



7. EMPLOYMENT, EMPLOYERS AND INCOME



EMPLOYMENT, EMPLOYERS AND INCOME

Employment and Employers

Morris County has long been a center of commerce in New Jersey, attracting both high quality employers and employees. Its proximity to New York City, its well developed transportation system, highly educated workforce and overall quality of life have persuaded many members of the Fortune 500 list of companies to headquarter or locate major facilities in the county.¹

Labor Force

The total labor force in Morris County, i.e., persons aged 16 and over, employed and unemployed, was 157,607 in 1970. By 2000, this rose by 60%, to 252,892. In comparison, the labor force for New Jersey rose by only 39% during this same period.² Total employment of this labor force rose by 59% between 1970 and 2000,³ compared to 38% for New Jersey.

Morris County	1970	2000	% Change
Total Labor Force	157,607	252,882	60%
Total Employed Persons⁴	152,857	243,783	59%
Status of Employed Persons			
Private Wage and Salary Workers	120,636	203,082	68%
Government Workers	22,880	26,401	15%
Self-Employed Workers	8,779	13,787	57%
Unpaid Family Workers	562	513	-9%

Source: US Census 1970-2000

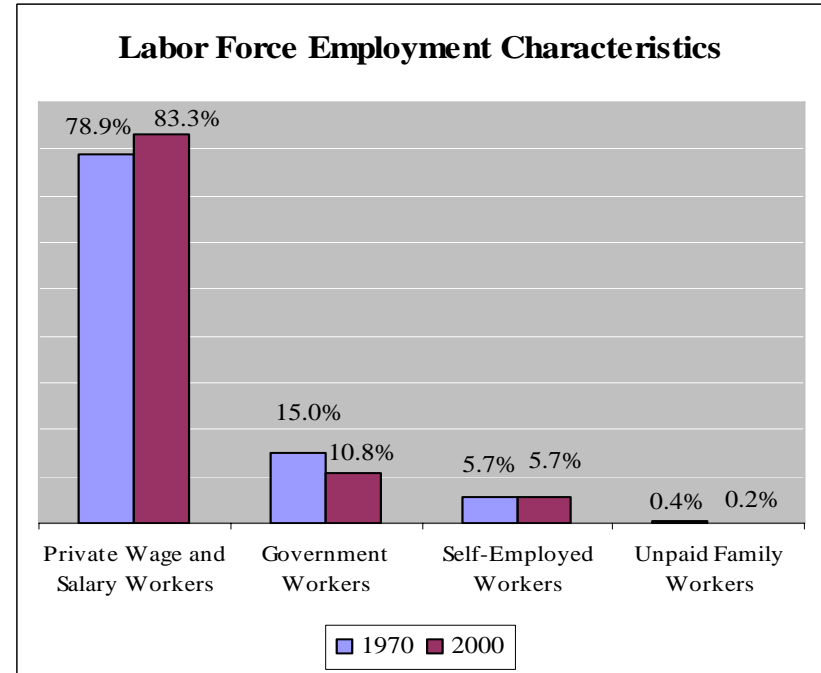
¹ Morris County Economic Development Corporation pamphlet: "Morris County, The Quality Advantage, 2005."

² Morris County Census Trends, 1970-1980, State Data Center, State of New Jersey Census Trends 1970-1980, US Census 2000 American Fact Finder Morris County / New Jersey.

³ Ibid.

⁴ Civilian Labor Force only. Armed Forces not included. Labor force employment may be outside Morris County.

Of persons employed, most remain private wage and salary workers. This class of workers made up about 79% of the workforce in 1970 and just over 83% of the workforce in 2000. This proportional increase came at the expense of government workers, who made up 15% of the workforce in 1970, but only about 11% of the workforce in 2000. While the number of self-employed persons rose significantly since 1970, the overall proportion of self-employed workers to the overall population remained constant. Estimates for 2005 place the Morris County labor force at 267,847 and total employment at 259,239.⁵



Source: US Census, 1970 - 2000

⁵ Morris County Data Book, 2006, No. 51, page 52 – Source: NJ Department of Labor and Workforce Development.



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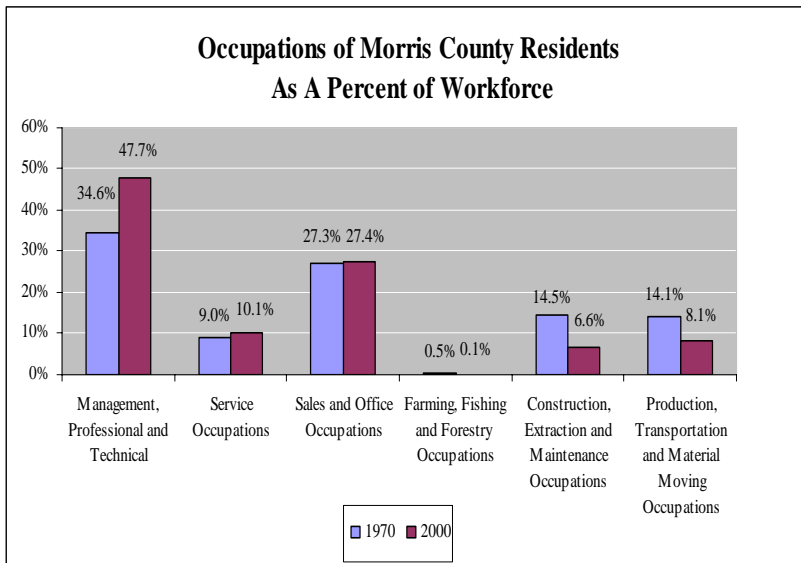
Occupations of Morris County Residents

The term “Occupations” as used by the US Census describes the kind of work a person does on the job. As was the case in 1970, Morris County residents are most often employed in management, professional and technical occupations. This category had the greatest growth between 1970 and 2000, rising by over 63,000. As a proportion of the total workforce, management, professional and technical occupations made up about 35% of the total occupations in 1970. By 2000, this percentage rose to nearly 48%. These gains came largely at the expense of the farming, construction and production occupations. In 1970, these professions combined occupied just over 29% of county residents. By 2000, the number of persons employed in these occupations dropped to less than 15% of the total. 2005 U.S. Census estimates indicate a continuation of this trend.

Occupations of Morris County Residents	1970	2000	2005 Estimate
Management, Professional and Technical	52,937	116,292	117,536
Service Occupations	13,750	24,641	25,729
Sales and Office Occupations	41,656	66,699	65,679
Farming, Fishing and Forestry Occupations	693	226	106
Construction, Extraction and Maintenance Occupations	22,194	16,150	18,642
Production, Transportation and Material Moving Occupations	21,627	19,785	17,165
Total	152,857	243,793	244,857

US Census, 1970,⁶ 2000, 2005 US Census American Community Survey

The second most common professions of Morris County residents are sales and office occupations. Although an additional 25,000 residents have been added to this category, the proportion of residents working in sales and office occupations remains roughly equal to the proportion found in 1970, which is about 27%. The service category takes third place, comprising about 10% of resident occupations, up from 9% of the workforce in 1970. In 1970, this third place category was occupied by construction, extraction and maintenance occupations.



Source: US Census Bureau

⁶ Morris County Census Trends, 1970-1980 State Data Center.



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Industries Employing Morris County Residents

As reported here, “industry” relates to the kind of business conducted by one’s employing organization.⁷ Currently, educational, health and social service rank highest in terms of industries in which residents are employed. Manufacturing, the number one industry employing residents in 1970,⁸ moved to second place in 2000. Currently, professional, scientific management, administrative and waste management services represent the third largest employing industry category.

While most residents currently work in the education, health, social services or manufacturing industry, the largest change in industrial affiliation has been in the professional, scientific, management, administrative and waste management services. This sector rose by 650% to be ranked third in 2000 when it was ranked only eleventh in 1970. Other major increases occurred in the number of persons working in the information, finance and real estate industries.

Industries in Which Morris County Residents Are Employed⁹ And Number of Employees

Rank	1970	2000
1	Manufacturing (50,538)	Educational, Health and Social Services (43,812)
2	Educational, Health and Social Services (21,599)	Manufacturing (36,419)
3	Retail Trade (14,091)	Professional, Scientific, Management, Administrative and Waste Management Services (36,116)
4	Other Services Except Public Administration (12,223)	Finance, Insurance, Real Estate and Rental Housing (25,857)
5	Finance, Insurance, Real Estate and Rental Housing (9,641)	Retail Trade (24,824)
6	Construction (8,297)	Information (13,227)
7	Arts, Entertainment, Accommodation and Food Services (7,987)	Construction (12,799)
8	Transportation, Warehouse and Utilities (7,002)	Wholesale Trade (10,365)
9	Public Administration (5,984)	Transportation, Warehouse and Utilities (10,268)
10	Wholesale Trade (5,444)	Other Services Except Public Administration (9,686)
11	Professional, Scientific, Management, Administrative and Waste Management Services (4,818)	Arts, Entertainment, Accommodation and Food Services (9,668)
12	Information (3,034)	Public Administration (7,349)
13	Agriculture, Forestry, Fishing, Mining and Hunting (1,685)	Agriculture, Forestry, Fishing, Mining and Hunting (591)

⁷ For example, Novartis manufactures pharmaceutical products and is, therefore, a “manufacturing” industry. It will employ persons in a wide variety of occupations, from office management to food service.

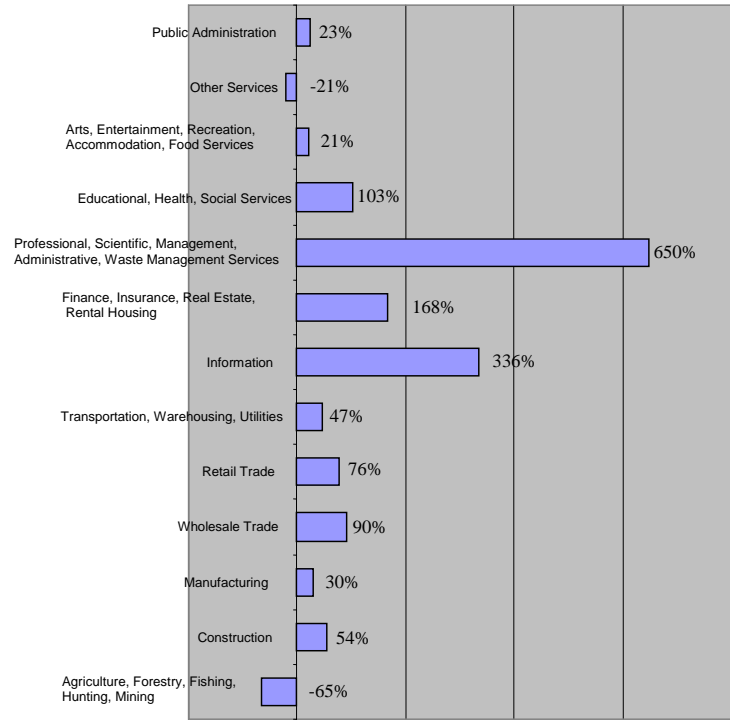
⁸ Industry Data from “US Bureau of the Census, Census of population :1970 General Social and Economic Characteristics, Final Report PC(1)-C32, New Jersey, U.S. Government Printing Office, Washington, D.C. 1972.

⁹ 1970 Census information concerning occupation and industry contains categories not included in later 2000 Census data. With regard to this data, census categories have evolved over the last 30 years, with many earlier categories combined, eliminated and redefined to result in the present (2000) listing. Interpolation was conducted by MCPB staff to provide a relative comparison to 2000 data for analysis of both occupation and industry.



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**Change In Industries In Which Morris Residents Employed
1970 - 2000**



Source: US Census Bureau

Employment in Morris County

Census information reveals what occupations and industries Morris County residents are engaged in, but this does not directly relate to employment opportunities located within Morris County. As documented in the Circulation section of this document, many residents work outside of the county. New Jersey Unemployment Insurance information can be used to make a determination of the type and number of employment opportunities found within the boundaries of Morris County.

Private Sector Jobs Covered by Unemployment Insurance within Morris County.

Category	1975	2005	Change
Manufacturing	40,496	26,925	-13,571
Wholesale Trade	3,474	19,943	16,469
Retail Trade	21,617	32,269	10,652
Transportation	2,538	9,534	6,996
Communications and Utilities	3,421	9,399	5,978
Services	24,166	116,713	92,547
Finance, Insurance & Real Estate	6,965	28,418	21,453
Construction	4,463	12,666	8,203
Agriculture, Mining, Other	1,063	354	-709

Source: NJ Department of Labor and Workforce Development

According to NJ Department of Labor and Workforce Development, at the end of 2005, the number of private sector jobs in Morris County was 256,564.¹⁰ This represents an increase of 137% from

¹⁰ Individual employment categories total 256,221. Totals do not match due to data suppression by NJ Department of Labor.

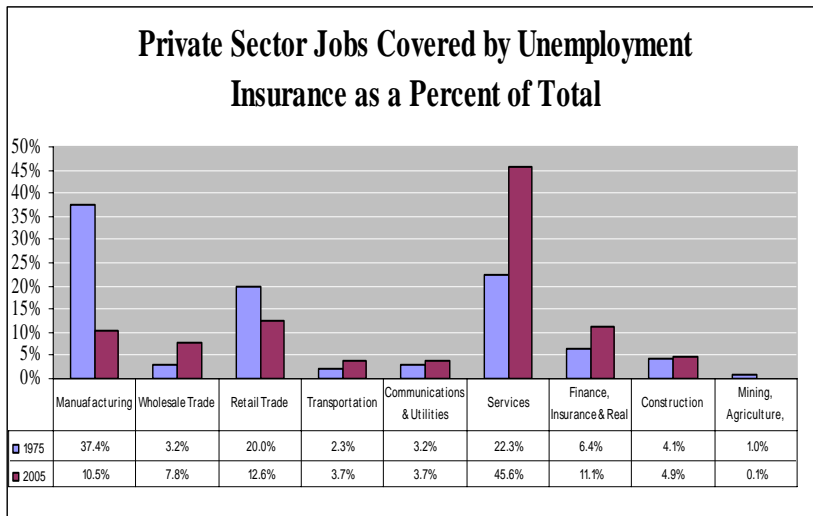


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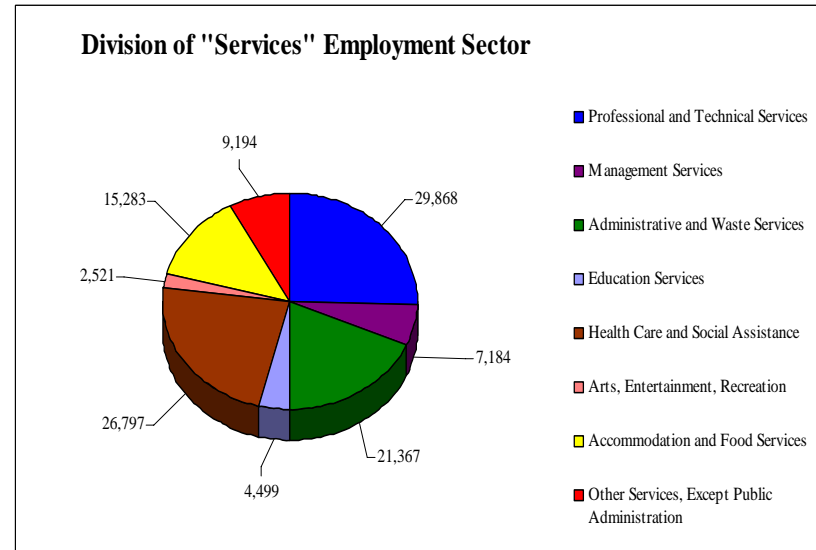
1975, when that number stood at 108,208.¹¹ During this period, nearly all major employment sectors posted gains in the number of employees, with the notable exceptions of the manufacturing and agriculture sectors, which reported large employment reductions.¹² The most significant increase was in the services sector, which rose by over 92,000 positions during this period. This sector includes professional and technical services, management services, administrative and educational services, health care, social assistance, arts, recreation, accommodation and food services. The next greatest category in absolute gain is the financial, insurance and real estate sector which added over 21,000 positions.

Service jobs now account for close to half (46%) of all private sector jobs in the county, more than doubling since 1975, when service sector jobs accounted for only 22% of employment. In 1975, manufacturing was the dominant type of employment in the county with 37% of all jobs. In 2005 this figure was reduced to just 11%. Retail trade, which was the third largest employment type in 1975 at 20% of the total, retains third place in 2005, albeit with a smaller proportion of all jobs, at 13% of the total.

As the service sector now dominates the job market in the county, it is important to note the specific subcategories of professions in this employment sector. Professional and technical service professions lead in this category, followed closely by health care and social assistance, administration and waste services. These three sub-categories make up about 70% of county service sector employment opportunities.



Source: NJ Department of Labor and Workforce Development



Source: NJ Department of Labor and Workforce Development, NJ Employment and Wages Covered by Unemployment Insurance, 4th Quarter, 2005.

¹¹ Private Sector jobs covered by unemployment insurance. Source: NJ Department of Labor and Workforce Development., Labor and Planning Analysis, Employment and Wage Data, 4th quarter, 2005.

¹² Public sector employment (federal, state and local) equaled 32,008 jobs in Morris County at the end of 2005. This represents a 10.4% increase from the 28,987 figure reported in 1979, the last date for which the complete data is available. NJ Dept. of Labor.



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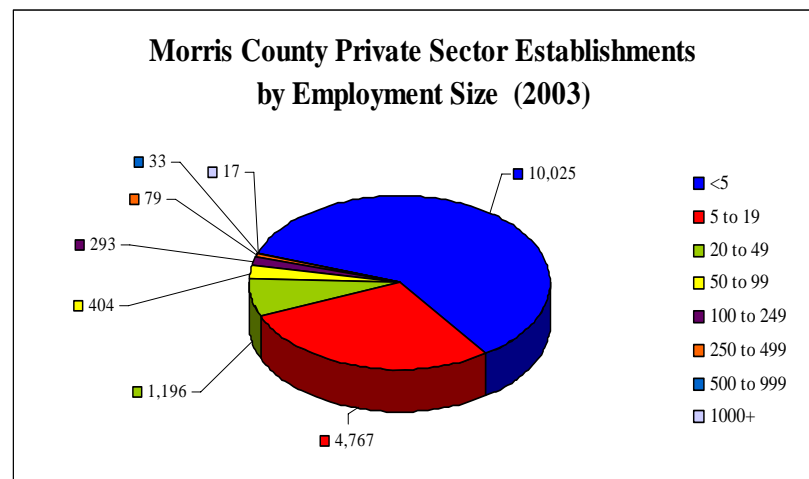
Major Employers

Major employers in Morris County represent a diverse business environment, with significant representation from industries engaged in information technology, health care and pharmaceuticals, finance and other high tech and professional commercial enterprises. At present, the largest single employer in Morris County is Novartis, the international pharmaceutical / health care corporation with about 7,000 employees located in East Hanover, Parsippany and Florham Park. Other major employers include the Picatinny Arsenal in Rockaway (about 4,000 employees), Atlantic Health in Morristown (about 3,500 employees) and Cendant Corporation in Parsippany (about 3,000 employees). Other major employers include:¹³

Sample of Major Employers

♦ Lucent Technologies (Hanover)	♦ Pfizer Corporation (Morris Plains, Parsippany) ¹⁴
♦ St. Clares' (Dover, Rockaway, Boonton)	♦ ADP (Parsippany, Florham Park)
♦ Kraft Foods (East Hanover)	♦ The County of Morris (Morristown)
♦ Greystone Psychiatric Hospital (Parsippany)	♦ Honeywell (Morris)
♦ Tiffany & Co. (Parsippany)	♦ BASF (Florham Park, Rockaway)
♦ State Farm Insurance (Parsippany)	♦ Verizon (Madison)
♦ Chilton Memorial (Pequannock)	♦ Wyeth (Madison)
♦ Deloitte & Touche (Parsippany)	♦ Price Waterhouse Coopers (Florham Park)
♦ Automatic Switch (Florham Park)	♦ Bear Stearns (Hanover)
♦ Intel Corp. (Parsippany)	♦ Colgate (Morris)
♦ Jersey Central Power and Light (Morristown)	♦ Transistor Devices (Washington & Hanover)
♦ United Parcel Service (Morris, Parsippany, Mount Olive)	♦ AT&T (Florham Park & Morris)
♦ Lincoln Park Sub-acute & Rehabilitation Center (Lincoln Park)	♦ Howmet (Dover)
♦ COTY, Inc. (Mount Olive)	♦ Honeywell Corp. (Morristown)

While major corporations play a significant role in providing employment opportunities in the county, most of the county's approximately 250,000 private sector jobs can be found in small business establishments employing fewer than 5 employees. As illustrated on the chart below, of the estimated 16,814 private business establishments located in the county, about 10,000 or nearly 60% have fewer than 5 employees.¹⁵ Firms with less than 20 employees account for nearly 88% of all employers. Less than 3% of all establishments report having 100 or more employees.



Source: NJ Department of Labor and Workforce Development

¹³ 2005 Survey of large employers, Morris County Department of Planning Development and Technology, Morris County Economic Development Corporation.

¹⁴ Johnson and Johnson Corporation recently acquired portions of this company.

¹⁵ NJ Private Sector Establishments by Employment Size Group and County, March 2003, NJ, Employment and Wage Data, Department of Labor and Workforce Development. Total establishments reported for Morris County: 16,814.



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Job Growth by Industry

From 2002 to 2012, Morris County is projected by the NJ Department of Labor to add 47,650 jobs.¹⁶ Nearly half of all new jobs are projected to be in the professional and technical services industries and the administrative and support services industries. The top ten industries with the greatest projected employment growth are:

<u>Industry Title</u>	<u>Projected Job Growth</u>
♦ Professional and technical services	9,200
♦ Administrative and support services	7,650
♦ Ambulatory health care services	3,200
♦ Merchant wholesalers, nondurable goods	2,800
♦ Food services and drinking places	2,500
♦ Social assistance	2,400
♦ Merchant wholesalers, durable goods	2,150
♦ Nursing & residential care facilities	2,150
♦ Membership associations & organizations	1,950
♦ Educational services	1,750

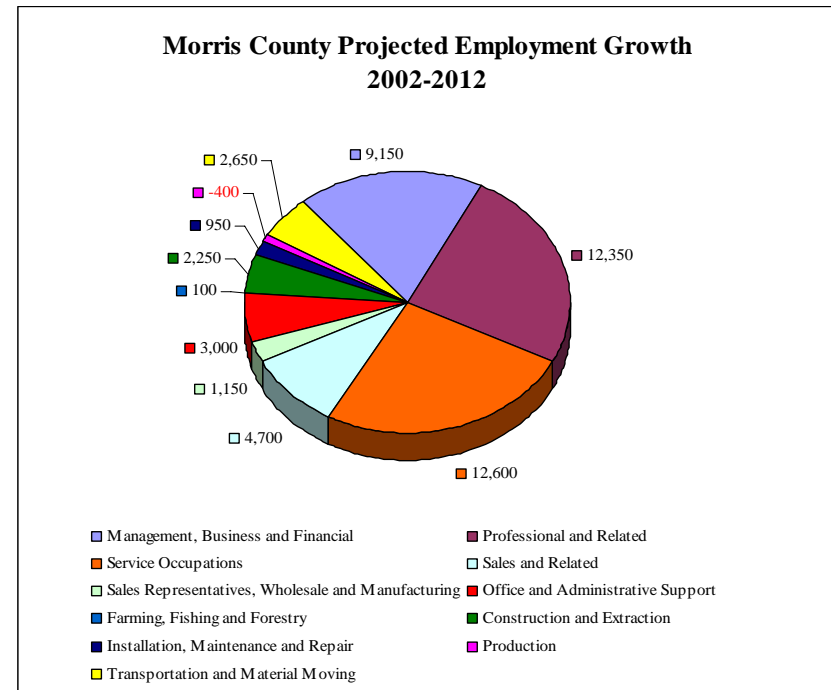
The top ten industries with the greatest anticipated employment declines are listed below. Of these industries, half are manufacturing related.

<u>Industry Title</u>	<u>Projected Job Decline</u>
♦ Computer & electronic product manufacturing	-750
♦ Telecommunications	-550
♦ Federal government, excluding postal service	-450
♦ Machinery manufacturing	-250
♦ Plastics and rubber products manufacturing	-250
♦ Fabricated metal products manufacturing	-200

- ♦ Clothing and clothing accessories stores -150
- ♦ Accommodations -150
- ♦ State government hospitals -150
- ♦ Food manufacturing -100

Job Growth by Occupation

Between 2002 and 2012, service sector occupations are projected to provide the greatest growth in number of jobs. This is followed by professional and related occupations and occupations in the management, business and financial fields.



Source: NJ Department of Labor and Workforce Development

¹⁶ Northern Regional Community Fact Book, Morris County Edition, NJ Department of Labor and Workforce Development, Division of Labor Market and Demographic Research, June, 2006, pg. 12.



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Specific occupations anticipated to have the greatest growth between 2002 and 2012 are as follows:

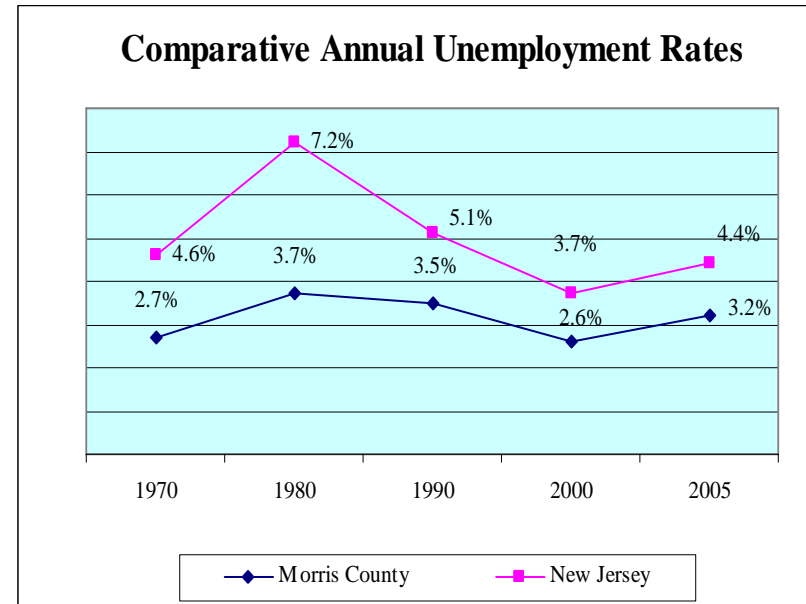
Occupation ¹⁷	Increase: 2002 - 2012 Number	Change: 2002 - 2012 (%)	2006 Average Yearly Salary ¹⁸ (\$)
Janitors and Cleaners	2,150	23.2	23,530
Accountants and Auditors	1,750	29.0	68,880
Registered Nurses	1,350	28.4	66,400
Business Operations Specialists, All other	1,250	25.1	60,290
Customer Service Representatives	1,050	18.5	34,010
Child Care Workers	1,000	19.6	18,870
Retail Salespersons	1,000	11.7	26,640
General and Operations Managers	950	19.5	132,690
Office Clerks, General	900	9.7	27,110
Computer Software Engineers, Applications	850	40.8	90,470
Sales Reps, Wholesale and Manufacturing	800	21.7	68,420
Cashiers	800	13.0	17,900
Truck Drivers, Light or Delivery Service	800	21.0	30,130
Food Preparation/Serving Workers	750	24.8	17,040
Management Analysts	750	27.2	85,980
Fitness Trainers / Aerobics Instructors	750	42.4	35,630
Nurses Aids, Orderlies, Attendants	700	30.3	24,560
Receptionists and Information Clerks	700	33.3	25,730
Waiters and Waitresses	700	20.6	18,340
Computer Systems Analysts	600	33.3	83,310
Computer Software Engineers, Systems Software	550	29.4	90,470
Packers and Packers, Hand	500	23.4	18,470
Electricians	500	17.4	65,670
Landscaping and Grounds keeping Workers	500	20.7	47,370
Teacher Assistants	500	15.8	20,800

¹⁷ New Jersey Department of Labor and Workforce Development, Labor Market and Demographic Research, Occupational and Demographic Research.

¹⁸ New Jersey Department of Labor and Workforce Development, Essex, Morris, Hunterdon, Union & Sussex County, New Jersey Occupational Wages, OES Wage Survey, July 2006.

Unemployment

Historically, Morris County's rate of unemployment has been a full percentage or more below that of New Jersey. In 2005, the annual average unemployment rate for Morris County was 3.2% while the New Jersey annual average unemployment rate was 4.4%. At 3.2%, Morris County has the second lowest unemployment rate in the state.¹⁹ Overall, the county rate of unemployment has remained fairly constant relative to that of the state which has varied more widely.



Source: NJ State Data Center, NJ Department of Labor and Workforce Development

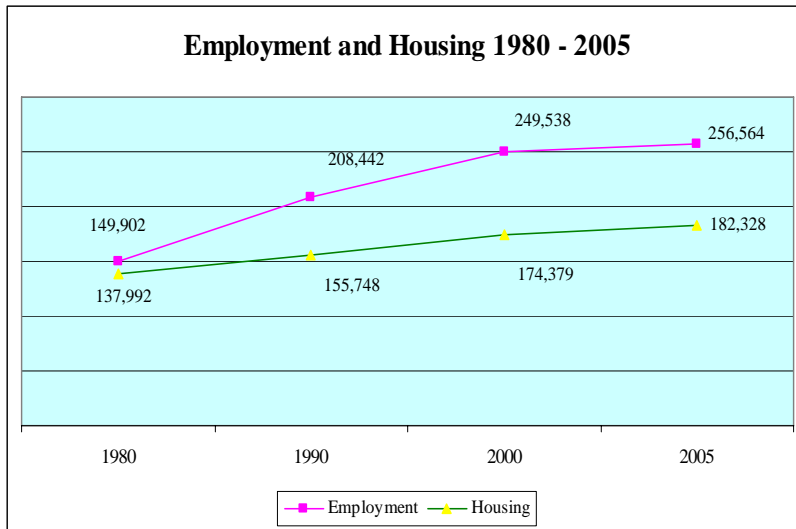
¹⁹ NJ Department of Labor and Workforce Development Labor Force Estimates.



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Jobs to Housing Ratio

The jobs-housing ratio is a measure of the relationship between employment opportunities to the number of housing units in the same area. When this ratio exceeds 1:1, it is interpreted to mean that an area has more jobs than housing and needs to import workers. Subsequently, when the ratio falls below 1:1, an area has fewer jobs than housing, and is expected to export workers. In 1980, the ratio of jobs to housing was 1.09:1. In 1990, it rose to 1.34:1 and in 2000 it rose to 1.43:1. In 2005 the ratio fell slightly to 1.41 to 1.



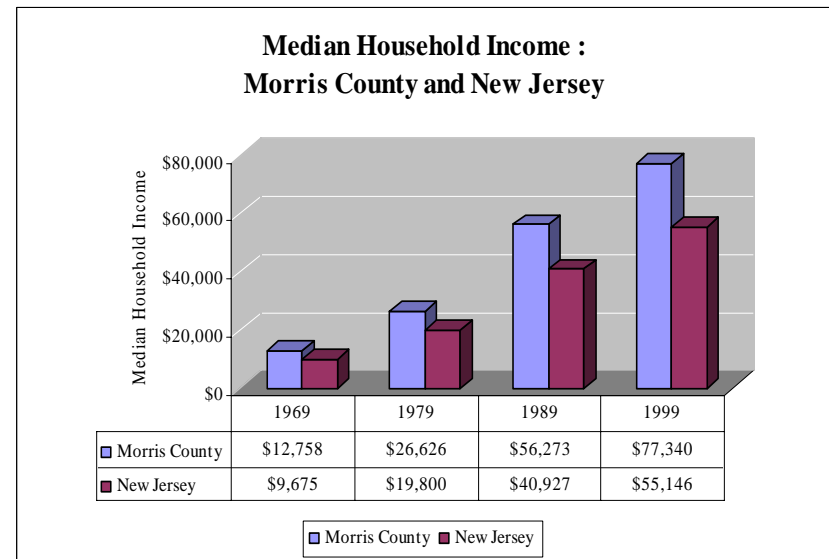
Source: US Census, NJ Department of Labor, 4th Quarter Private Sector Employment.

In concept, the closer the ratio is to 1:1, the greater the relationship between residents and available jobs. Theoretically, a balanced jobs to housing ratio will reduce the need to import workers from outside the county, decrease regional traffic, and reduce journey to work times. Although this ratio is often used to explain these conditions, other factors may be more significant in determining where

employees live, including the price and type of housing available in an area. If local housing prices do not match the income levels of local jobs, employees may live where housing is more affordable.

Income

The household income of Morris County residents has been consistently one of the highest in New Jersey. In terms of median household income, Morris County households in 1999 had an income that was 40% higher than the median for the state as a whole. This comparative income advantage has grown over the past few decades. In 1969, Morris County median household income was 32% higher than that for New Jersey. In 1979, it was about 35% higher than the state and in 1989 it was about 38% higher than the state. The respective rates of growth during these years also illustrate this long term income advantage.



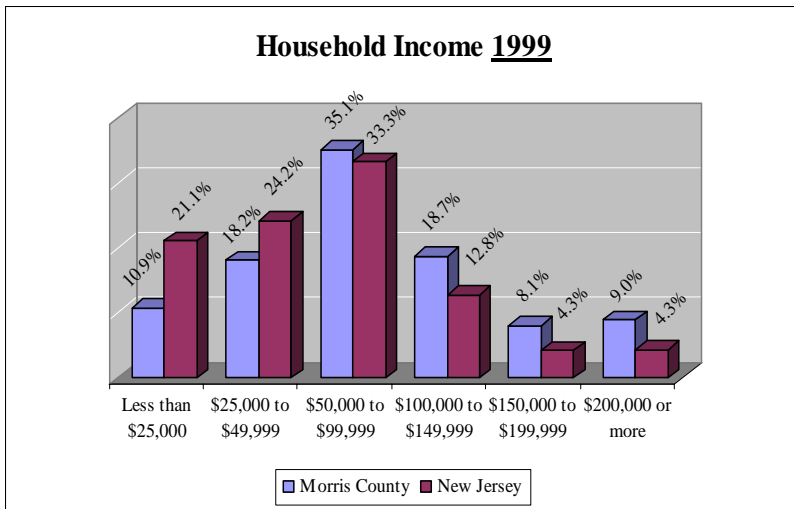
Source: US Census Bureau



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Median Household Income Rate of Growth		
	Morris County	New Jersey
1969-1979	108.7%	104.7%
1979-1989	111.3%	106.7%
1989-1999	37.4%	34.7%

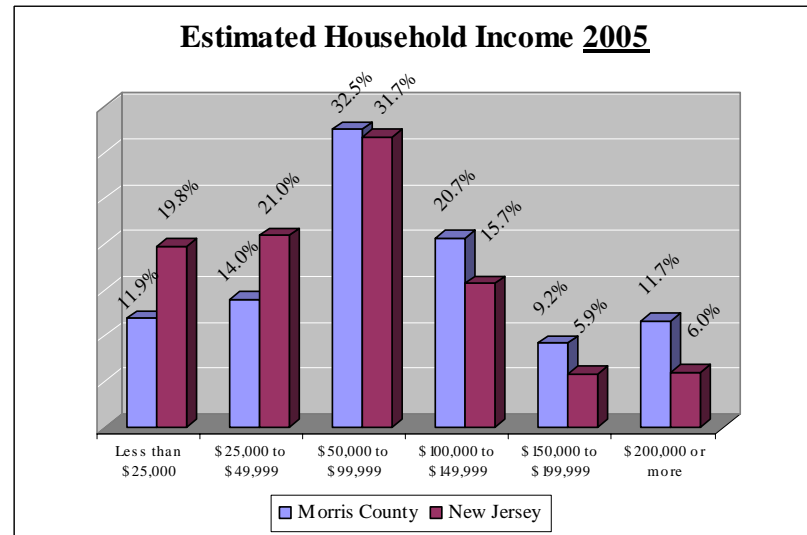
Income ranges also reflect Morris County’s relative affluence compared to New Jersey. While the most frequent income range for households in the county and in New Jersey is between \$50,000 and \$99,999, the proportion of households with an income greater than \$150,000 is nearly twice that of the proportion of New Jersey as a whole. Conversely, the proportion of households in Morris County earning less than \$25,000 per year is roughly half that of New Jersey.



Source: US Census Bureau

Recent data reveals a continuation of Morris County’s relatively high income as compared to the state; albeit, with a small reduction in the

disparity in overall income.²⁰ Between 1999 and 2005, median income (estimated) for Morris County households rose to \$84,010. For New Jersey households, it rose to \$61,672. This represents an 8.6% rise for the county, but an 11.8% rise for the state, marking a reversal in previous income growth trends. Even so, Morris County’s current median household income is over 36% higher than that of New Jersey, and is the third highest in the state.²¹



Source: US Census Bureau, 2005 American Community Survey

It is not known whether these changes in relative income and growth rates are due to improving income conditions in other parts of the state, a reduction in income conditions in the county, or some combination of the two. Notwithstanding income differences between individual municipalities, Morris County remains one of the

²⁰ U.S. Census 2005 American Community Survey. Note: ACS data estimates are not directly comparable to decennial census data. ACS data are limited to the household population and exclude the population living in institutions, college dormitories, and other group quarters.

²¹ Hunterdon, \$93,342, Somerset \$88,532. US Census 2005 American Community Survey.

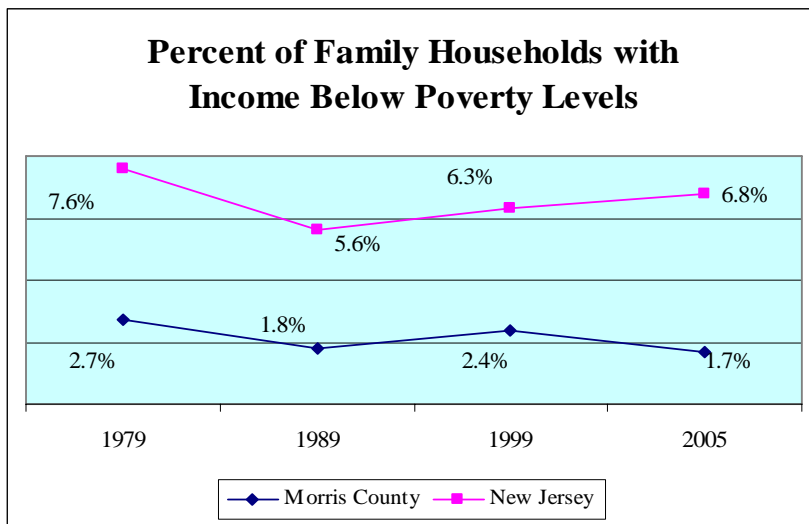


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wealthiest in New Jersey and is ranked in the top ten wealthiest counties in the United States.²²

Poverty

The county's poverty rate is substantially below the overall state poverty rate of 6.8% and is at one of its lowest points for the last 25 years. The abundance of high income households in Morris County can; however, sometimes obscure the fact that there remain households living below poverty levels in the county. At present, approximately 1.7% of the 125,090 family households in the county have incomes that fall below U.S. poverty standards.²³



Source: US Census Bureau, 2005 American Community Survey

²² US Census Bureau, 2005 American Community Survey.

²³ The US Census defines poverty levels in accordance with the Office of Management and Budget Directive 14, which uses a set of money income thresholds that vary by family size and composition to detect who is "below the poverty level." If a family's total income is less than the family's threshold, then that family, and every individual in it, is considered below the poverty level. (US Census website – FAQ)

Trends / Issues

- ◆ Although management, business, financial and professional occupations are projected to increase through the year 2012, service occupations are projected to make up the largest share of overall employment growth. These projections are consistent with the recent state-wide trend in which higher paying professional service and manufacturing jobs are being lost, and replaced with lower paying service sector jobs.²⁴
- ◆ Continued growth in the generally lower paying service sector as a major part of the local economy will continue to have an impact on demand for lower cost housing in the region. Given the relatively high cost of housing in Morris County, there will be increased pressure on the road network as daily commuter in-migration increases to accommodate these workers. An increase in lower paying jobs may also exacerbate overcrowding and stacking in dwellings within the county.
- ◆ Large scale manufacturing will likely continue to decline as industry seeks the lower labor costs, lower cost labor force housing and lower tax environments that exist outside of New Jersey. Anticipated losses in higher paying telecommunications and manufacturing jobs and their replacement with lower paying service sector positions may place additional strains on the income to housing cost disparity.

²⁴ Between 2000 and 2005, NJ lost 117,600 high-paying service and manufacturing jobs, and replaced them with 113,200 low-paying service jobs. Rutgers Regional Report, Issue Paper #25, July 2006.



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- ◆ Large pharmaceutical corporations continue to provide substantial support for professional, technical and related manufacturing employment in Morris County and within north/central New Jersey. However, expansions in this industry over the last decade have been taking place largely outside of the state. In 1990, New Jersey hosted slightly over 20% of all pharmaceutically related jobs in the United States. By 2005, this was reduced to 13.7%.²⁵ Between 1990 and 2005, the state lost 5.5% of its pharmaceutical jobs, where as employment in this industry grew nationally by 39.2% during this same period.²⁶ Although this industry will continue to play a central role in the local economy for the foreseeable future, continued corporate restructuring, consolidation and relocation outside the county may be expected.
- ◆ Midway though 2006, the county's overall office vacancy rate was about 23.2%.²⁷ Large scale "Class A" and "Class B" office vacancy rates in the county have hovered at or above 20% for several years. These rates have been influenced by continued reductions and restructuring in the manufacturing, telecommunications and pharmaceutical industries. These high vacancy rates have also been disproportionately influenced by a few very large properties, the former BASF office complex in Mount Olive being one example. Substantial new large-scale office construction will likely be inhibited by existing unused inventories and a lack of available land for new construction.
- ◆ Smaller "Class C" office space, which is more appropriate for smaller walk-in offices and service businesses, is experiencing a much lower vacancy rate of about 13%. This lower rate corresponds to the large number of small establishments that make up the bulk of businesses in the county.
- ◆ As the economy of the region evolves to become less dependent on large scale manufacturing, telecommunications and pharmaceutical industries, there will be a need for an increasingly diversified economic base that can more readily adapt to changing economic trends. Retention of existing employers and the attraction of new companies will require the county to maximize its competitive advantages. These advantages include proximity to Manhattan and northeastern New Jersey business centers, proximity to major marine ports and airports, an established transportation network, a highly educated and skilled workforce, high quality schools, high income level, parks, cultural amenities and an attractive living environment.
- ◆ The same advantages that make the county attractive as a place of business also contribute to the high cost of housing. High housing costs can have a negative impact on corporate relocation decisions if businesses feel it will hurt their ability to attract and retain essential employees.
- ◆ Morris County's transportation network of major roadways, rail and bus services have been instrumental in promoting regional economic development and supporting the county's employment base. The ability to move raw materials, finished goods and, most importantly, talented employees, to and from places of work and production is a critical factor for maintenance of the local economy. As road building becomes ever more difficult and existing roadway capacities

²⁵ New Jersey's New Economy Growth Challenges, James W. Hughes, Joseph J. Seneca, Rutgers Regional Report, Issue Paper Number 25, July 2006, pg. 4.

²⁶ Ibid. page 12.

²⁷ Morris County Economic Development Corporation. All office classes, Cushman & Wakefield of New Jersey, Inc. Research Services, NJ Office Market Statistical Summary, 2nd Quarter 2006 Office Market Report.



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are strained, expanded use of bus and rail mass transit opportunities for commuting and the use of rail for the movement of freight will become increasingly important.

- ◆ A lack of substantial vacant land will make the redevelopment of existing commercial sites increasingly important for accommodating new economic development in Morris County. Redevelopment of existing commercial and industrial sites will also become increasingly important as new environmental regulations further limit the development potential of remaining vacant lands.
- ◆ Corporate downsizing and business relocation may eventually result in the conversion of some large scale single tenant industrial and office complexes into multi-tenant sites and structures capable of accommodating the many smaller businesses that provide the majority of county employment. The reuse of sites and reconfiguration of former corporate offices/industrial sites will likely be significant activities in the future. For example:
 - The former BASF site in Mount Olive has recently been purchased and plans are underway to turn the former single tenant complex into a multi-tenant site.²⁸
 - Plans have been approved for the Picatinny Arsenal to create a 1.1 million square foot high-tech park where public tenants will be able to lease space with an estimated build-out of 100,000 square feet per year over ten years.²⁹
- Plans are being considered for redevelopment of the Exxon-Mobil site in Florham Park for 500 housing units, 600,000 square feet of office space, a hotel and the headquarters and practice facility for the New York Jets football team.

²⁸ Morris County Daily Record "BASF finds buyer for Mt. Olive complex," 6/20/06.

²⁹ Industrial County Overview, Morris County Northern New Jersey, Third Quarter 2005, Cushman & Wakefield.