



A Professional Perspective

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AHPNJ Adopts Professional Ethical Standards

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The AHPNJ Board of Directors formally adopted a Code of Ethical and Professional Standards at its August meeting as a first step in the promotion of high ethical standards for all its members. The document covers six key aspects of ethical standards.

A. PROFESSIONAL RESPONSIBILITY

Core Principle

As affordable housing professionals, we are responsible for adding value to the organizations we serve and contributing to the ethical success of those organizations. We accept professional responsibility for our individual decisions and actions. We are also advocates for the profession by engaging in activities that enhance its credibility and value.

Intent

- To build respect, credibility and strategic importance for the affordable housing profession within our organizations, the business community, and the communities in which we work.
- To assist the organizations we serve in achieving their objectives and goals.

- To inform and educate current and future practitioners, the organizations we serve, and the general public about principles and practices that help the profession.
- To positively influence workplace practices.
- To encourage professional decision-making and responsibility.
- To encourage social responsibility.

Guidelines

1. Adhere to the highest standards of ethical and professional behavior.
2. Comply with the law.
3. Work consistent with the values of the profession.
4. Strive to achieve the highest levels of service, performance & social responsibility.
5. Advocate openly and within the established forums for debate in order to influence decision-making and results.

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Upcoming Events:

- Visit our booth at the Governor's Housing Conference in Atlantic City: September 25th and 26th.
- AHPNJ Annual Meeting October 31st
- NJ State League of Municipalities Conference in Atlantic City November 12th—15th.

N. J. Expands Prevailing Wage Act by david weinstein, esq.

This past April Acting Governor Richard J. Codey signed legislation (A3890/S2457) extending the applicability of New Jersey's Prevailing Wage Act, N.J.S.A. 34:11-56.25 et seq. (the "Act"). Prior to the new legislation, the Act applied to work paid from public funds. The new law expands the requirements for contractors to pay "prevailing wage" to property or premises owned by a public body, irrespective of the use of public funds. The intention of this new legislation was to close the loopholes which allowed contractors on projects that were owned by

public bodies, but funded through private sources, to avoid paying prevailing wages.

This new language expands the Act to apply to property owned by a governmental entity in the State of New Jersey but leased to a non-governmental tenant, or operated by a third party. As stated by Acting Governor Codey "construction work on publicly owned property is now subject to the Prevailing Wage law, even when the property is leased to a private business and the private business contracts for construction work."

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AHPNJ Board of Directors

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Readington Township
Housing

Sharon Clark
Somerset Co. Coalition on
Affordable Housing

Arlyne DeSena
So. Brunswick Township
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Morris County

A President's Perspective by frank piazza

I would like to take this opportunity to tell you about the great things that are happening at AHPNJ and thank those responsible.

- We welcome our newest Board member, Jerry Velazquez, the Vice President and Director of Development for Triad Associates. Jerry will serve as the Vice President of AHPNJ for the Southern Region.
- We gratefully acknowledge the work of the Ethics Committee in developing our new Code of Professional & Ethical Standards.
- A special "thanks" goes to the Education Committee, which plans to "roll out" our

Education / Certification Program on October 31st at our membership meeting!

- And to the Policy Committee, which has already helped to shape improvements in the Housing Resource Center and move us forward in developments of the Uniform Housing Affordability Controls.
- We can't forget our newest charter sponsors, PNC Bank, RPM Development and the Leewood Real Estate Group.
- And most of all, to the more than 80 professionals who have joined us in our first year!



Violence Against Women Act by colleen o'hara

The Violence Against Women Act (VAWA) and Justice Department Reauthorization Act of 2005 protects qualified recipients of HUD assisted housing from adverse actions (eviction or termination of assistance) solely as a result of being a victim of domestic violence, dating violence or stalking. Here is a summary of the main points.

- Incidents of domestic violence, dating violence or stalking will not be construed as serious or repeated violations of the lease or cause for termination.
- Criminal activity directly related to abuse engaged in by a household member, guest or other person shall not be cause for termination of assistance if the tenant or an immediate member of the household is the victim.
- The Public Housing Authority (PHA) may terminate assistance or the owner may remove from the lease only the person who has committed the abuse.

• The Act does not limit the authority of a PHA to honor court orders addressing rights of access or control of property.

• The Act does not limit the authority of the owner to evict or the PHA to terminate assistance for any violation not premised on the acts of abuse or violence as long as the victim is not subjected to a more demanding standard than other tenants.

• The Act does not limit the authority of the owner to evict or the PHA to terminate assistance to any tenant if the owner or PHA can demonstrate an actual and imminent threat to other tenants or to employees if the tenant is not evicted or terminated from assistance.

• The Act does not supersede any federal, state or local law that provides for a greater degree of protection.

Go to <http://www.hud.gov/offices/pih/publications/notices/07/pih2007-5.pdf> for details about the Act.



N. J. Expands Prevailing Wage Act (continued)

All construction, reconstruction, demolition, alterations, custom fabrication and repair work are subject to the Act whether the property is owned by the public entity or is paid for with public funds. "Maintenance work" is subject to prevailing wage requirements only when the cost of the maintenance work is being paid from public funds. If no public funds are being expended, even if the property is owned by a public entity, the prevailing wage requirements do not apply. The impact of the new legislation is far-

reaching and includes many projects that were previously excluded from prevailing wage requirements. Each project owner, lessee and contractor should confirm the applicability of the Act before commencing a project, as the failure to comply with the Act can be severe, and possibly result in the debarment of the contractor or subcontractor that fails to comply with the Act.



For more information contact David A. Weinstein, Esquire at Archer & Greiner, P.C.

AHPNJ Adopts Professional Ethical Standards (continued)

B. PROFESSIONAL DEVELOPMENT

Core Principle: As professionals we will strive to meet the highest standards of competence and commit to strengthen our competencies on a continuous basis.

Intent: To expand our knowledge in the field of affordable housing management, and to enhance our understanding of how organizations function ("the business of the business").

Guidelines

1. Pursue academic opportunities through a commitment to continuous learning, skills development and application of new knowledge related to affordable housing management and the organizations we serve.
2. Contribute to the body of knowledge, the evolution of the AHPNJ organization, and the growth of members through teaching, research and dissemination of knowledge.
3. Pursue and support AHPNJ accreditations and certifications such as COAH, HUD, LIHTC and or to the extent appropriate other professional certifications to enhance comparable measures of competency and knowledge.

C. ETHICAL LEADERSHIP

Core Principle: Members of the AHPNJ are expected to exhibit individual leadership as a role model, maintaining the highest standards of ethical conduct.

Intent

- To set the standard and be an example for others.
- To earn respect and increase the credibility of all housing professionals.

Guidelines

1. Be ethical; act ethically in every professional interaction.
2. Question pending individual and group actions when necessary to ensure that decisions are ethical and are implemented in an ethical manner.
3. Seek expert guidance if ever in doubt about the ethical propriety of a situation.

4. Through teaching and mentoring, champion the development of others as ethical leaders in the profession and in organizations.

D. FAIRNESS AND JUSTICE

Core Principle: The AHPNJ member should foster fairness and justice in all endeavors.

Intent: To create and sustain an environment that encourages fairness and justice by all members.

Guidelines

1. Respect the uniqueness and intrinsic worth of every individual.
2. Treat people with dignity, respect and compassion to foster a trusting environment free of harassment, intimidation, and unlawful discrimination.
3. Pledge to serve all clients in a professional manner and strive to improve their living conditions.
4. Assure an environment of inclusiveness and a commitment to diversity in the management of affordable housing.
5. Develop, administer and advocate policies and procedures that foster fair, consistent and equitable treatment for all.
6. Regardless of personal interests, support decisions that are both ethical and legal.
7. Act in a responsible manner and practice sound management in AHPNJ and the organizations we serve.

E. CONFLICTS OF INTEREST

Core Principle: As affordable housing professionals, we must maintain a high level of trust with our stakeholders. We must protect the interests of our stakeholders as well as our professional integrity and should not engage in activities that create actual, apparent, or potential conflicts of interest.

Intent: To avoid activities that are in conflict or may appear to be in conflict with any of the provisions of this Code of Ethical and Professional Standards, or with one's responsibilities and duties as a member of the AHPNJ and or as an employee of his/her organization.



Our grateful appreciation to:

**AHPNJ
General Counsel**

David A. Weinstein, Esq.
Archer & Greiner, PC

and

**AHPNJ
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AHPNJ is a membership organization that is dedicated to the educational, professional and ethical standards of those serving in New Jersey's affordable housing industry.

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For membership information, visit us on the web, at www.AHPNJ.org.

AHPNJ Association News

AHPNJ Annual Meeting October 31st at PNC

We hope that you will join us for the annual membership meeting of the Affordable Housing Professionals of New Jersey, to be held at the PNC Bank Conference Center on Wednesday, October 31st, from 10 a.m. to noon. Lucy Voorhoeve, the Executive Director of COAH, will be our guest speaker. Look for further details, soon.

Northern Region Visits Housing Resource Center

On behalf of the AHPNJ Northern Region, Linda White and Susan Zellman hosted a presentation about the Housing Resource Center (NJHousing.gov), featuring Michael Gumpert, on August 1st. This was the second in a series of HRC presentations for AHPNJ members. Almost 30 housing professionals attended. Lunch was served.

Central Region Focuses on Foreclosure Prevention

Sharon Clark and her staff at the Somerset County Coalition on Affordable Housing (SCCOAH) hosted a luncheon seminar on "Foreclosure Prevention" for the Central Region on September 17th. Over 40 participants gathered to learn techniques that may prevent those low- and moderate- income homeowners from losing their homes because of unpaid mortgages or association fees. Participants shared their experiences and ideas over a boxed lunch.



Above: Sharon Clark, the Executive Director of SCCOAH and the AHPNJ Vice President for the Central Region, shares her experience with foreclosure prevention.

AHPNJ Adopts Ethical Standards (Continued)

Guidelines

1. Adhere to and advocate the use of published policies on conflicts of interest within AHPNJ and the organizations we serve.
2. Refrain from giving or seeking preferential treatment.
3. Prioritize our obligations to identify conflicts of interest or the appearance thereof; when conflicts arise, disclose them to the Ethics Committee of the AHPNJ.

F. USE OF INFORMATION

Core Principle: Affordable housing professionals shall consider and protect the rights of individuals, especially in the acquisition and dissemination of information while ensuring truthful communications and facilitating informed decision-making.

Intent: To build trust among all AHPNJ members by fostering the open exchange of information, while minimizing anxie-

ties about inappropriate and inaccurate acquisition and sharing of information.

Guidelines

1. Acquire and disseminate information regarding affordable housing through ethical and responsible means.
2. Maintain current and accurate affordable housing information.
3. Safeguard restricted or confidential information.
4. Take appropriate steps to ensure the accuracy and completeness of all communicated information about affordable housing policies and practices.
5. Take appropriate steps to ensure the accuracy and completeness of all communicated information used in affordable housing related training.

Excerpts taken from the Society for Human Resource Management Bylaws with written permission.

