

THE DISCIPLINE SYSTEM

Annual Highlights

Statewide, at the end of calendar year 2001, three out of four pending disciplinary investigations (76%) were within Supreme Court goals. Adopted in 1995, time goals call for standard and complex investigations to be completed within six and nine months of docketing, respectively.

The Office of Attorney Ethics' (OAE) full-time investigators staffing the District Investigative Group achieved the highest rate of compliance at year's end. **Figure 11.** The Supreme Court established this unit in

1995 to determine the performance of full-time personnel in handling district investigations compared to the traditional use of volunteer attorneys from private practice. The District Investigative Group handles standard and some complex matters in District VA (Essex-Newark), District IV (Camden & Gloucester Counties) and a small portion of cases in District IIIA (Ocean County). The District Investigative Group's average in-goal percentage was 91% at the end of 2001. The Essex-Newark district had 94% of its cases within time goals and the Camden/Gloucester district achieved an 85% in-goal rate. At the end of calendar year 2000, the group had an average inventory of 90% of its cases in-goal in both districts. These figures show consistency in the timely handling of investigative matters. In fact, since 1997, this group has remained in the 90th percentile and above, reaching as high as 97% in 1998.

Investigative Goals 2001

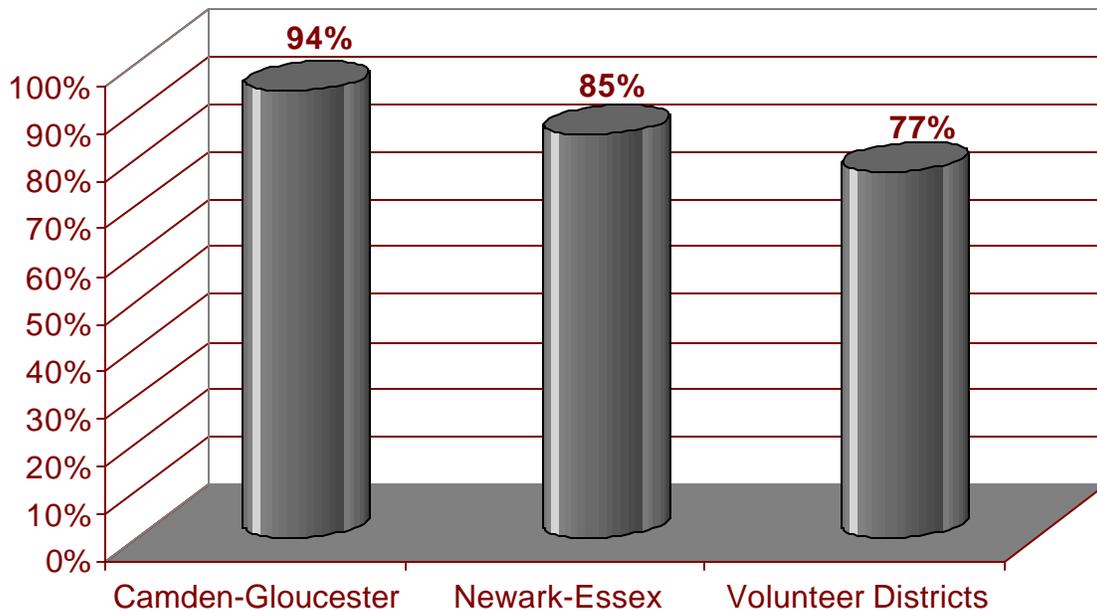


Figure 11

Volunteer attorney investigators serving the remaining 15 district ethics committees across the state were a little behind with an average compliance rate of 77%. Like the OAE District Investigative Group, these volunteer committees handle standard and some complex cases. The 2001 figures are a drop from the all-time high of 87% achieved at the end of calendar year 2000. At that time, only 13% of their investigations were in backlog status. Nevertheless, private attorneys who handle these district investigations are working hard to improve their compliance rate. At the beginning of 2002 there are indications that the volunteer district's compliance rate will again return to the 80th percentile.

The OAE's Complex Investigative Group handles serious, complex and emergent matters statewide, all criminal charges filed against New Jersey attorneys, reciprocal disciplinary matters where discipline has been imposed by another jurisdiction, allegations against state court judges while they were in private practice, cases where district committees have not resolved investigations within a year and Bar Admission cheating cases.

At the end of calendar year 2000, three out of four (76%) of the OAE's Complex Investigative Group cases complied with the Court's investigative goals, while 24% were backlogged, representing 64 of 265 investigations. The 2000 results were a significant improvement over the 1999 year-end compliance rate of 59%, when 41% of cases were in backlog status. The 1999 backlog actually involved 85 of 207 cases.

However, at the conclusion of calendar 2001, the investigative compliance rate again decreased to 71%,

with the backlog correspondingly increasing to 29%. While the 2001 backlog percentage (29%) is actually better than the 1999 backlog rate (41%), the 2001 rate represents a greater number of cases than in calendar years 1999 or 2000, 97 of 331 active investigations. Thus, there are now a greater number of backlogged investigations than anytime in the past three years.

There are two primary factors that are responsible for this increase in OAE's complex backlogged investigations: personnel losses of experienced forensic investigators and auditors and increased caseloads. Actually, these two factors combine to exacerbate the backlog problem now and in the immediate future. At the end of 2000, the Complex Group had an active pending caseload of 265 investigations. As of December 31, 2001, that caseload stood at 331. According to indications during the first few months of 2002, this upward trend is continuing.

In recent years, the OAE has experienced personnel turnover within the Complex Investigative Group, losing some of its most experienced forensic investigators and auditors. In fact, over the past three years the OAE has had a 16% average vacancy rate in its Complex Group, which has nine authorized line positions. **Figure 12.** These positions have been fully staffed in only two of the prior 12 quarters. Those investigators and auditors who left were, by and large, among the most experienced on staff, often with over 20 years of prior forensic investigative/auditing expertise. The impact of such losses on complex and long-term investigations is profound.

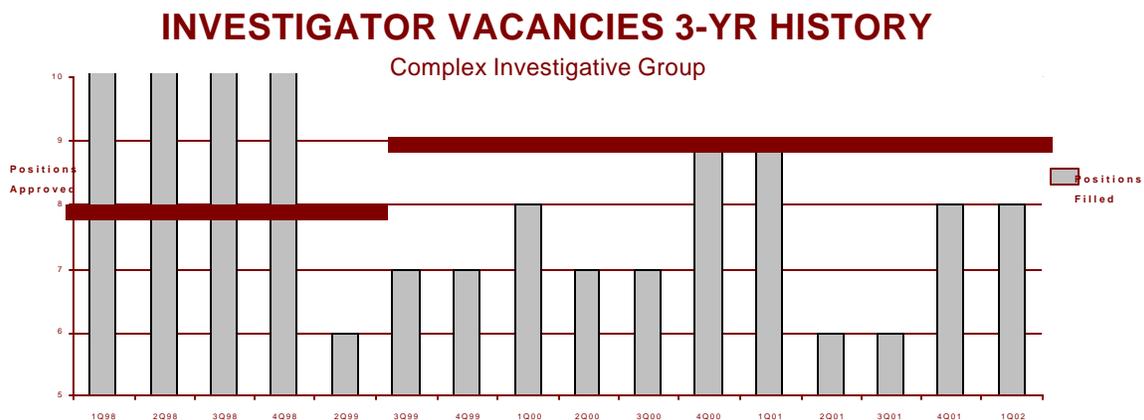


Figure 12

Moreover, adding new personnel does not immediately solve the problem. Recruitment not only involves extensive state hiring procedures, but training in the specialized area of attorney ethics rules and trust and business accounting practices as well. Where the new employee does not have an extensive investigative background, time is also consumed in basic investigative training, as well as the very important skill of testifying in disciplinary hearings. In an effort to decrease the extensive time involved with state hiring practices, the OAE began a continuous recruitment process for 2002 for forensic investigative and auditing positions. While hopeful about the results of this change, it will not help us immediately recover from complex and long term investigative/auditing losses. Unquestionably, those investigations will take much longer to conclude, while the backlog continues to grow. Unfortunately, the noted problems concerning the retention of our most experienced investigative and auditing personnel are continuing in the early months of 2002. Another experienced investigator with over 20 years of investigative expertise has accepted a position elsewhere, with substantial increased salary and benefits and an automobile.

Disciplinary hearings also have time goals. The goal is for all hearings to be completed within six

months from the time an answer is filed. Either a three-person district panel or, in the most complex and difficult matters, a Special Ethics Master, presides over hearings. At the end of 2001, 58% of disciplinary hearings statewide were within goal, while 42% were not. These results are down slightly from those that existed at the end of calendar year 2000, when 62% of all hearings complied with the Court's goal. Thirty-eight percent (38%) of hearings were in backlog in 2000. However, the 2000 year-end figures represented an all-time compliance high for disciplinary hearings. In recent years, the OAE has noted a trend in the increasing length of contested hearings in its cases. Two hearings in OAE cases currently both exceed 20 and 30 separate days of hearing.

Looking at the performance of the entire system (including both investigations and hearings), the active pending caseload handled by the disciplinary system reached a low of 840 total cases in 1999. Since the Supreme Court's overhaul of the disciplinary system in 1994, the total number of cases actively pending in the system dropped consistently from a high of 1,408 in that year. **Figure 13.** Having reached its low point in 1999, the active caseload has increased in 2000 (924) and again in 2001 (976). This trend is not yet a cause for alarm although the number of grievances filed with

Active Pending Case Trends At Year End

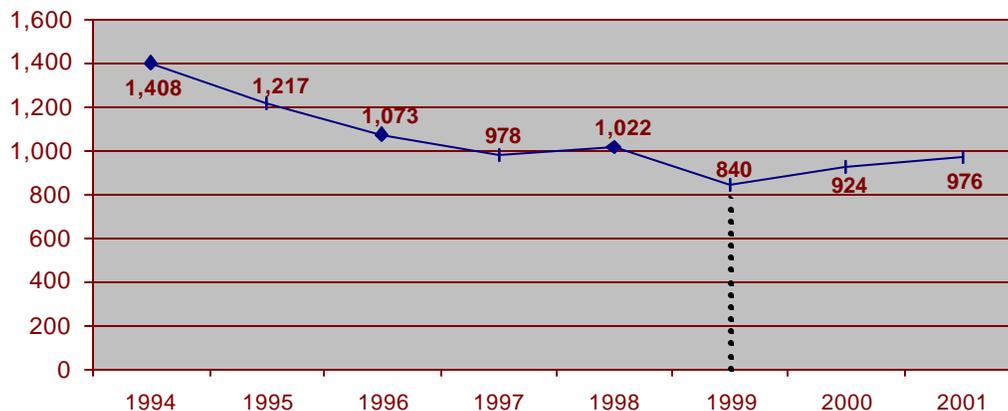


Figure 13

the disciplinary system has also increased somewhat in recent years. However, it does mean that we must insure that we have the necessary personnel available to the job and, also, work harder as a system to avoid potential problems in the future. The attorney discipline process in New Jersey continues to be subject to a delicate balance that must be adjusted as necessary to meet changing caseloads and backlogs, as well as the goals of the Supreme Court and the needs of the public and the Bar.

Attorney Population

The Garden State is among the fastest growing lawyer populations in the nation. Located in the populous northeast between New York, Philadelphia and Washington, D.C., three of the largest metropolitan centers in the Country, geography is probably one of the major reasons for the growth in its lawyer population.

The New Jersey attorney population has increased more than six fold, growing from 11,408 in 1970 to the present total of 75,177, including those attorneys who were admitted in December 2001. **Figure 14.** Moreover, the 2001 figure stands at over twice the total of 32,440 lawyers who were admitted to practice law in the state just 15 years ago in 1986.

Currently, there is one lawyer for every 113 people in the Garden State. At the end of 2001, New Jersey had 75,177 lawyers out of a total population of 8,484,431.

On average, over each of the last three years 2,788 new lawyers were admitted to practice. At the current admissions rate, projections show that by the end of the year 2006, just four years away, a total of 89,117 lawyers will be members of the New Jersey Bar. Moreover, if current recent trends continue, we will reach 100,269 attorneys by the year 2010. **Figure 14.**

This growth in bar population will continue to play a part in the number of disciplinary grievances filed as well as the number of attorneys who are sanctioned annually for ethical misconduct.

New Jersey Lawyer Population

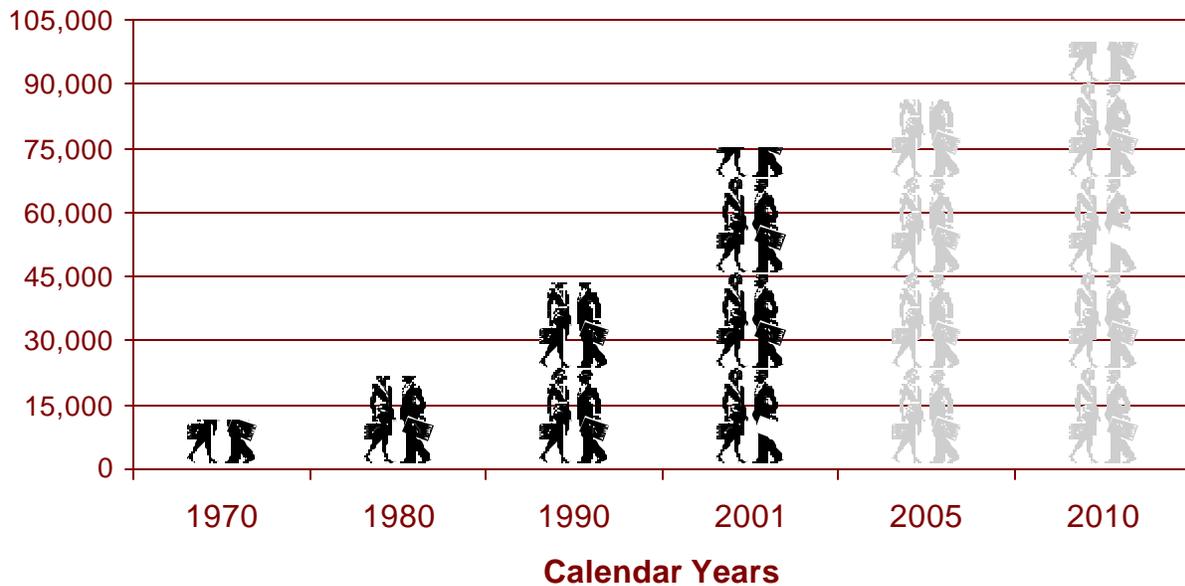


Figure 14

Caseload Data

The attorney disciplinary system began the year 2001 with a total caseload of 1,215 grievances that were carried over from the prior year.

Statewide Grievance Caseload

Grievances Carried (1/1/01)	1,215
Filings	1,330
Dispositions	1,276
Grievances Pending (12/31/00)	1,269
Investigations	752
Hearings	224
Untriable	293

Figure 15

During the year, 1,330 new filings were received and docketed and 1,276 were disposed of. As of December 31, 2001, the system had a **total** pending caseload of 1,269 matters remaining. **Figure 15.** Allowing for 293 untriable (i.e. inactive) cases, the total **active** caseload as of year-end was actually 976. Of the active cases pending at year's end, over seventy-seven percent (77.0%) are in the investigative stage, while almost one-quarter (23.0%) are in the hearing process.

Administration

New Jersey's attorney disciplinary system consists of three levels. **Figure 16.** Those levels are:

- < Office of Attorney Ethics and District Ethics Committees
- < Statewide Disciplinary Review Board, and
- < Supreme Court of New Jersey

The first level consists of 17 regionalized district ethics committee (referred to as "committees"), supervised and managed by the Office of Attorney Ethics (OAE). District committees generally are established along county lines.

District Committees consist of attorney and public members who serve pro bono to investigate, prosecute and decide disciplinary matters. Each committee consists of three officers: a chair, who is the chief

executive officer and the one responsible for all investigations; a vice chair, who is responsible for all cases in the hearing stage; and a secretary, who is the administrator who receives and screens all inquires and routes all docketed grievances.

The OAE is responsible for overseeing the operations of all district ethics committees. In two districts (IV-Camden & Gloucester Counties and VA-Essex-Newark), the OAE also investigates all grievances. In one other district (IIIA-Ocean County), the OAE investigates a small portion of the cases. The OAE also exercises statewide jurisdiction over the investigation and prosecution of serious, complex and emergent matters.

The second level of the disciplinary system is the Disciplinary Review Board. The Board is the intermediate appellate tribunal in disciplinary matters. Subject to the Supreme Court's confirmatory order, the Board's decisions to impose discipline are final in all cases, except recommendations for disbarment. The Board also hears appeals from dismissals following investigation or hearing.

The Supreme Court of New Jersey is the third and highest level of the disciplinary system. It decides all emergent applications by the OAE for temporary suspensions of attorneys. The Court hears and decides all recommendations for disbarment, as well as any other disciplinary recommendations where it has granted a petition for leave to appeal. Additionally, the Court reviews all decisions by the Disciplinary Review Board (other than admonitions) and enters confirmatory orders that actually impose all discipline.



New Jersey Disciplinary System

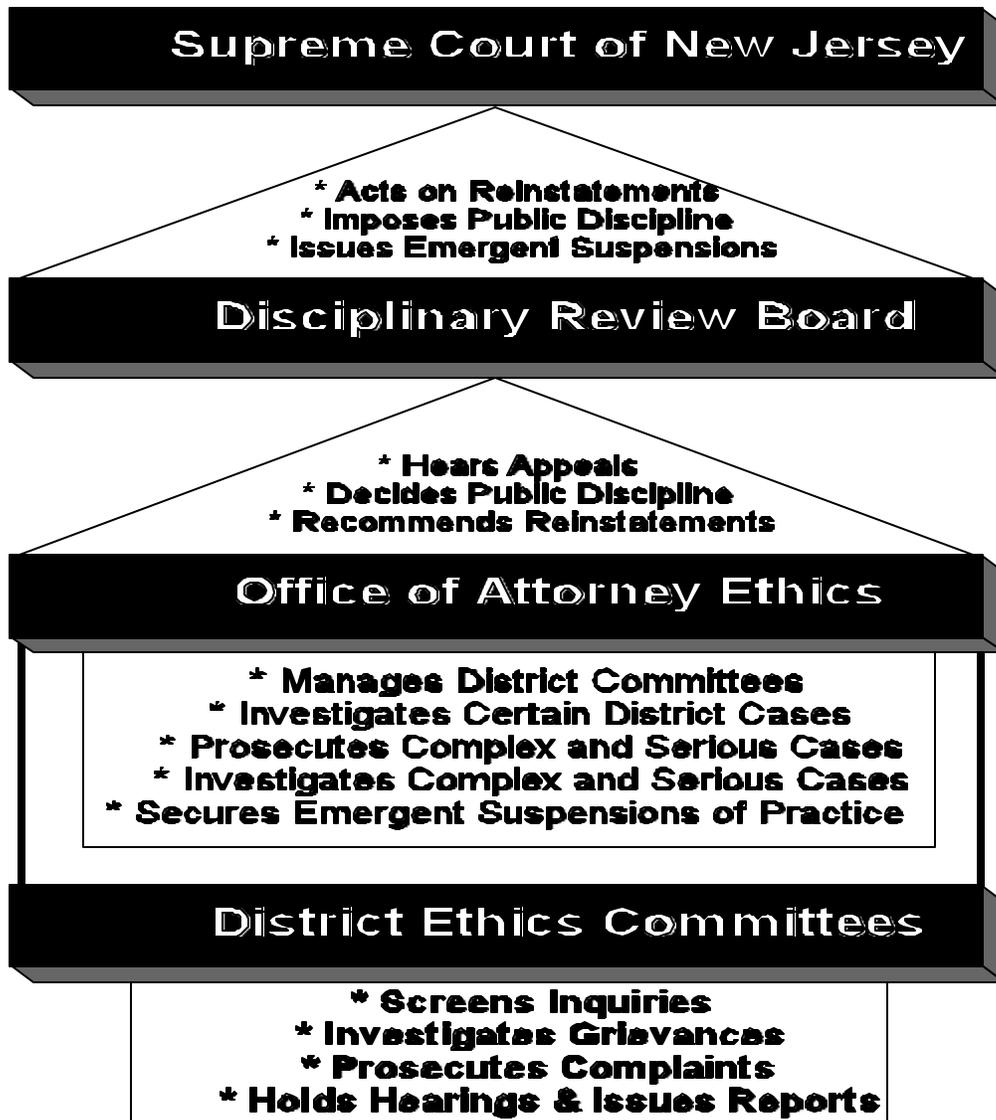


Figure 16

Filing Grievances

A total of 1,330 ethics grievances were filed with and docketed by the disciplinary system in 2001. This represents the continuation of an upward trend (**Figure 19**) that has marked the system almost every year since 1988 when 697 new grievances were docketed. This growth has been supported by our increasing bar population, which has doubled since 1987 (35,932) and tripled since 1982 (24,342) **Figure 14**. Only in 1999 did the number of cases added decrease (-11.3%).

What types of misconduct cause grievants to complain to disciplinary authorities? This is an important question in order to understand why grievances are filed against lawyers. The primary reason grievances are opened centers around concerns about the handling of money (34.4%). **Figure 17**. These grievances may include allegations ranging from misappropriation of funds, failure to account for funds, failure to pay monies promptly, to a failure to adequately explain disbursements. In second place are grievances involving neglect (18.4%). When clients and others perceive that their matters are being given less than diligent attention, they complain. Allegations of misrepresentation and fraud (9.0%) are the third most frequent cause for grievances. Rounding out the top five causes are lack of communication allegations (8%)

and conflicts of interest (4.3%).

Unlike most states, New Jersey does **not** docket every communication to the disciplinary system. Rather, district ethics secretaries, who are practicing attorneys, evaluate all inquiries filed with the system in accordance with court rules for screening cases. **Figure 16**. It is estimated that secretaries receive over five times as many initial inquiries as are ultimately docketed. For 2001 this means that district secretaries received an estimated total of 6,650 inquiries statewide, of which 1,330 were docketed.

If the secretary determines that the inquiry is a fee dispute, involves certain pending civil or criminal litigation, or meets other specific criteria outlined in court rules, the secretary will decline to docket the case. If the facts alleged in the inquiry would not constitute misconduct even if proven (for example, where the lawyer is simply alleged to have been rude or used inappropriate language, or where the lawyer did not pay a bill), after consultation with a public member designated annually by the chair of the committee, the secretary will also decline to docket the case. In such event the secretary will notify the grievant of the reason that the case is declined and the specific court rule or other authority mandating declination. There is no right of appeal from these determinations.

Nature of Filed Grievances

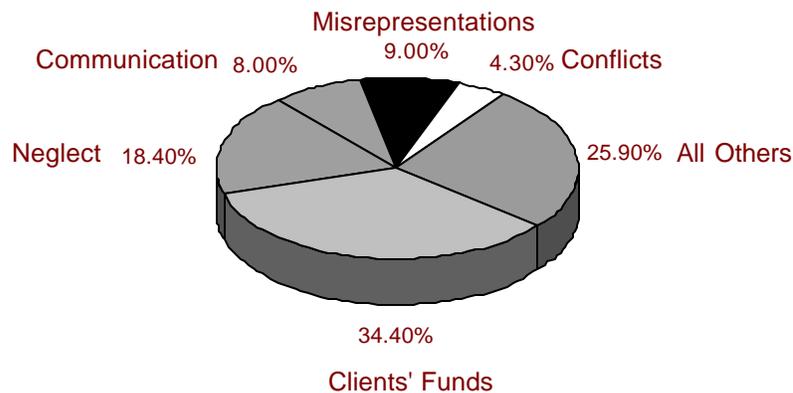


Figure 17

Grievance/Investigation Flowchart

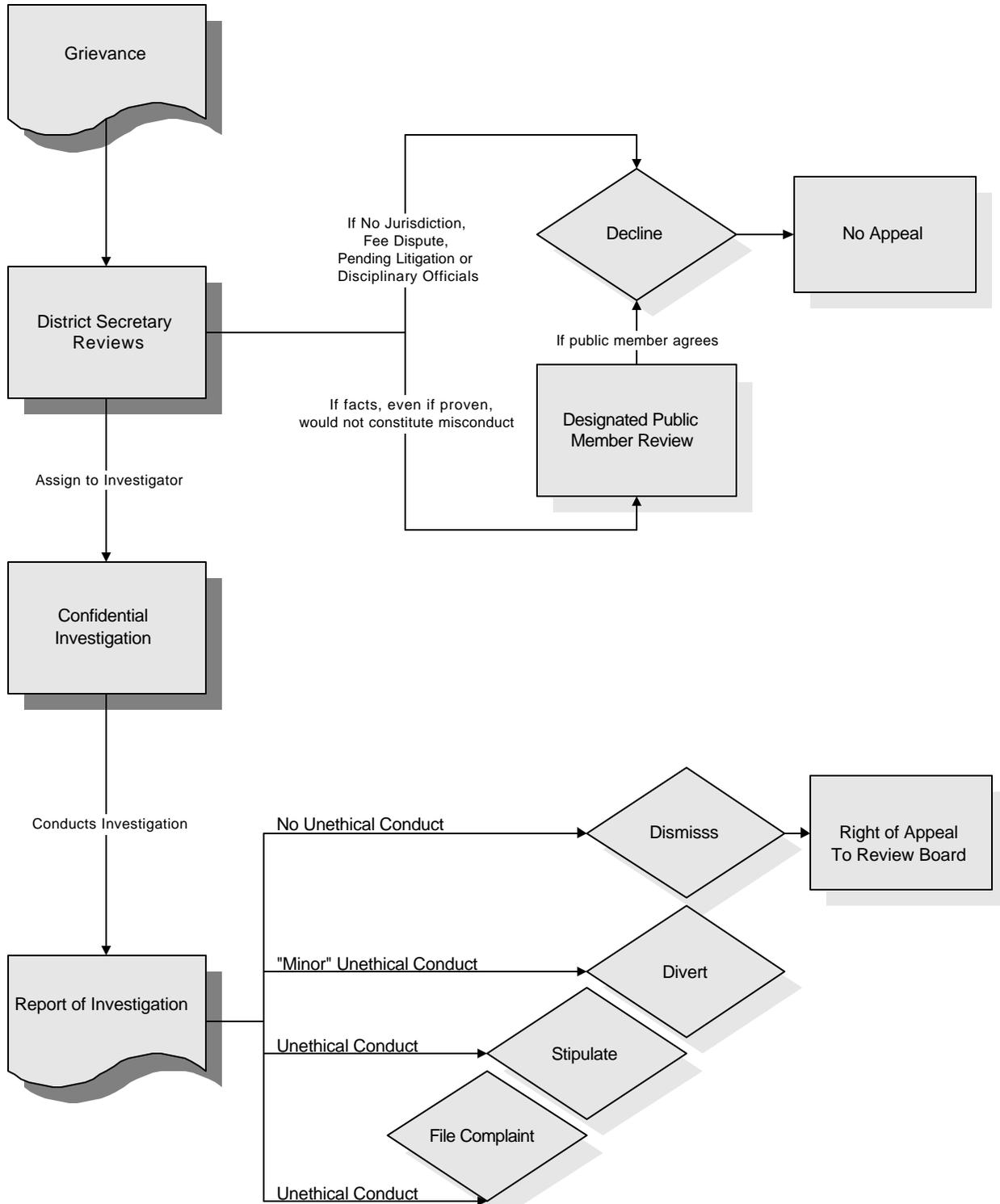


Figure 18

If the secretary determines that the facts alleged in the inquiry, if proven, would constitute unethical conduct and if the inquiry is not otherwise declined for the reasons noted above, the inquiry is docketed as a grievance.

The percentage of active attorneys against whom docketed ethics grievances are filed has decreased somewhat in recent years. Only 2.3% of all active practitioners had grievances docketed against them last year. **Figure 20.** This means, that 97.7% of them did not.

Changes In Grievances			
<u>Year</u>	<u>Filings</u>	<u>Change</u>	<u>Cumulative</u>
2001	1,330	+ 0.8%	↑
2000	1,320	+ 2.0%	
1999	1,294	-11.3%	-7.6%
1998	1,460	+ 1.4%	↓
1997	1,440	-----	

Figure 19

Confidential Investigations

On receipt of a grievance alleging conduct by a lawyer which, if proven, would be unethical, the secretary docketed the case and assigns the matter for investigation necessary to determine the validity of the allegations. **Figure 18.** Under Supreme Court rules, all disciplinary investigations are confidential until and unless a complaint has been filed and served. Confidentiality does not prevent the filing of other litigation against the lawyer nor discussion of the matter with counsel. However, it does mean that the fact that a grievance has been filed may not be disclosed.

At the conclusion of the investigative process, a written report of investigation is submitted to the chair of a committee, who determines whether there is adequate proof of misconduct. If the chair finds that there is no reasonable prospect of proving misconduct by clear and convincing evidence, the chair directs the secretary to dismiss the matter and to provide the grievant with a copy of the report of investigation. The grievant has a right to appeal the decision to dismiss the case to the statewide Disciplinary Review Board. If,

however, the chair determines that there is a reasonable prospect of proving unethical conduct by clear and convincing evidence, a complaint is prepared and served on the lawyer. The lawyer, referred to as the respondent, has 21 days to file an answer.

Additionally, where both the chair and the OAE agree that the attorney is guilty of "minor" misconduct and the attorney admits to the misconduct, the case may be diverted. "Minor" misconduct is unethical conduct that will warrant no more than an admonition, the least serious disciplinary sanction available. Diversion results in non-disciplinary treatment, usually conditioned on certain remedial action by the attorney for a period of time. The decision to divert a case is not appealable.

Supreme Court goals call for standard investigations to be completed within six months and complex investigations within nine months from the date a case is docketed until an investigative report is filed and the case dismissed, diverted or a complaint filed. Most district cases are classified as standard matters. The average age of all pending cases under investigation throughout the attorney disciplinary system showed great improvement over the last several years. At the end of December 2001, the overall average age for all districts is 161 days, or 5.4 months.

Lawyer Grievance Analysis

Year	Filings	Lawyers*	Percent
2001	1,330	56,278	2.3%
2000	1,320	55,687	2.3%
1999	1,294	54,581	2.4%
1998	1,460	53,125	2.7%
1997	1,440	51,785	----

*Active Lawyers: Lawyers Fund for Client Protection

Figure 20

Public Hearings

Once a formal complaint is issued and served on a respondent, the matter public. **Figure 21.** The complaint, all pleadings subsequently filed and records subsequently made are available for review at the office of the district secretary or at the OAE, in connection with cases prosecuted by it. In unusual situations, however, a protective order may limit disclosure.

Complaints are generally tried before a hearing panel consisting of three members, composed of two lawyers and one public member. In complex cases, a special ethics master may be appointed by the Supreme Court to decide the matter. The procedure in disciplinary hearings is similar to that in court trials. A court reporter makes a verbatim record of the entire proceeding. Testimony is taken under oath. Attendance of witnesses and the production of records may be compelled by subpoena. The hearing is open to the public. After conclusion of the hearing, the panel deliberates in private and takes one of the following actions:

1. Dismisses the complaint, if it finds that the lawyer has not committed misconduct; or
2. Determines that the lawyer is guilty of misconduct for which discipline, i.e., admonition, reprimand, suspensions or disbarment, is required.

At the end of December 2001, a total of 224 hearings were pending. Statewide, the average pending age of these hearings in that stage was 228 days, or 7.6 months.

Appellate Review

In the event that a docketed grievance is dismissed by a committee after investigation or hearing, the grievant, the respondent or the OAE have the right to appeal to the Disciplinary Review Board (Board). There is no charge for the appeal.

The Board is composed of nine members; presently five are lawyers, one is a retired appellate division judge and three are public members. As is true at the district level, all Board members volunteer their time to the profession. Current members of the Board for 2001 are:

Rocky L. Peterson, Esq., Chair

Hill, Wallack, Esqs.

of Princeton

Mercer County

Mary J. Maudsley, Esq.

April, Maudsley & Goloff, Esqs.

of Marmora

Cape May County

Mathew P. Boylan, Esq.

Lowenstein, Sandler, P.C.

of Livingston

Essex County

Hon. Warren Brody

of Roselle

Union County

Ms. Ruth Jean Lolla

of Tuckerton

Ocean County

William J. O'Shaughnessy, Esq.

McCarter & English, L.L.P.

of Newark

Essex County

Louis Pashman, Esq.

Pashman Stein, P.C.

of Hackensack

Bergen County

Ms. Barbara F. Schwartz

of Vineland

Cumberland County

Spencer V. Wissinger, III

of Morristown

Morris County

When a hearing panel finds misconduct warranting discipline, the panel's report and recommendation is forwarded to and considered by the Board. If, after reviewing a matter in which an admonition is recommended, the Board determines that an admonition is adequate discipline, it issues a written letter of admonition. Where a hearing panel files a report recommending stronger discipline, oral argument is routinely scheduled before the Board. The respondent may appear in person and may be represented by counsel. The Presenter of the district committee or OAE Ethics Counsel appears to present the matter to the Board.

For the OAE, 2001 was its busiest year in history appearing before the Board. OAE ethics counsel conducted a total of 60 oral arguments in disciplinary matters at the Board level. No witnesses are permitted

Hearing/Appellate Flowchart

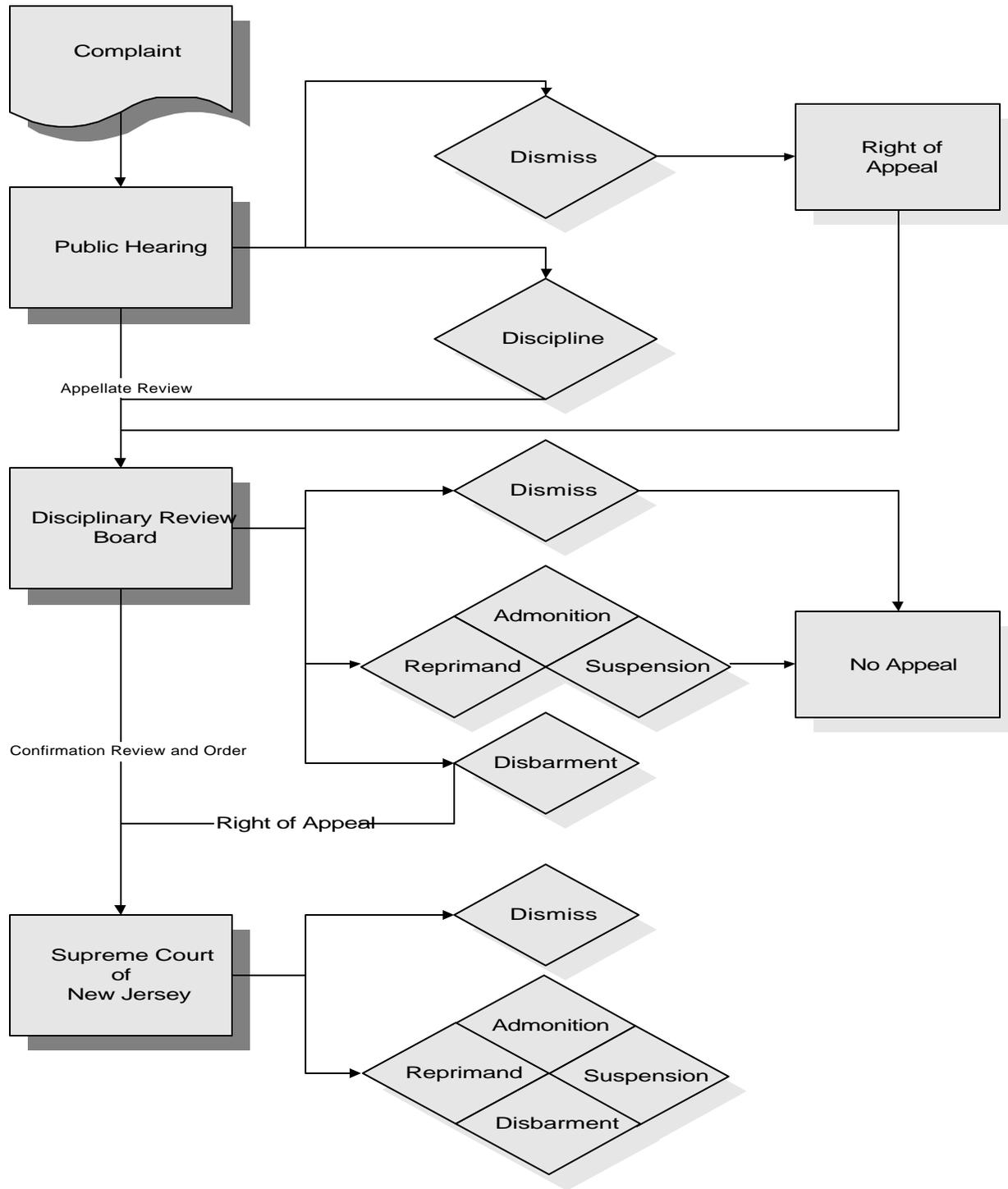


Figure 21

at oral argument and no testimony is taken. However, the argument is open to the public. If the Board determines that a reprimand, suspension, transfer to disability inactive status or disbarment be imposed, its written decision is reviewed by the Supreme Court of New Jersey.

Supreme Court

The Supreme Court of New Jersey is invested with exclusive authority by our constitution to admit and discipline members of the bar. *N.J. Const. Art. VI, section II, P3*. The Court is composed of seven justices:

Chief Justice Deborah T. Poritz
of Trenton
Justice Gary S. Stein
of Hackensack
Justice James H. Coleman, Jr.
of Springfield
Justice Virginia A. Long
of Trenton
Justice Peter G. Verniero
of Flemington
Jaynee LaVecchia
of Morristown
James R. Zazzali
of Red Bank

Disbarment can be ordered only by the Supreme Court. In all other matters, the decision of the Disciplinary Review Board becomes final on the entry of a confirmatory order by the Court, unless it grants leave to appeal. The Office of Attorney Ethics represents the public interest in all cases before the Court. During 2001, OAE attorneys appeared 23 times for oral argument. The Court issues a final order disciplining the respondent or determining that no discipline is required.

Funding

The Supreme Court requires the payment of an annual registration fee to support the attorney discipline system. This fee constitutes dedicated funds earmarked exclusively to be used for the attorney discipline and fee arbitration systems. *R. 1:20-2(b)*. The Court also requires a distinct annual payment to be made to fund the Lawyers' Fund for Client Protection,

R. 1:28-2, as well as a separate fee for the benefit of the Lawyers' Assistance Program. For administrative efficiency, the annual attorney registration fee is collected by a single agency, the Lawyers' Fund for Client Protection. In calendar year 2001, the annual fees assessed, depending on the number of years attorneys were admitted to the New Jersey Bar, are shown in **Figure 22**.

Annual Registration Fee

Year of Admission	5-50 Years	3-4 Years	2nd Year
Attorney Discipline Portion	\$ 95	\$ 95	\$ 25
Protection Fund Portion	\$ 50	\$ 25	\$ 0
Lawyers' Assistance Portion	\$ 5	\$ 5	\$ 3
Total Annual Fee	\$150	\$125	\$ 28

Figure 22

When the attorney discipline system was reorganized by the Supreme Court in 1995, the disciplinary portion of the annual fee was set at \$125 for most New Jersey lawyers. (i.e. those admitted between 5 to 50 years). It remained at that level during 1996. Since then the annual fee for discipline has been reduced in each of the following five years. In 2001, that fee was just \$95, a reduction of 24% over the 1995-1996 rate. It is anticipated that reductions will continue through calendar year 2002 before any fee increase will be necessary.

No taxpayers' monies are used to fund attorney professional responsibility in New Jersey. All funds come exclusively from the Court's annual statewide registration fee on attorneys.

Nationally, New Jersey's lawyer registration fee is among the lowest in the country. A September 1, 2001 survey showed that New Jersey ranked 7th (at 73,147 admitted attorneys) out of 51 United States jurisdictions in attorney size, yet it ranked only 43rd (at \$150) out of 51 United States jurisdictions in the amount of mandatory fees required in order to practice. Last year, New Jersey ranked 39th in the country in the amount of mandatory annual fees.

Nationwide, the average mandatory annual fee was \$294. The range of mandatory fees across the country starts at \$85 in Maryland and is as high as \$2,466 in Oregon where the annual fee includes a mandatory malpractice charge that averages \$2,100.

Disciplinary Oversight Committee

The Supreme Court has established a committee of eleven members, six attorneys and five public members, to superintend the attorney disciplinary system. While the committee has no operational responsibilities, it is responsible to review the system and to report to the Supreme Court on any changes or improvements that may be necessary to insure that the system, and its components, function efficiently and in the public interest. This committee also reviews the annual budget submitted to the Supreme Court by the Director, Office of Attorney Ethics and the Chief Counsel, Disciplinary Review Board. The annual budget approved by the Supreme Court for calendar year 2001 is \$7,625,222. Following are the members of the Oversight Committee, all of whom serve pro bono:

Lanny S. Kurzweil, Esq., Chair

Partner in McCarter and English, Esqs.
of Newark

Kathryn Flicker, Esq., Vice Chair

Deputy First Assistant Prosecutor
for Mercer County
of Trenton

Richard L. Bland, Jr., Esq.

Essex County Prosecutor's Office
of Newark

Mr. Robert Boyle

Representative of William H. Hintelmann
Real Estate and Insurance Agency
of Rumson

Ms. Elizabeth Logan Buff

Medical Center at Princeton
of Princeton

John J. Degnan, Esq.

President, Chubb & Son, Inc.
of Warren

Michael K. Furey, Esq.

Partner in Riker, Danzig, Esqs.
of Morristown

Ms. Carol Gershaw

Senior Director, Business Information Serv.
Shering Sales Corporation
of Union

Harriett A. Kass

Director, Public-Private Partnerships
Careerplace-On-Line
of Princeton

Raymond S. Londa, Esq.

Partner in Londa and Londa, Esqs.
of Elizabeth

Raymond Ocasio

Executive Director, LaCasa De Don Pedro, Inc.
of Newark

Office of Attorney Ethics

The Office of Attorney Ethics (OAE) was established by the Supreme Court of New Jersey on October 19, 1983 as the investigative and prosecutorial arm of the Supreme Court in discharging its constitutional authority to supervise and discipline New Jersey attorneys. *N.J. Const. Art VI, Section II, ¶3.*

The OAE has programmatic responsibility for 17 district ethics committees, which investigate and prosecute grievances alleging unethical conduct against attorneys. It also administers 17 district fee arbitration committees (See Chapter 3), which hear and determine disputes over legal fees between attorneys and clients. Likewise, the OAE conducts the Random Audit Compliance Program (See Chapter 4), which undertakes audits of private law firm trust and business accounts to see that mandatory record keeping practices are followed. The office also oversees the collection and analysis of the Annual Attorney Registration Statement (See Chapter 5), which collects demographic information about all New Jersey lawyers.

Importantly, the OAE also is vested with exclusive investigative and prosecutorial jurisdiction in certain types of matters, such as emergent, complex or serious disciplinary cases, matters where an attorney has been

criminally charged, cases where district committees have not resolved an investigation within a year, as well as any case where the Disciplinary Review Board or the Supreme Court determines that the matter should be assigned to that office. *R.1:20-2(b)(1)*. Moreover, effective March 1, 1995, the Supreme Court assigned to the OAE the investigation of all cases in Districts IV (Camden and Gloucester Counties) and District VA (Essex-Newark), in addition to part of the caseload in District IIIA (Ocean County).

The OAE Director is appointed by the Supreme Court. Other counsel are appointed by the Court on recommendation of the Director. All other staff are hired by the Director, subject to the approval of the Chief Justice. The OAE consists of a Director, First Assistant, Assistant Ethics Counsel, Counsel to the Director and eight Deputy Ethics Counsel.

Following is a biography of key legal staff, which averages over 22 years of experience:

Director, Office of Attorney Ethics
David E. Johnson, Jr. of West Windsor

Admitted to Practice 1971
A.B. Rutgers University 1968
J.D. University of Memphis Law School 1971
M.P.A. Rider University 1984
Appointed Director in 1983

Law Practice: Associate of Wesley L. Lance, Esq., of Clinton (1971-76); Attorney for Central Ethics Unit of the Administrative Office of the Courts (1976-80); Chief, Division of Ethics and Professional Services (1980-83).

Related Experience: Associate Editor, University of Memphis Law Review (1969-1971); Author of Trust and Business Accounting for Attorneys (4th Edition 1998); President, National Organization of Bar Counsel, Inc. (1990-91); Member, Supreme Court's New Jersey Ethics Commission (1991-93); member State of New Jersey Insurance Fraud Steering committee (1996-98); member United States Department of Justice Immigration Fraud Working Group (1997-1998).

First Assistant Ethics Counsel
John J. Janasie of Ocean Gate

Admitted to Practice 1973
B.S. Saint Peters College 1970
J.D. Rutgers School of Law - Newark 1973
Joined OAE in 1986

Law Practice: Associate of Holzapfel and Perkins of Cranford (1973-76), Assistant Prosecutor for Union County (1976-84), Senior Associate at Sauer, Boyle, Dwyer and Canellis of Westfield (1984-86).

Related Experience: Chief of Economic Crimes Unit at Union County Prosecutor's Office (1982-84).
Assistant Ethics Counsel

Thomas J. McCormick of Moorestown
Admitted to Practice 1972

B.A. With High Honors University of Maryland 1969
J.D. Rutgers School of Law - Newark 1972
Joined OAE in 1983

Law Practice: Assistant Prosecutor for Mercer and Burlington Counties (1973-78); Managing attorney for Insurance Company of North America's South Jersey Office (1978-83).

Related Experience: Law Secretary to Honorable Arthur W. Lewis, Presiding Judge of the Appellate Division of the Superior court (1972-73), temporarily assigned to the Supreme Court; Chair and Member of Supreme Court's Burlington County Ethics Committee (1978-81).

Counsel to Director
Richard J. Engelhardt of Lawrenceville

Admitted to Practice 1973
A.B. Cum Laude Rutgers University 1968
J.D. Cornell University Law School 1973
Joined OAE 1977

Law Practice: Deputy Attorney General, Division of Criminal Justice, Appellate Section (1973-75).

Related Experience: Assistant Counsel to Supreme Court's Disciplinary Review Board and the Supreme Court's Advisory Committee on Judicial Conduct (1977-83); Secretary to Supreme Court's Unauthorized Practice of Law Committee (1980-83).

Deputy Ethics Counsel
Janet Brownlee Miller of Mt. Holly

Admitted to Practice 1981
B.A. Monmouth College 1962
M.A. Indiana University 1967
J.D. With Honors Rutgers School of Law Camden 1981
Joined OAE 1995

Law Practice: Associate at James Logan, Jr., Esq. (1982-94); Owner, Law Offices of Janet Brownlee Miller (1994-95), all of Mt. Holly.

Related Experience: Associate Editor, Rutgers Law Journal (1979-81); Law Secretary to Honorable Paul R. Kramer and Victor Friedman, Superior Court, Burlington County (1981-82); Member of Supreme Court's District IIIB (Burlington County) Ethics Committee (1990-94).

Deputy Ethics Counsel

Walton W. Kingsbery, III of Shrewsbury

Admitted to Practice 1980

B.A. Washington and Lee University 1976

J.D. Washington and Lee University

School of Law 1980

Joined OAE 1992

Law Practice: Associate of Richard A. Amdur of Oakhurst (1981-84); Associate and then Partner at Reussille, Mausner, Carotenuto, Bruno and Barger of Red Bank (1984-92).

Related Experience: Law Secretary to Honorable Patrick J. McGann, Jr., Superior Court, Monmouth County (1980-81); Municipal Prosecutor, Borough of Shrewsbury (1987-92); Secretary and Member of Supreme Court's District IX (Monmouth County) Ethics Committee (1988-92).

Deputy Ethics Counsel

Michael J. Sweeney of Florence

Admitted to Practice 1977

B.A. St. Joseph's University 1974

J.D. Temple University 1977

Joined OAE 1993

Law Practice: Associate of Dietz, Allen and Sweeney (1977-82); Partner at Sweeney and Sweeney (1982-90); Owner, Law offices of Michael J. Sweeney (1990-93); all of Mt. Holly.

Related Experience: Chair and Member of Supreme Court's District III (Burlington and Ocean Counties) Fee Arbitration Committee (1987-91).

Deputy Ethics Counsel

John McGill, III of Edgewater Park

Admitted to Practice 1985

B.A. Cleveland State University 1976

J.D. Salmon P. Chase College of Law

Northern Kentucky University 1984

Joined OAE 1990

Law Practice: Assistant Prosecutor for Essex County 1986-90).

Related Experience: Law Secretary to Honorable Philip M. Freedman, Superior Court, Essex County (1985-86).

Deputy Ethics Counsel

Nitza I. Blasini of Camden County

Admitted to Practice 1983

B.A. University of Puerto Rico 1972

J.D. Rutgers School of Law - Camden 1982

Joined OAE 1993

Law Practice: Assistant Prosecutor for Camden County (1984-87); Assistant Prosecutor for Atlantic County (1987-88); Assistant Prosecutor for Cumberland County (1988-90); Public Defender for Cape May County (1990-93).

Deputy Ethics Counsel

Lee A. Gronikowski of Allentown

Admitted to Practice 1984

B.A. Magna Cum Laude Rider University 1981

J.D. Syracuse University School of Law 1984

Joined OAE 1993

Law Practice: Associate of Lindabury, McCormick and Estabrook of Westfield (1984-87); Assistant Prosecutor for Middlesex County (1987-89); Deputy Attorney General, Division of Criminal Justice, Securities Fraud Section (1989-93).

Related Experience: Major in the US Air Force Reserve assigned as Assistant Staff Judge Advocate with Headquarters, 21st Air Force, McGuire Air Force Base.

Deputy Ethics Counsel

Brian D. Gillet of Wall

Admitted to Practice 1983

B.A. Northwestern University 1979

J.D. Seton Hall University School of Law 1982

Joined OAE 1995

Law Practice: Special Assistant United States Attorney (1988-92); Assistant Prosecutor for Union County (1983-93); Senior Associate at Giordano, Halleran and Ciesla of Middletown (1993-95).

Related Experience: Principal Law Secretary to Honorable V. William DiBuono, Assignment Judge of Union County (1982-83); Certified Criminal Trial Attorney (Inactive).

Deputy Ethics Counsel

Janice R. Richter of Cream Ridge

Admitted to Practice 1981

B.S. Trenton State College 1978

J.D. Rutgers School of Law - Camden 1980

Joined OAE 2001

Law Practice: Associate at Brown & Connery Law Firm of Westmont (1980-1987); Owner, Law Offices of Janice L. Richter, P.C. of Cherry Hill (1988-97); Of Counsel, Braverman, Kaskey & Caprara of Cherry Hill (1997-2001).

Related Experience: Chair and Member of Supreme Court's District IV (Camden & Gloucester Counties) Ethics Committee (1987-91); Special Ethics Master (1994-96); Certified Civil Trial Attorney.

The OAE's investigative units are headed by Gerald J. Smith, Chief of Investigations. He is assisted by Assistant Chief Auditor, Gus P. Pangis and Assistant Chief Investigator, Jeanine E. Verdel.

Chief of Investigations

Gerald J. Smith of Elkins Park

B.S. LaSalle University 1961

Joined OAE 1988

Experience: Criminal Investigation Division, United States Treasury Department, Internal Revenue Service (1961-81); Branch Chief, Philadelphia District Office (1981-87).

Related Experience: Assistant to the Assistant Regional Commissioner of the Criminal Investigation Division.

Assistant Chief Auditor

Gus P. Pangis of Stroudsburg

B.B.A. City College of New York 1963

Joined OAE 1992

Experience: Criminal Investigation Division, United States Treasury Department, Internal Revenue Service (1963-81); Assistant Chief, Manhattan District Office (1981-87); Chief Brooklyn District Office 1987-89).

Assistant Chief Investigator

Jeanine E. Verdel of Hamilton Square

B.A. Glassboro State College 1981

Joined OAE 1990

Experience: Paralegal at Duane, Morris and Heckscher (1981-82); Loan Office, P.B. Mortgage Co. (1982-84); Supervisor, N.J. Housing and Mortgage Finance Agency (1984-86); Supervising Investigator, New Jersey Real Estate Commission (1986-90).

OAE investigators are divided into two groups. The Complex Investigative Group consists of nine forensic auditors and investigators. This unit primarily investigates complex matters often involving misappropriation of trust funds, frauds and related white-collar misconduct. The unit also handles other serious and emergent matters where temporary suspensions of attorneys are sought to protect the public and the bar. Supervision is divided between the Chief of Investigations and the Assistant Chief Auditor. This group investigates OAE cases on a statewide basis.

Complex Investigative Group

Gerald J. Smith, *Chief of Investigations*
Gus P. Pangis, *Assistant Chief Auditor*

Disciplinary Auditors & Investigators

Barbara M. Galati
Cynthia L. Gehring
Robert J. Gudger
Rajat K. Gupta

G. Nicholas Hall
Gary K. Lambaise
Carol A. Palmer
William M. Ruskowski

David A. Trauble

The District Investigative Group consists of seven investigators. Supervision is provided by Walton W. Kingsbery, III, Deputy Ethics Counsel-in-Charge, and the Assistant Chief Investigator. This group investigates standard and complex cases in three specific geographic areas: Essex-Newark (District VA); Camden and Gloucester Counties (District IV) and part of Ocean County (District IIIA). The group's assignment was set by the Supreme Court of New Jersey on March 1, 1995.

District Investigative Group

Walton W. Kingsbery, III, *Deputy Ethics Counsel*
Jeanine Verdel, *Assistant Chief Investigator*

Disciplinary Investigators

Julie K. Bakle
Alan P. Beck
Mary Jo Boling

Margaret M. Cox
Denise A. Gamble
Susan R. Perry-Slay

Wanda L. Riddle

The OAE's disciplinary work is maintained by an Administrative staff of six.

Administrative Staff

Susan F. Robert, *Law Office Administrator*

Mark S. Wagner, *Manager, Information Systems*
Bonnie M. Kauffman, *Local Area Network Administrator*

Gail C. Tilton, *Administrative Assistant*
Rhonda L. Hardinger, *Administrative Assistant*

The OAE's Support Staff for discipline consists of 13 secretaries and assistants.

Disciplinary Support Staff

Ruth Bailey	T. Paul Dawson
Danette Brown	Gail S. Gross
Therese M. Bruck	Lavette D. Mims
Patricia C. Bramley	Rosalind J. Roberts
Anderia L. Calhoun	Patricia D. Strieffler
Barbara A. Cristofaro	Emma Tomlinson
Sharon D. Vandegrift	

District Ethics Committees

The attorney disciplinary system consists of full-time members of the OAE and volunteer attorneys and public members of 17 regionalized district ethics committees.

Regular attorney members serve as investigators in all districts except for Essex-Newark (VA) and Camden-Gloucester (IV) and, on an ad hoc basis, in Ocean (IIIA), where OAE full-time investigators work. Public members join their regular attorney counterparts on hearing panels in cases where a formal complaint has been filed. Regular attorneys also prosecute cases before hearing panels in all district committees.

The OAE supports the efforts of all volunteer district ethics committees. This effort is spearheaded by Deputy Ethics Counsel Janet Brownlee Miller, who serves as Statewide Ethics Coordinator. She is aided by Caroline E. Allen, Administrative Assistant and, on a part-time basis, by Sharon D. Vandegrift, Support Staff.

As of September 1, 2001 there were 487 permanent attorney and public members of district committees serving pro bono across the state. Following is a list of members who served on the Supreme Court's district ethics committees during the 2001-2002 term.

	Term Expires
DISTRICT I	
(Atlantic, Cape May, Cumberland and Salem Counties)	
Secretary: Frank L. Corrado of Wildwood	
Louis J. Belasco, Jr. of Wildwood, Chair	2001
Daniel J. Young of Ocean City, Vice Chair	2002
Michael E. Benson of Vineland	2001
Gilbert O. Gilbertson of Marmora	2001
Edgar Hathaway, Jr. of Elmer	2001
Dorothy F. McCrosson of Ocean City	2001
Gary D. Wodlinger of Vineland	2001
Christine T. Jones of Atlantic City	2002

	Term Expires
Genora Rosypal of Bridgeton	2002
Anthony D. Buonadonna of Vineland	2003
Jorge C. Godoy of Bridgeton	2003
Thomas L. Grimm of Bridgeton	2003
Lian P. Levenson of Atlantic City	2003
Frederic L. Shenkman of Atlantic City	2003
Alan J. Cohen of Atlantic City	2004
Jose A LaBoy of Vineland	2004
Linda T. Pirolli of Bridgeton	2004
Carl N. Tripician of Northfield	2004
E. Elaine Voyles of Pennsville	2004
Rev. Thomas B. Purchase, Jr. of Salem	2001
Rev. Milton L. Hendricks of Pleasantville	2002
Shirley Rebecca Wilson of Seaville	2002
Cynthia M. Zirkle of Fairton	2002
Patricia A. Harris of Egg Harbor	2003
Joyce Penny Gould of Wildwood	2003
William G. Cottman of Wildwood	2004

DISTRICT IIA

(North Bergen County)

Secretary: Morton R. Covitz of Hackensack

Gregory E. Lake of Englewood, Chair	2001
Mark E. Lichtblau of Englewood Cliffs, Vice Chair	2002
Barbara E. Cowen of Fort Lee	2001
Yvonne C. Smith Segars of Newark	2001
Russel B. Teschon of Midland Park	2001
Dennis W. Blake of Oakland	2002
Louis L. D'Arminio of Woodcliffe Lake	2002
Russell R. Huntington of Westwood	2002
Lois A. Myers of Fair Lawn	2002
Edward J. Bowen, Jr. of River Edge	2003
Mark R. DiMaria of Paramus	2003
John Sloan Guerin of Paramus	2003
Charles J. X. Kahwaty of Ridgewood	2003
Patricia A. Smith of Englewood	2003
Brian D. Iton of Englewood	2004
Richard C. McDonnell of Ramsey	2004
Celine Y. November of Hackensack	2004
Marvin H. Sunshine of River Edge	2004
Joseph Brandes of Fair Lawn	2001
Joseph Tedeschi of Fair Lawn	2001
Carolyn L. Blackwell of Ringoes	2002
Suzanne P. DePuyt of Mahwah	2002
Anthony Barchetto of Parsippany	2003
Reverend Vernon C. Walton of Englewood	2003
Ms. Laura Sarno Porcaro	2004

DISTRICT IIB

(South Bergen County)

Secretary: Morton R. Covitz of Hackensack

William J. Heimbuch of Hackensack, Chair	2001
Nancy E. Lucianna of Fort Lee, Vice Chair	2002
Donald A. Klein of Hackensack	2001
Robyn M. Gnudi of Newark	2002
Eddie R. Hadden of Englewood Cliffs	2002

	Term Expires
Allison A. Tuley Madden of Hackensack	2002
Irwin S. Markowitz of Hackensack	2002
Susan C. Berger of Newark	2003
Kevin P. Cooke of Hackensack	2003
Donald A. Ottaunick of Hackensack	2003
Steven Pontell of Fort Fee	2003
Stephen H. Roth of Hackensack	2003
Samuel J. Samaro of Hackensack	2003
Carol A. Personette of Hackensack	2004
Alfred C. Pescatore, Jr. of Hackensack	2004
Richard G. Potter of Hackensack	2004
Glenn R. Reiser of Hackensack	2004
Jay D. Rubenstein of Hackensack	2004
Howard Stern of Wayne	2004
Paul Bagoon of North Arlington	2002
Linda Mulcair of Woodridge	2003
Bernard M. Nangle of Rutherford	2003
Stephen J. Eschbacher of Westwood	2004
Cynthia M. Johnson of Englewood	2004

DISTRICT IIIA
(Ocean County)

Secretary: Steven Secare of Toms River

Brant S. Collins of Brick, Chair	2001
Jeffrey J. Mcweeney of Brick, Vice Chair	2002
Valter H. Must of Lakewood	2001
Debra Hubert Rumpf of Toms River	2001
Jayne M. Vogler of Brick	2001
Claire Calinda of Toms River	2002
Eli L. Eytan of Toms River	2002
Jeffrey H. Gerstenblatt of Lakewood	2002
Arthur Leyden, III, of Toms River	2002
Maria A. Stork of Forked River	2002
Michael Roger Bateman of Lakewood	2003
Scott W. Geldhauser of Brick	2003
Barry K. Odell of Brick	2003
Natalie Pouch of Toms River	2003
Guy P. Ryan of Toms River	2003
Richard M. Sevrin of Toms River	2003
Harold Eugene Creacy of Toms River	2004
Kevin S. Quinlan of Tuckerton	2004
Peter R. Strohm of Lakewood	2004
John W. Chadwick of Toms River	2001
Leniah Johnson of Seaside Heights	2003
Brian Swedberg (Rev.) of Toms River	2004

DISTRICT IIIB
(Burlington County)

Secretary: Cynthia S. Earl of Mount Laurel

Jeremy D. Countess of Moorestown, Chair	2001
Arthur Penn of Mt. Holly, Vice Chair	2002
James G. Gavin of Burlington	2001
Layne S. Gordon of Mount Laurel	2001
Read S. Howarth of Marlton	2001
Vincent L. Robertson of Moorestown	2001
Elizabeth D. Berenato of Burlington	2002

	Term Expires
Judith A. Bielen of Mt. Laurel	2002
Nancy E. Griffin of Mt. Holly	2002
Suzanne M. Kourlesis of Moorestown	2002
Richard P. Minter of Delran	2002
Thomas J. Scattergood of Burlington	2002
Susan L. Claypoole of Medford	2003
Melissa A. Czartoryski of Pemberton	2003
Leslie Marie Gore of Trenton	2003
Stan R. Gregory of Pemberton	2003
Brian M. Guest of Burlington	2003
Robert F. Rupinski of Mt. Holly	2003
Thomas J. Orr of Burlington	2004
Patricia Ronayne of Moorestown	2004
Stanley Dillard of Mt. Laurel	2002
Margaret Knight of Medford Lakes	2002
Robert A. Rodriguez of Cinnaminson	2003
Joan K. Geary of Florence	2004

DISTRICT IV

(Camden and Gloucester Counties)

Secretary: Mark S. Kancher of Mt. Laurel

Andrew B. Kushner of Cherry Hill, Chair	2001
Juan C. Perez of Cherry Hill, Vice Chair	2002
George Amacker, III of Cherry Hill	2001
Paul J. Felixon of Cherry Hill	2001
Sharon A. Ferrucci of Haddonfield	2001
Philip S. Fuoco of Haddonfield	2001
Michael A. Kaplan of Haddonfield	2001
Eugene McCaffrey, Jr. of Woodbury	2001
Susan Lynne Moreinis of Collingswood	2001
Mary C. Brennan of Cherry Hill	2002
Julie Cavanaugh of Pennsauken	2002
Ahmad S. Corbitt of Woodbury	2002
Thomas S. Gosse of Haddon Heights	2002
Heidi R. Kopelson of Cherry Hill	2002
Emmett E. Primas, Jr. of Woodbury	2002
Nancy D. Gold of Cherry Hill	2003
Barbara Ann Johnson of Cherry Hill	2003
John A. Jones of Cherry Hill	2003
Sudha Tiwari Kantor of Princeton	2003
Carol Finkelstein Laskin of Cherry Hill	2003
Sujeet K. Mohanty of Voorhees	2003
Patricia B. Santelle of Westmont	2003
Richard Charny of Cherry Hill	2004
James Herman of Cherry Hill	2004
Philip J. Iapalucci of Cherry Hill	2004
Mati Jarve of Cherry Hill	2004
Ralph R. Kramer of Haddon Heights	2004
Michael P. Madden of Haddonfield	2004
Jane L. McDonald of Cherry Hill	2004
Myles J. Carroll of Haddonfield	2001
Henry P. Kabel of Merchantville	2002
Philip E. Freeman, Sr. of Camden	2003
Helen Amster of Cherry Hill	2004
Linda McCollum of Camden	2004
Edward M. Taylor of Somerdale	2004

DISTRICT VA (Essex County - Newark)		Term Expires
Secretary: James A. Scarpone of Newark		
Howard A. Matalon of Princeton, Chair		2001
Joseph A. Gallo of Newark, Vice Chair		2002
Mark P. Denbeaux of Newark		2002
Robert William Smith of Newark		2001
Bryant K. Aaron of Newark		2002
Jonathan O. Bauer of Newark		2002
Russell S. Burnside of Newark		2002
Sherilyn Pastor of Newark		2002
Michael J. Quinn of Newark		2002
Kathleen B. Browne of Newark		2003
Michael Harris Freeman of		2003
Stephen H. Knee of Newark		2003
Keith E. Lynott of Newark		2003
Daniel J. O'Hern, Jr. of Newark		2003
Linda Pope Torres of Newark		2003
John T. Wolak of Newark		2003
Charles Stewart Cohen of Newark		2004
Howard Mark Erichson of Newark		2004
Lynn B. Norcia of Stirling`		2004
Tonya M. Smith of Newark		2004
David Howard Stein of Newark		2004
Seth T. Taube of Newark		2004
Denelle J. Waynick of Newark		2004
Scott Weber of Newark		2004
Frank V. Cioppettini, Jr. of Far Hills		2003
Tyrone Garrett of Newark		2003
Charon J. W. Motayne of Newark		2003
Brenda Murphy of Newark		2003
Margaret M. Pego of Berkeley Heights		2003
John Randolph Smith of North Brunswick		2003
Sheile Caruso of Newark		2004

DISTRICT VB
(Essex County - Suburban Essex)
Secretary: Michael S. Haratz of Newark

Cynthia A. Walters of Short Hills, Chair	2001
Kevin R. Jespersen of Short Hills, Vice Chair	2002
Richard M. Cignarella of Westfield	2001
Kenneth W. Elwood of Newark	2001
James F. Flanagan, III of Newark	2001
William D. Sanders of Short Hills	2001
Edna Y. Baugh of Springfield	2002
Walter Gigli of Maplewood	2002
Lisa R. Guller of West Orange	2002
Georgia L. Jones of South Orange	2002
James F. Keegan of West Orange	2002
Virginia A. Lazala of Mahwah	2002
Diane E. Sammons of Livingston	2002
Jules D. Zalon of Maplewood	2002
Jane deSales Barrett of Montclair	2003
Sandra LI Bograd of Roseland	2003
Irwin P. Burzynski of Millburn	2003
Gary A. Carlson of West Orange	2003

DISTRICT VC (Essex County - West Essex)		Term Expires
Secretary: Philip McGovern, Jr. of Newark		
Maurine J. Donovan of West Orange		2003
Denzil R. Dunkley of Newark		2003
Peter A. Greene of West Orange		2003
Edward A. Jerejian of Orange		2003
Stewart M. Levis of Short Hills		2003
Mark S. Parry of Bloomfield		2003
Edward A. Wiewiorka of West Orange		2003
Robert E. Brenner of Somerville		2004
George L. Caceres of Newark		2004
Terri Harrison of Short Hills		2004
Brenda Eady Stafford of Florham Park		2004
Herbert I. Waldman of Maplewood		2004
Steven A. Weiner of West Orange		2004
Loria B. Yeadon of West Orange		2004
Jack Wigler of Verona		2001
Robert Kaplan of West Caldwell		2003
Dr. Harry M. Zutz of Maplewood		2003
Marie Bagby of Newark		2004
Rhoda B. Denholtz of Short Hills		2004
Jean Milano of West Orange		2004
Susie D. Square of East Orange		2004

Samuel Feldman of Roseland, Vice Chair	2001
Lisa D. Taylor of Newark, Vice Chair	2002
Gregory G. Campisi of Roseland	2001
John D. Cromie of Roseland	2001
Barbara S. Fox of Upper Montclair	2001
Paula Annette Garrick of Montclair	2001
Laurence E. Karosen of Bloomfield	2001
Eric Tunis of West Orange	2001
Ronald L. Washington of Montclair	2001
Francine M. Aster of Verona	2002
Anne K. Franges of Montclair	2002
William J. Hanley of Livingston	2002
Leslie A. Lajewski of Roseland	2002
Eileen A. Lindsay of Roseland	2002
Gary N. Marks of Roseland	2002
Robert E. Nies of Roseland	2002
Dennis J. Smith of Roseland	2002
Carl R. Woodward III of Roseland	2002
A. Matthew Boxer of Roseland	2003
Burton Eichler of Roseland	2003
Rufino Fernandez, Jr. of Livingston	2003
A. Lawrence Gaydos, Jr. of Montclair	2003
Katrina F. Wright of Roseland	2003
Kenneth J. Fost of Morristown	2004
Tee Jay Kochman of Roseland	2004
Andrea B. Schwartz of New York	2004
Joel Feldstein of Livingston	2001
Dr. Fred W. Wachtel of West Orange	2001
Thomas J. Cannon, III of Essex Falls	2002
Hilda L. Jaffe of Verona	2002
Robert M. Briggs of Roseland	2004
David H. Jameson of Livingston	2004

	Term Expires	
DISTRICT VI (Hudson County)		
Secretary: Jack Jay Wind of Jersey City		
Sharon Rivenson Mark of Jersey City, Vice Chair	2001	
James C. Dowden of Secaucus, Vice Chair	2002	
Jorge Aviles of Jersey City	2001	
Barbara F. Buchta of Roseland	2001	
Frank R. Gioia of West New York	2001	
Stephanie A. Kenny of Secaucus	2001	
Wanda Molina of Jersey City	2001	
S. Gregory Moscaritolo of North Bergen	2001	
Rene Riverol of Union	2001	
John N. Ukegbu of Jersey City	2001	
MaryJane Brown of Jersey City	2002	
Kim R. Orsdorff of Secaucus	2002	
Thomas M. Venino, Jr. of North Bergen	2002	
Tomas Espinosa of Jersey City	2003	
Gina M. Galante of Jersey City	2003	
Jeffrey G. Garrigan of Jersey City	2003	
Margaret M. Marley of Jersey City	2003	
Aglaia Papadopulos-Vlantes of Jersey City	2003	
Ramon de la Cruz of Ridgefield	2004	
James F. Dronzek of Jersey City	2004	
Cynthia D. Jackson of Jersey City	2004	
Norman S. Karpf of Palisades Park	2004	
Eugene T. Paolino of Jersey City	2004	
Nesle A. Rodriguez of Jersey City	2004	
Amy R. Winsten of Jersey City	2004	
Vijay Gupta of Jersey City	2001	
Alan L. Williams of Guttenberg	2001	
Jeanette Camacho of Bayonne	2002	
Josephine Cupo of Jersey City	2002	
Stephen Horgan of Clifton	2002	
Edward G. Davin, III of Jersey City	2003	

	Term Expires	
DISTRICT VII (Mercer County)		
Secretary: Alan G. Frank, Jr. of Lawrenceville		
Edward Slaughter of Princeton, Chair	2001	
Sarah G. Crowley of Princeton, Vice Chair	2002	
Mary S. Brennan of Trenton	2001	
Catherine Fitzpatrick of Lawrenceville	2001	
Olivia Belfatto Crisp of Cranbury	2002	
John G. Devlin of Trenton	2002	
Antonio Martinez of Trenton	2002	
E. Elizabeth Sweetser of Princeton	2002	
David B. Beckett of Lawrenceville	2003	
Robert J. Durst, II of Lawrnceville	2003	
Brenda F. Engel of Trenton	2003	
Murray A. Gendzel of Trenton	2003	
Brian F. Hofmeister of Lawrenceville	2003	
Joan K. Josephson of Lawrenceville	2003	
Alfred Eugene Ramey, Jr. of Trenton	2003	
Mark A. Solomon of Princeton	2003	
Audrey L. Anderson of Pennington	2004	

	Term Expires
Gregory J. Giordano of Lawrenceville	2004
Craig J. Hubert of Mercerville	2004
Roberto A. Rivera-Soto of Lawrenceville	2004
Arun Deshbandu Lavine of Lawrenceville	2004
Stuart A. Tucker of Lawrenceville	2004
Paula Goss of Lawrenceville	2001
William Johnson of Princeton	2001
John T. Lettiere of Titusville	2001
Leonard H. Smith of Princeton	2002
Gloria J. Tunstall of Trenton	2002
Lee Neuwirth of Princeton	2003

DISTRICT VIII
(Middlesex County)
Secretary: Manny Gerstein of Edison

Susan K. O'Connor of New Brunswick, Chair	2001
Craig M. Terkowitz of Piscataway, Vice Chair	2003
Leonard R. Busch of North Brunswick	2001
Ann L. Renaud of East Brunswick	2001
Deborah A. Rose of Woodbridge	2001
Caroline A. Levine of East Brunswick	2002
Jacqueline Rodriguez-Sanchez of Perth Amboy	2002
Robert M. Zaleski of Woodbridge	2002
Patrick W. Foley of New Brunswick	2003
Susan K. Hagerty of Cranbury	2003
Robert G. Kenny of New Brunswick	2003
Cheryl M. Spilka of Old Bridge	2003
Mark J. Bressler of Edison	2004
Hillary L. Brower of East Brunswick	2004
C. Judson Hamlin of Bedminster	2004
Bruce J. Kaplan of New Brunswick	2004
Timothy J. Little of Woodbridge	2004
Candice Sang-Jasey of Trenton	2004
Steven M. Tannenbaum of Metuchen	2004
Nathan Witkin of Perth Amboy	2001
Roberta Panter of Jamesburg	2002
Leonard Roseman of Metuchen	2002
Walter Konops of South Plainfield	2002
George Boghosian of East Brunswick	2003
Paul Jacobson of East Brunswick	2003
Florence M. Gardner of New Brunswick	2004

DISTRICT IX
(Monmouth County)
Secretary: Kathleen A. Sheedy of Red Bank

Ronald J. Troppoli of Neptune, Chair	2001
Russell J. Malta of Asbury Park	2002
Ira M. Adler of Freehold	2001
Jill E. Greene of Avon	2001
Oleta J. Harden of Wall	2001
Valerie Hemhauser of Fair Haven	2001
Gary E. Linderth of Keyport	2001
John R. Connelly, Jr. of Red Bank	2002
Anna Mae Perillo of Red Bank	2002
David M. Epstein of Neptune	2003

	Term Expires
M. Scott Tashjy of Middletown	2003
Laura S. Witherington of West Long Branch	2003
Tanis B. Deitch of Eatontown	2004
Frank S. Gaudio of Red Bank	2004
Vernon McGowen, Jr. of Neptune	2004
Dennis Russell O'Brien of Asbury Park	2004
Paul X. Escandon of Allenhurst	2004
Dr. Carmina Rodriguez-Villa of Oakhurst	2002
Maria H. Zifchak of Fair Haven	2002
Mary T. Donohue of Hazlet	2003
Jose Miguel Burgos of Long Branch	2004

DISTRICT X

(Morris and Sussex Counties)

Secretary: Bonnie C. Frost of Denville

Timothy L. Barnes of Chatham, Chair	2001
William A. Kraus of Morristown, Vice Chair	2002
Joseph J. Bell, Jr. of Denville	2001
Willard Bergman, Jr. of Morristown	2001
Jane Ellen Doran of Morristown	2001
Michaela O'Brien of Morristown	2001
Joseph J. Ragno, Jr. of Riverdale	2001
Steven F. Ritardi of Morristown	2001
Mallary Steinfeld of Morristown	2001
Joseph J. Delgado of Rutherford	2002
Mark J. Hontz of Newton	2002
David H. Ironson of Denville	2002
Thomas J. Shea, Jr. of Morristown	2002
Henry J. Aratow of Morristown	2003
Christopher DeFalco of Morristown	2003
James M. DeMarzo of Morristown	2003
Stuart M. Lederman of Morristown	2003
John O'Farrell of Morristown	2003
Deborah E. Nelson of Short Hills	2003
Caroline Record of Morristown	2003
David S. Sager of Morristown	2003
James Stewart of Roseland	2003
Carole Ruth White-Connor of Bedmister	2003
Maura Waters Brady of Sparta	2004
Michael R. Clarke of Florham Park	2004
Kathryn M. Decker of Morristown	2004
Vivian Demas of Chatham	2004
Glenn T. Gavan of Newton	2004
George J. Grochala of Morristown	2004
Robert M. Leonard of Florham Park	2004
Scott A. Ohnegian of Morristown	2004
Alan Strelzik of Newton	2004
Robert D. Correale of Morristown	2004
Brian J. Fruehling of Madison	2004
Fred Lash of Denville	2001
Rev. Craig Anderson	2002
Annette Irving	2002
Leonard J. Sichel of Morristown	2002
Frank R. Allocca of Chester	2003
Jairo A. Betancourt of Morristown	2003
Barry Pierce of Morristown	2003
Bonnie Wolfanger of Morristown	2004

DISTRICT XI
(Passaic County)
Secretary: Robert L. Stober of Clifton

	Term Expires
Thomas P. DeVita of Clifton, Chair	2001
William S. Taylor of Clifton, Vice Chair	2002
Nicholas S. Brindisi of Clifton	2001
Andrew J. Blair of Clifton	2002
Ronda L. Casson of Totowa	2002
Sohail Mohammed of Clifton	2002
Michael J. Sweeney of Totowa	2002
Henry C. Walentowicz of Clifton	2002
Mary Pat Gallagher of Wayne	2003
Robert C. LaSalle West Paterson	2003
Michael A. Sternick of Paterson	2003
Susan E. Champion of Wayne	2004
Kenneth F. D'Amato of Clifton	2004
Patrick J. DeMarco of North Haledon	2004
Diane M. Dewey of Hawthorne	2004
Martin F. Murphy of Riverdale	2004
Salvatore Benvenuti of Little Falls	2002
Raymond Damiano of Little Falls	2003
John Susani of Paterson	2003
Ken Morris of Paterson	2004

DISTRICT XII

(Union County)

Secretary: Nicholas D. Caruso of Berkeley Heights

Rose Ann Haggerty of Summit, Chair	2001
Marc R. Brown of Cranford, Vice Chair	2002
Lisa Anne Freidenrich of Westfield	2001
Frank R. Krack of Elizabeth	2001
Stephen H. Schechner of Millburn	2001
Steven Brister of Elizabeth	2002
James J. Byrnes of Union	2002
Anne L. Cascone of Westfield	2002
Donna K. Romankow of Westfield	2002
Thomas J. Walsh of Cranford	2002
Lawrence A. Woodruff of Westfield	2002
Michael F. Brandman of Cranford	2003
Anabela Dacruz-Melo of Elizabeth	2003
William B. Ziff of Westfield	2003
Marvin T. Braker of Union	2004
Rosa Maria Conti of Springfield	2004
Stephen F. Hehl of Union	2004
Richard P. Krueger of Linden	2004
Grace D. Mack of West Orange	2004
Jamie K. Von Ellen of Cranford	2004
Leigh Walters of Springfield	2004
Kelly A. Waters of Newark	2004
David Wendel of Springfield	2004
Susan H. Pepper of Westfield	2001
Marlene DeRosa-Centanni of Watchung	2003
Joseph Gold of Springfield	2003
Andrew J. Pelliccio of Cranford	2004

Term Expires

DISTRICT XIII

(Hunterdon, Somerset and Warren Counties)

Secretary: Julie M. Marino of Bridgewater

Amy Weschler of Warren, Chair	2001
Meryl J. Topchik of Warren, Vice Chair	2002
Mark D. Imbriani of Somerville	2001
Robert C. Ward of Clinton	2001
William Steven Wolfson of Flemington	2001
Judith Anne Babinski of Warren	2002
Carol Skarpetowski of Flemington	2002
Charles J. Soos of Princeton	2002
Lawrence J. Supp of Hackettstown	2002
Sharon A. Dragan of Flemington	2003
John H. Fitzgerald of Belvidere	2003
Donna P. Legband of Skillman	2003
Elinor P. Mulligan of Hackettstown	2003
Judith A. Novak of Clinton	2003
Linda Del Tufo of Basking Ridge	2004
Roseanne De Torres of Lebanon	2004
Theodore D. Kaufman of Whitehouse Station	2004
John R. Lanza of Flemington	2004
Lauretta A. Rush-Masuret of Bernardsville	2004
Craig T. Sashihara of Morristown	2004
Kenneth J. Skowronek of Flemington	2004
Christopher M. Troxell of Phillipsburg	2004
Christopher T. Walsh of Somerset	2004
Dorothy J. Pesaniello of Washington	2001
Richard Wallace of Warren	2002
Richard G. Wallace of Blairstown	2003
Thomas J. Rafferty of Somerville	2004