

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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Looking for Efficiencies?

by Victor Scire, Vice President of Marketing for Primepoint

Stop to think about the effort that goes into the payroll processing function and the subsequent time that's spent handling the related reporting activities. Are you wondering if there are ways to save time and effort? Below are some specifics that will help. While reviewing the information below, also keep thinking three things: Flexibility, Customization, and Integration

Collection of Time Worked by Employees

If you're still using a manual timesheet system, stop. Start using timekeeping software, preferably a system that is cloud based; not software that is installed on your local computer or server. If you have software for timekeeping, look into whether or not the system is able to allocate employee time to the areas/departments in which you want the payroll dollars charged. Can it easily handle multiple pay-rates? Does the data collected by the timekeeping system easily flow into the payroll processing system's worksheets? Does your timekeeping system help you manage paid-time-off by enabling employees to use the system to request time off from managers who will also use the system to approve or deny the request? Does the system also track and display an employee's time available, used, and remaining? Can managers review a time-off calendar to show them who's scheduled for time off each day?

Calculating Payroll and Payroll Deductions

The payroll processing system you use may be able to do a lot more than produce an accurate paycheck. New Jersey has a complex method for calculating a public workers' contribution to health insurance premiums. Look into whether or not your payroll processing system has a built-in calculation engine that automatically determines the correct deduction for each employee. Another time saver would be using the payroll processing system's ability to allocate each employee's pay to an unlimited number of pay rates in conjunction with customized payroll worksheets to organize and simplify entering payroll. And of course you should be using your payroll system's pension functions to streamline all the work related to PERS and PFRS.

Look for One Integrated System that can be Customized

The efficiencies each individual software program creates can be greatly magnified by using one system that integrates time collection data with payroll processing, and human resource management functions. In addition, if an integrated system can also be customized to your organizations specific needs, even more efficiencies are possible. Every organization has unique needs, so typically the full extent of the efficiencies can

INSIDE THIS EDITION:

- Pg. 1 Looking for Efficiencies?
- Pg. 2 Get to Know Your County Official
- Pg. 3 Real-Time Communication
- Pg. 4 Solar Lighting for Parks
- Pg. 5 Superstorm Sandy Reimbursement
- Pg. 6 US Communities
- Pg. 7 Atlantic City Electric Holds AVP Event
- Pg. 8 Ocean County WIC
- Pg. 9 A Primer on Public Sector Big Data
- Pg. 10 Federal Grants
- Pg. 11 NACo News Update
- Pg. 13 NACo Legislative Conference
- Pg. 14 Holiday Blues Get You Down
- Pg. 15 Welcome To Our New Members
- Pg. 16 Sustainable Jersey
- Pg. 17 Nationwide Economics
- Pg. 18 Job Vacancy
- Pg. 20 From the Executive Director
- Pg. 21 What's Happening in Your County

continued on page 3

Get to know your County Official.....

How many years have you served as an Essex County Freeholder?

I have served 12 years (4 terms) as an Essex County Freeholder for the 3rd District, which includes East Orange, Orange, South Orange, and part of the Central and West Wards of Newark. The 3rd District populates approximately 174,000 constituents.

What was the first public office you held?

The first public office I was elected to serve was as a City Councilperson for the 5th Ward in East Orange. I served for 8 years (2 terms) from 1994-2001.

Why did you choose to apply for Freeholder?

At the time I was asked by our current County Executive Joe DiVincenzo, Jr. to join him on a ticket that also included the late Congressman Payne. Eight of the nine freeholder candidates, myself included, won election in 2003 with my term expiring in 2014.

What had been the most difficult decision you have had to make while serving as an Essex County Freeholder?

The most difficult decision was when the Essex County Board of Chosen Freeholders were asked to vote in support of a desperate plea. One of the county's municipalities asked that to support a complex financial real estate partnership transaction that would help avert a catastrophic tax increase for their citizens. Although this was an issue for the municipality, the Essex County Board of Chosen Freeholders deliberated and voted to help.

What would our readers be most surprised to learn about you?

I believe readers would be surprised to know that I tried out for the Women's Olympic Basketball team during regional trials at Queens College. I was cut first round, but at least I gave it a try. I was about 25 years of age at the time, which was fairly old.

Who is your role model?

Without a doubt my mom.

Why do you love Essex County?

I love the diversity in Essex County. It is diverse in social, ecological, cultural, and environmental ways. Essex County has the Papermill Playhouse, NJPAC, Prudential Center, Turtleback Zoo, Newark-Liberty International Airport, Penn Station, Seaport, Branchbrook Park, and Cherry Blossom Festival. The communities comprise of great hospitals, universities, churches, and of course the wonderful people. These are just a few things that make me love Essex County, and lets not forget the shopping. I never pass an outlet.



Carol Y. Clark
Freeholder



Looking for Efficiencies? *(continued)*

only be completely understood and appreciated with an analysis of your individual situation.

If you would like to learn more about efficiencies in time collection, payroll processing, or human resource management, then contact Victor Scire, Vice President of Marketing at (609) 668-6441 or vscire@primepoint.com.



New York Governor Chooses Mutualink K12 Technology for Real-Time Communication between First Responders and schools in Oneida, Rockland Counties

by Beth Clay, Marketing Director for Mutualink

New York's Oneida and Rockland counties have launched a school safety pilot program to improve communications and information sharing between the 20 participating schools and local first responders during an emergency. By deploying the [Mutualink K12](#) platform, these schools now have a direct link to police and other entities as and when needed. In real-world simulations, Mutualink's system has been shown to cut emergency response time by as much as 50 percent.

"In an emergency, mere seconds can make all the difference in averting tragedy," Governor Cuomo said. "This new technology is yet another step we are taking to better protect students and ensure that first responders and law enforcement have access to quick and accurate information. I look forward to seeing the results of this pilot program."

Mutualink K12 is an IP-based multimedia communications solution that bridges radio, video, telephone and public address/intercom systems, providing first responders increased situational awareness and improving response time. Mutualink K12 also offers a panic button feature giving law enforcement instant access to the schools' audio and video communications when activated.

Rockland and Oneida counties will each have 10 schools participating in the pilot. The schools were selected by their respective counties.

NY DHSES Commissioner Jerome M. Hauer said, "Accurate information and situational awareness are critical to any emergency situation. This platform will give law enforcement and emergency managers real time access to voice, video and data to make smart, timely decisions on how to respond rapidly to any emergency situation."

Oneida County Executive Anthony J. Picente Jr. said, "One of the most important roles of County Government is public safety. The goal of this program is to keep children safe, and we are pleased to be selected to take part in this pilot. Whether a school is in danger of an active shooter or severe weather, this program will help law enforcement and first responders acquire real time audio, video and data to respond rapidly and correctly to an emergency situation."

Rockland County Sheriff Louis Falco, III said, "The primary responsibility of government is to provide for the safety of our residents and none are more important than our children. This project will allow our schools to share real time audio, video and data with law enforcement at the county, town and village levels, to respond to incidents

continued on page 4

New York Governor Chooses Mutualink *(continued)*

in the most effective manner possible, as they work to mitigate an emergency situation.”

“With the addition of the K12 program to Mutualink’s core offering, we are making it easier for schools to share voice and video with first responders, as Oneida and Rockland County’s schools will experience beginning later this month,” said Mark Hatten, CEO of Mutualink. “Our vision is to connect schools and first responders in communities across the nation, providing real-time communications that will protect students, teachers and school officials on a daily basis.”

To learn more about Mutualink, please contact Rob Wright, Regional Project Development Manager, at rwright@mutualink.net, via telephone at (201) 289-5066 or at www.mutualink.net.



Transforming our Parks with Solar Lighting: Lighting the way to a Sustainable Future

*by Dr. Gerry Gorman, President and CEO for Lumi*Solair LLC*

Physical fitness is on the rise in NJ. Unfortunately many of our parks and recreation areas lack adequate lighting for walking and bike paths, leaving NJ residents, like me, use of these facilities only in daylight hours - that is until NOW!



To meet this demand, Lumi*Solair LLC has developed the Lumi Lantern (TM), a freestanding, portable, path lighting system. The Lumi Lantern can be assembled and installed in less than 30 minutes and does not require any underground cables or connection to a power grid. This feature not only reduces the cost significantly, but also provides lighting during times of power failures.

The lighting system is completely solar and includes a unique battery system that will last many years longer than conventional batteries and continue to work efficiently even in sub-zero temperatures (unlike lead acid batteries like the ones in our automobiles, that lose half their power when the temperature reaches freezing).

Let us light our paths and transform our parks and recreation facilities to better serve our NJ residents.

To learn more about Lumi*Solair LLC, please contact Dr. Gerry Gorman at (212) 924-8100 or gerry@lumisolair.com.



Monmouth County to Receive \$1.1 million from FEMA Reimbursement for Superstorm Sandy Capital Outlay

by Laura Kirkpatrick, Director of the Public Information and Tourism Department for Monmouth County

Monmouth County was informed that it would be receiving a nearly \$1.1 million reimbursement for emergency service response costs incurred during Superstorm Sandy.

The \$1,095,332.76 allocation is a 90 percent reimbursement for the County's purchase of radio communication equipment for emergency response following the October 2012 storm.

Monmouth County purchased this equipment for County, municipal and mutual aid crews to communicate as they performed evacuation and search and rescue operations before, during and after Superstorm Sandy.

"The radios were instrumental in the completion of these and many other emergency protective measures," said Freeholder Thomas A. Arnone. "First responders from across the country joined our local teams to provide assistance at this critical time; having all our partners being able to communicate while protecting life and property was critical."

"The radio equipment was invaluable as we set up temporary emergency facilities and assisted police departments that lost their communications equipment in the storm," said Freeholder John P. Curley.

The million dollar reimbursement announcement is great news for the County because the original request was denied by FEMA. Monmouth County's Office of Emergency Management (OEM) shepherded the appeal process, including a review and approval by the New Jersey State Police Office of Emergency Management/Public Assistance Unit before being resubmitted to FEMA.

Any FEMA reimbursement that exceeds \$1 million must have a Congressional hearing before the funds may be released. Congressman Frank Pallone reported the release of the communication funds in a press release Friday, November 14, 2014. It is expected that the funds will be obligated to the State of New Jersey and then transferred to Monmouth County.

Persistence and detailed paperwork by County staff contributed to the FEMA approval and subsequent Congressional release of these funds. The County has also filed an appeal for the \$1.3 million Bray Avenue Bridge project in Middletown.

Monmouth County has submitted 47 other County projects to FEMA for reimbursement totaling \$12,046,279; the projects are eligible for 90 percent reimbursement or \$10,841,651. To date, \$7,284,021 has been received by Monmouth County. Municipal applications and reimbursements are handled by the individual communities.

"Superstorm Sandy was an 'all hands on deck' operation," said Freeholder Gary J. Rich, Sr. "Our reimbursement efforts are 'all hands on deck' as well; I commend our staff for staying the course and being able to document what was needed to secure these reimbursements."

Each of the County's municipal OEM coordinators have a radio assigned to them; all the other radios are stored and cached in the Monmouth County Sheriff's Office four response vehicles for use by first responders at future incidents.

For additional information please contact Laura Kirkpatrick at (732) 431-7310.



Garland/DBS, Inc. Awarded New Roofing & Waterproofing Products & Services Contract

Comprehensive Roofing Solutions at Best Available Government Pricing

We are excited to continue our partnership with Garland/DBS, Inc. through the award of the U.S. Communities Roofing Supplies and Services, Waterproofing and Related Products and Services contract through lead public agency, Cobb County, Georgia. This contract provides agencies with turnkey solutions for complex roof projects with a quick implementation using pre-qualified local contractors.

The new contract will begin on January 1, 2015, and it delivers improved pricing that is an average of 8% lower. The contract term will be for three (3) years with the option to extend the contract for two (2) additional periods of one year each. The current Garland/DBS, Inc. contract has been extended through December 31, 2014. **A pricing amendment has been added to the current contract enabling agencies to take advantage of the better overall pricing now.** The amendment is effective September 25, 2014, through December 31, 2014.

Take advantage of the [expanded service offering and better overall pricing](#) for your comprehensive roofing and waterproofing solutions now. If you are not looking for roofing solutions, you may want to consider taking advantage of their complimentary preventive roof maintenance training to understand how to keep small rooftop problems from becoming big ones. To learn more about this new contract, register for a [complimentary one-hour webinar](#).

Date: **Monday, January 12, 2015**
Time: 8:00 a.m. PST/11:00 a.m. EST

Date: **Tuesday, January 13, 2015**
Time: 10:00 a.m. PST/1:00 p.m. EST

If you are unable to attend one of the webinar dates, [contact us](#) for additional information. Thank you for your support of the U.S. Communities program in 2014 and we wish you a wonderful holiday season.



U.S. COMMUNITIES™
GOVERNMENT PURCHASING ALLIANCE



Do you have educational or informational articles you would like published in the NJAC COUNTY BIZ?

Contact Loren Wizman, Director of Business Development, at (609) 394-3467 or loren@njac.org.

Atlantic City Electric Holds Avian Protection Education Event

Details Measures Taken to Help Protect Wildlife and Improve Reliability

by Frank Tedesco, Media Relations Manager for Atlantic City Electric

Atlantic City Electric (ACE), in collaboration with the Conserve Wildlife Foundation of New Jersey, recently held an Avian Protection Educational Event to promote a better understanding of how Atlantic City Electric helps protect birds and other animals, while also helping improve electric service reliability for customers.

ACE environmental scientists Cristina Frank and Mike Garrity detailed the various types of migratory and breeding birds that may perch or nest on power lines, including ospreys, which frequently nest on utility poles. They discussed various types of devices placed on wires and other infrastructure designed to minimize the risk of birds and other wildlife from coming in contact with electric wires and equipment.

“Hundreds of thousands of birds migrate through Cape May County each year,” said Cristina Frank, lead environmental scientist, Atlantic City Electric and head of the company’s Avian Protection Program. “We conduct field studies to determine areas throughout Cape May County and our entire service territory to determine which areas are of the greatest risk to birds and other wildlife.”



Atlantic City Electric (ACE) recently held an Avian Protection Educational Event in Strathmere, NJ, to promote a better understanding of how ACE helps protect birds and other animals while also helping improve electric service reliability for customers. Pictured (l to r) Ben Wurst, Wildlife Biologist, Conserve Wildlife Foundation of NJ; Ed Kaminski, Sr. Supervising Engineer, ACE; Cristina Frank, Lead Environmental Scientist, ACE; and Mike Garrity, Sr. Supervising Scientist, ACE.



Atlantic City Electric (ACE) linemen Joe Matalski IV (l) & Gary Farrow Jr. (r) install a nesting diverter on a utility pole in Strathmere, NJ, as part of ACE’s Avian Protection Educational Event.

ACE senior supervising engineer Ed Kaminski explained how avian protection is an integral part of the design phase before constructing any new infrastructure projects or upgrading existing infrastructure. “We are in constant communication with our environmental team, and, when necessary, we’ll enhance our infrastructure to minimize the risk to birds while helping reduce the number of related power outages to create a more reliable electric system for customers,” Kaminski said.

Atlantic City Electric recently completed infrastructure enhancements in Cape May, Ocean City and Strathmere, N.J., that addressed risks to avian wildlife. As a result, the company has not seen any bird-related incidents since in these areas.

Also as part of the event, Ben Wurst, a wildlife biologist with the Conserve Wildlife Foundation of New Jersey, discussed the foundation’s role in helping manage and protect ospreys through man-made nesting platforms that provide a safer nesting alternative than utility poles. ACE partners with Conserve Wildlife to identify and address risks to birds throughout its service territory.

Birds routinely use power line poles and towers as perches to establish territorial boundaries, nest, hunt, rest, find shade and feed. Utility poles often provide perching or nesting opportunities in areas where few natural perches or nest sites can be found. If the configuration and location of utility structures are in areas where birds are attracted by favorable habitat or are in a migratory path, the chance of electrocution and/or collisions increase.

For information about Atlantic City Electric, visit www.atlanticcityelectric.com. Follow us on Facebook at www.facebook.com/atlanticcityelectric and on Twitter at www.twitter.com/aceleconnect. Our mobile app is available at www.atlanticcityelectric.com/mobileapp.



WIC Benefits More Than 21,000 Clients Each Month

by Ocean County Freeholder Gerry P. Little

Keeping children and their mothers healthy this holiday season, and throughout the year, is the goal of the Ocean County Women, Infants and Children Program, or WIC.

Funded by the federal government, WIC benefits more than 21,000 low-income clients each month. The program provides supplemental nutritious foods to pregnant, breastfeeding and postpartum women, infants and children up to the age of five. WIC services include nutrition, education, and counseling, breastfeeding promotion and support, immunization screening and health care referrals.

The WIC program has also achieved the highest percentage of breastfeeding clients in the State of New Jersey. Ocean County's WIC is also the fastest growing in the state, with the Lakewood office having the third-largest client list in the state. Lakewood is also the fastest-growing nutrition site in all of New Jersey. Other local WIC offices are located in Toms River, Brick, and Stafford townships.

As Freeholder Liaison to the Ocean County Board of Health, I'm very pleased to say that our program has been recognized by the U.S. Department of Agriculture as one of the best WIC sites in the entire nation. The USDA rated our Lakewood location as "State of the Art."

All of these programs and accolades received mean little unless the community takes advantage of these important services. This holiday season, what better way to care for a mother and her young children than through the services of Ocean County Women, Infants and Children Program.

For more information [read here](#) or call 1-800-342-9738.



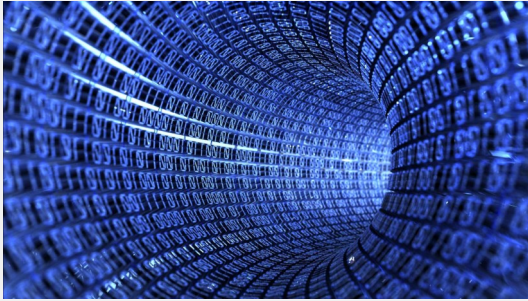
BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join
by contacting

Loren Wizman, Business Development Director, at
(609) 394-3467 or loren@njac.org.

A Primer on Public Sector Big Data

by Jennifer Dowd, Marketing Manager for Kronos-Public Sector



Big Data, Data Warehousing, Data Marts, Analytics, Business Intelligence....all are part of the same evolution of the growing digital world, the data it generates and the structured information contained therein. In recent years the data generated by all of the systems used and the potential interrelated information from disparate systems has generated voluminous amounts of data...thus “Big Data”.

The public sector is beginning to use analytical tools to mine all existing data to inform constituents, look for efficiencies and to help off-set some political “agendas” by focusing on facts. Public safety organizations use collected data to look for geographical or date-specific trends to help staff for the best use of safety manpower as well as educate the public on what is going on in their areas. Human resource departments regularly extract and update public pay and benefits data to reduce demand on their staff for public information requests. Executives are finding value in workforce management data to determine labor productivity and improve resource and budget management. Parking departments are learning the value of parking transaction data for supply and demand calculations as well as justifying new garage or meter placements. Traffic managers have long used data to determine traffic patterns but now use that same data to automate lane use or determine where the next road work is necessary.

Putting some thought into structuring data within a larger organization that may contain multiple systems can lead to an easier delivery of many of the above ideas, allow for “drill-down” structured online reporting as well as simpler ad-hoc querying to more easily find true factual information in a political environment. This is not generally an inexpensive project, but it can pay off handsomely for years to come. If your organization hasn’t started a Big Data project, consider taking an assessment of the systems in place to determine their purpose:

- What data is being stored on each system?
- Are their proprietary analytic programs already on a system that can be used to export data to a larger environment?
- Is there an external database to link these disparate data sets together?
- What are the pain points most important to solve with data?

Start small or start focused on just those pain points. There will be a tendency to over-develop analytics that may not be useful. Spending time up front on a data storage strategy to build as needed can have the greatest impact and potential use by organizations.

- Establish a plan to use the analytical tools developed in a structured way.
- Use dashboards that are visible to wide audiences to create a natural desire to improve results.
- Educate on the data being displayed and don’t assume that others will know what it means.

Big Data is collecting the vast amounts of data public sector entities have and putting it to good public use. Most have the data and should not let it to go to waste.

To learn more about Kronos, please contact Wesley Witherington, Kronos Sales Executive State of New Jersey, Public Sector and Education at wesley.witherington@kronos.com or via telephone at (973) 331-5465.



Federal Grants

Rural Solid Waste Management Grant

Deadline: December 31, 2014

Available: Previous grants have ranged to approximately \$185,000

Number of Awards: Approximately 35

<http://www.rurdev.usda.gov/UWP-solidwastemanagement.htm>



Computing and Communication Foundations (CCF): Core Programs

Deadline: Small Projects - January 2, 2015

Available: Small Projects - maximum of \$500,000 over up to 3 years

Number of Awards: 170 to 200

<http://www.nsf.gov/pubs/2014/nsf14598/nsf14598.pdf>



Environmental Workforce Development and Job Training (EWDJT)

Deadline: February 3, 2015

Available: \$200,000 award ceiling

Number of Awards: 17

<http://www.grants.gov/web/grants/search-grants.html?keywords=Brownfields>



Veterans Cemetery Grants

Deadline: July 1, 2015

Available: \$46,000,000

Number of Awards: 20

<http://www.grants.gov/web/grants/view-opportunity.html?oppId=258768>



NACo Creates United Health Discount Program

by Tom Goodman, Public Affairs Director for NACo

NACo has created one united health discount solution for counties and their residents by adding the dental program to the NACo Prescription and Health Discount Program.

This change, which became effective November 1, will make the programs easier for counties to administer and help residents better understand what is available and how to take advantage of the great savings.

The current name of the program is the NACo Prescription-Health-Dental Discount Program. New marketing materials are being developed and the name could change to enhance the promotion of the program. NACo has renewed its contract with CVS/Caremark, which will administer the combined program.

“Offering one discount program that makes it easier for counties and their residents has been a long-term goal for NACo,” said Executive Director Matt Chase. “I am pleased that we have been able to achieve this goal and now can offer county residents across the country great savings through one discount solution. The new program will provide a high level of access, savings and service.”

The NACo Prescription & Health Discount Program offers significant discounts on prescriptions; vision care; LASIK and PRK vision procedures; hearing aids and screenings; prepaid lab work; prepaid diagnostic imaging, and diabetic supplies. The prescription portion of the program provides average savings of 24 percent on thousands of medications.

The savings range from 15 percent to 75 percent, and the free discount card is accepted at more than 65,000 pharmacies nationwide.

Since the prescription program began, residents in counties offering this card have saved \$550 million on 46 million prescriptions.

The beauty of this program is that residents can begin saving on prescriptions as soon as they receive a free prescription discount card.

To receive savings on health services, memberships are available on a monthly or annual subscription basis for both individuals and families.

Like prescriptions, the discounts are available immediately upon enrollment. For individuals, the fees are \$6.95 a month or a discounted \$69 a year. For families, the fees are \$8.95 a month or \$79 a year.

This program helps residents of NACo member counties save 15 percent to 50 percent on dental care, and is accepted by more than 110,000 participating providers nationwide.

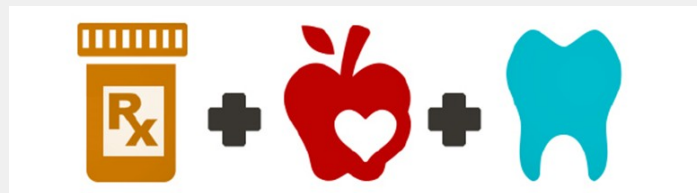
The dental discounts help people who are uninsured, but can also complement health insurance plans or work with health savings accounts and flexible spending accounts. For individuals, the fees are \$6.95 a month or \$69 a year. For families, the fees are \$8.95 a month or \$79 a year, the same as for medical.

Continued on page 12

NACo Creates United Health Discount Program *(continued)*

NACo took action to create one program based on a decision by the Board of Directors at the Annual Conference in July that directed the staff to negotiate a contract for a new administrator for the NACo Dental Discount Program. Following the conference, Careington, Inc., the original dental program administrator, terminated its agreement with NACo, effective October 25. Staff then worked with CVS/Caremark to create one program.

To learn more about the United Health Discount Program please visit [here](#).



5 Counties Chosen to Host a County Prosperity Summit in 2015

by Jen Horton, Program Manager for NACo

NACo is pleased to announce the five county recipients that will host a County Prosperity Summit in 2015. The selected counties for the County Prosperity Summit program are:

- Cape May County, NJ
- Cheatham County, TN
- Scott County, KY
- Shasta County, CA
- Titus County, TX

With support from the Ford Foundation, the goal of these summits is to convene local leaders in each county to introduce counties to the [WealthWorks](#) framework (learn more [here](#)), help counties build strategies to strengthen regional relationships and identify ways to deepen and sustain economic development activities. NACo will invite national experts to each county who will engage with local leaders to generate new and creative solutions for building and strengthening local economies, and NACo staff will work with each selected county to develop a personalized agenda and individualized content relevant to specific local issues.

Each summit will convene approximately 25-50 participants, including a broad mixture of county elected officials and staff, other local and regional public officials, business owners, representatives of the nonprofit and philanthropic community and other relevant stakeholders.

*NACo's panel of expert reviewers was overwhelmed by the many qualified applications received for the County Prosperity Summit program. NACo is currently formulating additional resources to support counties interested in new economic development approaches. For more information about NACo's community and economic development resources, contact Kathy Nothstine at knothstine@naco.org.



NACo Legislative Conference 2015



REGISTER

by clicking [here](#) and please visit www.naco.org to learn more about the National Association of Counties (NACo).

CONGRATULATIONS

Essex County Freeholder Carol Clark, Hudson County Surrogate Donald De Leo, and NJAC Transportation Consultant Michael Barrett on your retirement.

Warden Theodore Hutler Ocean County Jail Warden is retiring from his post after serving in the position since 1985, and **Sandra Mueller** will be the first female named to the position of Warden in Ocean County.

Kevin O'Dowd, will leave his post within the administration to become Cooper University Health Care's senior executive vice president and chief administrative officer.

Trenton-Mercer Airport, recently celebrated their 85th anniversary at an event that included a splash of local history, the announcement of a \$2.6 million state grant for taxiway improvements, and also marked Frontier Airlines' two-year anniversary.

Don't Let the Holiday Blues Get You Down - *The New Jersey Psychological Association Offers Tips to Combat the Holiday Blues*

by Lynn Schiller, Ph.D., Public Education Coordinator for the New Jersey Psychological Association



For many people the holiday season is full of celebrations and cheer but, for some, this season can bring more misery than merriment. With high expectations of gift-giving, decorating, feasting and family gathering, feelings of disappointment, sadness, fatigue, frustration, or being overwhelmed are not unusual.

Psychologists point out that there is a difference between the holiday blues, which are often temporary and go away once the season ends, and more serious conditions such as depression, seasonal affective disorder, and anxiety disorders.

Here in New Jersey, we recently passed the two-year mark from Super Storm Sandy. It is hard to believe the havoc an act of nature could wreak 24 months out. For many, the toll has been great and long lasting. A recent Monmouth University Poll found that 1-in-5 people are still suffering **serious distress** since the wake of the hurricane.

“If people are already experiencing stress or sadness in other areas of their life, they may be especially vulnerable to these feelings during the holidays,” states Lynn Schiller, PhD, NJPA Public Education Chair. “However, the holidays can be a great opportunity to enhance psychological well-being.”

The American Psychological Association’s 2013 *Stress in America*TM survey found that approximately two out of three people report experiencing emotional (67 percent) and physical (72 percent) symptoms of stress. However, there are conscious steps people can take to prevent or lessen holiday blues and ensure a worry-free season.

The New Jersey Psychological Association offers these tips to combat the holiday blues:

Take time for yourself — There may be pressure to be everything to everyone. People should remember that they’re only one person and can only accomplish certain things. Sometimes self-care is the best thing people can do. Go for a walk, hang out with a friend, watch a movie or take time out to listen to music or read a new book. Everyone needs time to recharge their batteries — by slowing down, people will actually have more energy to accomplish their goals.

Volunteer — Find a local charity, such as a soup kitchen or a shelter where families can volunteer together. Not only is giving back a great way to spend time with loved ones during the holidays, but helping others has been shown to reduce stress and improve overall mood.

Have realistic expectations — No holiday celebration is perfect. View inevitable missteps as opportunities to demonstrate flexibility and resilience. A lopsided tree or a burned brisket won’t ruin the holiday; rather, it will create a family memory. If the children’s wish lists are outside the budget, talk to them about the family’s finances this year and remind them that the holidays aren’t about expensive gifts.

Remember what's important — The barrage of holiday advertising can make people forget what the holiday season is really about. When the holiday expense list is running longer than the monthly budget, scale back and be reminded that what makes a great celebration is loved ones, not store-bought presents, elaborate decorations or gourmet food.

continued on page 15

Don't Let the Holiday Blues Get You Down *(continued)*

Seek support — Talk about the anxiety, stress, or sadness with friends and family. Getting things out in the open can help people navigate their feelings and work toward a solution for the holiday blues. If the feelings persist, consider seeing a professional such as a psychologist. They are uniquely trained to understand the connection between the mind and body. They can offer strategies as to how goals can be adjusted so they are attainable as well as help people change unhealthy behaviors and address emotional issues.

Whether you need assistance with organizational/employee health and wellness, mind/body matters, family issues, geriatric care, or child/adolescent concerns, NJPA is your resource to turn to for expert advice and information. Visit www.PsychologyNJ.org, tweet [@njpsychasn](https://twitter.com/njpsychasn), and subscribe to the quarterly e-newsletter to learn more. You may also contact Jane Selzer, Executive Director at njpajs@psychologynj.org or Christine Gurriere, Communications Manager, at njpacg@psychologynj.org. Both may be reached at (973) 243-9800.

The New Jersey Psychological Association (NJPA) is recognized as one of the strongest state psychological associations in the country, NJPA is an indispensable network of resources for the public and media, a staunch advocate for psychologists in the state, and an Influential presence helping shape mental health policies in New Jersey. Visit us at www.PsychologyNJ.org to locate a psychologist or to find the most current news, articles, and events that may be of interest to you. Follow us on Twitter [@njpsychasn](https://twitter.com/njpsychasn).



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Upcoming Sustainable Jersey Events

by Winnie Fatton, Project Manager for the Sustainable Institute at the College of New Jersey

NEW MUNICIPAL ENERGY ACTIONS FOR SUSTAINABLE JERSEY (Webinar) December 17, 2014 – 1:00-2:00 PM

[CLICK HERE TO REGISTER](#)

This webinar will cover several of the new energy actions in the Sustainable Jersey program, including program updates just introduced, and a preview of new actions planned for early 2015.

- Find out about how your municipality can make a “group purchase” of electricity for the entire community that provides safe, convenient and affordable access to renewable energy for consumers.
- Learn how to increase adoption of electric vehicles in New Jersey through municipal public charging systems and other programs.
- Hear a summary of new actions being planned for early 2015, with a focus on changes to building energy efficiency actions.



SUSTAINABLE JERSEY SMALL GRANTS PROGRAM CURRENT OPPORTUNITY (Webinar) January 7, 2015 – 1:00 – 2:30 PM

[CLICK HERE TO REGISTER](#)

Sustainable Jersey is pleased to announce that \$200,000 in new grant funds are now available for communities participating in the Sustainable Jersey certification program to support sustainability initiatives and projects.

This webinar will review the application, the online application portal and tips on how to successfully apply for a Sustainable Jersey Small Grant.

["Ready, Set, Go!"- Getting Started with Sustainable Jersey for Schools](#) (Webinar Series)

[REGISTER](#) -- Wednesday, December 17, 2014 -- 12:00 PM - 1:00 PM

[REGISTER](#) -- Wednesday, January 7, 2015 -- 2:30 PM - 3:30 PM

Learn how you can participate in the new Sustainable Jersey for Schools program. Attendees will walk through the registration process, website resources, and the webinar will cover basic information on how to communicate, collaborate and organize their district or school green team for certification success!

Visit the [Sustainable Jersey Grants Portal](#) for a list of available grants.

For more information on Trainings and Events visit
www.sustainablejersey.com



Nationwide Economics

Weekly Economic Review & Outlook for December 8, 2014

by Michael Groom, Financial Markets Economist of Nationwide Mutual Insurance Company and
Ben Ayers, Staff Economist of Nationwide Mutual Insurance Company

Weekly Review

The U.S. labor market improved substantially in November with a 321,000 jump in nonfarm payrolls, plus an additional 44,000 in upward revisions to October and September. This marked the tenth consecutive month that the economy generated over 200,000 jobs. November's rise in jobs was the strongest since early 2012, and it also showed that job creation widened across employment sectors – with the one-month diffusion index increasing to 69.7 from 63.8 and the longer-term six-month diffusion index rising to 75.8 from 72.9. Average hourly earnings ticked up by 0.4 percent on a month-over-month basis (the second highest increase in wages since November 2008), but the gain over the prior 12 months remained at a modest 2.1 percent. Leading indicators in the report remained strong, with overtime hours increasing by 0.1 to 3.5 and temporary employment increasing by 23,000. The robust employment report helped boost the S&P 500 stock market index to a record high, the dollar to a five-year peak (with the euro falling to a two-year low), and also pulled expectations of future Fed tightening forward.

The eurodollar futures rate curve, which is a market gauge of where investors think the federal funds rate will be in the future, both rose and steepened after the jobs report, signaling that investors place higher odds of an earlier rate hike than before. Additionally, the CME Group's 30-day fed funds futures prices (an additional measure of financial market expectations of Fed policy) dropped to a level suggesting market expectations of an initial 25 basis point Fed tightening move in June 2015, along with an end-of-year fed funds level of 0.64 percent – suggesting up to three 25 basis point tightening moves next year.

The members of the Federal Open Market Committee will undoubtedly take note of the strong labor figures released on Friday, along with other recent stronger economic data, and may change some of the language in the press release following their December 16-17 meeting, where they will discuss appropriate monetary policy. While the labor market seems to be gathering momentum, current inflation and inflation expectations remain muted with the core market-based personal consumption expenditure index rising by just 1.4 percent over the past 12 months (compared with the Fed's 2.0 percent goal) and ten-year TIPS breakeven rates at post QE3 lows at 1.8 percent. The Fed could be concerned that lower inflation expectations suggest that financial markets don't expect stronger growth to be sustained. A number of labor market indicators still show weakness, such as the duration of unemployment and the augmented U-6 unemployment rate. Moreover, monthly increases of over 300,000 jobs are a rarity in recent history with only 59 occurrences in the past 30 years. Momentum of this magnitude tends to be even rarer with only 12 occurrences of back-to-back 300,000 plus job gains. This, combined with anemic growth overseas and the increasingly strong dollar, may give the Fed pause in tightening monetary policy sooner. New York Fed President William Dudley recently commented that he sees the risks of letting the economy run "a little hot" being less than the risks of a premature tightening of monetary policy, and that financial markets must remain patient when viewing appropriate policy rate normalization.

Weekly Outlook

The schedule of economic releases is lighter this week, with retail sales and the producer price index for November, as well as consumer sentiment for the first half of December.

continued on page 18

Nationwide Economics *(continued)*

- Aside from brief dips in January (polar vortex) and September, monthly growth in **retail sales** has been moderately strong this year, especially when the low rate of inflation is factored in. Spurred by a faster pace of auto sales and early holiday shopping (both probably boosted by lower gasoline prices), retail sales should again grow fairly well in November – rising by 0.5 percent. Growth in sales ex-autos is likely to be more modest at a 0.3 percent rate, but still above the rate of inflation.
- Falling energy prices should hold down the pace of growth for input prices in last quarter of 2014 and heading into 2015. For November, we expect the **producer price index (PPI)** to be unchanged – lowering the 12-month change in the index to around 1.3 percent.
- The appreciation of the U.S. dollar continues to lower the relative cost of imports with the **import price index** declining the last four months. Further gains by the U.S. dollar in November, along with declines in oil prices, should push down the import price index by an additional 0.9 percent.
- The improved labor market and cheaper gasoline have helped to push up **consumer sentiment** to the highest level since mid-2007. Sentiment should edge higher again for the first half of December, climbing to 89.1 – near the average of the previous expansion.

For further information please contact Emanuel Mahand, Program Director of New Jersey, at MAHANDÉ@nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com.



JOB VACANCY ANNOUNCEMENT

ACCOUNTANT

The **County of Hunterdon** is seeking an Accountant to perform accounting work involved in financial statements and in maintaining an accounting system including reconciling of complex bank accounts. Must know and understand processes and procedures of the check register run, revenues and appropriations as they pertain to the County budget and processes and procedures of Accounts Payable and Accounts Receivable. Two years of accounting experience involving accounting, budgeting, auditing and financial analysis and reporting required. Graduation from an accredited 2 or 4 year college with an Associates or Bachelor's degree required. Please respond with letter of interest including salary requirements with resume to personnel@co.hunterdon.nj.us.

FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

Over 200 county and business leaders from across the State attended NJAC's December 12th Summit on the Transportation Trust Fund (TTF), which provided an exclusive opportunity to hear State, county, municipal, and other transportation industry experts discuss the need to establish stable, dependable, and sufficient sources of funding for the State's transportation network.

NJ 101.5's Kevin McArdle moderated two outstanding panel discussions approved for continuing education credits. On the first panel, Hudson County Executive Thomas DeGise; Hunterdon County Freeholder Director Matthew Holt; Monmouth County Engineer Joseph Ettore; and Jackson Township Engineer Daniel Burke discussed county and municipal transportation inventory

and needs, Local Aid allocations, and proposed NJ DOT regulations. Former NJ DOT Commissioner Jack Lettiere; NJ Petroleum Council Executive Director James Benton; UTCA CEO Robert Briant, Jr.; NJ LECET Director Joseph McNamara; and NJ Alliance for Action President Philip Beachem sat on the second panel and discussed the status of the TTF, an increase in the State's Transportation Capital Program, and viable solutions for funding the TTF. NJ DOT Commissioner Jamie Fox closed the Summit as the keynote luncheon speaker.

Special thanks to the Summit's corporate hosts MRA International, Greenman-Pederson, Engineers Laborer-Employee Cooperative, and PNC Bank; breakfast hosts French & Parrello Associates, Heavy & General Construction Laborers Local 472, and the Laborers International Union of North America; and, luncheon host T&M Associates. We would also like to thank Kelsea Feder for her beautiful rendition on "The Star-Spangled Banner." Kelsea is a junior at the Burlington County Institute of Technology.



Jamie Fox
NJ DOT Commissioner

Don't forget to mark your calendars!







January 30, 2015 - NJAC's reorganization meeting and swearing-in ceremony at the State House in Trenton, where we'll swear-in our slate of executive officers for 2015 and Mercer County Freeholder Ann Cannon as our next President.

May 6 - 8, 2015 - NJAC's annual celebration of county government at Caesar's in Atlantic City, where county leaders from across the State will earn valuable continuing education credits and is home to the only county-vocational technical school cook-off challenge in the nation.

Have a Safe and Happy Holiday Season!

«DECEMBER 2014»

.....Is National Drunk and Drugged Driving Prevention Month

MON	TUES	WEDS	THURS	FRI	SAT	SUN
<p>15</p> <p>Free Art Exhibit Performing Arts Center 11 a.m. - 4 p.m.</p> <p>Englewood Bergen County</p>	<p>16</p> <p>Holiday Concert Band St. John Neumann Auditorium 7 p.m. - 8 p.m.</p> <p>North Cape May Cape May County</p>	<p>17</p> <p>Photos With Santa Cumberland Mall 10 a.m. - 9 p.m.</p> <p>Vineland Cumberland County</p>	<p>18</p> <p>Mingle Bells Holiday Mixer Marriott 6 p.m. - 8 p.m.</p> <p>Bridgewater Somerset County</p>	<p>19</p> <p>County Clerk's Weddings Freeholders Mtg. Room 10 a.m. - 11:30 a.m.</p> <p>Paterson Passaic County</p>	<p>20</p> <p>North Pole Express Flemington Station</p>  <p>2 p.m.</p> <p>Flemington Hunterdon County</p>	<p>21</p> <p>Free Luminary Tour Smithville Village</p>  <p>6:30 - 8:30 p.m.</p> <p>Mt. Holly Burlington County</p>
 <p>22</p> <p>Walk n Talk Program 110 5th St. Anytime</p> <p>Salem Salem County</p>	<p>23</p>	<p>24</p>	 <p>25</p> <p>Holiday Celebrations CHRISTMAS, KWANZAA & HANUKKAH</p>	 <p>26</p> <p>Dean Scala Elysian Cafe 10:30 a.m.</p> <p>Hoboken Hudson County</p>	<p>27</p> <p>NJ Potters Guild Exhibition Artworks 11 a.m. - 4 p.m.</p> <p>Trenton Mercer County</p>	<p>28</p>
<p>29</p> <p>Flu Clinic Health Department 1 p.m.</p> <p>Sewell Gloucester County</p>	<p>30</p> <p>Holiday Magic Library 12:30 p.m.</p> <p>Mays Landing Atlantic County</p>	<p>31</p> <p>Holiday at Kip's Castle 12 p.m. - 4 p.m.</p>  <p>Verona Essex County</p>				

«JANUARY 2015»

.....Is National Blood Donor Month

MON	TUES	WEDS	THURS	FRI	SAT	SUN
			 <p>1</p>	<p>2</p>	<p>3</p> <p>Women's Open Gym Fitness Recreation Center 7:30 a.m. - 9 a.m.</p> <p>Fort Monmouth Monmouth County</p>	<p>4</p>  <p>State Theatre 3 p.m. - 5 p.m.</p> <p>New Brunswick Middlesex County</p> <p>Bugs Bunny at the Symphony</p>
<p>5</p>	<p>6</p>	<p>7</p>	<p>8</p> <p>Indigo Girls Scottish Rite Theatre 7:30 p.m.</p> <p>Camden Camden County</p>	<p>9</p> <p>Frank Solivan & Dirty Kitchen Roy's Hall 8:30 p.m.</p> <p>Blairstown Warren County</p>	<p>10</p> <p>Family Photo Scavenger Hunt Frelinghuysen Arboretum 9 a.m. - 4 p.m.</p> <p>Morristown Morris County</p>	<p>11</p> <p>NJ Camp Fair Grand Summit Hotel 12 p.m. - 3 p.m.</p> <p>Summit Union County</p>
<p>12</p>	<p>13</p> <p>Playwrights on The Rise Strand Theatre 5 p.m.</p> <p>Lakewood Twp. Ocean County</p>	<p>14</p> <p>Adult Book Club Main Library 7 p.m.</p> <p>Newton Sussex County</p>				