

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 55 - NOVEMBER 2015

Jail Reentry: Programs that Pay for Themselves

by Christopher Bell, Vice President of Business Development, Community Corrections for Corizon Health

Thanks to presidential politics, prison inmate reentry in New Jersey recently received front-page media attention after Governor Chris Christie took issue with President Obama's visit to Newark to promote federal rehabilitation programs for those re-entering society.

Politics aside, effective reentry of jail inmates back into their communities is a crucial component to reducing the long-term societal and budgetary costs to counties from so-called frequent flyers. These are people for whom the sally port at the jail resembles a revolving door as they are released only to reoffend, usually due to untreated mental health and/or substance abuse issues.

Now is a good time for counties to consider establishing or enhancing their reentry efforts. Recently announced federal reentry grants, changes to HUD-assisted housing rules, and other proposals related to federal sentencing reform, may provide critical resources to local governments. Additionally, existing U.S. Justice Department grants and other sources have funded reentry programs in communities throughout the United States.

As the nation's largest provider of correctional healthcare, Corizon Health has been at the forefront of providing re-entry programs at county jails and state prisons. The company has seen first-hand how a relatively small upfront investment may yield dividends to communities in the long-run as cycles of addiction are broken, mental health needs are addressed and families are kept intact.

Ideally, the reentry process begins on the first day of incarceration through stabilizing and managing mental health issues, substance abuse and other counseling, and addressing chronic disease and other underlying health issues. For those inmates in need of long-term prescription drugs, important consideration must be made not only of which medication has the best efficacy but which will be affordable and readily available once he or she leaves jail.

In addition to the medical program behind the walls, counties seeking to reduce recidivism should start by building partnerships and open communications between the jails and the communities they serve. Discharge planners in the jail work to link offenders with community-based services, ideally creating a "warm handoff" to one or more programs offering resources such as housing, food, healthcare, and counseling. This relatively low-cost first step can mean the difference between realizing resolutions made behind bars and returning to homelessness, street drugs, and property crime.

continued on page 3

INSIDE THIS EDITION:

- Pg. 1* Jail Re-Entry
- Pg. 2* Get to Know Your County Official
- Pg. 3* Medical Doctor Honored
- Pg. 4* NJAC Summit on Bail Reform
- Pg. 5* Career Fairs *for* Service Members & Vets
- Pg. 6* Tips for Good Posture
- Pg. 7* HP & Hewlett Packard Enterprise
- Pg. 8* NJ 2-1-1 Enhanced Website Launched
- Pg. 10* Nationwide Economics
- Pg. 11* Upcoming NJAC Events
- Pg. 12* Holiday Stress Management
- Pg. 13* Analytics Top Benefit in WMT
- Pg. 14* ACE Urges Customers to Think Safety
- Pg. 15* Americorps State and National Grant
- Pg. 16* Job Vacancy Announcement
- Pg. 17* DoD Secretary Says Counties Count
- Pg. 19* Sustainable Jersey
- Pg. 20* From the Executive Director
- Pg. 21* What's Happening in Your County

Get to know your County Official.....

How many years have you served as Mercer County Executive?

I've served as Mercer County Executive for the past 12 years, and I am honored to have been re-elected.

What was the first public position you held?

I was elected to the Mercer County Board of Chosen Freeholders in 1997, and served two terms before being elected County Executive.

Why did you choose to run for County Executive?

From growing up in Mercer County and serving two terms as a Freeholder, I believed I understood the challenges and opportunities facing the county well enough to lead county government in a positive direction.

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

One of the toughest decisions I've had to make was closing the Mercer County Geriatric Center as a county-run facility and selling it in 2010. The county was losing \$7 million a year running the Geriatric Center, so selling it to a private entity to operate made sound fiscal sense and benefited Mercer County taxpayers. But the change in ownership resulted in some employees of the facility being laid off or reassigned, and it's always very difficult when people's lives are affected in that way.

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

People might be surprised to know that I've worn eyeglasses since I was a little boy.

Who is your role model?

I admire many great people, but above all, my greatest role model is my father, Richard J. Hughes, a man of unwavering integrity who dedicated his life to public service. As Governor and as Chief Justice of the State Supreme Court, he always put the people of New Jersey first. He got things done through hard work and perseverance, and I've always tried to follow his example.

What do you love about Mercer County?

Mercer County has everything you could want from a quality-of-life standpoint – great schools, cultural offerings, historical sites, fabulous parks and other amenities, and friendly, hard-working people. It's where I was born and raised, and the place my family and I call home. It's hard to imagine living anywhere else.



Brian M. Hughes
County Executive



Jail Reentry: Programs that Pay for Themselves *(continued)*

In addition to the medical program behind the walls, counties seeking to reduce recidivism should start by building partnerships and open communications between the jails and the communities they serve. Discharge planners in the jail work to link offenders with community-based services, ideally creating a “warm handoff” to one or more programs offering resources such as housing, food, healthcare, and counseling. This relatively low-cost first step can mean the difference between realizing resolutions made behind bars and returning to homelessness, street drugs, and property crime.

Other re-entry strategies that Corizon Health is experiencing success include assisting with federal SSI applications for those whose mental illnesses or other health issues may qualify them for disability support, helping inmates enroll in health insurance through the Affordable Care Act, and customized reentry websites offering information from a variety of community resources like food banks, employment services, and housing assistance. (See www.corizonreentry.com for an example.)

Does it work? The Discharge Planning Program in Alameda County, California, which takes a case management approach through integrating the criminal justice and social services systems, experienced almost a 50 percent decrease in the number of offenders returning to jail in the first six months of 2014 compared to the first six months of 2013, and less time spent in jail for those who did return.

For more information on this article, please reach out to Christopher Bell at Christopher.Bell@corizonhealth.com at (615) 651-3870.



MONOC Medical Director Honored by NJ State First Aid Council

by Scott Matin, Vice President of MONOC Mobile Health Services



lto r: Samantha Cole, Dr. Mark Merlin, Howard Meyer, Molly Perini, Dr. William Tansey

MONOC is proud to announce that Dr. Mark A. Merlin, MONOC System Medical Director, was honored with Dr. William Tansey, Cardiologist and Executive Committee Member for Mission Lifeline, by the New Jersey State First Aid Council on October 16, 2015 at their annual convention this year in Parsippany, NJ. Drs. Merlin and Tansey were honored for their efforts bringing the American Heart Association: Mission Lifeline and NJ First Aid Council together to develop chest pain protocols for New Jersey’s Basic Life Support volunteer community.

Dr. Merlin and Dr. Tansey presented the keynote address at the New Jersey State First Aid Council convention discussing cardiac emergencies and unveiling the new chest pain protocols to be used throughout the

state. MONOC’s President and Chief Executive Officer, Vince Robbins, said “We are extremely

proud of Dr. Merlin. He has brought a superior level of medical oversight to our EMS operations and promotes the best evidence based clinical care, breaking new ground on a regular basis. Our patients are the beneficiaries of MONOC’s cutting-edge emergency medical care under Dr. Merlin’s guidance.”



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 the New Jersey's bail law system and successful prisoner re-entry initiatives; and network with county, state, and business leaders.

Get your company noticed

by being a corporate host or by hosting the luncheon or breakfast.

Only a couple of Table Top Display Exhibits remain

so hurry and sign up today to feature your company

*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.*

Career Fairs Offer Unique Networking Opportunities for Service Members and Veterans

by Julie Barnes, Director of Recruiting for First Command Financial Services, Inc.

As service members continue to transition out of military service and into the civilian job market, veteran-focused career fairs and expos continue to draw a nationwide audience.

If you're seeking information and connections to job and career opportunities, business ventures or continuing education, I'd highly recommend researching and attending events in your area. Unlike e-mail, texting, social media and web-based automated application systems, career fairs provide unique networking opportunities typically lost in today's job market.

Career fairs traditionally feature representatives from 10 to 100 employers who can give you information about available positions. Career fairs often allow veterans to meet with recruiters from various businesses and industries who are specifically interested in hiring someone with military experience.

In addition, career fairs enable you to:

- Explore new opportunities
- Gain awareness of the local job market
- Reconnect companies you may be interested in
- Practice your networking and communication skills
- Engage with company representatives and obtain contact information for follow-up

For information on career events in your are, log on to the following websites:

- RecruitMilitary
- Hiring Our Heroes
- CivilianJobs
- American Freedom Foundation's Warriors to the Workforce
- Corporate Gray
- Military Officers Association of American

This article is reprinted from the Fall 2015 issue of "Journey," the online magazine for clients of First Command Financial Services, Inc., at:

<http://www.fcjourney.com/what-right-amount-life-insurance>.

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

Financial Services, Inc., is the parent of First Command Financial Planning, Inc. (Member SIPC, FINRA), First Command Insurance Services, Inc. and First Command Bank. Financial planning services and investment products, including securities, are offered by First Command Financial Planning, Inc. Insurance products and services are offered by First Command Insurance Services, Inc. in all states except Montana, where as required by law, insurance products and services are offered by First Command Financial Services, Inc. (a separate Montana domestic corporation). Banking products and services are offered by First Command Bank. Securities products are not FDIC insured, have no bank guarantee and may lose value. A financial plan, by itself, cannot assure that retirement or other financial goals will be met. In Europe, investment and insurance products and services are offered through First Command Europe Limited. First Command Europe Limited is a wholly owned subsidiary of First Command Financial Services, Inc. and is authorized and regulated by the Financial Conduct Authority. Certain products and services offered in the United States may not be available through First Command Europe Limited.



Posture Tips

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



Maintaining proper posture is an important component of health and wellness, especially in a career driven world such as ours. Various jobs and daily activities ask our bodies to hold certain positions for long periods, and other times ask it to move with efficiency. There are three common positions in which each individual will cycle through on any given day. They are, standing, sitting, and lying down. To prevent painful results of incorrect posture it sometimes helps to have an understanding of the impact it can have on your body. Poor posture can lead to arthritis, headaches, bone spurs, shallow breathing, jaw pain and herniated discs. All of which cause pain or discomfort to your body. Correct posture goes beyond avoidance of physical changes that we see on the outside but also the efficiency of our body systems on the

inside. Proper posture in these various positions will also help organ function, such as, digestion, breathing, and even your heart. It is important to find time and tune into the body positions we all conform to on a daily basis. Awareness is the first step to correcting our faults, and here are a few helpful tips of things to be aware of in an effort to avoid unwanted results of poor posture.

10 Tips For Good Posture

- 1). Standing:** Proper posture consists of upright standing with eyes looking straight ahead, shoulders pulled back, chest out, stomach in, and knees straight with feet 6-8 inches apart. Now if you can draw a straight line from your ears through your shoulder, hip, knee and ankle, you've got good posture!!!
- 2). Sitting:** Feet should be flat on the floor with knees and hips at 90 degree angles. Back should be straight with shoulders falling comfortably and elbows at a 90 degree angle with hands resting on armrest or your keyboard/mouse. If working at a computer the monitor should be level with eyes.
- 3). Lying Down:** Ideally one pillow for the head should be sufficient. If lying on your side, a pillow should be placed between the knees to maintain correct alignment of the pelvis. If lying on your back, 1-2 pillows can be placed under the knees to maintain a neutral spinal curve. If lying on your stomach, a pillow should be placed under the beltline to maintain a neutral spinal curve.
- 4). Walking:** Always keep eyes looking forward. Avoid looking down in front of your feet unless stepping over or around objects in your path.
- 5). Lifting:** When picking up objects it is important to keep your back straight, stand close to the object with a wide stance (18-24 inches), keep object close to body during and after the lift is performed.
- 6). Exercise:** Various exercises will help maintain correct posture. Activities such as pulling exercises that involve muscles in the middle of your back, core, and shoulders are all important to avoid that hunched over position. Strengthening the hips will assist with balance and walking. Strengthening your legs will assist with transfers and lifting.

continued on page 7

Posture Tips *(continued)*

7). Stretching: Certain muscles are commonly found to be tight due to long durations in one position. Muscle in the neck, low back, thighs, and ankles should be stretched regularly for durations of 30 seconds or longer multiple times a day.

8). Nutrition: A healthy weight that your muscles can maintain in proper positioning will transcend success with the other tips I have mentioned. Eating a healthy diet and avoidance of overeating will help you reach your goal. See your local nutritionist for individual guidance on nutrition.

9). Footwear: Many times people do not realize how much footwear can play a role in posture. A good supportive sneaker will always be a preferred choice when maintaining proper posture.

10). Devices and Equipment: Supportive bracing should be used as a reminder to maintain good posture and not to rely on for permanent use. It will be more effective to train your muscles and use the various techniques mentioned above to bring you success.

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!



Have you heard that Hewlett-Packard (HP) has split into two separate companies as of November 1, 2015?

MRA International is pleased to inform you that we are a Platinum Partner for both HP, Inc. and Hewlett Packard Enterprise. We can support you with purchases on the new NASPO ValuePoint (formerly WSCA) state contract for both companies.

HP, Inc. (MRA OID 10279484) sells and services all client products. For example: Laptops & Tablets, Desktops, Printers, Large Format Printers, Managed Print, Ink & Toner, Displays & Accessories and Business Solutions.

Hewlett Packard Enterprise (MRA OID 10037127) sells and services all datacenter and backend products. For example: Servers, Storage, Networking, Software, Integrated Systems, Security and Financing.

To learn more, please visit us at the upcoming NJAC Summit on Bail Reform & Prisoner Re-Entry on December 18th, 2015. The Summit will be held in the Grand Ballroom of the Trenton Country Club, located at 201 Sullivan Way in West Trenton.

In the meantime, if you have any questions or need additional information, don't hesitate to reach out to us at sales@mrainternational.com or by phone at (732) 222-0997. We look forward to hearing from you and hope to see you at the NJAC Summit.



NJ 2-1-1 Launches Enhanced Website; Touts Services Provided to Nearly 500,000 Residents of New Jersey in Past Year

by Tom Cosentino, Public Affairs Account Director for MWW Group

NJ 2-1-1, which assisted nearly 500,000 people in the state to access vital social services in the last year through its call center and website, has launched a newly-remodeled and enhanced website www.nj211.org. The user-friendly site is designed to provide those in need with quick access to the agencies, information and comprehensive information they need. NJ 2-1-1 is available 24 hours a day, seven days a week all year long and provides services in multiple languages and serves the hearing impaired through its TTY services.

NJ 2-1-1 helps individuals and families find solutions to personal needs by informing them of resources in their community like day care facilities, shelters, affordable housing units, social services, employment training programs, senior services, medical insurance, and more.



Joseph Geleta
Executive Director

“We are very excited to launch our newly-enhanced website,” said Joseph Geleta, Executive Director of the NJ 2-1-1 Partnership. “The most important part of our mission is to steer those in need to the services they are seeking, and we feel the enhancements we have made will make finding information quicker and easier for those seeking assistance.”

The newly-designed website can be translated into multiple languages and provides suggested searches and a “latest news” section, which makes it easier for users to find the pertinent information they are seeking. The enhanced website also provides visitors with user-friendly navigation to its resource database of over 10,000 programs and services.

IGM Creative Group of Lincoln Park, NJ handled the redesign of the website. “I’m very proud of what we’ve accomplished with the new web site. Our talented 2-1-1- staff and

the support of our many health and human services partners, has created a responsive information and referral platform that is easy to use for people who need help. Just one click - and there’s a wealth of information at your fingertips,” said Gina M. Plotino, President Board of Trustees, NJ 2-1-1 Partnership.

A live chat session feature will also be rolled out in the future that will immediately connect a web visitor to a NJ 2-1-1 call center operator.

“Many people use mobile platforms to access information and our live chat feature and new menu-driven site will simplify and make their searches more direct, said Geleta.”

Repeatedly, 2-1-1 demonstrates its value during times of crisis. The NJ 2-1-1 staff works closely with government officials, voluntary organizations throughout the state, and 2-1-1 centers in other areas. In times of disaster, NJ 2-1-1 plays a critical role in bringing information to the people most affected by the event and relaying the needs of callers back to government officials and first responders who are in a position to help.

“Our NJ 2-1-1 centralized system and knowledgeable, compassionate staff make finding established resources in New Jersey easier for individuals, helping professionals, and government employees,” said Geleta. “Additionally, NJ 2-1-1 call staff keeps track of the needs callers communicate. By doing so, the system generates real time data on requests, complaints, and services. Over time, NJ 2-1-1 data can improve the quality of programs and services by making it possible to harvest essential information on resource allocation and use it for policy decision-making and budgeting.”



NJ 2-1-1 Partnership

NJ 2-1-1 Launches Enhanced Website *(continued)*

While the nation observed National Preparedness Month in September, NJ 2-1-1 works year-round with the Office of Emergency Management in New Jersey to ensure that important emergency preparedness information from municipal and state officials is readily available to state residents.

"As the State Director of the Office of Emergency Management we rely on our partners during all phases of disasters. The NJ 2-1-1 Partnership has been a valued partner of ours in providing critical information and referral services when disasters strike," said Colonel Rick Fuentes, Superintendent of the New Jersey State Police.

After living through 9-11, Hurricane Irene and Superstorm Sandy, New Jersey residents know that being prepared for storms and unforeseen emergencies is essential. From November 1 through December 1, 2012 after Superstorm Sandy, the NJ 2-1-1 call center handled 6,400 calls and 80,000 web visitors went to the NJ 2-1-1 website to access the hurricane recovery pages.

The enhanced NJ 2-1-1 website offers New Jersey residents preparedness tips for meeting the challenge of future storms that may hit the state, especially now that we are in the height of hurricane season. Visitors to the NJ 2-1-1 website can learn what emergency systems are in place in New Jersey and nationally <http://nj211.org/homelandsecurity.cfm> and learn how to create their own emergency preparedness plan for themselves, families and pets.

NJ 2-1-1 also guides those with access and functional needs (or caregivers on their behalf) to register electronically with [New Jersey's Special Needs Registry for Disasters www.registerready.nj.gov](http://www.registerready.nj.gov). This service gives these individuals an opportunity to provide information to emergency response agencies, so emergency responders can better plan to serve them in a disaster or other emergency. Alternatively, they can also dial 2-1-1 and call specialists will assist with the registration process.

In addition to emergency preparedness information, the NJ 2-1-1 website www.nj211.org provides visitors with full access to the 2-1-1 resource database of over 10,000 programs and services and is organized to allow users to "self-serve" by providing comprehensive information like application links, application agency locations, eligibility guidelines and critical dates, among others. Special sections of the site are devoted to such topics as Emergency Preparedness, Family Services, Home Energy Assistance, Utility Assistance, and Resources for the Unemployed among others.

In New Jersey the 2-1-1 system is managed by the NJ 2-1-1 Partnership, a subsidiary of the United Ways of New Jersey which, in 2002, was designated by the Board of Public Utilities as sole administrator of that number. The NJ 2-1-1 Partnership is a non-profit organization committed to connecting individuals in search of health or human service needs and referring them to those local organizations and agencies to assist them in their time of need. The United Ways of New Jersey work to improve lives by mobilizing the caring power of communities. By affording the leadership to make 2-1-1 available to New Jersey residents, they are making an impact on lives every day.

2-1-1 is the free, user-friendly phone number that serves 90% of America's population, and connects some 16 million people a year to critical resources, information and services. In New Jersey, nearly 500,000 people turned to NJ 2-1-1 for help last year.

NJ 2-1-1 is available 24 hours a day, seven days a week, and provides services in multiple languages and serves the hearing impaired through its TTY services. You can follow NJ 2-1-1 on [Facebook](#) and on [Twitter @nj211](#).

For further information, please contact Tom Cosentino at (609) 396-0067.


 The logo for MWWPR, with 'MWW' in black and 'PR' in orange, set against a white background.

Nationwide Economics

Weekly Economic Review & Outlook for November 9, 2015

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

Weekly Review

A much stronger than expected jobs report capped a week of upbeat economic data. After two months of disappointing gains, nonfarm payroll employment growth accelerated in October to the fastest monthly pace of the year – up by 271,000 jobs. The unemployment rate edged down to 5.0 percent, the lowest level since April 2008, while the labor force participation rate held steady. Underemployment improved sharply as well—with the U-6 unemployment rate dropping to 9.8 percent, the first time it has not been in double-digits since May 2008.

Wage growth, which acts as an important barometer for tightness in the labor market—as well as helping to fund consumer spending—finally broke out last month, too. Average hourly earnings rose by 0.4 percent for the second time in three months, pushing the 12-month gain up to 2.5 percent for the first time in the expansion.

Other economic news was also positive last week, indicating that increasing concerns about a U.S. economic slowdown over the past couple of months probably were misplaced.

The ISM nonmanufacturing index beat analyst's expectations, rising to a level of 59.1 – suggesting pretty good expansion. Even with a flat manufacturing sector, the service sector has a much stronger impact on economic growth with nearly 85 percent of the private sector employed in service industries. Additionally, exports of goods and services rebounded in September, reducing the U.S. trade deficit for that month and lowering the drag on growth from foreign trade flows.

As a result of last week's strong economic data, especially the jobs report, market expectations have shifted sharply. According to the CME Group's federal funds futures contracts, the implied probability of a tightening by the Federal Reserve at its December 15-16 policy meeting is around 70 percent. The probability of at least one rate hike climb over the course of 2016 according to CME data—climbing above 90 percent by mid-year. A year from now, financial markets have a 57 percent probability that the federal funds rate will be 1.00 percent or more.

Long-term interest rates rose sharply in response to the strong jobs report, with the 10-year Treasury yield closing at 2.33 percent (up by 15 basis points for the week).

Weekly Outlook

Economic data this week will focus on October retail sales, import and producer price indices, along with consumer sentiment from the first half of November.

After sluggish gain in August and September, we expect a more upbeat reading on consumer spending to start for the fourth quarter. Retail sales should climb by 0.5 percent for October following an already reported rise in light vehicle sales. Retail sales excluding autos are expected to be a little slower at around 0.4 percent. There is a risk that retail sales could be a bit lower than this, given an additional sharp drop in gasoline prices.

continued on page 11

Nationwide Economics *(continued)*

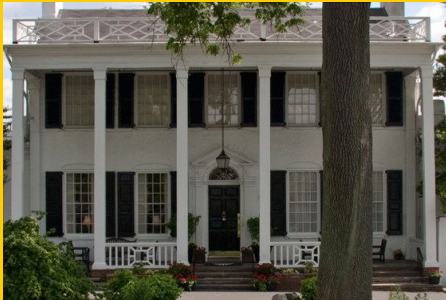
Producer prices should edge upward due to further tightening in job and product markets, along with slightly higher crude oil prices. We expect the producer price index to rise by a modes 0.1 percent in October. With the U.S. dollar little changed for the month, import prices are expected to increase by 0.3 percent as well.

After three consecutive months of decreases driven by weaker jobs readings and financial market volatility, consumer sentiment recovered modestly in October. Sentiment is expected to continue the uptrend in the first half of November, reach 91.5.

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
9:00 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

Time and Money Worries Give Way to Holiday Stress

by Christine Gurriere, Communications Manager for the New Jersey Psychological Association



NJPA Offers Strategies to Minimize Holiday Stress

The holiday season can bring added stress to the many Americans who already experience high stress throughout the year. Money, in particular, can be a cause of stress, as people feel demands to purchase gifts, prepare decadent meals, and spend money entertaining or traveling to visit family. The American Psychological Association's (APA) Stress in America™ survey has repeatedly found that money is a significant stressor for many Americans. It is important to recognize its heightened effect during the holidays.

"The holidays, while an exciting time of year, can also be a huge source of stress," states Dr. Lynn Schiller, New Jersey Psychological

Association's Public Education chair. "It is important to pace oneself and set realistic holiday goals to get through what can be a chaotic time of year."

The New Jersey Psychological Association suggests the following strategies to help manage your holiday stress:

- **Reframe.** Refocus the holiday season on spending time with loved ones by creating a realistic budget for gifts and reminding your children that the holidays aren't about expensive toys. This reframing can help you better manage your spending stress and redefine the celebration around what's truly important.
- **Volunteer.** Make the primary focal point of the holiday about helping others in need. Go to a local charity, such as a soup kitchen or a shelter, where you and your loved ones can volunteer together during the holidays and throughout the year. Helping others can put your challenges in perspective and build stronger community relationships.
- **Be active.** Going for a family walk will help manage your stress and perhaps start a free and fun holiday tradition. If you have snow, bundle up for riding sleds or building snowmen. Many local parks and community centers have holiday activities for the family that can keep your family active and away from the constant temptations of fattening foods and expensive gifts that appear around the holidays.
- **Take time for yourself.** Taking care of yourself helps you to take better care of others in your life. Go for a long walk, take a needed nap, relax by reading something that interests you, or listen to your favorite music. By slowing down, you may find you have a better outlook on the season and more energy to accomplish your holiday goals.
- **Seek support.** Talk about stress related to money and the holidays with your friends and family whom you trust. Getting things out in the open can help you navigate your feelings and work toward a solution. If you continue to feel overwhelmed, consider talking with a psychologist, who can help you develop strategies to better manage your stress. A psychologist has the skills and professional training to help people learn to manage stress and cope more effectively with life's problems.

For over 80 years, NJPA has been a staunch advocate for New Jersey psychologists, an indispensable network of resources for the public and media, and an influential presence helping shape mental health policies in New Jersey. For more information about the important role of psychology in mind, health, and body, visit www.PsychologyNJ.org and follow us on Twitter [@njpsychassn](https://twitter.com/njpsychassn), like us on [Facebook](https://www.facebook.com/njpsychassn), and connect with us on [LinkedIn](https://www.linkedin.com/company/njpsychassn).



NEW JERSEY
PSYCHOLOGICAL ASSOCIATION

New Study Finds Analytics to Be the Top Benefit of Workforce Management Technology

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

New research conducted by Brandon Hall Group finds that the use of technology to improve insight through reporting and analytics is the number one benefit of workforce management.

The report - [Four Keys to Realizing a Total Return on Your Workforce Technology Investment](#) - highlights that to truly account for the value created by workforce management technology, organizations should consider the following four categories:

- **Cost:** Organizations are realizing cost savings and moving beyond efficiency by automating more of their workforce management processes. More than 42 percent of organizations automating both time and attendance and scheduling saw a reduction in manual HR transactions. They also experienced less unplanned overtime by nearly one-third.
- **Compliance:** By creating a single source of truth for workforce management data, organizations can help ensure that they apply business rules consistently to reduce compliance risk. Organizations that have fully integrated time and scheduling solutions are 80 percent more likely to agree that their workforce strategy ensures regulatory compliance.
- **Productivity and performance:** The integration of workforce and business data to improve planning is a critical goal for organizations. The deep insight that organizations gain from visibility and analysis of this data helps balance business and employee needs to ensure that customer satisfaction, quality, and employee experience are all optimized. Organizations that have a strong alignment between workforce and business planning processes demonstrated a 61 percent year-over-year improvement in revenue growth, and more than twice the improvement in customer satisfaction.
- **Trust and transparency:** Organizations using employee self-service for access and visibility into workforce management reported significantly lower levels of voluntary turnover. They also saw nearly three times the year-over-year improvement in customer satisfaction and 79 percent greater year-over-year improvement in revenue. Trust and transparency also play a role in improving employee engagement by providing them with tools to manage leave and availability that can help them reduce unplanned absences while also making them feel like their voice is being heard.

Data compiled in this research study was garnered from Brandon Hall Group's HCM Technology Trends Study 2015. The study, which began in March 2015, included a survey of professionals who work in human capital management and/or HCM technology. The results in the report are based on responses from 365 professionals in 35 different industries. About 38 percent of the results are from 47 countries outside of the U.S. and Canada. The results featured in the report also include information from interviews conducted with more than two dozen senior leaders in HR or HCM executives from among the organizations surveyed.

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.



BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

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

Atlantic City Electric Urges Customers to Think Safety to Avoid Overhead Power Lines

by Frank Tedesco, Media Relations Manager for Atlantic City Electric

Offers Portable Generator Safety Tips

With autumn yard cleanup and tree trimming chores in full swing, Atlantic City Electric urges customers to remember that electricity is a powerful and potentially deadly force and to take appropriate safety measures.

Avoid power lines when carrying long or tall items, such as ladders, scaffolding and tree saws. Hold them parallel to the ground and be sure to look up before raising them to check that they're clear of any overhead wires.

Touching a power line with any part of your body or most objects can result in serious injury or death. Electricity can move through conductive materials such as water, metal, wood, aluminum, strings and plastics.

When trimming branches, check for power lines in or near trees before using a ladder or scaffolding. Certain critical clearances are required by law, and a minimum of 10 feet must be maintained when working below or adjacent to power lines.

“Atlantic City Electric is committed to delivering safe and reliable power,” said Vince Maione, Atlantic City Electric region president. “That’s why we are asking customers to be mindful of safety practices when working with or around electricity and when using a portable generator.”

As the weather gets colder, customers may have the need to use a portable generator from time to time. It is critical that generators are installed and operated safely. Installing and operating a generator in an unsafe manner can cause injury and even death. Please follow the below safety tips for generator use:

- Before installing a portable generator, carefully follow the manufacturer's instructions and use only when necessary.
- Run your portable generator outdoors to avoid dangerous exhaust fumes entering your home. A portable generator is an internal combustion engine that exhausts a deadly gas called carbon monoxide or CO.
- Never use a portable generator indoors or in an attached garage. All windows and doors to your home should be closed when the generator is in use.
- For personal safety, make sure the generator is grounded so it does not become electrically charged. Attach a [ground wire](#) to the generator to [assure proper grounding](#) to avoid possible electrocution.
- Only connect appliances directly to a portable generator. Do not connect the generator directly to the wiring system in your home or other building through outlets or your meter. This may damage your home’s wiring system or back feed electricity endangering utility workers repairing downed power lines. It also can cause any downed lines to re-energize becoming a safety hazard.

continued on page 15

Atlantic City Electric Urges Customers to Think Safety *(continued)*

- Do not run the generator in the rain or snow. If inclement weather, run it in a shed, under an overhang or a portable shelter that's not connected to your home.
- Do not add gasoline to a generator while it is on and running. Always shut off the generator and let it cool down before refilling it. Use fresh gasoline when possible. Have a charged fire extinguisher nearby as a precaution.
- Check cords that are to be plugged into the generator for frays and exposed wires.
- Purchase the portable generator from an established dealer who can provide service and maintenance if needed.
- Be sure the generator you have selected has ample capacity to supply the lighting, appliances and equipment you plan to connect. Consult an electrician for assistance if needed.
- Transfer switches should be installed by a qualified electrician and the installation must be in compliance with all local and national codes.
- Always store the generator in a dry, clean area that is easy to get to.

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



Americorps State and National Grant

Funding Use:

The mission of the Corporation for National and Community Service is to improve lives, strengthen communities, and foster civic participation through service and volunteering. Programs should focus on disaster services, education, environmental awareness, healthy futures, economic opportunity, or veterans and military families.

Deadline: December 9, 2015 Intent to Apply (mandatory); Application January 20, 2016

Available: \$13,730 Maximum Cost per Member Service Year

Number of Awards Available: Not specified

General Eligibility Requirements: Public or private nonprofit organizations; institutions of higher education; government entities; labor organizations; partnership and consortia; and Indian Tribes.

Please click on the link below for more information and the application:
<http://www.nationalservice.gov/sites/>



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.

SAVE THE DATE

NJAC 66th ANNUAL CONFERENCE
May 18 - 20, 2016

Caesar's Atlantic City

Carter Counts on Counties

At the 2015 NACo Annual Conference in Charlotte-Mecklenburg, North Carolina, Department of Defense Secretary Ash Carter spoke about the important role counties and their communities play for the nation's military. Below are remarks excerpted from his speech:



Ash Carter
US DoD Secretary

President Hokama, thank you much for that wonderful introduction, for your leadership of the National Association of Counties, and thank you for inviting me here today and all of you for coming. Because what you do in your counties and your communities is so important. And not just to our country, but — and that's the point I want to make — our military.

Our people and technology are vitally important, and I'll continue to spend a lot of my time and attention on them. But I want to focus today on the third reason why we're the world's finest fighting force: the foundation of community and support we receive from counties and families nationwide, from all of you and the people you represent.

You and your communities are a source of our military's enduring strength, because you provide our men and women in uniform with the preparation, the care, and the purpose they need to defend our country.

It may not always be obvious to everyone, but our military Service members, veterans, families, and survivors are part of almost every community in America. And frequently, their local issues are your local issues. They visit the same parks and museums as you do. Their kids go to school with your kids. They're our neighbors, our community leaders, and most of all, our friends.

And some of them are also colleagues, because hundreds of thousands of Americans serve in the National Guard and Reserves. As some communities know firsthand, when disaster strikes — storms, earthquakes, tornadoes, and the like — they pitch in, laying sandbags, clearing debris, keeping security, conducting search-and-rescue. And more importantly, when we call on them for other operations — like we did for the long wars in Iraq and Afghanistan — they serve as a vital complement to our active-duty forces.

By stepping forward in times of need, Guardsmen and Reservists from your communities uphold one of our oldest traditions. Militias were raised from local communities, and neighbors and friends went to war together, while back home, their parents, siblings, and communities rationed food and clothing, tended victory gardens, gathered scrap metals, or retooled entire industries.

That's no longer the case anymore. We have fewer Americans serving, and fewer who are personally connected to those who serve on our behalf.

All this means that the community foundation we have today must similarly evolve for the future. This isn't the World War II era, and because of what DoD is doing to build the force of the future, transitioning out of the military will look different from how it did 70 years ago — or, for that matter, 10 years ago.

We know we can't push a one-size-fits-all career model anymore, and we can't keep pushing a one-size-fits-all, one-stop-shop community foundation anymore, either. As we've seen in recent years, each community's different, and the foundations of preparation, care, and purpose they provide to Service members and their families should be different too. People from urban areas and rural areas may have different ideas of what their

continued on page 18

Carter Counts on Counties *(continued)*

community should look like, just as a model that works for Riley County, Kansas may be different than one that's right for Florida's Miami-Dade.

Still, in a future where each community's foundation will be different, and uniquely tailored to reflect their local civic traditions, resources, and populations, there should be some elements that they have in common.

For example, let's make a future where more Americans nationwide strive not only to support our troops, but to also know our troops—and not just when they come home, but from the moment they start to contribute to our mission.

Let's make a future where this relationship is a two-way street, where both military and civilian communities contribute to each other, share ideas and best practices that can benefit all of us.

NACo's new partnership with Vets' Community Connections is a great example of how we can get closer to that community foundation. By taking the initiative to provide local Service members, veterans, and families with personal, human connections to their own communities — by engaging with the many existing community resources and tools, making them work together in a smarter way — Veterans' Community Connections is making a real difference in the lives of our people, and we're grateful.

Let me tell you what else you can do, because your communities are the front lines of the effort.

As you see more of our military Service members, veterans, families, and survivors, I ask that you embrace them as they join your communities, and empower them with opportunities to continue leading lives of meaning and purpose.

It won't be very hard, because they already tend to be more civically engaged. According to one recent study, veterans are 20 percent more likely to give to charity, they volunteer 30 percent more hours a year, and they're three times more likely to join a service or civic organization. To be clear, they aren't looking for handouts. The 9/11 Generation volunteered to serve at a time of war, and they have a strong desire to continue making a difference in the world. All that it takes is finding the right opportunity.

Maybe your school board needs a fresh perspective. Maybe your county fair needs new people to help organize it each year. Maybe your son or daughter's scout troop or sports team needs a mentor they can look up to.

In all these situations and so many more, I encourage you to seek out and ask your citizens to seek out someone who's served — whether they're on active-duty, Guard or Reserve, a veteran, or a military family member. Harness the invaluable experience, global perspective, and extraordinary talent they bring to the table, talent you've invested in and helped develop. Because when you grab hold of our people, you'll never forget it,



Upcoming Sustainable Jersey Events

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

Sustainable Jersey Annual Luncheon

NOVEMBER 17, 2015 - 10:30 AM TO 2:30 PM

CROWN BALLROOM, SHERATON HOTEL, 2 CONVENTION BOULEVARD, 2ND FLOOR ATLANTIC CITY, NJ 08401

REGISTER online

\$35.00 for Municipalities and Green Team Members

\$75.00 for all others

Join us for Sustainable Jersey's Annual Luncheon--the premier celebration for New Jersey's sustainability community.

HIGHLIGHTS:

- Pre-Luncheon Networking Session (10:30 – 11:30 am)
- Luncheon and Ceremony (12:00-2:00 pm)
- **NEW!** Special performance from the musical comedy: [Gabi Goes Green](#) by Barry Wyner and Daniel Israel commissioned by the George Street Playhouse
- Recognition of the 2015 Sustainable Jersey Certified Communities
- Conveyance of Special Awards



Sustainable Jersey for Schools: 2016 Small Grants Application

DECEMBER 01, 2015 - 3:30 PM - 4:30 PM

REGISTER

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.

Webinar participants will walk through the essentials of the online Sustainable Jersey for Schools Small Grant application process.

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.

Don't miss NJAC's year-end Summit on Bail Reform and Prisoner Re-entry scheduled to kick-off at 9:30 a.m. on December 18th at the historic Trenton Country Club in Trenton.

We've put together two outstanding workshops for an educational and informative event as Camden, Morris, Passaic, and Sussex counties must implement the new law in 2016 with the remaining counties on board in 2017. Our first workshop is set to begin at 10:15 a.m., where the Administrative Office of the Courts will provide a comprehensive overview of the State's new bail reform and speedy trial law. After a brief networking break, our second workshop

will discuss critical components of successful prisoner re-entry initiatives and other community-based programs that serve as effective alternatives to incarceration.


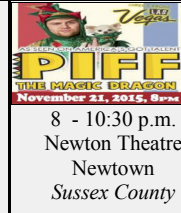

SUMMIT ON BAIL REFORM AND PRISONER RE-ENTRY AGENDA SNAPSHOT *December 18th at the Trenton Country Club in West Trenton, New Jersey*

- 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. Keynote Speaker




Please visit our website at www.njac.org for details about this 1/2 day conference that kicks off at 9:00 a.m. with NJAC's Board of Directors meeting, registration at 9:30 a.m., opening remarks at 10:00 a.m., followed by the panel discussions and our keynote speaker. Importantly note that the Administrative Office of the Courts is the State entity charged with implementing the new law and their overview will replace the panel discussion originally planned. All other events scheduled for the day will remain the same.



«NOVEMBER 2015»

SUN	MON	TUES	WED	THURS	FRI	SAT
 <p>15 Film Festival Charlie Chaplin Silent Films 7 p.m. First Presb. Church Cape May Cape May County</p>	<p>16</p>	<p>17</p> <p>Changing the Face of Dance & Disability 7:30 p.m. NJ Performing Arts Newark Essex County</p>	<p>18</p> <p>Teen Harvest Party 5 p.m. - 6:30 p.m. Vineland Public Library Vineland Cumberland County</p>	<p>19</p>	<p>20</p> <p>Ring of Combat 8:30 p.m. Tropicana Casino & Resort Atlantic City Atlantic County</p>	 <p>21 PIFF THE MAGIC DRAGON November 21, 2015, 8 p.m. 8 - 10:30 p.m. Newton Theatre Newtown Sussex County</p>
<p>22</p> <p>Wedding Planning Show 1 p.m. - 4:30 p.m. Holiday Inn Clinton Hunterdon County</p>	<p>23</p>	<p>24</p> <p>Tuesday Night Movies 6 p.m. - 8 p.m. Mountainside Public Library Mountainside Union County</p>	<p>25</p>	 <p>26</p>	<p>27</p> <p>Disney Live/Three Classic Fairy Tales 1:00 p.m. State Theatre New Brunswick Middlesex County</p>	<p>28</p> <p>Big Band Christmas w/ the CJRO 7:30 p.m. Pace Center For Civic Engagement Princeton Mercer County</p>
<p>29</p> <p>Holiday Wine Trail 11/27-11/29 12 p.m. - 5 p.m. Villa Milagro Vineyards Phillipsburg Warren County</p>	<p>30</p>					

«DECEMBER 2015»

SUN	MON	TUES	WED	THURS	FRI	SAT
		<p>1</p>	<p>2</p> <p>A Little Shakespeare Pericles 10:30 a.m. Two River Theatre Red Bank Monmouth County</p>	<p>3</p> <p>Peter White Christmas 7:30 p.m. Scottish Rite Auditorium Collingswood Camden County</p>	<p>4</p> <p>Toddler Time STORY TIMES IN NEW JERSEY 2:00 p.m. - 3:00 p.m. Public Library West New York Hudson County</p>	 <p>5 Frosty the Snowman Live Children's Theatre 10:00 a.m. Broadway Theatre Pitman Gloucester County</p>
 <p>6 NJ Ballet The Nutcracker 1 p.m. Performing Arts Center Englewood Bergen County</p>	<p>7</p> <p>Winter Festival Concert 7:30 p.m. - 9 p.m. Fairleigh Dickinson University Madison Morris County</p>	<p>8</p> <p>Cowtown Farmers Market 8 a.m. - 4 p.m. Woodstown Salem County</p>	<p>9</p>	 <p>10 Vietnam Christmas Candlelight Tours 7:00 p.m. Smithville Mansion Eastampton Burlington County</p>	<p>11</p> <p>Lincoln School Winter Wonderland 6:00 p.m. - 9:00 p.m. Pompton Lakes Passaic County</p>	<p>12</p> <p>38th Festival of Trees Environmental Education Center Bridgewater Somerset County</p>
<p>13</p> <p>Mthakathi Murray Grove Retreat & Renewal Center Lanoka Harbor Ocean County</p>	<p>14</p>					