known. She moved here in 2016 and was overwhelmed with stories from her neighbors, both white and black, about the historic avoidance of Highland Park Police and driving through town. It is well known that people are targeted for their race here. The avoidance and deflection by the Governing Body is unmistakable and it is deeply distressing. She reviewed what the residents have encountered over the last year in attempting to get community leaders to review and respond to serious documented concerns about racial profiling by the Police Department in meaningful ways that change practice. We heard a claim that Highland Park is a bubble, that such things don't happen here. Then we heard, it's not really about the Police, it's a problem housed in larger society. This is deeply true and troubling, but it is an important point. Community members don't often as Police carry and wield guns and they don't have the right to detain and apply force and arrest each other. This claim has been consistently used by town leadership to defuse attention away from the actions of the Police that are disproportionate by race. A related claim is that we need to understand each other better. There have been calls to promote cultural sensitivity and to help our youth to interact more positively with Police. These are patently offensive when we are talking about the potential for tragic loss of life which Amiri and his family were arguably moments away from experiencing. You cannot tell that family or their neighbors and friends that that was not the case. To this day, they have not gotten an apology for that trauma. Along these lines, the latest bias free commission makes literally no reference to police anywhere in its charge. This is outrageous, we are a year into this situation. We have also been put off in our focus on attending to Highland Park police racial profiling with the claim that Highland Park Police Officers have their reasons for stopping persons of color in Highland Park, ones they can't disclose due to ongoing investigations. Make no mistake about it, this is an authoritarian free for all and the reign of non-accountability, non-transparency and non-trust in our community continues. The audit that we have is limited in scope, will set up to literally inform us very little beyond what has already been done, and the data we have been looking at is police data. There is scant acknowledgement among our town leadership that Police racial profiling is even a thing. We have heard nothing from our leadership that it is actually a thing, that racial profiling is a thing, and it is a thing in our town. There has been no definition of it, no acknowledgement that it ever happens. How can you possibly solve a problem, absent that? Mayor Brill Mittler commented that she has never had a personal conversation with her and her door is always open. She has said clearly that she will not stand for any discrimination in this community.

Andrew Schwartz, 1412 Central Avenue, asked about the ordinance to buy property. Borough Administrator Jover noted that of the lots listed there, one they are actually buying and the others they are negotiating with the property owners. Mr. Schwartz commented that the Borough keeps buying property, and taxes and water & sewer bills are high. He doesn't hear what is being done to lower taxes. Residents can't afford to stay here.

Herb Gross, Adelaide Gardens, commented that there was a report that over 93% of votes cast in this country, were cast by Veterans and their families. Veterans gave everyone the right to vote. He addressed Councilwoman Foster-Dublin about her 18 years of support, but not once did she ever mention her support to the veterans and it is open discrimination.

No one else appearing to be heard, the Mayor closed the public discussion.

The Clerk reported advertising an ordinance entitled, AN ORDINANCE OF THE BOROUGH OF HIGHLAND PARK IN MIDDLESEX COUNTY INCORPORATING INTO CHAPTER 9 OF THE "CODE OF THE BOROUGH OF HIGHLAND PARK, 2010" VARIOUS BOARDS, COMMITTEES AND COMMISSIONS IN LIEU OF RECONSTITUTING SAID BOARDS, COMMITTEES AND COMMISSIONS ANNUALLY BY RESOLUTION, for consideration of passage on final reading by title and that affidavits of publication thereto are on file. She also reported that the ordinance had been posted and made available for public inspection as required by law.

On motion made by Councilman George, seconded by Councilwoman Welkovits and carried by unanimous affirmative voice vote, the above entitled ordinance was taken up on final reading by title.

Mayor Brill Mittler declared the public hearing on the ordinance open to all officials and persons present and called upon all those wishing to speak for or against the ordinance to do so.

No one appearing to be heard and no objections having been received in writing, the Mayor closed the public hearing.

On motion made by Councilman George, seconded by Councilwoman Welkovits, the ordinance entitled as above, being Ordinance No. 18-1976, was duly adopted on final reading by title by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Welkovits.

Opposed: None.

Abstain: None.

Absent: Councilpersons Hale, Kim-Chohan.

The following resolution, introduced by the Council as a Whole, was duly adopted on motion made by Councilman George, seconded by Councilwoman Welkovits, and carried by unanimous affirmative voice vote:

No. 12-18-348

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Ordinance entitled, AN ORDINANCE OF THE BOROUGH OF HIGHLAND PARK IN MIDDLESEX COUNTY INCORPORATING INTO CHAPTER 9 OF THE "CODE OF THE BOROUGH OF HIGHLAND PARK, 2010" VARIOUS BOARDS, COMMITTEES AND COMMISSIONS IN LIEU OF RECONSTITUTING SAID BOARDS, COMMITTEES AND COMMISSIONS ANNUALLY BY RESOLUTION, passed on final reading at this meeting be delivered to the Mayor for her approval, and if approved by her, that the same be recorded in full by the Borough Clerk in a proper book kept for that purpose, and be advertised by publishing the same by title in the "Home News Tribune", of East Brunswick, New Jersey, a newspaper published in the County of Middlesex and circulating in this municipality, there being no newspaper published in this municipality, in the manner prescribed by law.

The Clerk reported advertising an ordinance entitled, AN ORDINANCE OF THE BOROUGH OF HIGHLAND PARK IN MIDDLESEX COUNTY AUTHORIZING PURSUANT TO N.J.S.A. 40A:12-3 ET SEQ. THE ACQUISITION OF BLOCK 173, LOTS 41-49 AND BLOCK 89, LOT 13 BOROUGH OF HIGHLAND PARK TAX MAP AND APPROPRIATING THE SUM NOT TO EXCEED \$3,500,000.00 FOR SAID ACQUISITIONS, for consideration of passage on final reading by title and that affidavits of publication thereto are on file. She also reported that the ordinance had been posted and made available for public inspection as required by law.

On motion made by Councilwoman Welkovits, seconded by Councilman George and carried by unanimous affirmative voice vote, the above entitled ordinance was taken up on final reading by title.

Mayor Brill Mittler declared the public hearing on the ordinance open to all officials and persons present and called upon all those wishing to speak for or against the ordinance to do so.

No one appearing to be heard and no objections having been received in writing, the Mayor closed the public hearing.

On motion made by Councilwoman Welkovits, seconded by Councilman George, the ordinance entitled as above, being Ordinance No. 18-1977, was duly adopted on final reading by title by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Welkovits.

Opposed: None.

Abstain: None.

Absent: Councilpersons Hale, Kim-Chohan.

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted on motion made by Councilwoman Welkovits, seconded by Councilman George, and carried by unanimous affirmative voice vote:

No. 12-18-349

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Ordinance entitled, AN ORDINANCE OF THE BOROUGH OF HIGHLAND PARK IN MIDDLESEX COUNTY AUTHORIZING PURSUANT TO N.J.S.A. 40A:12-3 ET SEQ. THE ACQUISITION OF BLOCK 173, LOTS 41-49 AND BLOCK 89, LOT 13 BOROUGH OF HIGHLAND PARK TAX MAP AND APPROPRIATING THE SUM NOT TO EXCEED \$3,500,000.00 FOR SAID ACQUISITIONS, passed on final reading at this meeting be delivered to the Mayor for her approval, and if approved by her, that the same be recorded in full by the Borough Clerk in a proper book kept for that purpose, and be advertised by publishing the same by title in the "Home News Tribune", of East Brunswick, New Jersey, a newspaper published in the County of Middlesex and circulating in this municipality, there being no newspaper published in this municipality, in the manner prescribed by law.

The Clerk reported advertising an ordinance entitled, ORDINANCE OF THE MUNICIPAL COUNCIL OF THE BOROUGH OF HIGHLAND PARK, COUNTY OF MIDDLESEX, NEW JERSEY, AUTHORIZING THE ADOPTION OF A REDEVELOPMENT PLAN FOR THE PROPERTY 31 RIVER ROAD REDEVELOPMENT AREA PURSUANT TO THE LOCAL REDEVELOPMENT AND HOUSING LAW, N.J.S.A. 40A:12A-1 ET SEQ., for consideration of passage on final reading by title and that affidavits of publication thereto are on file. She also reported that the ordinance had been posted and made available for public inspection as required by law.

On motion made by Councilwoman Welkovits, seconded by Councilman George and carried by unanimous affirmative voice vote, the above entitled ordinance was taken up on final reading by title.

Mayor Brill Mittler declared the public hearing on the ordinance open to all officials and persons present and called upon all those wishing to speak for or against the ordinance to do so.

No one appearing to be heard and no objections having been received in writing, the Mayor closed the public hearing.

On motion made by Councilwoman Welkovits, seconded by Councilman George, the ordinance entitled as above, being Ordinance No. 18-1978, was duly adopted on final reading by title by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Welkovits.

Opposed: None.

Abstain: None.

Absent: Councilpersons Hale, Kim-Chohan.

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted on motion made by Councilwoman Welkovits, seconded by Councilman George, and carried by unanimous affirmative voice vote:

No. 12-18-350

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Ordinance entitled, ORDINANCE OF THE MUNICIPAL COUNCIL OF THE BOROUGH OF HIGHLAND PARK, COUNTY OF MIDDLESEX, NEW JERSEY, AUTHORIZING THE ADOPTION OF A REDEVELOPMENT PLAN FOR THE PROPERTY 31 RIVER ROAD REDEVELOPMENT AREA PURSUANT TO THE LOCAL REDEVELOPMENT AND HOUSING LAW, N.J.S.A. 40A:12A-1 ET SEQ., passed on final reading at this meeting be delivered to the Mayor for her approval, and if approved by her, that the same be recorded in full by the Borough Clerk in a proper book kept for that purpose, and be advertised by publishing the same by title in the "Home News Tribune", of East Brunswick, New Jersey, a newspaper published in the County of Middlesex and circulating in this municipality, there being no newspaper published in this municipality, in the manner prescribed by law.

The Clerk reported advertising an ordinance entitled, AN ORDINANCE TO AMEND AND SUPPLEMENT THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF HIGHLAND PARK, CHAPTER 328, "SEWER AND WATER", for consideration of passage on final reading by title and that affidavits of publication thereto are on file. She also reported that the ordinance had been posted and made available for public inspection as required by law.

On motion made by Councilman George, seconded by Councilwoman Welkovits and carried by unanimous affirmative voice vote, the above entitled ordinance was taken up on final reading by title.

Mayor Brill Mittler declared the public hearing on the ordinance open to all officials and persons present and called upon all those wishing to speak for or against the ordinance to do so.

No one appearing to be heard and no objections having been received in writing, the Mayor closed the public hearing.

On motion made by Councilwoman Welkovits, seconded by Councilwoman Foster-Dublin, the ordinance entitled as above, being Ordinance No. 18-1978, was duly adopted on final reading by title by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Welkovits.

Opposed: None.

Abstain: None.

Absent: Councilpersons Hale, Kim-Chohan.

The following resolution, introduced by the Public Works and Public Utilities Committee, was duly adopted on motion made by Councilwoman Welkovits, seconded by Councilwoman Foster-Dublin, and carried by unanimous affirmative voice vote:

No. 12-18-351

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Ordinance entitled, AN ORDINANCE TO AMEND AND SUPPLEMENT THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF HIGHLAND PARK, CHAPTER 328, "SEWER AND WATER", passed on final reading at this meeting be delivered to the Mayor for her approval, and if approved by her, that the same be recorded in full by the Borough Clerk in a proper book kept for that purpose, and be advertised by publishing the same by title in the "Home News Tribune", of East Brunswick, New Jersey, a newspaper published in the County of Middlesex and circulating in this municipality, there being no newspaper published in this municipality, in the manner prescribed by law.

Resolution Nos. 12-18-352 through 12-18-365 were duly adopted on motion made by Councilman George, seconded by Councilwoman Welkovits, and carried by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Hale, Welkovits.

Opposed: None.

Absent: Councilperson Kim-Chohan.

The following resolution, introduced by the Public Safety Committee, was duly adopted as above:

No. 12-18-352

WHEREAS, TR No. 5 LLC (Thomas C. Renner) and JJC REC LLC (James Coyle) have filed with the Clerk of this Borough an application for an Owners License to operate taxicabs in this Borough under the provisions of the Ordinance providing for such licenses for the year 2019; and

WHEREAS, the Chief of Police and/or his designee has investigated said applicants and has reported favorably upon said applications;

NOW, THEREFORE, BE IT RESOLVED that this Council hereby determined that said applicant is qualified and that public necessity and convenience would be served by the issuance of such Licenses.

BE IT FURTHER RESOLVED that the Borough Clerk shall be and is hereby authorized and directed to issue an Owner License to the aforesaid applicants.

The following resolution, introduced by the Public Safety Committee, was duly adopted as above:

No. 12-18-353

WHEREAS, Thomas C. Renner, Venkatesw R. Chinthala, Manzoor Batth, Richard Buck Jr., Arshad Khan, and James Coyle have filed with the Clerk of this Borough an application for a License to operate taxicabs under the provisions of the Ordinance providing for such Licenses for the year 2018; and

WHEREAS, the Chief of Police and/or his designee has investigated said applicants and has reported favorably upon said applications;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that said applicants are qualified and that public necessity and convenience would be served by the issuance of said Licenses.

BE IT FURTHER RESOLVED that the Borough Clerk be and is hereby authorized and directed to issue an Operator License to the aforesaid applicants.

The following resolution, introduced by the Public Works and Public Utilities Committee, was duly adopted as above:

No. 12-18-354

WHEREAS, the following have posted Street Opening Bonds in the amounts indicated for various projects as indicated below:

<u>ACCOUNT NO.</u>	<u>NAME</u>	<u>AMOUNT</u>	<u>PROJECT DESCRIPTION</u>
T-12-56-832-099	CMS Partners 243 South 6 th Avenue Highland Park, NJ 08904	\$500.00	243 South 6 th Avenue

WHEREAS, the Director of the Department of Code Enforcement has determined that Road Opening Performance Bonds can be released;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Finance Director shall be and is hereby authorized and directed to remit to the above the amounts indicated, the same being the amount of refund due for return of bonds for the Street Opening Permits referenced.

BE IT FURTHER RESOLVED that certified copies of this resolution be forwarded to the Director of Code Enforcement and the Finance Director forthwith.

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted as above:

No. 12-18-355

WHEREAS, the following business/property owners have submitted a completed application to the Borough of Highland Park for matching grant under the Highland Park Façade Improvement Program and/or the Highland Park Awning Promotion Program, both funded through the Community Block Development Grant and further described on the Purchase Requisition attached to the original of this resolution for the location designated, to wit:

<u>APPLICANT</u>	<u>BUSINESS LOCATIONS</u>
Penstock Coffee Roasters	13 South 3 rd Avenue
The Cook and the Carpenter Bakeshop	208 Raritan Avenue
Kybele Café	323 Raritan Avenue

and

WHEREAS, the Main Street Design Committee has reviewed the applications and has recommended that the above applications be approved by the Mayor and Council; and

WHEREAS, funds for this purpose will be available in Account No. G-02-16-CD6-210 for a total amount not to exceed \$5,566.25, as reflected by the Certification of Funds Available by the Chief Financial Officer, shown below;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the application from the above named business/property owner be approved for funding under the Highland Park Façade Improvement and Awning Promotion Program in the amount set opposite, to wit:

<u>APPLICANT</u>	<u>AMOUNT</u>
Penstock Coffee Roasters	\$1,066.25
The Cook and the Carpenter Bakeshop	\$1,500.00
Kybele Café	\$3,000.00

BE IT FURTHER RESOLVED that certified copies of this resolution be forwarded to the applicant, Finance Department and the Main Street Executive Director forthwith.

The following resolution, introduced by the Council as a Whole, was duly adopted as above:

No. 12-18-356

WHEREAS, Resolution No. 1-18-01, adopted by the Borough Council on January 2, 2018, authorized the adoption of the Rules of Order for Borough Council for the year 2018; and

WHEREAS, the Borough Council wishes to amend those Rules of Order by revising Article II, Section 1, to reflect that Regular Meetings shall be preceded by an Agenda Meeting which shall be called to order by 6:30 p.m., the purpose of which shall be to review the Regular Meeting agenda and to conduct such other business as may come before the Borough Council;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Rules of Order dated January 2, 2018, on file in the office of the Borough Clerk shall be and are hereby adopted as the amended Rules of Order for this Council for the year 2018.

The following resolution, introduced by the Finance Committee, was duly adopted as above:

No. 12-18-357

WHEREAS, a number of local governmental units in the State of New Jersey have joined together to form a Joint Insurance Fund as permitted by the Chapter 372 Laws of 1983 (40A:10-36); and

WHEREAS, the statutes and regulations governing the creation and operation of a Joint Insurance Fund contain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a Fund; and

WHEREAS, the Governing Body of the Borough of Highland Park, has determined that membership in the Garden State Municipal Joint Insurance Fund (hereinafter referred to as the "Fund") is in the best interests of itself and its citizens; and

WHEREAS, the Governing Body of the Borough of Highland Park has previously executed a resolution to join the Garden State Municipal Joint Insurance Fund subject to the acceptance of its assessment;

NOW, THEREFORE, BE IT RESOLVED that the Governing Body of the Borough of Highland Park (hereinafter referred to as the "Municipality") does hereby resolve and agree to renew its membership in the Fund for a period not to exceed three (3) years beginning January 1, 2019 to December 31, 2021 for the purpose of establishing the following types of coverage:

- Workers' Compensation and Employer's Liability;
- General Liability including law enforcement and public officials' liability;
- Motor vehicle liability;
- Property damage (buildings, contents, equipment, and motor vehicle);

BE IT FURTHER RESOLVED, that the Municipality has never defaulted on claims and has not been canceled for nonpayment of insurance premiums for a period of at least two years prior to the adoption of this Resolution; and

BE IT FURTHER RESOLVED, that the Mayor and the Borough Clerk are authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the Fund and to deliver same to the Executive Director of the Fund with the express reservation that said document shall become effective only upon approval by the New Jersey Department of Insurance and the Department of Community Affairs.

The following resolution, introduced by the Finance Committee, was duly adopted as above:
No. 12-18-358

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Borough Clerk be and is hereby authorized and directed to notify the Borough Finance Director that since the adoption of a resolution on January 2, 2018 showing the names of the officers and employees of the Borough of Highland Park whose salaries are on an hourly basis, there have been the following changes, to wit:

- 2018. COLLEEN AU, Circulation Assistant, at an hourly rate of \$12.91, effective January 1, 2018.
- 2018. MARIA BECK, Library Assistant, at an hourly rate of \$17.12, effective January 1, 2018.
- 2018. GRACE GASTELUZ, Circulation Assistant, at an hourly rate of \$12.91, effective January 1, 2018.
- 2018. CARLA HERNITER, PT Librarian, at an hourly rate of \$31.42, effective January 1, 2018.
- 2018. ABBY KALAN, PT Librarian, at an hourly rate of \$31.42, effective January 1, 2018.
- 2018. JENNIFER LARSEN, PT Librarian, at an hourly rate of \$31.42, effective January 1, 2018.
- 2018. ADAM PADAVANO, Circulation Assistant, at an hourly rate of \$12.91, effective January 1, 2018.
- 2018. ALICE CHEN, Page, at an hourly rate of \$8.85, effective January 1, 2018.
- 2018. FINN GIRVAN, Page, at an hourly rate of \$8.85, effective January 1, 2018.
- 2018. ELEANOR JOHNSON, Page, at an hourly rate of \$8.85, effective January 1, 2018.

BE IT FURTHER RESOLVED that the Finance Director be and is hereby directed to make the necessary changes in the payroll records of the Finance Department in accordance with the changes established by this resolution.

The following resolution, introduced by the Finance Committee, was duly adopted as above:
No. 12-18-359

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that transfers of 2018 budget appropriation balances shall be made as follows:

Description	From	To
Borough Clerk S&W		4,500.00
Public Works S&W		58,000.00
Recreation S&W		1,000.00
Electric		4,000.00
Landfill		32,000.00
Borough Administrator OE	10,000.00	
Community & Econ Dev OE	15,000.00	
Planning Board OE	3,400.00	
Board of Adjustment OE	3,500.00	
Police OE	15,000.00	
Telephones	5,000.00	
Cable	2,600.00	
Group Insurance	30,000.00	
Street Lighting	15,000.00	
 Total	 <u>\$99,500.00</u>	 <u>\$ 99,500.00</u>

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted as above:

No. 12-18-360

WHEREAS, the Borough of Highland Park desires to apply for and obtain a Hazardous Discharge Site Remediation Fund (HDSRF) Grant from the New Jersey Department of Environmental Protection (NJDEP) for remediation investigation at Block 173, Lot 48;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Borough Administrator and the Borough Clerk are hereby authorized and directed to execute and submit the application for said Grant;

BE IT FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Borough Administrator.

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted as above:

No. 12-18-361

WHEREAS, the Borough of Highland Park desires to apply for and obtain a Hazardous Discharge Site Remediation Fund (HDSRF) Grant from the New Jersey Department of Environmental Protection (NJDEP) for remediation investigation at Block 173, Lot 47;

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Borough Administrator and the Borough Clerk are hereby authorized and directed to execute and submit the application for said Grant;

BE IT FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Borough Administrator.

The following resolution, introduced by the Economic Development and Planning Committee, was duly adopted as above:

No. 12-18-362

WHEREAS, the Borough of Highland Park has need of the services of a Planner to provide planning services in connection with the investigation of the Cleveland Avenue Corridor, in accordance with letter of proposal from Jim Constantine, Looney Ricks Kiss, dated December 12, 2018, attached to the original of this resolution; and

WHEREAS, such services are professional services as defined in the Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq.; and

WHEREAS, Looney Ricks Kiss, Philadelphia, P.A., is a firm of licensed planners of the State of New Jersey with extensive experience in providing these services; and

WHEREAS, the Mayor and Council desire to provide for the method of compensation of said consulting engineer; and

WHEREAS, funds for this purpose are available in Account No. T-12-56-825-200 in an amount not to exceed \$20,000.00, as reflected by the Certification of Funds Available by the Chief Financial Officer, shown below; and

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park that the Mayor and Borough Clerk are authorized and directed to execute and attest on behalf of the Borough an Agreement for professional services with Jim Constantine, PP, Looney Ricks Kiss, Public Ledger Building, Suite 756, 150 S. Independence Mall West, Philadelphia, PA 191065, a copy of which is attached to the original of this original, and that notice of this contract be published as required by law and that a copy of executed Agreement be placed on file in the office of the Borough Clerk.

The following resolution, introduced by the Finance Committee, was duly adopted as above:

No. 12-18-363

WHEREAS, an application has been filed for a Person-to-Person and Place-to-Place Transfer of Plenary Retail Consumption License No. 1207-33-010-010, currently inactive, issued to CNS DLS, LLC; and

WHEREAS, the submitted application form is complete in all respects, the transfer fees have been paid, and the license has been properly renewed for the current license term; and

WHEREAS, the applicant is qualified to be licensed according to all standards established by Title 33 of the New Jersey Statutes, regulations promulgated thereunder, as well as pertinent local ordinances and conditions consistent with Title 33; and

WHEREAS, the applicant has disclosed and the issuing authority reviewed the source of all funds used in the purchase of the license and the licensed business and all additional financing obtained in connection with the licensed business;

NOW, THEREFORE, BE IT RESOLVED that the Borough Council of the Borough of Highland Park does hereby approve, effective December 18, 2018, the Person-to-Person and Place-to-Place transfer of the aforesaid Plenary Consumption License from CNS DLS, LLC to Kiadan, Inc., for premises located at 13B North 4th Avenue, Highland Park, NJ; and

BE IT FURTHER RESOLVED that the said Borough Council does hereby direct the Borough Clerk to endorse the License Certificate as follows: "This license, subject to all of its terms and conditions, is hereby transferred to Kiadan, Inc. for premises located at 13B North 4th Avenue, Highland Park, NJ effective December 18, 2018."

The following resolution, introduced by the Finance Committee, was duly adopted as above:

No. 12-18-364

WHEREAS, an application has been filed for a Place-to-Place Transfer of Plenary Retail Distribution License No. 1207-44-006-009, currently inactive, issued to Kiadan, Inc. for premises located at 13A North 4th Avenue, Highland Park, NJ; and

WHEREAS, the submitted application form is complete in all respects, the transfer fees have been paid, and the license has been properly renewed for the current license term; and

WHEREAS, the applicant is qualified to be licensed according to all standards established by Title 33 of the New Jersey Statutes, regulations promulgated thereunder, as well as pertinent local ordinances and conditions consistent with Title 33; and

WHEREAS, the applicant has disclosed and the issuing authority reviewed the source of all funds used in the purchase of the license and the licensed business and all additional financing obtained in connection with the licensed business;

NOW, THEREFORE, BE IT RESOLVED that the Borough Council of the Borough of Highland Park does hereby approve, effective December 18, 2018, the Place-to-Place transfer of the aforesaid Plenary Retail Distribution License to Kiadan, Inc., for premises located at 13A North 4th Avenue, Highland Park, NJ; and

BE IT FURTHER RESOLVED that the said Borough Council does hereby direct the Borough Clerk to endorse the License Certificate as follows: "This license, subject to all of its terms and conditions, is hereby transferred to Kiadan, Inc. for premises located at 13A North 4th Avenue, Highland Park, NJ effective December 18, 2018."

The following resolution, introduced by the Finance Committee, was duly adopted as above:
No. 12-18-365

BE IT RESOLVED by the Borough Council of the Borough of Highland Park that all claims presented prior to this meeting as shown on a detailed list prepared by the Borough Treasurer, and which have been submitted and approved in accordance with Highland Park Ordinance No. 1004, shall be and the same are hereby approved; and

BE IT FURTHER RESOLVED that the Borough Clerk shall include in the minutes of this meeting a statement as to all such claims approved as shown in a Bills List Journal in accordance with said Ordinance.

The bills approved for payment at this meeting, Bills List 12/18/2018 can be found in the Bills List Journal Book No. 37.

Mayor Brill Mittler opened the meeting for public discussion and called upon all those wishing to speak to identify themselves.

Monique Coleman, 407 Lincoln Avenue, commented that she is here tonight to air her personal experiences with the Highland Park Police Department's Internal Affairs complaint process. It raises some deeply troubling concerns that she feels you all should be aware of and take action on regarding the integrity of this formal protocol provided for citizens who have a complaint against members of the Highland Park Police Department. It was her son, Amiri Tulloch, who was racially profiled by the Highland Park Police Department. Even though it has been denied that that is exactly what it was, she is here to state it, and restate it, and she will continue to state it. Several months after my son was racially profiled as he walked back to our home on Lincoln Avenue after visiting with friends at the high school on March 15th, I submitted an internal affairs complaint related to this incident of racial profiling and excessive policing. She felt that it was important for her to use this formal channel for reporting her grievance and having it fully investigated. She was told by the IA Officer that files are confidential and that names and exactly what is reported in the complaint are only unsealed under court order. Despite this assurance and to her complete shock and dismay, within a week of the Highland Park Police Department's receipt of her internal affairs complaint form, member or members of the Police Department breached the department's own confidentiality policy. How does she know this? The sole eyewitness of the incident, who provided the statement for the complaint that she submitted, was approached by a neighbor who indicated that their friend, who is a Highland Park Police Officer, told the neighbor that the Police Department received her complaint. They knew who the eyewitness was and the Police Department was suffering from low morale because of the details in the eyewitness's statement about the incident. Based on this conversation with the Officer, that neighbor decided to approach the eyewitness about their statement, pressing them on whether they were sure about what they saw, specifically the part about the Officer drawing out his gun before she approached and answered her door. Still to this day, there has been no documentation to dispute that eyewitness statement. Certain specifics of the witness's statements continue to be pressed by this other neighbor. Needless to say, being confronted by another community member about a confidential internal affairs complaint is deeply troubling. All Department employees are required to keep all aspects of any internal affairs case or investigation in strict confidence, whether involved in the investigation or not. This shall be construed as to prohibit any employee from revealing any information whatsoever, including but not limited to, an employee's participation in an internal affairs interview, existence of an internal affairs investigation, the subject matter of an internal affairs investigation, the target of an internal affairs investigation, the identity of complainants or witnesses, and any other information related to an internal affairs investigation. In addition to what is stated in this policy, I was personally assured that internal affairs investigation case files are retained in locked cabinets in the office of the Captain of Police. The files would clearly be marked as confidential and have restricted access. Again, quoting from the Highland Park Police Department's own directive on professional standards related to internal affairs, "citizen confidence in the integrity of this department increases through the establishment of meaningful and effective complaint procedures. This confidence engenders community support for the department. Improving the relationship between employees and the citizens they serve facilitates cooperation vital to the department's ability to achieve its goals". However, what happened to me was the exact opposite of what this policy states. It is clear that there was a violation here. Once again, my family was harmed, not only the initial incident and the denial of what it really was about. I had insult added to injury by the way that my own internal affairs complaint was clearly breached in multiple ways. She is not here to be enemies with the Police and she is not here to be enemies with anybody here. She is not going to sit back and knowingly be intimidated or have my investigation thwarted to continue to have what happened to me and my family denied and still live in this town. We are going to have to have some serious beyond conversations, some serious policies and actions, acknowledgment of what we are dealing with and deal with it or you will lose someone here and it could have been her son that day on March 15th. Nobody wants to acknowledge that, but it could have been. She is not going to play games. She is here for some real action and everybody here who spoke tonight and many others are serious. We are not backing down from this and she is really bitter and she is really angry and infuriated. This really took it to a whole other level. Mayor Brill Mittler noted that she is very dismayed to hear this. Ms. Coleman commented that she commends the eyewitness for allowing her to present this information publicly. She would not have done it without their approval. They do not want any involvement in any further discussion about this with either the Police Department or the Governing Body. Mayor Brill Mittler again commented that she is not happy to hear this and is sorry that she is still going through things like this. Ms. Coleman asked what the Governing Body is going to do going forward about making sure that policies and practices are fair and

just, so that we know there is legitimacy in this Police Department in this town. Mayor Brill Mittler noted that there is clearly something that has to be addressed with an internal affairs investigation report being talked about around town. Ms. Coleman noted the fact that her son could have been harmed or killed if she was not home to prevent it. He was seen as a suspect, not because he happened to be taking a picture, but because he was also black. He didn't seem to belong where he was. Even though he walked through the front door of his own home, the Police Detective still decided to say in the report that her son ran to the backyard. From day one, this whole case has been troubling, in the way it was reported, in the way it was spun, the lies that were told about her son's actions and her actions. Mayor Brill Mittler noted that nobody here can take back anything that happened in the past. These are things that need to be addressed.

Anna Pairet, 344 Becker Street, commented that she is here to lend her support to Monique Coleman. She is expecting a response and action from the Governing Body. It takes a lot of courage for her to do this and how she has to relive the trauma that happened to her son and her family. It takes a lot to push back against institutional racism. She would like to see some action by the two commissions and for them to have the tools to act.

Dan Stern Cardinale, Harper Street, commented that listening to what everyone is saying and reading the bias report and the information here and the bias free commission stuff, his feeling is that actions speak louder than words. Based on what they are hearing versus what is getting done, it seems that you all don't seem to care about this problem. There are not new issues and it's been years that people have been asking for data and now we are going to get a report on data at some point in the new year that is just limited to a very specific set of data that is not going to tell the whole picture. At some point, what's the motivation? Do we not think there is a real big problem here? Mayor Brill Mittler noted that the biggest frustration about getting anything done here is that everything in government seems to take forever. As soon as Amiri's situation occurred and people started coming out, and Jessica started talking about the stops, they wanted to go to an outside, independent person to look at the numbers. She cannot tell you how many times a week she is asking when the report will be finished. The Police had some data on computers that was given to the company doing the analysis. She is hoping the report will be done in the first quarter of 2019. She is frustrated also about how long it takes to get things done. Has been trying to do downtown development since she became Mayor four years ago and it is still not done. Trying to do an ordinance takes time. The ordinance has to be introduced at a meeting and then it gets adopted at the following meeting. In meetings with the bias free commission, they did talk about other things that were in that ordinance. Mr. Stern Cardinale noted that his point is that those items were talked about, but it's not in the ordinance. Mayor Brill Mittler noted that they plan to adjust that ordinance. This issue is important to everyone here. It is something that they internally talk about all the time. No one is more frustrated about this than Councilwoman Foster-Dublin who has been working on this for many years. Mr. Stern Cardinale commented that they would all like to hear acknowledgment that there is actually a problem in Highland Park. Mayor Brill Mittler commented about the use of force report. She noted that she has been meeting with the Chief, the Lieutenants, Sgt. Curbelo and Councilwoman Foster-Dublin and Councilman Hale on a daily basis as they analyze the numbers within their own department. Once they have that all figured out, they will share it. Even if the total number of use of force numbers excluding emotionally disturbed persons comes down to a total of 9, and in those 9, the instances of African American versus Caucasian is so much higher, there is a problem. How do you address that problem? What is causing the problem? That is when she started talking to the Attorney General's office.

Amira, 278 South 8th Avenue, commented about an incident with the Highland Park Police Department that she experienced. A resident called the Police Department to report about someone who is not supposed to be here. She left her apartment to go to pick up her son at the Library. The Police asked for her identification and car information. She saw someone 4-5 minutes earlier that was knocking on doors, probably someone from NJPIRG. The Police Officer was convinced that she was a suspect and reported her as such. Her white neighbor came out; she is the only black neighbor. The Police Officer was friendlier to her white neighbor. The Police Officer asked for a description of who she saw. She felt humiliated and mad. She did not show any suspicious behavior. The Police Officer not have description of person who entered the building. She requested permission to leave to get her child. The Police Officer made her wait until after they talked to neighbors. She went to the Police Department and spoke to a Lieutenant. She did not want to complain. She wanted to share incident with colleagues before an innocent person is shot because they are black. They had no reason to suspect her because she is black. Mayor Brill Mittler noted that they will listen to the dispatch call and try to figure out what happened. Amira noted that she doesn't want an investigation. She wants them to change the mindset and culture of the Police Department.

Sonya Headlam, 133 Benner Street, commented that she is happy there are other stories being told tonight. One of the problems people have had in their minds is that the situation with Monique's is some singular event that occurred. The Borough has made all this progress and now we live in this perfect bubble and these types of incidents don't occur in our neighborhood anymore. The reality is that this is the reality for people of color, not just in this neighborhood, but across the nation. She told a story before about being physically intimidated by a Highland Park Police Officer at a community event and have made it very clear that she will never send her son to that event ever for the fear that because of his black skin, he could be looked at in an instant as a suspect, and what could possibly go wrong. Until there is a culture change, until I know that this type of training is occurring, then she can't trust that he or I or any person of color is truly safe in this neighborhood. She wondered about the Police accreditation program. She asked how many New Jersey Police Departments are accredited. Councilwoman Foster-Dublin noted that she does not know how many are accredited, but she knows that the Insurance Fund that they use sees this as a wonderful tool in Police Departments. Ms. Headlam asked if they could get a commitment from the Governing Body to have more community involvement with the Chief selection process other than sending questions to the Human Relations Commission. They want to be involved in this process and wants to hear a commitment that the Council will allow them to be involved in that process, at the table, looking at the resumes, and being able to ask questions and being thoroughly involved and invested in the process. They have shown that the community cares and if you need them

to rally more people, she will keep doing it. Time is of the essence and we need to act now to make sure we are at the table with you. This is what they are expecting, that they will be able to be involved. Mayor Brill Mittler noted that they will put that discussion on their next agenda for the Bias Free Commission. Ms. Headlam asked about the 2019 budget and what has been allocated for Police training regarding implicit bias and de-escalation. She wants to know if the Bias Free Commission will have a budget to be able to do what work needs to be done. Borough Administrator Jover noted that they are working on the 2019 budget, but do not yet have a firm number. Ms. Headlam commented that it is clear that the community has spoken about this for quite some time and it is in the petitions that have been released that they feel very strongly that the training that is currently ongoing is not enough and they need more and they need training that is measurable and where they can see the results. All of this is very important. She asked why this is taking so long. She feels like they have been talking about this issue and it is really the report that is putting pressure on the Council. The reality is that there has been no response. The Chief hasn't come up to say anything, there is silence. She asked him what he has to say about this data. She thinks that the Police Department should have already been prepared to respond to this. If you had done what we asked you when we first came in, you would have been prepared to respond to the force report, but you weren't. The time is now and it is urgent or else we will continue to be in this situation with egg on your face.

Chief Rizco commented that when the report came out, he immediately contacted the Mayor. He is concerned as everyone else is and is shocked by the numbers. We started looking into it and some of it confuses him. There was a conference call with the Attorney General and all of the Police Chiefs. He basically said that as disturbing as it is, it's good that it came out because it will get the attention it needs and hopefully they will get the proper number and the proper context. He didn't know that some departments don't even allow or complete use of force forms for minor use of force. If you look at theirs, they are on the low level of hands, fists and compliance holds. There is even confusion in his department on when those are filled out. The date is not totally what it appears to be, and the Attorney General said it's not apples to apples. Some departments do not even fill out the forms for the minor incidents. If we followed that, we would probably have 4 uses of force and that would be for pepper spray. They have had Tasers for 5-6 years and they have never deployed it. No Police Officer worth his salt wants to go out and get into a scuffle. You can get hurt first of all, or worse and anytime a scuffle happens, nothing good happens. Unfortunately, use of force is necessary at times, it's ugly no matter how it happens. All the Officers he knows, tries to avoid it. They are looking at their own stats to see how it measures up. The Attorney General is looking to standardize/conceptualize the data. Once he does that, they will take a look at it and he believes the forms will be standard across the State and will be more detailed. He is all for training and he has developed his own training. Whatever is out there, they take advantage of, a lot of its free and a lot of it isn't. He suggested strongly that they level some of their concerns to the Attorney General's Office as far as training, because the training comes from the State and County generally. He is not against training and he is not against open communication. There is some concern with the context of the numbers. Their numbers included EDP's (emotionally disturbed persons) and people under the influence. There was one case where 3 uses of force forms were filled out because an individual had a mental problem and the call came in that he had a gun. They go to the call and the individual has something behind his back, he saw video. They asked him to show his hands repeatedly and thankfully he didn't move quickly because it could have ended up very tragic. One of the Officers snuck down the stairway and came up the other stairway while they held him at bay and she tackled him and he was subsequently arrested and sent for psychiatric help. No injuries to the suspect, but the Officer suffered a concussion. If you look at the stats, it is interesting for the defendants they do arrest, the rate of their being injured is much lower than the State average. It appears that more of their Officers are injured when they use force. We are concerned and he would like to see what the Attorney General's Office comes out with to try and remedy this problem and standardize it. There are some flaws in the reporting and Sgt. Curbelo contacted the Star Ledger and they are supposed to make some corrections. He is positive that the individuals that succeed him with take it very seriously also.

Ellen Witt, 20 South 1st Avenue, commented that she is glad to hear that the Attorney General owned it and she thinks Highland Park has to also decide to own it. She is very concerned about the current process to review complaints made about the Highland Park Police. There was an incident last Spring where a black teenager was assumed to be a potential criminal without any shred of evidence. In the aftermath of this incident, the Police and the Council refused to recognize the incident as racial profiling. Instead, after a complaint was filed with the Police, and details of the confidential process were leaked, an individual pressured a witness to change her story and the Police found themselves not guilty. This outcome was not really a surprise and at least 12 other complaints have been filed since 2010 with some disparity issues and in every case, the Police reviewed the Police, and found themselves not guilty. This process is broken, it has lost its legitimacy and the Police should not be simply asked to police themselves. She thinks there needs to be an independent process where people can air and review and address complaints. People need confidence that they can raise a complaint without fear of retaliation, as was pointed out today. Issues of racial profiling need to be brought out into the open. As a member of the ACLU People Power, she was among those who reviewed the data from police records that they obtained through an OPRA request. She learned, that Police on their own or at the request of a resident, had stopped a number of people to question them. What made them suspicious? They were talking on a cell phone, next to a car, while black; they were sitting in a park, while black; they were swinging on swings, while black; or they were taking a photo, while black; or were living in an apartment, while black. That is the kind of thing that comes up on some of these reports and Police are then questioning, getting ID's and intimidating people in the process. She suspects that if there were an independent means to complain, you would know of a lot more of these types of complaints. Most people just live with that and don't complain. She thinks that knowing this really should motivate us to review Police procedures and racial profiling and she thinks it is time for an independent review of complaints.

Abby Stern Cardinale, Harper Street, commented that she is a little concerned about the response to the data, saying we have to relook at it. Of course, we always have to relook at data, there is always refining that can be done, but the point is that a black person was 1.5 times more likely to have force used against them when arrested. That means, 1 or 2 reports are not going to affect that 150%

rate. Just because we may be reported more doesn't mean we should discount what has been reported. With regard to what can actually be done regarding the issues discussed today, she wants to discuss the anonymous complaint process, which is one of the possible measures that has been brought up by the Bias Free group. Everyone likes to complain about the website, she has done so, and it has been discussed many times that there are plans for a new website in the new year. She is on the Public Information Commission and she believes that the point of this Commission is to provide oversight of communications, but as you said, it is very difficult to get anything done even when on a Committee. She has asked many times about having an anonymous complaint process available on the website. The current option to report a complaint on the website is extremely cumbersome and it cannot be anonymous. She was told that it is possible to have an anonymous option with the new website, but ultimately, she was told it is up to the Council. She asked whether they are committed to establishing that on the new website and what the timeframe is for that and who would be vetting those complaints and making sure that they get to the appropriate person.

Mike Noss, South Adelaide Avenue, commented that he just recently moved to Highland Park. Before moving here, he heard wonderful things about Highland Park. He thanked the Council for all that they have done and for as long as they have been doing it. He thanked the Police Chief for all of his hard work. He thanked everyone for being here tonight and appreciates that this is a community where everyone feels comfortable coming here and expressing themselves. He wants to be a resident that is kept here by actions and policies that he can performed by the Council and the Police Department. He would like to see action items, things that we are going to do. He would like to see deliverables; this is what you will get. He asked if there were deadlines and if there are consequences for breaching that deadline. He asked what deliverables can be provided to the residents for this group not issuing the report on time. What is the follow through and how can they hold the Governing Body accountable? Having action items, deliverables and deadlines transparently broadcasted is a fantastic way to that. Looking at the force report, there is one statistic that jumps out at him. He quoted, "if Highland Park instituted a system to flag for Officers for review, similar to that in Chicago, none of our Officers would be flagged for review. Under New York City's system for flagging problematic Officers, 9 Officers would be flagged". He asked if this is going on because of the inconsistent way force is being reported within Highland Park's Police Department compared to other departments. Are our standards lower than New York or Chicago? Is there any deliverable or deadline that is being done to address these numbers? Chief Rizco noted that he cannot comment on New York or Chicago as he does not know their practices. In New Jersey, the new Attorney General has mandated that every Police Department purchase a software called the Guardian Tracking System and now Officers are tracked on different things, i.e. good things, use of force, IA's, etc. The purpose of it is an early warning system if you get too many of one thing, you would take a look and examine why that may be happening. Prior to that, they did not have anything in place formally. This a relatively new system in the State and has been in place since the Spring. Mr. Noss asked if any of these notifications or flags be worthy of an investigation. What is the Police Department's protocol for addressing Police Officers that have flags on them for use of force? Chief Rizco noted that they would take a look at why each situation is different and they look at all the corresponding paperwork. Right now, they have the advantage of having body cameras and car cameras, which they didn't in the past. Any use of force can be reviewed, as it is saved. They have better tools to monitor their Officers.

Tina Weishaus, 143 North 5th Avenue, commented about community input for the hiring of the next Police Chief. She is concerned that the Council is further along in the process and the issue of getting Council agreement that we get community to the table will be put off before it is meaningful. Mayor Brill Mittler noted that the Chief will be retiring on April 1st. Councilwoman Foster-Dublin noted that on December 3rd, they met with the Police Department and told them that there is an opportunity for promotion to Chief and Captain in an acting capacity. All eligible candidates were offered the opportunity to apply, if interested. There is a deadline for when applications will be received, and that date has not yet passed. Mayor Brill Mittler noted that the Police Department was notified of the two open positions and that they would go through several stages of testing. Right now, the applicants are in the process of studying for the initial test. Borough Administrator Jover noted that the resumes for the interested candidates have been submitted. There is a two-month study period and they are scheduling a date for the oral exam which will be conducted by the New Jersey Police Chief's Association. People who score 70% or better on the oral exam will be invited to take an essay exam. That exam will be scored, the candidates will be ranked, and then there will be an interview process with the Public Safety Committee. Ms. Weishaus commented that the Borough is hiring a Police Chief from within the department and not doing a search beyond the department. It would seem you would need to stop as we are asking for community input. Darcie Cimarusti does a comparable thing with the Board of Education. She feels like there should be a pause button because there is this situation where the community is saying we want to be at the table and it sounds like it's not a table that they are at. There should be some discussion about how the community gets to the table. Mayor Brill Mittler noted that his is the first time she has been involved in hiring a Chief. Councilman George noted that statutory authority governs the selection of Police Department leadership. They have to follow that and sprinkle into that public participation. Most departments have no public participation. In the areas where Police Departments are certified, they have to run their hiring practices for all supervisors through the International Chiefs of Police Association because they are the ones that set the guidelines for testing. This is a very rigorous group of people. He suggested that the Borough Attorney check the statutes and issue an opinion. Borough Attorney Schmierer noted that you can have community input at some level as part of the process. The process is laid out very clearly under Title 40 about how you promote to the position of Chief, Captain and other senior Officers. The promotion has to occur under New Jersey law from within the department. The Borough can't change that and the public can't change that. He will put forth an outline about the statutory process which is very clear under New Jersey law.

Sophia McDermott Hughes, South 3rd Avenue, commented about the data that the Police Department keeps and noted that 51% of African Americans are more likely to have force used upon them during an arrest. It doesn't matter how you compare it to other towns in the country or New Jersey, there is racial profiling as we've seen both with ACLU data and now with NJ.com's data. With the bias

free commission, she thinks that it is important that there is a student representative on there. At the last meeting, the Council continually talked about how the students are the future and the youth are going to change everything. When you have an opportunity to actually involve the youth of Highland Park in having some say in government, it is left out. Mayor Brill Mittler noted that she thinks it is a great idea and they would have to amend the ordinance to include a high school student. Ms. McDermott Hughes echoed the opinions of people who spoke before that there should be as much community transparency, especially if the new commission could participate in the interview process. This would show beyond just words and creating a committee of understanding and saying youth are the future, that this Council is actually willing to have change happen and actually listen to community demands and have community directly be able to effect the Police Department and have change.

Greg McLendon, Pastor of Wings of Faith Church, commented that he is disturbed about the things he is hearing about how the Council is handling the Police Department. Things are brought to the Council and they are not addressed. He is personal friends with the Chief, who is a good guy, and he has known a lot of the Police Officers since childhood. He grew up in Highland Park, moved out of town, but is now back in town. With a new Chief coming in, it is important, without a shadow of a doubt, you have a stake in this. He understands the process of how Chiefs are selected throughout the State of New Jersey. He is concerned with the next regime. We made a lot of changes in Highland Park. Highland Park had a name, there were roads used to go around and not come through Raritan Avenue. He is disturbed by Monique's situation. A Police Officer has a few seconds when he draws his weapon to release that chamber and a life is gone. He has done the simulator course through the State of New Jersey. He understands that you have a couple of seconds to react and your life can depend on it. He is disturbed with the report that says the kid ran to the back of the house and there is a witness that says it didn't happen. Something needs to be done. This is a great community. He does not want to see these types of things happen. He is involved from a chaplaincy standpoint and he gets calls at all times of the night. We have to come up with a solution and we have to be involved in the next Chief that comes on. When the Chief retires, there is a whole new group coming up. He knows a few of the Sergeants and a few of the Patrolman, but most of them he really doesn't know. A month ago, Highland Park lost Tyrone Harris. The Chief and the Police Department were amazing with the Police presence they sent. That type of community service and policing is important. This means nothing, when you have a situation like this. The Council must get back the trust of the community. Surprised to hear that the resumes were in for the Police promotions. It is not hard to figure out what the top tier of the Police Department is and who can actually apply. The community should know the jackets, and should know their backgrounds. He is worried for the young people and he is worried for the town. One bad apple spoils the whole bunch. Something needs to be done with the Officer involved and it should be a public situation so that the community sees what transpired. He experiences bias even in his capacity as a pastor. He worries for his two college aged sons, especially when they are driving. It is the mentality and the culture and in this Borough, we must do something and not let this thing blow out of proportion and we can't make the citizens and taxpayers feel like their concerns are not valid. This has gone on too long and it is unacceptable. Mayor Brill Mittler again expressed her frustration. Maybe they don't wait for the reports to come back and maybe they look at those use of force numbers and maybe we then sit together with the new commission and work out a plan for addressing this. The Police Department has worked with NOBLE (National Organization of Black Law Enforcement Officers) in the past. Maybe the Borough can work with them on looking at the data.

Darcie Cimarusti, President, Highland Park Board of Education, spoke about her experience as a Board Member in their search process. The concern that you are hearing expressed in regards to this search is the lack of transparency until right now in how far the process has already gone before the public was aware of what was going on. They found in their last search, after what many know was a debacle of a situation, they started the process with that transparency. They went out to the community and asked the community what they wanted in their next Superintendent. She thinks that is the piece that is missing here. The Council should go out to the community and ask what they are looking for in the next Police Chief. When you are going into those interviews, you have that information to rely. That is the information they relied on when they conducted interviews and they asked questions of candidates based on that input. If you go into this process without that, the fear that everyone has is that their voices will be completely lost in this process. Instead of the Mayor and Council coming to the community and saying here is what we are doing and here is how we are going to include you in the process, the community is coming to you and asking how they can help and how can they be involved. She suggested that they flip the process back around and come back in the new year and say this is the process we are going to put in place. She understands that they are bound by statutes and different regulations and have different ways you have to conduct it. They found themselves trying to push as far as they could in a direction towards transparency and openness. At the end, they had community members come in and sit and they got to interview the two final candidates. There are ways that you can open the process, but doesn't know what ways the Borough can open the process. She thinks all of your questions should be directed to the Borough Attorney and to the Chief's Association to see how open the process can be.

Matt Hersh, 333 Felton Avenue, commented that they should rethink what public safety means and what it means to be safe in Highland Park. He was on a webinar with the Center for Cooperative Media at Montclair State and they had Steven Sterling who was one of the data reporters from the force report from the Star Ledger. He readily acknowledged that there was no uniform standard to assess this data and he understood that there were many ways to interpret the data and that there were inconsistencies and that the paperwork that they got from the various Police Departments differed. Some Police Departments counted more, some counted less, they had different standards. The Attorney General's Office acknowledged that there needs to be uniform standards so that the State can adequately address and assess use of force data, racial profiling and disparities in policing. The one thing he did say that resonated with him was that he wouldn't look at the data as a confirmation of something, but rather as a means to spur policy into action. Clearly, these are not equitable numbers that are being looked at, no matter how they are read. There are inconsistencies across the board, but even looking at Highland Park, very clearly there is an inequitable issue at play when it comes to our policing and, very likely, how all our municipal agencies act. There needs to be a fundamental rethinking of what it means to be safe in

Highland Park. As a white person who has not been subjected to racial profiling, he does know that equitable practices benefits the whole community and makes are agencies stronger, it makes our residents stronger and it makes the Police stronger. Opening up the discussion is a central point of this, not just in the committees, but public forums.

Sophia McDermott Hughes, South 3rd Avenue, thanked the Mayor for admitting that there is a problem, that we have a racial profiling problem in Highland Park. She asked the Chief, after seeing the ACLU report, after the NJ.com report and working on the force for 33 years, to admit that there is a racial profiling problem in the Highland Park Police Department.

Matt Hersh, 333 Felton Avenue, asked for explanation of the difference between a Police Chief and a Police Director and the hiring process. Councilman George explained that a Police Director is an optional position. It is equal to a Director of Public Works, a Director of Administration, a Director of Finance. Those are Department Heads, also called Directors, who are authorized by statute to be appointed by the Mayor, confidential to the Mayor, and serving at the Mayor's pleasure. They are civilian and they are not in the chain of command of the Police Department. They set policy, they interface with the Mayor and participate in the budget, but they are separate from the chain of command and they have no right to command the Police Department. The Police Chief is appointed by statute, under Title 40. They are in the chain of command and are governed by statute and in some cases, they are event civil service. Once they are in, they are protected by the Police Chief's Bill of Rights, and they serve until retirement or are terminated for just cause. Mayor Brill Mittler noted that the positions they are searching/interviewing for now are Acting Chief and Acting Captain. They will be supplying them with a mentor for one year. Councilwoman Foster-Dublin noted that the reason they are doing "acting" positions is that they wanted to promote from within, provide mentors, and those mentors are going to make a recommendation to the Council about their progress/ability to perform the job. If the person/persons that are chosen, the Borough Council reserves the option to look outside the department. There are problems and she wants to see those problems fixed. It frustrates her that we are having this conversation again. She is tired, she has been beat up and she is frustrated that we are having this conversation so many years later. She believes that these are all issues that should have been fixed. She states over and over again what her experiences have been in Highland Park. Like any other person of color, she has experienced the bigotry and bias too. It is not easy for her to sit here and not work hard to try to rid ourselves of that. She has a responsibility, not only to be on Council, but for herself, her family and for everyone else of color to make sure that we are all treated fairly. In that process, she wants to make sure that the person that is going to be in charge, that they get people that will really understand and teach people proper ways to do community policing and how each and every one of us should be treated. If the report comes back and says there were 9, there were 5 persons of color treated different, we still have a problem. She wants everyone to be treated equitable across the table. Mr. Hersh asked if there is a difference in the hiring procedures between a Police Chief and a Police Director. Councilman George noted that a Director can be appointed when a new Mayor is sworn in. Normally, the process is that the new Mayor will either ask for the resignation of all directors or ones that they don't want anymore and bring in brand new directors. The Police Chief is selected in a process by statute and is designated by statute and there are rights and statutory protections that apply. The Borough can have a Director or not. The Borough does not have to have a Chief, but they would have the equivalent in what is designated by statute as an Officer in Charge. That person would have the same protections by statute as the Chief would.

Denise May Fryer, Wayne Street, commented that they will be appointing an Acting Police Chief and an Acting Captain. You mentioned that they would be mentored for a year. You mentioned that the mentor would have input into whether the position would then become permanent. She asked who the mentors are, how are they chosen and what kind of input and what kind of mentoring are they doing. Councilwoman Foster-Dublin noted that the mentors are people who were formally Police Chiefs and have served in very diverse communities. They would be looking for someone with diversity and who would be able to come in and look at all the issues. Those will be some of the questions asked in the interview process. That person would come in and mentor, look at the structure of the Police Department, and make recommendations on what needs to be fixed. They will look at the current Police culture and see what changes need to be made. Ms. Fryer asked who selects the mentor. Councilwoman Foster-Dublin noted that they would get resumes from interested parties and they would then conduct interviews. Ms. Fryer asked if it would be possible to have public input into who the mentors are. Mayor Brill Mittler noted that she would like to clarify the process for selecting the mentor with the Labor Attorney. Ms. Fryer strongly urged that they find out how this mentor is selected and this might be your wiggle room to get community involvement and perhaps the community can have input into who is selected to be the mentor. It seems the mentor is going to be advising the Borough on whether or not the Chief and Captain are doing a good job. Mayor Brill Mittler noted that maybe they can have an open public meeting that is just devoted to choosing the next Chief and letting the Council hear the kinds of things that the community would like to see.

Jeffrey Aaron, 240 South Adelaide Avenue, commented that he feels pride in Highland Park that we are battling this out. We will not solve this problem as we are looking at the top and the problem comes from the bottom. When you have an inappropriate use of force, there you have a life threatening situation. When you get stopped for driving while black, when you get harassed because you look suspicious, only because of the color of your skin, these things come from the bottom. There is a Police Officer who is still on the force who liberally uses the "N" word when he is among his friends. As an employer, he has known lots of people who would say the nastiest things, not only about people of color, but also women, except when they are dealing with them. This is endemic to the entire American culture. If we can ameliorate it, that is wonderful, but we are not going to fix it, because if we fixed it, we would be unique in the whole damn country. There is only so much we can do to get rid of the people who are toxic and a lot of them are unchangeable because this is the way they were brought up and they don't know anything else or any other way to be. There has been some anger because we are trying to figure out how the hell to do it. You have people who become Police Officers because they have personal problems. You have other people who become Police Officers who are fine people.

Monique Coleman, 407 Lincoln Avenue, submitted a resource that they would consider using. She wants them to consider doing something a little different besides using NOBLE in terms of training and approaching policy change and reform in the Police Department. She spoke about procedural justice and how that encompasses all that is being discussed. The Yale Law Center has a center that is dedicated to procedural justice, called the "Collaborative Lab". She recently met the Director of that lab. She talked about the work that the lab is doing around the country with Police Departments; singularly focusing on procedural justice in Police Departments and how to use that to establish legitimacy, fairness and trust between the members of the community and the Police Department. They worked with Baltimore and major cities around the country and they are willing to come here. She thinks the Borough needs to look at other resources for training. She stated the principles of procedural justice; it encompasses everything that was said here. The dimensions of procedural are (1) voice – the perception that your side of the story has been heard; (2) respect – perception that the system players treat you with dignity and respect; (3) neutrality – taking about anti-bias – perception that the decision making process is unbiased and trustworthy; (4) understanding – comprehension of the process and how decisions are made; and (5) helpfulness – perception that system players are interested in your personal situation to the extent that the law allows. Underlying procedural justice is the idea that the criminal justice system must constantly be demonstrating its legitimacy to the public it serves. She highly recommended that this is something the Borough considers to bringing this concept in this time of change that is about to occur in the Police Department and to infuse it into policy and practice.

Sonya Headlam, 133 Benner Street, commented about the importance of the community being involved. She thinks a lot more has been elaborated on in terms of the process of hiring the new Acting Chief and Captain and she wants to make sure it is clear, that regardless of them being hired internally, regardless of whatever procedures have to be involved, that the community also wants to be at the table. She spoke about diversity and the work that has been done in the community. She is seeing a statistic that the Police Department is 2% black. You are hiring for a leadership position and wondered how many people of color are actually in a position that they could come to a leadership position in the Police Department. She hopes that it is clear that the person hired is going to be sitting in this post for 30 years, just like the current Chief has been. She hopes that in the next 30 years, they are not in the same position where we are dealing with hiring internally with a Police Force that looks the exact same as what we have been dealing with. It is really important that this is addressed and that there is real effort put into ensuring that we have a diverse Police Force and ensuring that the Police Force is partnering with organizations like NOBLE to make sure that our Police Force is diverse, that we have people in place, of color, that are ready to rise into leadership positions, and that understands the context. We need people that know what we are dealing with. Mayor Brill Mittler commented that 20 years ago when she sat in the audience, they were saying the exact same things. Chief Rizco noted that he has only been the Chief for 11 years, but has been on the force for over 30 years. He also noted that the last time they hired Police Officers, they hired 2 African American Officers. He worked for the majority of his career under Police Chief Ronald Haskins, who was an African American Chief. They welcome diversity in the Police Department and are in the process of hiring a Hispanic Police Officer. The Police Department has 27 Officers; 3 are African American, 4 are Hispanic and 1 is Muslim. Councilwoman Foster-Dublin commented that since she has been here it has been challenging to get African American Officers. That is when you became aware of NOBLE and asked them to post/advertise their jobs. One of the challenges they have, is that Highland Park is small, and the candidates usually take positions with bigger departments to get a broader experience.

Greg McLendon, 433 River Road, commented that he is constantly looking for Police Officers for other towns and would be willing to help Highland Park for minority law enforcement officers.

No one else appearing to be heard, the Mayor closed the public discussion.

The following resolution, introduced by the Council as a Whole, was duly adopted on motion made by Councilman George, seconded by Councilwoman Foster-Dublin, and carried by the following roll call vote, to wit:

Ayes: Councilpersons Fine, Foster-Dublin, George, Welkovits.

Opposed: None.

Abstain: None.

Absent: Councilpersons Hale, Kim-Chohan.

No. 12-18-366

WHEREAS, Section 8 of the Open Public Meetings Act permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, the Borough Council is of the opinion that such circumstances exist.

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Highland Park, in the County of Middlesex, State of New Jersey, as follows:

1. The public shall be excluded from the closed session at close of tonight's open session.
2. The general nature of the subject matter to be discussed is as follows:
(Litigation: (a) Property Acquisition; (b) Litigation)
3. It is anticipated at this time that the above stated subject matter will be made public when these matters are resolved or as soon thereafter as it is deemed to be in the public interest to do so.
4. This Resolution shall take effect immediately.

There being no further business, on motion made by Councilman George, seconded by Councilwoman Foster-Dublin, and carried by affirmative voice vote of all Councilpersons present, the meeting adjourned at 10:17 PM.

Respectfully submitted,

