

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 56 - DECEMBER 2015

NJ County Employees Now Eligible to Apply for NJM Auto, Homeowners Insurance

by Colin Dansberry, Sales Administrator for NJM Insurance Group

For more than 100 years, NJM has been serving the insurance needs of New Jersey's businesses and individuals. Founded as a workers' compensation carrier in 1913 by members of the New Jersey Business & Industry Association (NJBIA), NJM grew considerably in the following decades through the offering of auto and homeowners insurance to member company employees and New Jersey state workers.

Now, NJM is pleased to announce that as of October 1, 2015, eligibility to apply for the Company's personal lines insurance products is available to *all* public sector employees in the Garden State, including all county employees.

NJM is a customer-focused company whose mission is to provide value-based insurance solutions for the exclusive benefit of policyholders and is committed to maintaining the highest levels of service, integrity and financial stewardship. In addition to great rates, NJM provides nationally acclaimed customer service by a staff of 2,500 dedicated employees, all of whom are based in New Jersey. In June 2015, NJM was a [top performer for overall customer satisfaction](#) in the J.D. Power U.S. Auto Insurance Study.

Perhaps NJM's most tangible demonstration of its commitment to serving policyholders is the return of dividends, under which every penny of underwriting profit goes back to policyholders. In 2015, auto policyholders received \$229 on average in dividends, bringing the total amount returned since 1918 to nearly \$5.8 billion.

NJM also offers policies for renters, condominium, umbrella and motorcycle/ATV coverage, in addition to flood insurance, which is available from the National Flood Insurance Program (NFIP) through NJM's wholly owned subsidiary, New Jersey Reinsurance Company (NJRe).

To get more information on auto or homeowners insurance, go to njm.com or call 1-800-232-6600 to speak with one of our friendly, service-driven representatives.

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Get to know your County Official.....

How many years have you served as Middlesex County Clerk?

I've served as Middlesex County Clerk for the past 20 years. I was elected in 1995.

What was the first public position you held?

Although it wasn't a public position it was an elected position that got my foot on the ground as Secretary of Student Council at Perth Amboy High School. The first public position was Democratic County Committee in Old Bridge.

Why did you choose to run for County Clerk?

A Senator at the time had asked me to consider running, and I had never thought of myself as County Clerk. I was and had been a Science and Math teacher at the time (27 years), and was of age to retire if I chose to do so, and have a new life experience. I figured if I won it would be a great opportunity, and if I lost I would continue to do what I enjoyed, which was teaching.



Elaine M. Flynn
County Clerk

What had been the most difficult decision you have had to make while serving as Middlesex County Clerk?

Quite frankly, I have had no difficult decisions. When you have all the facts straight, there is very little difficulty. As a County Clerk we must adhere to the law and statutes, as well as use common sense.



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

People might be surprised to know that I wanted to be an astronaut or a doctor, and I still do today. I love science and medicine, and I'm a Star Trek fan.

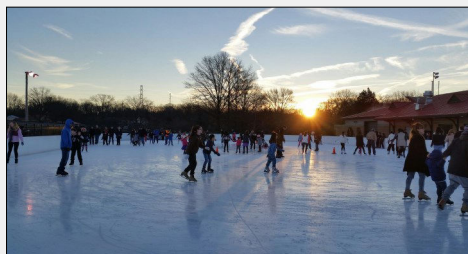
Who is your role model?

I admire many great people, but Hillary Clinton is someone whom is at the top of my list. Her husband, and mine had similar unique political careers, and over time I read and observed their careers.



What do you love about Middlesex County?

Middlesex County is my home. I was born and raised in Perth Amboy and moved to Old Bridge when my children were born. We have everything you could want including arts and culture, history, world class medical facilities, and Rutgers, The State University of New Jersey to name a few things. With each day I learn of something new in Middlesex County, and I can't imagine life anywhere else.



NJ County Employees Now Eligible to Apply for NJM Auto, Homeowners Insurance *(continued)*

If you would like to obtain informational materials, such as posters or brochures, to share with colleagues, please email us at PLSales@njm.com. We can also arrange to send a representative to your workplace to discuss NJM coverage and provide premium quotes.

For more information about this article, reach out to Colin Dansberry at CDansberry@njm.com or (609) 883-1300, ext. 6908.



Career Military Focused on Black Friday for Holiday Frugality

by Mark Leach, Vice President of Media Relations for First Command Financial Services

The First Command Financial Behaviors Index® reveals two out of five middle-class military families plan to do most of their holiday shopping on the day after Thanksgiving.

America's career military families prepared to make Black Friday the focus of their frugal shopping plans again this holiday season.

First Command's annual holiday spending survey revealed that 40 percent of middle-class military families (commissioned officers and senior NCOs in pay grades E-6 and above with household incomes of at least \$50,000) planned to do most or all of their holiday shopping on Black Friday. This represents a continuation of a trend that began last year, when Black Friday emerged as the new holiday spending centerpiece of an ongoing commitment to frugal living. During the 2011–2013 period, less than one in five military families said they planned to do most or all of their holiday shopping on the day after Thanksgiving.

This servicemember focus on Black Friday stands in sharp contrast to the plans of the rest of America's Middle Class. Just 12 percent of general population respondents planned to do most or all of their holiday shopping on Black Friday, statistically unchanged for the past five years.

These Black Friday spending plans underscore the continuing commitment of career military families to frugal holiday celebrations. The Index reveals that 94 percent plan to cut back this year, statistically unchanged from the past three years. The frugal holiday spirit is also alive (albeit less pronounced) in the general population, where 80 percent of consumers plan to cut back this year. That's about the same as the past two years.

The 2015 holiday shopping season marks the eighth consecutive year that the Index has pointed to leaner spending in military families, reflecting a larger trend toward frugal living.

“The intention of servicemembers and their families to aggressively hit the stores on the day after Thanksgiving is yet another sign of their careful approach to consumer spending,” said Scott Spiker, CEO of First Command Financial Services, Inc. “Our research revealed that military families are committed to the frugal strategies they perfected during the economic turmoil of the past several years. By cutting back again this holiday season, career military families are giving themselves the gift of positive, time-tested strategies in their pursuit of long term financial security.”

For further information, please contact Chuck Miller, Jr., Financial Advisor at CEMiller@firstcommand.com.



NJAC SUMMIT ON BAIL REFORM & PRISONER RE-ENTRY

December 18, 2015

9:30 a.m. - 1:30 p.m.

Trenton Country Club - West Trenton, NJ

DON'T MISS THIS EVENT!

This is a unique opportunity to hear State, county, and other industry experts discuss New Jersey's bail law system and successful prisoner re-entry initiatives; and network with county, state, and business leaders.

LAST CHANCE REGISTRATION

CALL TODAY IF YOU WOULD LIKE TO ATTEND



KEY NOTE SPEAKER:

NEW JERSEY ACTING ATTORNEY GENERAL

JOHN JAY HOFFMAN

Visit njac.org for details about registration, table top exhibit displays, and event hosting opportunities.

You may also reach out to Loren Wizman, NJAC Business Development Director, for more details at (609) 394-3467 or loren@njac.org.

New Jersey Judiciary Security Management Response Team (NJ JSMART) Training Course

by Paul Safier, Senior Inspector for the USMS



**L to R: U.S. Marshal Juan Mattos, Jr
Sheriff Frank J. Provenzano, Somerset County**

On February 18th and 19th 2015, more than 100 law enforcement officers and courthouse managers from all twenty-one county sheriff's offices and other agencies attended the inaugural New Jersey Judiciary Security Management Response Team (NJ JSMART) training course. This initiative was designed to teach law enforcement personnel effective threat recognition and management techniques. Fittingly, the venue for this two-day training session was the New Jersey Regional Operations and Intelligence Center, which serves as the State's dedicated fusion center. NJ JSMART was conceived by protective investigators from the United States Marshals Service, District of New Jersey, in conjunction with the Somerset County Sheriff's Office, New Jersey State Police, and the Court & Judicial Security Unit of the State Judiciary.

NJ JSMART utilizes a common sense approach to address intelligence gaps caused by "institutional myopia" -- the tendency for organizations to focus inward and overlook broader patterns and trends. The five core elements which comprise the program (training, networking, task forcing, creation of a database, and outreach) have been designed to work in tandem to heighten security awareness by strengthening existing partnerships and creating new relationships. The mission statement adopted by the steering committee embodies the objectives of NJ JSMART as:

"A statewide law enforcement initiative designed to enhance the security of the entire State judiciary through the collaborative partnership of committed stakeholders and our judiciary partners. These agencies are committed to detecting and deterring potential threats to State judiciary members through collecting, analyzing, and disseminating protective intelligence; conducting risk-based threat assessments and protective investigations; and implementing appropriate protective measures. NJ JSMART will help create a safe and secure courthouse environment while also ensuring that credible threats and high-risk situations are managed in a comprehensive and professional manner."

While the two-day training session was the realization of more than a year of planning, it merely represented the inception of a dynamic and expanding program. The seminar was designed as an introduction to NJ JSMART's structure, approach, and scope. It also served as a preview for how the program is envisioned to evolve in the future. Participants learned a variety of fundamental concepts and were provided a broad overview of protective intelligence; court and judicial security; and threat recognition, investigation, and mitigation. A common theme stressed throughout the training was the importance of cooperation, collaboration, and coordination in achieving those objectives.

A number of subject matter experts presented at the February seminar. Speakers included federal, State and local law enforcement officers, judiciary personnel, mental health workers, and government contractors.

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NJ JSMART Training Course *(continued)*

Topics of instruction included an introduction to the NJ JSMART program; court security and decorum; security audits and vulnerability assessments; mental health recognition and screening law; the role of the judiciary; and the value of databases and suspicious activity reporting. A number of case studies were presented to emphasize important concepts and the inclusion of some locally occurring incidents further helped engage the participants.

The program divides the State into three regions in order to more effectively implement its strategies, disseminate information, and foster productive relationships. Each region is led by a regional coordinator, who hosts regular info-sharing meetings. These meetings allow members in each region to keep abreast of the latest security trends and help facilitate greater networking. Guest speakers will be invited to these meetings and be provided with a forum to examine recent notable events and share their subject matter expertise.

Some additional ways which ongoing dialogue will be maintained include communication through e-mail distribution lists, attending local court security committee meetings, arranging informal get-togethers, and gathering for an annual statewide conference.

In order to facilitate the dissemination of protective intelligence, the steering committee has created templates for a variety of security and intelligence products. These are designed to highlight subjects of protective interest, warn about incidents that may impact routine courthouse operations, and identify issues that may affect personal safety or security. Each county is encouraged to disseminate items of localized interest using those standardized templates. The committee will also periodically publish "Situational Awareness Bulletins" based upon trends that suggest current or emerging threat streams; perceived or actual threats to facilities; or upon receipt of pertinent intelligence from other law enforcement agencies.

In addition to encouraging intelligence sharing between counties and promoting more transparent communications between sheriff's offices and judiciary staff, NJ JSMART seeks to emulate the success of the USMS Regional Fugitive Task Forces. By fostering real working relationships and conducting joint training, both protective investigations and protective operations will be strengthened and streamlined. Increased cooperation and coordination will also help ensure greater deconfliction and serve as a force multiplier in the investigation of common threateners.

A proprietary, web-based database known as SAMS (Suspicious Activity Monitoring System) is another integral part of the program. SAMS has been created to collect and house suspicious activity, reportable incidents, and other notable events. The database will also facilitate better tracking of individuals who may pose a security concern or are subjects of protective interest. Borrowing practices successfully utilized in other existing federal and State databases, SAMS has been designed as a county-centric repository and is fully searchable on a variety of parameters. SAMS is user-friendly, compatible with various browsers, and can be accessed from smart phones and other mobile devices. SAMS is able to quickly provide the user with a subject photo, pedigree, and incident narrative. When more detailed information is needed, SAMS can also generate comprehensive and customizable threat assessment profiles.

The outreach portion of the program focuses on both the county prosecutor's offices and the municipal judges. On one hand, it recognizes the role of the prosecutor's office in the criminal justice system, addresses the principles of target transfer, and acknowledges the fact that many prosecutors' offices are co-located within county courthouse facilities. In addition, since policy oversight for the security of municipal courts falls under the authority of the State judiciary, NJ JSMART representatives will coordinate with municipal court judges and local chiefs of police regarding general principles of threat recognition and appropriate protective measures. They will also provide mentorship, advice and assistance as needed.

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NJ JSMART Training Course *(continued)*

Since another goal of NJ JSMART is to provide continuing training opportunities, future instructional seminars are anticipated on a variety of relevant topics. One highly demanded topic of instruction identified by the program's post-training surveys was that of protective operations. This is not surprising given that sheriff's offices are responsible for protecting Superior Court judges who have been threatened. In response to the overwhelming interest for this type of training, NJ JSMART is currently preparing a comprehensive curriculum and identifying subject matters experts to present the selected material.

The NJ JSMART committee is also in the process of partnering with the judiciary to conduct a "Judicial Security Workshop" with the goal of educating members of the judiciary about sound personal protective measures both in the courtroom and offsite. That curriculum will consist of short blocks of instruction and an interactive 'round-table' session, focusing on ways for judges to increase their situational awareness, work more closely with their sheriff's offices, and create an atmosphere of enhanced security. Several assignment judges will participate, both as presenters and as moderators.

Since inception, NJ JSMART has received enthusiastic and widespread support from its law enforcement partners and the judiciary alike. The program has already facilitated a number of multi-jurisdictional investigations and enabled several successful joint collaborations. In addition, both the SAMS database and standardized intelligence products are being increasingly recognized as valuable and essential security tools. Currently, NJ JSMART is slated to be incorporated into the state's "Model Court Security Plan" which will further extend the program's scope. NJ JSMART will continue to evolve to meet the needs of the judiciary and adapt to the changing nature of threats posed to our judicial system statewide.

For more information on NJ JSMART or if interested in starting a similar program in your State, please call 908-231-7158 or e-mail jsmart@co.somerset.nj.us

Grants Training in Mahway, NJ—January 11-12, 2016

by Kaelee DeLisle, Grant Writing USA

Bergen County Law & Public Safety Institute and Grant Writing USA will present a two-day grants workshop in Mahwah, January 11-12, 2016. This training is for grant seekers across all disciplines. Attend this class and you'll learn how to find grants and write winning grant proposals. [Click here for full event details.](#)

Beginning and experienced grant writers from city, county and state agencies as well as nonprofits, K-12, colleges and universities are encouraged to attend. Multi-enrollment discounts and discounts for Grant Writing USA returning alumni are available. Tuition payment is not required at the time of enrollment.

Tuition is \$405 (regularly \$455) and includes everything: two days of terrific instruction, workbook, and access to our Alumni Forum that's packed full of tools, helpful discussions and more than 200 sample grant proposals. Seating is limited, online reservations are necessary. Prepayment is not required to register. Please take advantage of this holiday offer today!

Please use code "Holiday" to receive \$50 discount off full price at registration. Discount cannot be used in combination with other offers except for our Group (5 or more) discount where you can enjoy \$100 off combined. Seating is limited, online reservations are necessary.

Complete event details including learning objectives, class location, graduate testimonials and online

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Grant Writing USA *(continued)*

registration are [available here](#).

For more information please contact Kaelee DeLisle, at [888.435.7281](tel:888.435.7281) or kaelee@grantwritingusa.com or Debra Trentacosta, Bergen County Law & Public Safety Institute at [201.785.5735](tel:201.785.5735) or trentacosta@bcpsi.net.



WELCOME TO OUR NEW MEMBERS



Eastern Armored Services, Inc. – Established in 1992, the company owner has over 40 years of cash-in-transit experience. Eastern Armored Services, Inc. has strived to become an elite provider in the armored transportation industry with its armed courier transport, same day credit, cash/coin processing, vaulting services, customer security consulting, and more. Eastern Armored Services' reputation speaks for itself, from its excellent customer service to its new fleet, and personable staff.

To learn more please contact Rich Norton at richnorton@easternarmored.com.



Fortbrand Services Inc. is a distributor of Bergkamp FPS—Pothole Patcher. In addition, we are a niche company that caters to the aviation industry.

To learn more about their services please contact Dean Schwabish at dean@fortbrand.com.



WE EXCEED EXPECTATIONS

MGL Printing Solutions provides innovative customer focused products and service. MGL places the highest value on product quality and innovation by responding to ever changing technology and customer needs with new products and improved service.

What started over 30 years ago as a local supplier of forms and printed material has grown into a major supplier of printing solutions for municipal governments, school boards, and industry. We now serve the entire North East and Mid Atlantic regions, offering customers a single source for all their forms, printing and promotional needs. We provide faster, more effective response and service to meet the ever-changing needs of our customers because we are structured with the right people, the latest equipment, and modern facilities. No one can match MGL for total customer care

To learn more about their services please contact Chris Lowe

The Future of Workforce Management in Government

by Jennifer Dowd, Marketing Manager of Government and Education for Kronos

The sheer size and diversity of the public-sector workforce have forced governments to rethink how they manage their most valuable asset — people. Among the areas ripe for change are workforce management processes. These include recording time and attendance transactions and managing employee absences, which many agencies still do manually today.

Anytime human entry is involved you have a potential for loopholes and inaccuracies, but automating that process pushes out the responsibility for the actual transaction to the employees themselves. This allows for better compliance with the Fair Labor Standards Act (FLSA).

Are You Complying with Fair Labor Standards?

The FLSA, which establishes minimum wage, overtime pay and recordkeeping requirements, was enacted in 1938, but it took several years and a Supreme Court ruling before it was implemented by government agencies. But even today, it's possible for agencies to unknowingly violate FLSA policies.

Employers often think that compliance of the Act simply means that they collect timesheets and enter data in a system. But manual data entry is not synonymous with compliance. That's why a growing number of agencies are turning to automation tools to mitigate compliance risks and provide better checks and balances.

Exception Pay vs. Positive Pay Systems

Most computer systems in government use what's known as an exception pay system. That means employees start the week with all of their work hours. Time is decreased based on exceptions that are entered in the system, whether it's time off for vacation or a sick day. Positive pay systems do the exact opposite. Employees start the week with zero hours, and time is added as the employee clocks in and out or enters their work hours or paid leave.

With exception pay systems, employees typically fill out a form to request time off, and their supervisor approves it and gives the document to a timekeeper. Because the employee has some interaction in that process, a lot of government managers believe they are compliant with the Fair Labor Standards Act.

But the Department of Labor has made clear that exception based systems are generally noncompliant. The reason is when managers assume employees are going to work 40 hours, and only enter exceptions, either the employee or the manager will likely forget to enter those exceptions. Operating this way could also create a situation where employees feel bad about entering exceptions. It also puts control of an employee's time and attendance in the hands of the supervisor.

Instead, the Department of Labor would rather have that control in the hands of the employee, and that's what automation does. By the employee clocking in and out, or entering their time on a terminal, it's considered compliant because the employee has actually entered the transaction. For agencies, the path to full compliance with the Fair Labor Standards Act starts with automation and putting employees in charge of their time entry.

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.



Nationwide Economics

Weekly Economic Review & Outlook for December 7, 2015

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

Weekly Review

Another strong month for nonfarm payrolls in November should give the Federal Reserve the green light for the first rate hike since 2006 at the Federal Open Market Committee (FOMC) meeting on December 15/16. Job gains of 211,000 were near the average for the year and more than enough to dispel concerns that the strong October figure was an outlier. Average hourly earnings were solid as well, keeping 12-month wage inflation near an expansion peak. When combined with a sharp upward revision for hourly compensation in the quarterly productivity and costs report, it is clear that labor market conditions are tightening as the unemployment rate falls. Although the unemployment rate was unchanged at 5.0 percent, there was an uptick in the labor force participation rate (a further positive labor market signal).

Fed Chair Yellen's congressional testimony last week was also broadly supportive of near-term policy tightening, as she noted that recent economic data have met the expectations set in previous meetings for raising rates this year. While there was, of course, no guarantee of a rate hike next week, Yellen did reiterate the risks of waiting to begin normalizing policy—preferring a gradual but sooner path for tighter policy over the sharp increases that might be required should the FOMC react too slowly. Whatever happens this month, the bar for subsequent rate hikes will remain high, focusing on further upward momentum for wage growth and expected core inflation. We project one rate hike a quarter for 2016, a more gradual pace than in past tightening cycles, but in line with modest economic growth.

Last week's private sector data were mixed. The ISM manufacturing index slipped into contraction for the first time in three years as the stronger U.S. dollar and slow economic growth abroad weighs down domestic production. The auto sector continues to be the lone bright spot for manufacturers, as light vehicle sales remained at an expansion peak of 18.2 million units in November. Service industries should continue to lead job growth and drive a faster pace of expansion for the economy. Contraction in the manufacturing sector is not expected to postpone a likely tightening of monetary policy by the Fed.

Weekly Outlook

Economic releases this week will focus on November data for retail sales, the producer price index, and first half of December survey data for consumer sentiment.

Retail sales have held steady since July, with rising auto sales roughly offset by plummeting gasoline prices (which lowers the amount spent on gasoline). Retail sales are expected to increase by 0.2 percent in November, helped by strong auto sales. Retail sales excluding automobiles are projected to be little changed, with gasoline prices falling again.

Overall inflation has been driven primarily by movements in energy prices over the last year, most noticeably with sharp declines in recent months. The producer price index (PPI) should fall by 0.3 percent in November, largely driven by the continued decline in energy prices.

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Nationwide Economics *(continued)*

Consumer sentiment is expected to rise modestly to a level of 92.5 for the first half of December in response to stronger job gains, lower gasoline prices, and an upward trend in equity markets.

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



SAVE THE DATE FOR UPCOMING EVENTS



NJAC YEAR END SUMMIT

Friday - December 18, 2015
9:30 a.m.

Trenton Country Club

201 Sullivan Way
West Trenton



NJAC SWEARING-IN CEREMONY OF THE 2016 EXECUTIVE COMMITTEE

Friday - January 29, 2016
9:00 a.m. - Reorganization Meeting
11:00 a.m. - Ceremony

State House
Trenton



NJAC CELEBRATION OF COUNTY GOVERNMENT

Wednesday - May 18 through Friday - May 20, 2016

Caesars

2100 Pacific Avenue
Atlantic City

A Necessary Evil: Planning for the Worst

by Lauren Cassel, Marketing Specialist for Millennium Communications Group Inc.

Millennium Communications Group, Inc. assisted Essex County at the Veterans Courthouse in Newark, NJ with a security drill to evaluate how staff would react to a life threatening situation. Millennium was contacted by Lt. Edward Esposito, Field Operations Division / Office of Emergency Management of the sheriff's department, to install fifteen HD IP cameras on the 11th floor for the drill. Millennium also created an observation room for local officials and Freeholders to view the drill as it took place, while also showing how cameras would operate in the courtrooms and the difference between the older analog and newer IP cameras. IP offers high quality video, remote accessibility, two-way audio, mobility within the network, and much more.

For the drill, Millennium used Axis IP hi-definition cameras which allowed the clearest picture and most reliable connection. All cameras were then connected to a Genetec Security platform used to record the event. For the centralized monitoring station four 60 inch HD monitors were used to display video of the four courtrooms and hallways on the 11th floor. The existing analog cameras were also displayed on two additional monitors to show the comparison. The scenario was pre-determined, but not made known to staff; only that it was, in fact, a drill and that all communication during the drill must be followed by "this is a drill." As the scenario played out, two active shooters were discovered, one male and one female; a scenario all too real for Essex County Sheriff Armando Fontoura and Judge Sallyanne Floria. The pair discussed with us briefly the fatal event that played out in 1993 when a gun was smuggled into one of the courtrooms and given to the defendant on trial.

Cutting back to the current gunmen drill, a hostage situation was created to challenge law enforcement. Miscommunication was introduced over the radios to try to confuse or divert people from the task at hand. Fire alarms were even set off to add another element to the drill. Law enforcement personnel stuck to their training and were able to take control of the situation by detaining both gunmen. The Essex County Sheriff, Armando Fontoura, was very pleased with how all law enforcement personnel handled the drill.

Camera's allowed for an ID on the gunmen and the ability to see where they went while on the 11th floor. Surveillance tied into a monitoring station, similar to the one in the drill, would allow law enforcement personnel, along with the designated task force handling these situations, to have a central location to quickly defuse the situation or determine steps that must be taken to prevent further harm. The unfortunate side to all of this is we can no longer ask ourselves "what if this will happen", but instead must ask "when will this happen." Millennium Communications Group, Inc. was proud to take part in this exercise and would like to bring the expertise and knowledge we have in the security field to your community.

Millennium Communications Group, Inc. is at the forefront of the fiber optic world. We have been named of the top 100 Fiber-To-The-Home Providers 3 years in a row by Broadband Communities Magazine. We have built over 80 private fiber networks for schools, businesses, and communities with no plans of slowing down. What makes us extremely unique is our ability to plan, design, construct, install, and manage all aspects of your fiber network. We not only hang the fiber, but can install all the products on the end of that fiber - i.e., IT, storage, security and manage it for you. If you are interested in learning more, then please contact us at info@millenniuminc.com.



BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

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

Automation + Payment Options Increase Collections for County Governments

by Kay Byfield, Marketing Manager for Touch Pay Holdings dba GTL Financial Services

As stated in the *State House News* on November 25, NJAC began supporting new legislation, **ASSEMBLY, NO. 2925** (*Lagana D-38/O'Scanlon R-13*). This bill, and the Senate version, **Senate NO. 1033** (*Weinberg D-38*) would authorize all local governing bodies to use electronic fund transfer technologies as the standardized form of payment to individuals and businesses. This new legislation will help County, State, and Municipal governments modernize the manner in which they pay their bills and accept payments from residents.

Collecting delinquent debt is a huge challenge in most New Jersey County, Municipal and State jurisdictions, but using technology and adding consumer choice will significantly reduce the problem. Providing a variety of automated payment channels with a range of payment methods makes collecting State, County and Municipal Court fines and fees, other costs, and corrections deposits easier and more convenient for payers and that increases collections and payer satisfaction.



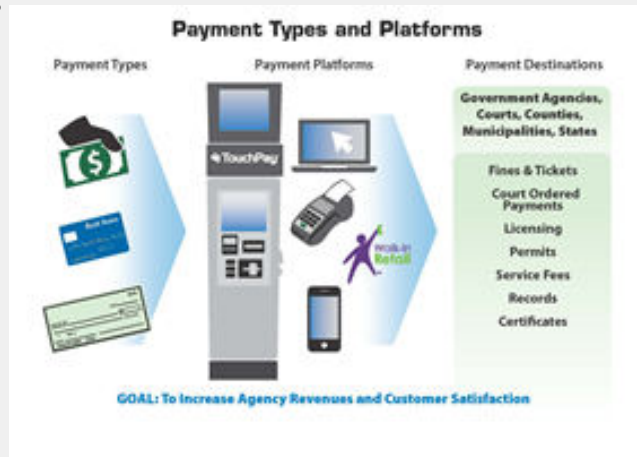
Advantages of Automated Payment Technologies over Manual Payment Processing and Reporting

- Eliminates the costs associated with manual payment processing and cash handling
- Reduces time spent on payment related customer care issues
- Allocates employees to mission-critical tasks rather than payment processing and cash management
- Provides real-time, on-demand reporting complete with transaction details and customer photos
- Improves invoicing, reconciliation, investigations, and radically reduces chargebacks and accounting errors
- Decreases the number of disputed transactions
- Reduces exposure to risks from fraud
- Increases customer satisfaction due to added convenience and efficiency

Studies across business sectors, both private and public, have shown that automated payment solutions decrease costs and increase revenues by as much as 50%. In addition, costs of automated payment services can be assumed by the payers as convenience fees rather than being incurred by the County, Municipality and State.

Automated Payment Technologies Available to the state of New Jersey, Counties, and Municipalities with the Associated Benefits

- **PAYMENT KIOSKS**
 - Can be installed in locations convenient to payers and available whenever the kiosk site is accessible
 - Transaction and waiting in queue times are minimized
 - Payer receives an immediate paper receipt with access to online verification



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Automation + Payment Options Increase Collections *(continued)*

- Accepts and validates cash, credit, debit, and checks
- Live Customer Service Representatives are available for payer concerns

- ONLINE PAYMENT PORTALS
 - Accessible anywhere, anytime
 - Payer can receive online payment confirmation and email and text receipts
 - Accepts and validates cash, credit, and checks
 - Live Customer Service Representatives are available for payer concerns

- COUNTERTOP TERMINALS
 - Augment cashier window services in small offices by automating the acceptance of credit or debit cards and reducing transaction times
 - Payer receives an immediate paper receipt with access to online verification
 - Accepts and validates credit and debit cards
 - Live Customer Service Representatives are available for payer concerns

- IVR AUTOMATED PHONE PAYMENT PLATFORMS
 - Accessible anywhere, anytime
 - Payer can receive online payment confirmation and email and text receipts
 - Accepts and validates cash, credit, and checks
 - Live Customer Service Representatives are available for payer concerns

- WALK-IN RETAIL: PAY IN CASH LOCALLY
 - Transactions can be originated online or by phone and then completed at local participating retail establishments
 - Payer receives an immediate paper receipt with access to online verification
 - Convenient option for the estimated 60 million cash-preferred payers

Selecting an Automated Payment Solution Provider

When your State, County or City decides to save time/ money and increase efficiencies by automating payment services, there are several questions you should ask your prospective automated payment provider.

1. Will the solutions provider assume all the costs and associated responsibility for software integration, installation, training of county employees, marketing materials, cash pick-up services, maintenance, remote monitoring, web-based investigative and transactional reporting and live, US-based bilingual client and customer support?
2. Will the solutions provider guarantee all accepted transactions to the County, City or State with real-time validation, payments, and reporting?
3. Does the solutions provider hold a Money Transmitter's License in New Jersey in order to meet all the required oversight standards and fully comply with all regulations regarding cash management and fund transmissions?
4. Does the solutions provider offer a comprehensive suite of options to payers so that they can choose the most appropriate payment method (cash, credit, debit, check) and payment channel (at a kiosk, online, by phone, at a retailer)?

continued on page 15

Automation + Payment Options Increase Collections *(continued)*

5. Do the automated payment options offered by the solutions provider include reporting that is consistent across all payment platforms and can be customized to meet State, County or Municipal needs? Collected data should include payment type, agency, payer/user information, account information, payment/deposit amount, payment method, payment platform, payment validation, payment date, time, and location, and with all information is available in real time.
6. Are all of the payment platforms (online, IVR phone, kiosks, countertop terminals, and retail payment solutions) user-friendly for County, State or City personnel and payers/depositors, efficient, and reliable with uptimes that exceed competitive standards?
7. Does the solutions provider offer live, US-based bilingual customer and client system support 24/7/365?
8. Are state-of-the-art technologies supplied by the solutions provider to ensure that fraud is minimized and equipment is easy to use and resistant to damage and disruption?

Taking advantage of the latest advances in automated payment technology and eliminating cash handling at State, City and County departments and agencies can be done at no cost to the State, County or Municipality. Not only does it save the taxpayers money, it improves fiscal accountability and decreases the number of unpaid accounts. Collections and levels of payer satisfaction both increase.

For further information, please contact Tim Ward, Sales Director Northeast, TouchPay Holdings, LLC, tim.ward@gtl.net. TouchPay Holdings, a wholly owned subsidiary of GTL, provides the most comprehensive suite of automated payment platforms available to State, County or Municipal departments and agencies. TouchPay's payment services maximize convenience and efficiency for citizens and agencies alike.



CONGRATULATIONS

Michael Egenton has been promoted to serve as Executive Vice President of the New Jersey State Chamber of Commerce. Michael has 22 years of dedicated service to the State Chamber, and the move was approved by the New Jersey Chamber of Commerce Board of Directors' executive committee in November.

PSEG recently announced that Sustainable Jersey for Schools honored them with the Sustainable Business Leadership Award. The PSEG Foundation will also contribute \$100,000 to fund a second cycle of the Sustainable Jersey for Schools Small Grants Program.

Monmouth County Child Advocacy Center was recently recognized by the National Children's Alliance for its ongoing delivery of high quality and effective services to child abuse victims..

Angelo Genova, Chairman Genova Burns LLC was once again named on PolitickerNJ's Power List for 2015.

Exercise During Pregnancy

by John Gallucci, Jr., MS, ATC, PT, DPT - President & Founder for JAG Physical Therapy

Exercising during pregnancy can have many great benefits for both mother and baby. Exercise can: decrease stress, improve posture, increase stamina & pelvic floor muscle strength to aide in delivery, prevent excess weight gain, and decrease risk of gestational diabetes. Certain precautions need to be taken into consideration to maintain a healthy pregnancy.

Various changes occur to a woman's body throughout the nine months of growth and development.

- Hormones produced during pregnancy cause increased laxity in the ligaments throughout the body. This makes a woman more susceptible to injury due to decreased stability
- A growing baby bump shifts a woman's center of gravity forward; thus causing a woman to lean back to maintain balance. This also puts a woman at increased risk of falling
- Increased breast size also causes postural changes which can lead to forward shoulders, mid back pain, and neck strain

Many exercises are safe to perform while pregnant. It is recommended to continue, on a modified level, with an exercise program that was of comfort prior to pregnancy. It is not recommended to begin a new, strenuous exercise regimen during pregnancy. The following exercises are safe to perform during pregnancy:

- Swimming
- Walking
- Stationary bike
- Gentle postural exercises
- Prenatal yoga classes
- If you were a runner prior to becoming pregnant you can continue to run during pregnancy on a modified program. Check with your healthcare provider prior to beginning a running regimen while pregnant

HOW TO EXERCISE
WHILE PREGNANT

WHAT TO DO TO STAY
FIT AND HEALTHY

It is advised to avoid exercises or recreational activities which have a risk of falling. The following exercises can be harmful if performed during pregnancy:

- Downhill skiing
- Contact sports
- Horseback riding
- Scuba diving (due to risk of decompression sickness)
- Exercise in hot, humid weather
- Aggressive stretching (due to ligament laxity)
- Exercises that involves lying flat on your back (in second and third trimesters)
- Traditional sit-ups during the third trimester (increased risk of diastasis recti)

The American College of Obstetrics and Gynecology recommends 30 minutes of low impact exercise everyday during a healthy, low risk pregnancy. Be sure to drink plenty of fluids, wear loose/comfortable clothing, and have fun!

For further information, please contact Stuart Schwerner at (973) 669-0078 or by email at sschwerner@jagpt.com. Visit www.jagpt.com to find a facility near you.

GETTING YOU BACK IN
THE GAME OF LIFE!



JOB VACANCY ANNOUNCEMENT

The **Utilities Authority of the County of Middlesex** has an opening for a **Human Resources Manager**.

The **Utilities Authority of the County of Middlesex** is a large public utility serving 850,000-plus residents over a three-county area. The Authority operates wastewater treatment and solid waste divisions with budgets of \$226 million and \$40 million respectively. The Middlesex County Utilities Authority (MCUA) seeks a Human Resources Manager that reports directly to the Executive Director and heads a Human Resources Department that serves over 250 employees and retirees. Responsibilities include developing and directing human resources policies, procedures and programs; organizational planning and development; employment and training; employee and labor relations; compensation; payroll and benefits; and occupational health, safety and security.

This position requires a BA or BS Degree with major coursework in Business or Public Administration or Human Resources Management, and seven (7) years related experience and/or training of which three (3) must be in a management or supervisory capacity; or equivalent combination of education and experience. A related Master's Degree may be substituted for one (1) year of non-supervisory experience. This position also requires demonstrable knowledge of and ability to administer laws, rules, regulations, policies, procedures, and standards appropriate to the management of human resources in a public organization. PHR/SPHR Certification and experience with Human Resources related information systems highly desirable. Person selected must reside in the State of New Jersey or become a resident within one year of appointment. Salary based upon qualifications and experience.

Please submit your resume, cover letter, copies of certifications and salary history to:

Executive Director
Middlesex County Utilities Authority
2571 Main Street
PO Box 159
Sayreville, NJ 08872-0159

Or email jmccabe@mcua.com

The MCUA is an Equal Opportunity employer.

Deadline for applying is **December 18, 2015**.

SAVE THE DATE

NJAC 66th ANNUAL CONFERENCE
May 18 - 20, 2016

Caesar's Atlantic City

Atlantic City Electric Reminds Customers of Available Energy Assistance Programs

by Frank Tedesco, Media Relations Manager for Atlantic City Electric

Atlantic City Electric reminds customers they have numerous options to apply for energy assistance if they are having difficulty paying their energy bills.

“In New Jersey, we are fortunate to have a wide range of programs that offer our customers financial assistance with their electric bills,” said Alita Corbett, customer and community relations manager, Atlantic City Electric. “We thank the legislators for their continued support of these critical programs and encourage residents of South Jersey to use the financial assistance available to them.”

Atlantic City Electric partners with community-based organizations and social service agencies throughout New Jersey to ensure that low-income and at-risk customers know about the federal dollars available to help them with their utility bills.

- The Low Income Home Energy Assistance Program (LIHEAP), administered by the New Jersey Department of Community Affairs, provides critical home heating and cooling assistance to those who qualify. For more information or to apply for LIHEAP assistance, call 800-510-3102 or visit energyassistance.nj.gov.
- The Universal Service Fund (USF) helps ensure energy bills are more affordable for eligible customers. Call 800-510-3102 or visit energyassistance.nj.gov for details.
- The Payment Assistance for Gas and Electric (PAGE) program provides relief on natural gas and electric bills for low to moderate-income New Jersey households that are experiencing a temporary financial crisis. For more information, call 732-982-8710 or visit njpoweron.org.
- New Jersey SHARES is a nonprofit corporation that provides assistance to income eligible New Jersey households with energy, telephone and water bills. Visit njshares.org or call 866-657-4273 for details.
- Lifeline is a utility assistance program that offers \$225 to persons who meet certain income guidelines. This benefit includes utility customers as well as tenants whose utility bills are included in their rent. For more information about Lifeline, call 800-792-9745.
- The TRUE Grant program assists customers who are ineligible for low-income programs by providing up to \$750 toward their Atlantic City Electric bill. Visit www.ahanjtrue.org or call 732-982-8710 for more information.

For more information about energy assistance programs, visit www.nj211.org or call 211, New Jersey’s non-emergency helpline, available 24/7 throughout the state.

Customers can also contact Atlantic City Electric’s Customer Care Center at 1-800-642-3780 and ask about Budget Billing or register for *My Account*, a web-based interactive tool that provides customers with a detailed analysis of their specific electric use and offers ways to save energy and save money on their monthly energy bill.

For more 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



New Solar Energy Technical Assistance and National Recognition Program Available to Counties

by Jack Morgan, Program Manager, Community, Economic Workforce Development for NACo

In September 2015, the [U.S Department of Energy announced](#) a new initiative—[Solar Powering America by Recognizing Communities \(SPARC\)](#)—to develop and award a new type of designation to communities that:

- Have taken key steps to remove barriers to solar deployment, and
- Proactively help build more mature local solar markets.

The National Association of Counties is pleased to announce that NACo is a partner in this initiative, working on a team led by The Solar Foundation that includes a robust network of local government associations and solar energy experts. The team will offer technical assistance, facilitate peer networking, and provide guidance to support counties and communities seeking to pursue designation through tackling local barriers and expanding access to solar energy technology at the local level. Through this effort, NACo aims to bolster county leaders' ability to deliver efficient, affordable, and innovative energy solutions to the communities they serve.

Achieving SPARC designation will not only serve as a point of pride for communities, their elected officials and staff, and citizens, but will signal to solar companies that these communities are “open for business”—resulting in increased local economic development opportunities and decreased costs for solar customers.

Prospective SPARC designees don't have to go it alone either. Communities that commit to pursuing designation will be eligible for up to 100 hours of free technical assistance from SPARC solar experts to help them qualify for this program.

Though the program criteria will not be finalized until spring 2016, there is an **opportunity for a select few communities to join an elite group of “SPARC Early Adopters” and gain access to exclusive program benefits.** The first 30 communities to receive technical assistance from the SPARC team and to be on track to implement a majority of its recommendations for improving [planning and zoning](#), [permitting and inspection](#), and [financing options](#) for solar by **March 31, 2016** will receive recognition as an “Early Adopter”.

Communities will be selected on a first-come, first-served basis. Those achieving “Early Adopter” status will receive the following benefits:

1. Bonus points toward designation and a unique designation ‘badge’ on its SPARC website community profile;
2. “Early Adopter” status will be considered, alongside other factors, in qualifying a community to host a SPARC Advisor – experienced solar experts funded by the program and deployed to local communities for up to six months to help achieve designation, and;
3. A small subset of “Early Adopter” communities (e.g., the first ten) will be selected to participate in an exclusive media event.

This national recognition and technical assistance program for communities will ultimately drive greater solar deployment and allow for more American homes and business to access affordable and renewable solar energy to meet their electricity needs.

For more information about the SPARC initiative or to apply for “Early Adopters” status, contact NACo staff: Kathy Nothstine, Program Director (knothstine@naco.org) or Jack Morgan, Program Manager (jmorgan@naco.org)



Mercer County Clerk's Office Moves to West State Street

The time has come for renovations to be made to the Mercer County Courthouse Annex which houses several offices including the Office of the Mercer County Clerk. The present courthouse which was built in 1909 presented safety concerns to the Mercer County Improvement Authority, and that is what prompted the renovation.

Yes! The Mercer County Clerk's office will begin to move temporarily to 240 West State Street in Trenton on Friday, January 8, 2016, until the renovation is complete and the Annex is renovated up to modern day safety standards. This move has been planned for many months and will be the biggest move in the history of the Mercer County Clerk's office.

The Mercer County Clerk's office will be providing its many services on the sixth and seventh floors of the building. The sixth floor will be where you can record properties, obtain a passport, register a small business, become or renew your notary, along with other services we provide. The Mercer County Records Room will also be on the sixth floor of the building, which is home to thousands of deeds, mortgages, and other essential records. The seventh floor will be designated to elections.

Mercer County Clerk, Paula Sollami Covello and her staff are committed to doing everything possible to make the transition of the move as smooth as possible. We will still provide the fast and efficient services to our constituents that the Mercer County Clerk's office now provides on South Broad Street.

Please feel free to reach out to my office at (609) 989-6465 with any questions or concerns and we will do our best to assist you in addressing these matters. Lastly, please remember that our mailing address will remain at PO Box 8068, Trenton, NJ 08608.



Upcoming Sustainable Jersey Events

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

Sustainable Jersey for Schools: 2016 Small Grants Application

School districts and schools registered with Sustainable Jersey for Schools are eligible to apply for four \$10,000 and thirty \$2,000 grants to support implementation of projects that help them gain points needed for Sustainable Jersey for Schools' certification and make progress toward a sustainable future, thanks to the generous support of PSEG. **Applications are due January 24, 2016.**

Sustainable Jersey Small Grants Program 2016 December 16, 2015 – 1:00 PM – 2:00 PM

REGISTER

Since 2009, the Sustainable Jersey Small Grants Program has distributed nearly \$1.7 million in grants to New Jersey municipalities to help towns make their communities more livable, environmentally friendly and prosperous. For 2016, PSEG is again generously providing \$400,000 to support the Sustainable Jersey Small Grants Program.

Sustainable Jersey is pleased to announce that municipalities are eligible to apply for four \$20,000 grants; eight \$10,000 grants, and twenty \$2,000 capacity building grants to support implementation of projects that help gain points needed for Sustainable certification and make progress toward a sustainable future.

This webinar will walk participants through the essentials of the online Sustainable Jersey Small Grants' application process. **Applications are due February 7, 2016.**



FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

With bail reform and the new speedy trial law set to begin ahead of schedule in Camden, Morris, Passaic, and Sussex counties in March of 2016 and the remaining counties in 2017, the New Jersey Association of Counties (NJAC) has brought together State and county leaders to discuss both the new law and successful prisoner re-entry programs and initiatives. This highly-anticipated event is scheduled to take place on December 18th at the historic Trenton Country Club in the Capitol City. Please visit our website at www.njac.org and check out the agenda snapshot below for additional details.

SUMMIT ON BAIL REFORM AND PRISONER RE-ENTRY AGENDA SNAPSHOT *December 18th at the Trenton Country Club in Trenton*

- 9:00 a.m. NJAC Board of Directors Meeting
- 10:00 a.m. Opening Remarks
- 10:15 a.m. Bail Reform and Speedy Trial by the AOC
- 11:30 a.m. Successful Prisoner Re-entry Programs
- 12:30 p.m. Lunch
- 1:00 p.m. State's Attorney General John Jay Hoffman

NJAC is pleased to announce that the State's Attorney General John Jay Hoffman will deliver the Summit's keynote address. New Jersey's top law enforcement officer will follow an educational and informative panel discussion on Prisoner Re-entry featuring the Chairman of the State's Parole Board, James T. Plousis; the Chief Operating Officer of the Volunteers of America, Patricia McKernan; Retired Hudson County Corrections Director, Oscar Aviles; and Director of the Hudson County Community Reintegration Program, Frank Mazza.

As county governments across the State prepare to implement sweeping reforms to the State's bail system, NJAC's Summit will provide critical insights on the bi-partisan effort intended to keep non-violent offenders out of jail and more violent criminals behind bars. NJAC's Summit kicks off with its Board of Directors meeting followed by the Administrative Office of the Courts (AOC) comprehensive review of bail reform and the new speedy trial law featuring the Honorable Ernest Caposela, Chair of the Bail Advisory Committee and Assignment Judge of the Passaic Vicinage. The Chief Information Officer of the AOC, Jack McCarthy; Head of the Pretrial Services Division of the AOC Vance Higgins, and Director of Trial Court Services; Jennifer Perez, will complete and outstanding panel.



«DECEMBER 2015»

SUN	MON	TUES	WED	THURS	FRI	SAT
		<p>15</p> <p>Vienna Boys Choir 7:30 p.m. Guaracini Performing Arts Center County College Vineland <i>Cumberland County</i></p>	<p>16</p> <p>Ballet & the Boardwalk 4 p.m. - 6 p.m. Park Place & the Boardwalk Atlantic City <i>Atlantic County</i></p>	<p>17</p> <p>A Christmas Carol 7:30 p.m. S. Hunterdon Regional High School Lambertville <i>Hunterdon County</i></p>	 <p>18</p> <p>Cape May Christmas 7:30 p.m. Robert Shackleton Playhouse Cape May <i>Cape May County</i></p>	<p>19</p> <p>An Elf Christmas 11 a.m. & 2 p.m. Pax Amicus Castle Theatre Budd Lake <i>Morris County</i></p>
<p>20</p> <p>Candlelight Tour 6 p.m. Historic Smithville Mansion Eastampton Twp. <i>Burlington County</i></p>	<p>21</p> <p>Adult Chess Club 6:30 - 8:30 p.m. Public Library Franklin Twp. <i>Somerset County</i></p>	 <p>22</p>	<p>23</p>	<p>24</p> <p>12 Days of Science 9:30 a.m. - 3 p.m. Liberty Science Center Jersey City <i>Hudson County</i></p>	 <p>25</p>	<p>26</p> <p>Vh1's That Metal Show Holiday Bash 7 p.m. Dingbatz Clifton <i>Passaic County</i></p>
 <p>27</p> <p>vs. New England Patriots 1 p.m. MetLife Stadium East Rutherford <i>Bergen County</i></p>	<p>28</p> <p>Listening Parties The Union Coffee Break Networking Group Rockn'Joe Union <i>Union County</i></p>	 <p>29</p> <p>2 p.m. & 7 p.m. Broadway Theatre Pitman <i>Gloucester County</i></p>	<p>30</p>	 <p>31</p> <p>State Theatre New Brunswick <i>Middlesex County</i></p>		

«JANUARY 2016»

SUN	MON	TUES	WED	THURS	FRI	SAT
					 <p>1</p> <p>3 p.m. Prudential Center Newark <i>Essex County</i></p>	<p>2</p> <p>Bobby Collins Comedian 7:30 p.m. Hyatt Regency Princeton <i>Mercer County</i></p>
<p>3</p>	<p>4</p>	<p>5</p>	<p>6</p> <p>Quarters for a Cause 5:30 p.m. Almond Tree Manor Alpha <i>Warren County</i></p>	<p>7</p> <p>Jazz Series Tom Glenn, Guitarist 7:30 p.m. Community Center Collingswood <i>Camden County</i></p>	<p>8</p> <p>Flashback Fridays 7:30 - 11:30 p.m. Ten22 Bar & Grill Pottsgrove <i>Salem County</i></p>	<p>9</p> <p>Almost Queen 8 - 10:30 p.m. Newtown Theatre Newton <i>Sussex County</i></p>
<p>10</p>	<p>11</p>	<p>12</p>	<p>13</p> <p>Dancing with The Stars Live 4 p.m. & 8 p.m. Count Basie Theatre Red Bank <i>Monmouth County</i></p>	<p>14</p> <p>Raymond "The Amish Comic" 8 p.m. Uncle Vinnie's Comedy Club Pt. Pleasant Beach <i>Ocean County</i></p>		