

# NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 53 - SEPTEMBER 2015

## No Better Way to Say “Thank You”

by Doug Otto, Public Relations Officer for the Ocean City American Legion Morvay-Miley Post 524

The shrill sirens can be heard long before the red pumper from the Ocean City Fire Company rumbles down Bay Avenue. The miniature American flags fluttering from the motorcycle handlebars of the American Legion Riders come into view first, followed closely by a vehicle carrying the military guest of honor and his family.

From the front porch of Morvay-Miley Post 524, behind the assembled and cheering crowd of well wishers, stands Steve Cole, Chairman of the Veterans Rest and Relaxation Committee. And he’s smiling broadly.

For the third consecutive year, Ocean City’s American Legion Post 524 is welcoming veterans and their families to *America’s Favorite Family Resort* for an all-expenses-paid, one-week vacation as a way to say, “Thank you” for services rendered and sacrifices made that few of us will fully understand.

“The Veterans Rest & Relaxation Program pays tribute to servicemen and women for sacrifices they’ve made during their time in the military,” said program chairman Cole. “Whenever military personnel are deployed, their families also share in that deployment and we support their efforts as well.”

The program began in February 2013 when post member and local realtor, Chris Mirena, a supporter of the Wounded Warrior Foundation, donated the use of his condominium to a returning veteran who had sustained a service-related injury. The idea was so popular, that it was expanded and re-named the *Veterans Rest & Relaxation Program*. Soon after, gifts from local merchants, free meals from area restaurants, and no-charge services from the City of Ocean City and Cape May County were added, making the program unique in all of New Jersey.

Cape May County Freeholder and Ocean City resident Marie Hayes is an active proponent of this popular recognition celebration. Through her efforts, all eight veteran families honored to date, have received complimentary “back lot tours” of the Cape May County Park and Zoo.



Cape May County Freeholder Marie Hayes & Steven Cole, Chairman of the R&R Committee at Ocean City American Legion Morvay-Miley Post 524

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## Get to know your County Official.....

### How many years have you served as Cumberland County Freeholder?

I was elected Freeholder in November of 2012. I am completing my 3rd year as Freeholder and 22<sup>nd</sup> year in public service.

### What was the first public position you held?

My first public position held was on the Board of Education for the Millville Public Schools. I held this position for 4 years, and then spent 15 years as a City of Millville Commissioner.

### Why did you choose to run for Freeholder?

After serving 15 years as a Millville City Commissioner, I wanted to explore opportunities to make a greater impact on the quality of life in Cumberland County. I felt the need to try and help more people. Running for County Freeholder was an opportunity for me to achieve that goal.

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

The most difficult decision continues to be the County Budget. Job creation, growing our county's economy, quality of life and keeping the tax rate down continue to be challenging, but an important balance that must be maintained for the citizens of Cumberland County.



**Joseph Derella**  
Freeholder Director

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

People might be surprised to learn that I coached L.A. Angels Baseball Player Mike Trout.

### Who is your role model?

I have no one role model. I do, however, have a personal Board of Directors that I often turn to for advice and guidance on many aspects of my life. These are family members and friends that have made a positive impact on my life.

### What do you love about Cumberland County?

I love Cumberland County because of the people. We are a cultural melting pot with a rich history and outstanding quality of life that can be found nowhere else in the state of New Jersey.



## WELCOME TO OUR NEW MEMBERS



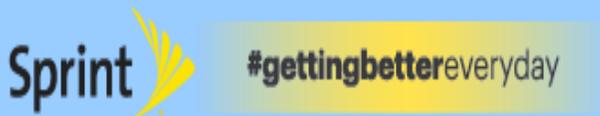
First Command's mission – coaching those who serve in their pursuit of financial security. Our focus continues to be on building trusting Client-Advisor relationships by meeting face-to-face with service members, federal employees and their families to learn what's important to them, helping them establish meaningful and specific goals that reflect their values, and then constructing comprehensive financial plans for protecting their loved ones and pursuing their goals.

To learn more please contact Chuck Miller at [cemiller@firstcommand.com](mailto:cemiller@firstcommand.com).



JAG Physical Therapy is a comprehensive outpatient physical therapy company which provides physical therapy care for general orthopedic, sports and soft tissue injuries, Workers' Compensation cases, and Medicare patients. Our experienced, caring physical therapists, athletic trainers and exercise physiologists are invested in your full recovery.

To learn more about their services please contact Stuart Schwerner at [sschwerner@jagpt.com](mailto:sschwerner@jagpt.com).



Sprint is a telecommunications company that provides wireless services and is a Major Global Internet Carrier. Sprint is the fourth largest wireless network operator in the United States, and serves 57.7 million customers as of August, 2015. The company also offers wireless voice, messaging, and broadband services through its various subsidiaries. The company is headquartered in Overland Park Kansas.

To learn more about their services please contact Renee Hart at [renee.hart@sprint.com](mailto:renee.hart@sprint.com).

## CONGRATULATIONS

**Cape May County Freeholder E. Marie Hayes** was recently notified by Governor Christie's office that she has received an appointment to the Child Abuse/Neglect State Task Force. She will attend her first meeting in November!

**Ocean County** received a stable financial outlook and a reaffirmation of the highest credit rating possible, which is helping Ocean County save almost \$5 million.

## No Better Way to Say “Thank You” *(continued)*



**Army Captain Ryan Bailey is surrounded by his wife Laurie and his children: Emma, Eleanore and Ryan**

“The Cape May County Freeholder Board is proud to be a part of this wonderful program,” said Freeholder Hayes. “Wouldn't it be wonderful if we could treat every returning veteran this way?”

Hayes has strongly supported other Post 524 activities, especially the local American Legion's efforts to build a new, larger headquarters. For the last four years, Post 524 has leased a property from Cape May County, but membership growth has necessitated a move to larger quarters. Fundraising efforts are well underway to make this move a reality by Memorial Day 2016.

On September 5<sup>th</sup>, Army Captain Ryan Bailey and his family were honored with a ceremony at Post 524, a multitude of gifts from Ocean City merchants and a week's stay in a donated condominium.

Captain Bailey served as a Combat Arms Officer, was an active participant in both Operation Iraqi Freedom and Operation Enduring Freedom, and was embedded with the Afghan National Army's premier strategic fighting force in Kabul Afghanistan. He has led over 100 combat patrols through hostile territory during his 3 years of active duty and

16 years a reservist.

“The tradition of honoring the service of America's finest military personnel and their families is alive and well in Ocean City,” said Steve Cole. “American Legion Post 524 is pleased to continue to uphold it's motto: *Veteran's Serving Veterans*. And we're especially happy to be doing it here in Cape May County.”

If you are interested in learning more about this program, please contact Doug Otto at (609) 399-0502.



## Paid Sick Leave Across New Jersey: Is it If or When?

*by Morgan Gregory, Marketing Program Manager for Kronos Public Sector*

Four states and 19 localities now have required paid sick leave for all workers, and New Jersey is leading way on the local level with over 150,000 employees in 9 cities, including the state's two largest, Newark and Jersey City, covered by the paid sick leave ordinances in place.

Additionally, there are active campaigns happening in 22 other state legislatures, New Jersey included, making the employer implications of this law foreseeably relevant to over half of our country. As the bills continue to gain traction at state levels, it's especially important for all employers in a state as saturated in local ordinances as New Jersey to be prepared for the implications the bill's passage would bring to the way they manage and, most importantly, track their employees.

In an economically competitive state like New Jersey, many employers may instinctually brush off the new requirements, seeing they already offer their employees more generous paid time off packages than the new law would require. This is a dangerous spot to be in, as there will be certain aspects of reporting the leave offered

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## Paid Sick Leave Across New Jersey: Is it If or When *(continued)*

that would be different and essential to understand in order to be fully compliant. Currently, whether or not the law is exempt to those employees covered by Collective Bargaining Agreements is inconsistent across the cities, and having one law across the state would remove these discrepancies and unify the reporting process.

Many of the states are following similar requirement models, allowing employers to be more proactive in preparing for the law's probable introduction to their own state. Employees currently covered by Paid Sick Leave laws, including part-time and temporary employees, who work for 30 or more days within a year will earn at least one hour of paid leave for every 30 hours worked. This accrual begins on the first day of employment or at the date the law goes into effect for the respective municipality, whichever is later, and the employee may begin using his or her earned paid time off after the 90<sup>th</sup> day of employment.

The bill states that employers may limit the amount of paid sick leave an employee can use in one year to 24 hours, or three days, and, instead of tracking earned time off, employers may offer this minimum amount in full up front.

In order to not risk facing the consequences of noncompliance, it will be essential that every employer has proof of its commitment to adhere to the law. The law requires records showing both earned and used paid time off be kept for three years. This will put a strain on human resource and payroll departments, who will likely pick up this extra task of tracking this additional sub-set of employees, who until recently were not eligible for this benefit. The additional workload, however, really depends on how sophisticated existing leave tracking systems are.

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](mailto:wesley.witherington@kronos.com) or via telephone at (973) 331-5465.



## Service Members Outpacing Civilians in Monitoring Family Finances

Members of America's career military are outpacing their civilian counterparts in monitoring their family finances - and many are doing so with the help of financial professionals.

The First Command Financial Behaviors Index® reveals that middle-class military families (commissioned officers and senior NCOs in pay grades E-6 and above with household incomes of at least \$50,000) are significantly more likely than members of the general population to say they are checking a variety of aspects of their household finances extremely or very often. They are more likely to:

- Monitor pay stubs (70 percent versus 49 percent)
- Make sure they stick to a defined budget (65 percent versus 40 percent)
- Monitor personal stock investments (63 percent versus 33 percent)
- Check mutual fund allocations (55 percent versus 26 percent)
- Monitor taxes and tax changes (55 percent versus 16 percent)

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## Service Members Outpacing Civilians *(continued)*

- Stay updated on the stock market (54 percent versus 30 percent)
- Check interest rates on deposit accounts (54 percent versus 19 percent)
- Check credit scores (52 percent versus 26 percent)
- Check rates on existing loans (49 percent versus 17 percent)

Perhaps mostly notably, military families are also more likely than members of the general population to say that they are frequently meeting with a financial advisor (45 percent versus 7 percent). This 38-point spread highlights the positive role that a financial professional can play in helping to maintain financial diligence in uncertain times.

“At a time of widespread uncertainty about sequestration and defense downsizing, many military families are conscientiously tracking their finances,” said Scott Spiker, CEO of First Command Financial Service, Inc. “Two thirds of career service members feel anxious about cuts to defense spending. That’s about twice the rate we see in the general population. Our men and women in uniform are responding to this heightened anxiety through a variety of proactive financial behaviors. By diligently monitoring their finances, they are preparing themselves for an uncertain future. The frequent reliance on financial advisors underscores the important role a professional can play in helping military families get their finances squared away.”

To learn more about First Command please contact Chuck Miller, Jr., Financial Advisor at [CEMiller@firstcommand.com](mailto:CEMiller@firstcommand.com).

*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/servicemembers-outpacing-civilians-monitoring-family-finances>.



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

**Contact Loren Wizman  
Director of Business Development  
at  
(609) 394-3467 or [loren@njac.org](mailto:loren@njac.org).**



## The New Jersey Business Summit: A Time for Action

**Borgata Hotel, Atlantic City | Sept. 17 & 18, 2015**

Join our fellow members and business executives from across New Jersey for a first-of-its-kind summit at the Borgata Hotel in Atlantic City on September 17-18. The goal of the Summit will be to look at key issues that New Jersey leaders need to address in order to increase the state's positive economic momentum and improve our competitiveness.

This two day Summit will feature an unprecedented collaboration of many of the state's chambers of commerce, business trade associations, representatives of the Christie's administration and state legislature, not-for-profits, labor, higher education, local government officials, and other interested parties.

### Day One (September 17)

We will discuss specific recommendations for solving the state's top economic issues.

### Day Two (September 18)

We will formulate a plan of action to present tot state government leaders.

### Key Issues

For the past few months, chambers of commerce from across the state have been surveying their members to determine the most pressing issues hampering New Jersey's economic growth.

We will discuss the most frequently cited issues at the summit. They are:

- Reform the state's tax structure
- Reduce state government regulations/mandates
- Fund state transportation/infrastructure projects
- Maintain a highly trained and ready workforce in New Jersey



Time will be allotted to discuss other important issues as well. A more detailed agenda will follow shortly.

*This is a great opportunity for the business community to do something it has not done in a very long time - speak with one unified voice to state government officials we believe are ready to listen.*

*Join us.*

Registration is \$50. Registration provides you access to the entire event including meals and receptions.

**Register at [njchamber.com/eweb](http://njchamber.com/eweb)**

**REGISTERING FOR THE EVENT DOES NOT INCLUDE HOTEL ROOM.**



# 39th Annual Conference

**September 29<sup>th</sup> through October 2<sup>nd</sup>**

**Golden Nugget Hotel & Marina**

Huron & Brigantine Boulevard  
Atlantic City, NJ 08401

**REGISTER**



*New Jersey County Jail  
Wardens Association*

*The objective of this Association, that was established in 1959, will be to share information concerning the daily operations of the County Jails, to present for discussion topics of general interest to members of the Association and to present a united effort to obtain objectives voted on and approved by the membership.*

## 2015 ANNUAL GOLF OUTING

**Monday - October 5, 2015**

**REGISTER**

Proceeds of this event benefit the  
NJCJWA Scholarship Fund

**Atlantic City Country Club  
One Leo Fraser Drive  
Northfield, NJ 08225**

# Don't Let Workplace Stress Ruin Your Weekend

## *New Jersey Psychologists Propose Tactics for Managing Work Stress*



In today's busy world Americans are finding it increasingly difficult to switch off from the demands of the workplace and find time to manage their stress. This year, many Americans will spend many Sundays either working or worrying about work.

Sixty percent of adults report work as a very or somewhat significant source of stress, according to the American Psychological Association's recent *Stress in America*<sup>TM</sup> survey.

The survey also found that one in five Americans say they never

engage in an activity to help relieve or manage stress. Now is the perfect time for employees to start thinking about how they can better manage stress.

"Sunday dread is a common phenomenon felt by many people including employees, students, and stay at home dads or moms," says Dr. Lynn Schiller. "By Sunday, the fun of the weekend has ended and the realization that the duties and stresses of the week are about to begin can trigger sadness and anxiety".

### **New Jersey psychologists offer these tactics for managing work-related stress:**

**Know yourself.** Be aware of your stress level and know what stresses you out. People experience stress in different ways. You may have a hard time concentrating or making decisions, or you may feel angry, irritable or out of control. Learn your own stress signals.

**Turn off and tune in.** Communication technology can take you to productivity heights never imagined, but it can also allow work to creep into family time, dinner and vacations. Set rules for yourself, such as turning off your cell phone when you get home or establishing certain times when you return calls. Be sure to communicate those rules to others, so you can manage their expectations.

**Take short breaks.** Stay energized and productive by taking a minute or two periodically throughout the day to stand up, stretch, breathe deeply and shake off the accumulating tension. Short breaks between tasks can be particularly effective, helping you feel like you've wrapped up one thing before moving on to the next. Take a 10 -15 minute break every few hours to recharge and avoid the temptation to work through lunch. The productivity you gain will more than make up for the time you spend on break.

**Find healthy ways to manage stress.** Make an effort to replace unhealthy coping strategies, such as eating junk food, smoking or drinking alcohol with healthy behaviors, like exercise, meditation or talking with friends and family. Keep in mind that unhealthy behaviors develop over time and can be difficult to change. Take it slow and focus on changing one behavior at a time. Some behaviors are very difficult to change and may require the help of a licensed professional such as a psychologist.

**Ask for professional support.** Accepting help from supportive friends and family can improve your ability to manage stress. Your employer may also have stress management resources available through an Employee Assistance Program (EAP), including online information, available counseling and referral to mental health professionals, if needed. If you continue to feel overwhelmed by work stress, you may want to talk to a psychologist, who can help you better manage stress and change unhealthy behaviors.

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## Don't Let Workplace Stress Ruin Your Weekend *(continued)*

"Some degree of Sunday dread is normal, the weekend has come to close and the realities of the week demands are settling in," states Dr. Schiller. "However, if you are finding these looming feelings are robbing you of the moment or creating a great deal of anxiety, contact a psychologist or other licensed mental health professional to help you navigate and relieve the anticipatory stress."

To learn more about mind/body health, visit the American Psychological Association at [www.apa.org/helpcenter](http://www.apa.org/helpcenter) and follow [@APAHelpCenter](https://twitter.com/APAHelpCenter). To find out more about the New Jersey Psychological Association, visit [www.psychologynj.org](http://www.psychologynj.org) and follow [@njpsychassn](https://twitter.com/njpsychassn). You may also contact Keira Boertzel-Smith, JD, Executive Director at [njpakbs@psychologynj.org](mailto:njpakbs@psychologynj.org) or Christine Gurriere, Communications Manager, at [njpacg@psychologynj.org](mailto:njpacg@psychologynj.org). Both may be reached at (973) 243-9800.



**NEW JERSEY**  
PSYCHOLOGICAL ASSOCIATION

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## Atlantic City Electric Partners with Red Cross

by Frank Tedesco, Media Relations Manager for Atlantic City Electric

### Donates \$50,000 to Red Cross Disaster Relief



**l to r:** Charlie Wimberg, ACE region vice president; Carol Cohen, executive director, American Red Cross Southern Shore Chapter; Vince Maione, Atlantic City Electric region president; Tim Settles, regional disaster officer, South Jersey Region, American Red Cross; and Susan Coan, Atlantic City Electric region vice president.

Atlantic City Electric recently presented \$50,000 to the American Red Cross Southern Shore Chapter in support of Red Cross storm-related disaster relief efforts. The donation will assist the Red Cross in providing emergency assistance in times of crisis. Atlantic City Electric previously donated a total of \$75,000 to support Red Cross disaster relief efforts after Hurricane Sandy and the Derecho storm in 2012.

"Atlantic City Electric is proud to partner with the Red Cross in its effort to assist our customers and disaster-impacted residents of southern New Jersey," said Vince Maione, Atlantic City Electric region president. "The hard work, dedication, kindness and constant comfort provided to those in need make the Red Cross such an invaluable member of our community. We are honored to help them continue their mission."

"We're so proud of the longstanding community partnership we have with Atlantic City Electric. The Red Cross is extremely grateful for their generous support that helps us continue to provide emergency services and community programs across our South Jersey community," said Carol Cohen, executive director, American Red Cross Southern Shore Chapter.

For more information about Atlantic City Electric, visit [www.atlanticcityelectric.com](http://www.atlanticcityelectric.com). Follow us on Facebook at [www.facebook.com/atlanticcityelectric](https://www.facebook.com/atlanticcityelectric) and on Twitter at [www.twitter.com/aceleconnect](https://www.twitter.com/aceleconnect). Our mobile app is available at [www.atlanticcityelectric.com/mobileapp](http://www.atlanticcityelectric.com/mobileapp).



# 10 Things to Look For in Standalone Affordable Care Act (ACA) Compliance and Year-end Reporting Software

by Victor Scire, Vice President Marketing for Primepoint, LLC

- Look for a provider that is satisfied with selling only their Affordable Care Act compliance and year-end reporting tool. Some providers require companies to purchase payroll services, benefit administration services, or other human resource management services in addition to their ACA compliance and reporting software.
- Will the system provide the information that enables you to monitor the actual hours worked by variable hour employees who are trending toward becoming benefit eligible? Some businesses want to ensure variable hour employees, who typically were not offered benefits, do not become benefit eligible under the Affordable Care Act.
- Look for a system that can handle common ownership of multiple businesses. Under ACA multiple businesses with common ownership need combined reporting. If your business is one of a group of businesses with common ownership, your year-end reporting requirements are more complicated and need to be addressed differently.
- When managing Affordable Care Act issues on an ongoing basis it is helpful to have certain information highlighted in real-time. Find a system that offers dashboard reporting that will give you a quick and clear view of ACA information that requires action.
- To be compliant, your business needs to offer health benefits that are affordable based on a specific formula detailed in the Affordable Care Act. You need a system that enables you to enter specific data about your health plans and then automatically calculate your plan's affordability based on an insured employee's wages and actual medical insurance payroll deductions. Plus you want a system that will clearly highlight problems at the employee level so that you may make the appropriate changes.
- If your health insurance plan is a self-funded plan, the employee's year-end 1095C will need to include dependant information. Some ACA compliance and reporting systems include an employee self-service web portal that will enable the employee to provide dependant data electronically for a benefits administrator to easily approve the data and make it part of the employee's record and ultimately a part of the appropriate 1095C.
- Most standalone Affordable Care Act compliance and year-end reporting systems will enable the user to import data from other systems using Excel spreadsheets or CSV files. This is acceptable, however some providers are willing to create custom processes that will automate data imports creating a lot of time and money saving efficiencies.
- Creating the appropriate ACA measurement periods for your business is critical. A good Affordable Care Act tool will enable a business to work with their benefit broker and HR professional to try different scenarios in order to determine the one that best fits the company's goals.
- Some businesses will need to create multiple measurement periods to accommodate different groups of employees. Find an Affordable Care Act compliance and year-end reporting tool that will enable easy construction of the measurement periods and an easy way of assigning each to the appropriate group of employees.

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## 10 Things to Look For in Standalone Affordable Care Act (ACA) Compliance and Year-end Reporting Software *(continued)*

- Missing pieces of employee information can complicate the ACA year-end reporting process. Look for an Affordable Care Act tool that will highlight employees with incomplete data, and indicate what is missing.

You may contact Victor Scire at 609-668-6441 or [vscire@primepoint.com](mailto:vscire@primepoint.com).

**About Primepoint:** Primepoint is a human resource and payroll management company specializing in NJ government and offering advanced cloud based technology that integrates human resource, payroll, time & attendance, and Affordable Care Act (ACA) compliance & reporting functionality. Primepoint also offers its ACA compliance & reporting functionality as a standalone system to non-payroll customers.



Please visit <http://www.primepoint.com>.

## 18 Graduate from Ocean County College/MONOC Paramedic Program

by Scott A. Matin, Vice President for MONOC Mobile Health Services



Recently, the formal graduation ceremony was held for the Ocean County College/MONOC Paramedic Program. From this most recent class, a total of 18 students graduated from both the traditional and hybrid classes and will now move onto complete their final hands-on clinical rotations. Once students complete this required training, they will sit for their State and National Paramedic exam. When certified, Paramedics will go to work at one of the 21 Mobile Intensive Care Unit (MICU) Paramedic programs located throughout New Jersey.

Agnes Galiano, Paramedic Program Manager, said “We are very proud of our paramedic students for completing their didactic education. Best of wishes to the Paramedic Interns of 2015 as they enter into their next phase of learning.”

The Ocean County College/MONOC Paramedic Program has been offering exceptional Paramedic education since 1982 and is one of only five Paramedic training programs in New Jersey.

If you are interested in more information please contact [scott.matin@monoc.org](mailto:scott.matin@monoc.org) or visit [www.monoc.org](http://www.monoc.org).



# TechXtend SLED Emerging Technology Summit

Thursday - October 22, 2015 at 8am - 12pm

**Attend this event to learn about the cost-effective solutions our strategic partners offer for solving your technology issues.**

TechXtend understands the public sector's constant challenge to deliver services utilizing the latest technologies while at the same time recognizing budgetary constraints adopted to ease the burden on the taxpayers. We can solve a number of challenges in the areas of: virtualization; storage and infrastructure management; security; data management; and more.

Join us for this emerging technology summit and find out how by leveraging our strategic partners in each of these specific areas we can help you become more efficient — leading to greater productivity and cost savings in all areas of the technology expenditure.

### Our strategic partners include:

- **Tintri's** team consists of technology luminaries with deep roots in storage and virtualization. Tintri storage was designed from the bottom up specifically — and only — to manage virtualized application workloads. Our award-winning, smart storage sees, learns, and easily adapts — enabling IT to focus on virtualized applications instead of managing storage infrastructure. [www.tintri.com](http://www.tintri.com)
- **Centrify** provides Unified Identity Services across data center, cloud and mobile environments that results in single sign-on (SSO) for users and a simplified identity infrastructure for IT. Our integrated identity management software and cloud-based Identity-as-a-Service (IDaaS) solutions reduce costs and increase business agility and security by leveraging an organization's existing identity infrastructure to enable single sign-on, role-based access control, privileged identity management, auditing and compliance. [www.centrify.com](http://www.centrify.com)

- **Extreme Networks** is a software and service led solutions company that provides advanced networking technology and platforms to solve today's tough networking challenges and deliver on business needs by improving employee and customer experience, reducing operational expenses and driving IT efficiency. Extreme Networks integrated solutions address the entire end to end wired and wireless network. [www.extremenetworks.com](http://www.extremenetworks.com)

- **CloudStrategies** helps clients Discover, Adopt, and Manage great cloud solutions. As Microsoft's first "Born on the Cloud" online services partner in the world, CloudStrategies has helped over 400 clients make the transition to the cloud. <http://cloudstrategies.net/>

- **Veeam®** enables the Always-On Business™ by providing solutions that deliver Availability for the ModernData Center™, which provides recovery time and point objectives (RTPO™) of less than 15 minutes for the majority of applications and data. [www.veeam.com](http://www.veeam.com)

- **Sophos** helps customers protect their businesses and meet compliance needs. And all of their customers benefit from the expertise of their threat analysts located around the world. Their research is at the heart of everything they do. They quickly find the latest threats and update protection for our customers automatically. Plus, their support engineers are experts on all of their products, and they're available whenever you need them. [www.sophos.com](http://www.sophos.com)

**Date:** Thursday Oct. 22, 2015

**Time:** 8:00AM - 12:00PM EDT

**Location:**

DoubleTree  
700 Hope Road  
Eatontown, NJ 07724  
732-544-9300

**Agenda:**

8:00AM - 9:00AM: Registration, Breakfast & Networking

9:00AM - 11:00AM:  
Technology Presentations

11:00AM - 12:00PM:  
Q&A, Networking

**REGISTER:**

[techxtend.com/SLEDtech](http://techxtend.com/SLEDtech)

**Questions about this event?**

Kevin Askew

Senior Director of Sales

[kevin.askew@techxtend.com](mailto:kevin.askew@techxtend.com) - x7246

- **ExaGrid** is the only company that implemented deduplication in a way that fixed all the challenges of backup storage. Unique landing zone and scale out architecture provides the fastest backup — resulting in the shortest fixed backup window, the fastest local restores, fastest offsite tape copies and instant VM recoveries while permanently fixing the backup window length, all with a reduced cost upfront and over time. [www.exagrid.com](http://www.exagrid.com)

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# SAVE THE DATE FOR UPCOMING EVENTS



## NJAC BOARD OF DIRECTORS' MEETING

**Friday - September 25, 2015**

9:30 a.m.

New Jersey State House Annex Building - Committee Room 4

125 West State Street  
Trenton

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## NJ COUNTY ADMINISTRATORS' CERTIFICATE PROGRAM

**Friday - October 23 & Friday - October 30**

8:30 a.m.

Rutgers University Center for Government Services

303 George Street - 6th Floor  
New Brunswick

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## NJAC YEAR END SUMMIT

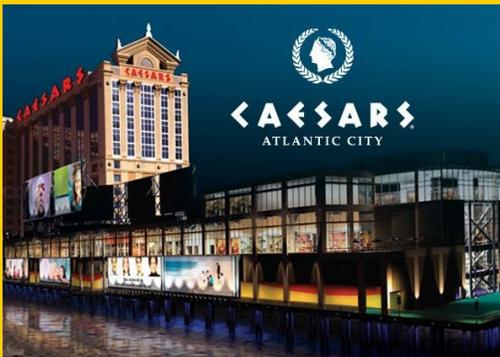
**Friday - December 18, 2015**

9:00 a.m.

Trenton Country Club

201 Sullivan Way  
West Trenton

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## NJAC CELEBRATION OF COUNTY GOVERNMENT

**Wednesday - May 18 through Friday - May 20, 2016**

Caesars Hotel

2100 Pacific Avenue  
Atlantic City

## Upcoming Sustainable Jersey Events

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

**GREAT IDEA:** Attend the first 2 webinars below to find out how to identify projects that you could do to improve your energy and water efficiency, and then find funding for them!

### **Benchmarking Energy and Water Use to Reduce Costs (Webinar)**

**Wednesday, September 16, 2015 – 1:00-2:00 PM**

#### **[REGISTER](#)**

This webinar will provide an overview of an online training and certificate program for benchmarking building energy and water performance using EPA's free ENERGY STAR Portfolio Manager tool. The online training is free and participants have the option of pursuing a [Certificate of Proficiency in Benchmarking®](#) by paying a fee to take the exam.

Learn about: What benchmarking is; Why it is valuable to building owners and occupants; The Sustainable Jersey Energy Tracking and Management action; How the Certificate of Proficiency in Benchmarking® training can help improve a municipality's benchmarking efforts and meet the Sustainable Jersey action standards.

**This webinar offers 1 CEU for Public Works Managers in Management**

### **2015 Gardinier Environmental Fund Small Grants Program (Webinar)**

**September 16, 2015 - 2:00 PM TO 3:00 PM**

#### **[REGISTER](#)**

The Gardinier Environmental Fund is contributing \$100,000 to support a Sustainable Jersey Small Grants Program cycle for municipalities and school districts. This cycle will award one \$30,000 grant and seven \$10,000 grants.

For this grant cycle, the Gardinier Environmental Fund will fund energy projects focused on energy conservations, efficiency, and renewable energy. Projects can fall into the following categories: building efficiency upgrades, energy education projects, energy resiliency, renewable energy installations, studies and engineering, and innovative energy projects. The project can be a district-wide initiative or implemented for a specific municipal, school or schools in a district.

This webinar will cover the application process, online submission procedures and tips for a successful Sustainable Jersey Small Grant application.

### **Sustainable Jersey Government Connex Forum**

**Friday, October 2, 2015 – 8:30 AM -4:00 PM**

**The Conference Center at Mercer, 1200 Old Trenton Road, West Windsor, NJ 08550**

#### **[REGISTER](#)**

**Cost: \$35: Government, Non-Profit and Green Team members; \$100: Other attendees**

**Keynote speaker: Dr. Alan Shark**, Executive Director and CEO of the Public Technology Institute

In this digital age, citizens expect immediate access to information and streamlined communication alternatives. How can local municipalities meet these expectations and improve operating efficiencies? The Government Connex Forum will convene experts to highlight cost effective technologies, share best practices, and release a new suite of actions focused on helping local governments implement innovative technologies and practices to serve and engage residents.

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## Upcoming Sustainable Jersey Events *(continued)*

Sessions throughout the day will focus on three subject tracks:

1. Digital government
2. Open government in the Digital Age
3. Emergency communications planning

\*For more details on breakout sessions and speakers [click here](#). Follow **#govconnect** for event updates

**CEUs Now Available! The keynote and all breakout sessions are now eligible for 1 CEU contact hour each (4 total hours for the full day!). For more details on breakout sessions, speakers and CEU assignments [click here](#).**

### ***Air Quality and Asthma Solutions: EPA's Air Quality Flag Program (Webinar)*** **Thursday, October 8 from 3:00– 4:00 PM**

#### **REGISTER**

Learn about the impact of outdoor air quality on human health and specific actions that can be taken on days with poor air quality through participation in EPA's free Air Quality Flag Program. This webinar is open to any school or organization that is new to the Flag Program or that would like to learn more and expand their program. New Jersey schools participating in the program can earn 10 points towards Sustainable Jersey for Schools Certification.

### ***Encouraging Developers to Consider Green Design (Webinar)*** **Wednesday, October 14, 2015 – 1:00-2:00 PM**

#### **REGISTER**

One of the most important aspects of sustainable development is educating developers about green design options. Municipalities can earn 10 points toward Sustainable Jersey certification by creating a [Green Development Checklist](#) and [enabling ordinance](#) as a part of their Site Plan/Subdivision approval process. A Green Development Checklist lists various green design

strategies that can be incorporated into a development and is one of several items to be submitted with a completed Site Plan/Subdivision Application.

Learn about the changes to the Sustainable Jersey action "Create a Green Development Checklist" which is part of the suite of green design actions. Hear about the legal implications of a Green Development Checklist. Hear from municipalities that have utilized a Green Development Checklist

#### **CEUs requested from APA-NJ**

Join us for the Sustainable Jersey Luncheon at the 2015 NJ League of Municipalities Conference

### **Tuesday, November 17**

**SUSTAINABLE JERSEY ANNUAL LUNCHEON:** *Crown Ballroom, Sheraton Hotel, Atlantic City, NJ*  
 Join us for Sustainable Jersey's Annual Luncheon--the premier celebration for New Jersey's sustainability community.

#### **REGISTER online**

\$35.00 for Municipalities and Green Team Members and \$75.00 for all others



# Developing County Government Program and Agency Manager Skills

by Ingrid Renderos, Director of the Certified Public Manager Program for Rutgers University

How does your county government answer the following questions?

- Does your county have a program to train the next generation of public managers in the skills they need to provide excellent services?
- Do your current managers exhibit the personal skills, management skills, and knowledge of government that enables them to meet your organization's needs?
- Do they have the skills to manage the risks that come from an increasingly complicated and technologically-driven government environment?
- Or do you rely on on-the-job management training and "hand-me-down" teaching from people who have been doing the same thing for a long time?

If you answered any of the first three questions as "no" or "maybe" or answered the last one as "yes," the Rutgers/N.J. Civil Service Commission Certified Public Manager (CPM) program is a way your organization can increase the value of your managers to your organization and citizens.

The CPM program equips participants with the skills and competencies needed to meet their organization's mission and performance goals. Participants gain the knowledge they need to tackle complex organizational challenges, manage their day-to-day operations more effectively, and grow as leaders. Importantly, the program focuses on the elements of New Jersey government practices that public managers need to know.

Program graduates are able to:

- Demonstrate the knowledge necessary to be successful public sector managers, supervisors, and leaders
- Effectively align resources and lead people to accomplish agency goals
- Demonstrate high levels of commitment to public service, personal integrity and continuous learning
- Practice results-driven management and act as an effective change agent
- Obtain up to 15 undergraduate credits or 9 graduate credits toward a degree at Rutgers University and possibly at other institutions of higher learning

The New Jersey CPM Program is designed around the core leadership requirements established by the National Consortium of Certified Public Managers, and supplemented with the way government works in New Jersey. The curriculum was developed jointly by Rutgers University's School of Public Affairs and Administration and the State of New Jersey's Civil Service Commission.

The program consists of 21 courses which meet one workday every week, or on Fridays and Saturdays twice a month, over a 10-month period. There are 252 classroom hours plus a 50-hour work-related applied research (capstone) project. The program is cohort based, where the same students attend all courses together. Course locations are scattered throughout the state and have flexible start dates. In addition, class schedules can be arranged for groups of 15 or more and can be hosted at your facility.

Your county can develop the skills and capacity of its current and future program, division, and department managers and give them the tools they need to meet your organization's goals. The CPM program can help. Contact Ingrid Renderos, Director of the Certified Public Manager Program to see how we can help you. Reach her at [icastill@newark.rutgers.edu](mailto:icastill@newark.rutgers.edu) or at 973-353-3979. Information about the program is online at <https://spaa.newark.rutgers.edu/cpm-government>.



## Nationwide Economics

### Weekly Economic Review & Outlook for September 8, 2015

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

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#### Weekly Review

The employment report, probably the most important reading on domestic economic activity, showed a gain for August nonfarm payroll employments of only 173,000—below consensus estimates of around 225,000 jobs. Despite this miss, we view the report as being very positive for the economic outlook.

First, the unemployment rate fell to 5.1 percent in August, the lowest level since April 2008. Importantly, this drop came not from another decline in the labor force participation rate, but from a strong gain in employment. The broader U-6 unemployment rate, which includes all measures of underemployment, slipped to 10.3 percent—still high, but the lowest level since mid-2008.

Second, average hourly earnings increased by 0.3 percent—the strongest gain since January. While the 12-month growth rate is still anemic at 2.2 percent, monthly increases from a year ago were very small in three of the final four months of 2014—suggesting that the year-over-year growth rate will rise with event modest wage gains over the rest of this year. And the tightening of the labor market indicates that the actual increases will be stronger than that.

Third, nonfarm payroll employment was revised upward by a combined 44,000 jobs for the prior two months. Even with August's somewhat disappointing gain, the average increase over the past three months is still a solid 221,000 jobs.

And fourth, and perhaps most importantly, the August nonfarm payroll estimates have persistently been under-estimated with the initial reading—by around 50,000-75,000 over the past decade. While we usually shy away from forecasting data revisions, in this case we are comfortable with an expectation that two months from today, the August gain will likely be revised upward to around 225,000 jobs—right in line with expectations and continuing the solid trend.

The ISM business surveys were mixed last week, with manufacturing showing slower expansion by services still growing at a very fast clip. Moreover, light vehicle sales, which were already strong, jumped to the highest level since 2005.

The economic data suggest a Fed tightening at the September FOMC meeting—but there is still a big questions of whether weakness abroad and heightened financial market volatility will keep it on hold for now.

#### Weekly Outlook

Economic data will be light this week, headlined by the Producer Price Index for August and consumer sentiment for the first half of September.

Input price growth remains low amid the ongoing decline in energy and other natural resource costs the 12-month change in the Producer Price Index (PPI) showed a decrease of 0.8 percent as of July. The PPI is likely to be flat in August due to the downward pressure on oil prices and other commodities caused mostly by the significant slowing of Chinese economic growth.

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## Nationwide Economics *(continued)*

Consumer sentiment slumped over the past two months due to mixed economic readings and elevated uncertainty in international economies. Despite the recent fluctuations in financial markets, we expect a rebound in the first half of September to 95.5, driven higher by a continued solid job market and falling gasoline prices.

Labor market conditions are tightening following the strong job growth of the past year, as evidenced by the 4-week moving average in initial jobless claims which is near the lowest level in over 40 years. Claims should drop during the week of September 5th to 275,000, continuing to suggest further positive job growth ahead.

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



## JOB VACANCY ANNOUNCEMENT

The **County of Hunterdon** has an opening for a **Human Resources Director**.

Under direction of the Appointing Authority, is responsible for the overall Human Resources function in the public service delivery system of Hunterdon County. Maintains liaison between the NJ Civil Service Commission, the NJ Division of Pensions and Benefits, and other public entities in all HR functions including but not limited to personnel administration, employee and labor relations, coordination of performance management systems, personnel policy development, recruitment, benefits administration and related employment activities in accordance with applicable Local, State and Federal rules, regulations, policies and procedures.



### Position Requirements:

- Minimum of a Bachelors Degree in related field preferably with a concentration in Human Resources Services
- Demonstrated general experience/working knowledge of Civil Service regulations, specifically Title 4A and Title 11A, and application in New Jersey or other State Civil Service System which is not limited to areas of specialization such as hiring, promotion, discipline, benefits coordination, etc.
- 5 years demonstrated Supervisory Experience in the delivery of Human Resource Services

Interested applicants should submit resume with cover letter including salary requirements to [personnel@co.hunterdon.nj.us](mailto:personnel@co.hunterdon.nj.us) or fax to 908-806-4236.

# Become a 2016 RWJF #cultureofhealth Prize Winning Community

by Andrew Whitacre, Health Associate for NACo

The Robert Wood Johnson Foundation (RWJF) has issued a Call for Applications for the 2016 RWJF Culture of Health Prize. The Prize will be awarded to **up to 10 jurisdictions** for outstanding achievements in improving the health of their community. Those jurisdictions that are selected as Prize winners will receive \$25,000 cash and a number of opportunities to highlight their work across the country through presentations, webinars and conferences. Counties are eligible to **apply** by **November 12 at 3pm ET**. Register **HERE** to learn more about applying for the 2016 RWJF Culture of Health Prize by listening into an informational webinar hosted by the County Health Rankings & Roadmaps program (CHR&R) on **September 10 at 3pm ET**. Since its inception in 2013, counties have been featured among the winning jurisdictions each year.

Applications will be judged on six key criteria, each of which emphasizes a multi-sector approach to community health improvement. The six criteria include:

- Defining health in the broadest possible terms *How does the community use diverse strategies to address the many factors that influence health? These strategies should align with the County Health Rankings model and its four factor areas: access to and quality of clinical care, health behaviors, social and economic factors, and the physical environment. Applications should show how they are working across these health factors to respond to community needs, assets and priorities. In particular, judges are looking for applications that show specific action to improve social and economic factors that affect health long-term.*
- Committing to sustainable systems changes and policy-oriented long-term solutions *How are multi-sector partners from across the community taking action through a collective agenda that is developed to identify priorities and guide coordinated action?*
- Cultivating a shared and deeply-held belief in the importance of equal opportunity for health *How is the community fostering an environment that provides everyone with a voice and role to play in improving health, which values the perspectives of all community members and engages those populations most impacted by poor health outcomes to create and implement solutions?*
- Harnessing the collective power of leaders, partners and community members *How are partners across sectors, including business, government, community members and non-profit organizations, working together to improve health outcomes and how health is valued by the entire community*
- Securing and making the most of available resources *How does your community approach sustainability of its efforts through creatively generating, allocating, aligning and mobilizing diverse financial and non-financial resources?*
- Measuring and sharing progress and results *How does the community agree upon success based on shared priorities, how do you identify goals, use data and shared measurement to track progress and shift course when needed and how do you celebrate successes?*

For additional information on the 2016 Call for Applications, visit <http://www.rwjf.org/en/library/features/culture-of-health-prize.html> or check out the 2016 RWJF Culture of Health Prize Frequently Asked Questions **HERE**.

To apply for the 2016 RWJF Culture of Health Prize, visit <http://www.rwjf.org/en/library/funding-opportunities/2015/2016-rwjf-culture-of-health-prize.html>.

NACo is a national partner on the County Health Rankings & Roadmaps program, which is supported by RWJF. As a national partner, NACo supports and promotes the important role of counties in improving the health of their communities. To learn more visit <http://www.naco.org/county-health-rankings> or contact Andrew Whitacre at [awhitacre@naco.org](mailto:awhitacre@naco.org) or 202.942.4215.



## FROM THE EXECUTIVE DIRECTOR



**John G. Donnadio, Esq.**

Assemblyman Robert Auth (*R-Bergen*) recently introduced legislation that would dissolve county government and require the State and municipalities to perform the functions of the State's only true regional form of government.

Although we commend the Assemblyman for putting forth a proposal to reduce the State's multiple layers of bureaucracy and overwhelming property tax burden, this legislation does not take into consideration the fact that neither the State nor its 565 municipalities have the resources available or subject matter expertise to provide the essential services delivered by county government on a daily basis. Some of these critical services

include: administering the State's social service programs; maintaining and operating the county jails, court and juvenile detention facilities, expansive park systems, and virtually every bridge in the State; funding the county colleges, county vocational-technical schools, and offices of the county prosecutor; managing elections and vital statistics; probating wills; promoting economic development and job growth; providing transportation services for the aged and disabled; regulating consumer affairs; handling solid waste and recycling activities; and, much more.

Moreover, as municipalities continue to struggle with the 2.0% property tax cap, a declining ratable base, and a seemingly never-ending barrage of unfunded State mandates, towns across New Jersey are looking to county government for leadership and relief. In addition to delivering the scope of services highlighted above, county government has evolved over the past decade into providing traditional municipal functions at a significant cost savings for local property taxpayers while enhancing the level of service provided. Some of these former municipal functions include: cooperative purchasing, 911 dispatch, animal control, public health, tax assessor, electronic waste recycling, public works, wastewater management, vehicle maintenance, EMS, police, and much more. In fact, Burlington and Gloucester counties alone will save their property taxpayers approximately \$50.0 million in 2015 by delivering many of these time-honored municipal services at the regional level. These substantial savings and creativity in governing in a cost-effective manner is a story being told in all 21 counties across the State.

### BECOME A MEMBER OF THE

### NEW JERSEY ASSOCIATION OF COUNTIES

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

Contact Loren Wizman, Business Development Director  
at

(609) 394-3467 or [loren@njac.org](mailto:loren@njac.org)

[Click here for an application.](#)

«SEPTEMBER 2015»

SAT	SUN	MON	TUES	WEDS	THURS	FRI
			15	16 Tales of War 7:30 p.m. Strauss Mansion FREE Atlantic Highlands Monmouth County	17 19th Annual Food & Wine Celebration 9/13 - 9/20 Various Locations Cape May County	18 Mystic India The World Tour: The Bollywood Experience 8 p.m. NJPAC Newark Essex County
19 County Fair 9/19 - 9/20 Camden County College Gloucester Twp.  Blackwood Camden County	20 Artist Reception Galleria Deptford 2 p.m. - 4 p.m.  Woodbury Gloucester County	21	22 Tree House Gang 12:45 - 3:15 p.m. Environmental Education Ctr.  Basking Ridge Somerset County	23	24 Italian-American Festival 9/25 - 9/27 Mercer County Park  West Windsor Mercer County	25  vs. Orlando City SC 7 p.m. Red Bull Arena Harrison Hudson County
26 Food Truck Wind Up & Beerfest 11 a.m. - 6 p.m. Lakewood Blue Claws Stadium Lakewood Ocean County	27 "Music at the Barn" FREE Blues Band 1 p.m. - 3:30 p.m. Wortendyk Barn Museum Park Ridge Bergen County	28	29	30 The Annual Senior Health & Fitness Walk 10 a.m. - 1 p.m. Roosevelt Park Edison Middlesex County		

«OCTOBER 2015»

SAT	SUN	MON	TUES	WEDS	THURS	FRI
					1 Melissa Etheridge Mayo Performing Arts Center  Morristown Morris County	2 Hayrides & Campfire 6:30-9:30 p.m. Warinanco Park Boathouse Area  Mountainside Union County
3 Wheaton Art Festival of Fine Crafts 10/3 - 10/4 Wheaton Arts and Cultural Center  Millville Cumberland County	4 Hooked Rug Festival 10/3 - 10/4 10 a.m. - 4 p.m. Prallsville Mill  Stockton Hunterdon County	5 Town-Wide Yard Sale 8 a.m. - 4 p.m. 10/3 - 10/4 Garrett D. Wall Park  Belvidere Warren County	6 PCHS Annual Beefsteak & Trindy Tray Fundraiser 6:30 p.m. Lambert Castle Mus.  Paterson Passaic County	7	8	9  Vendor Space Available October 9, 10 & 11, 2015 Salem County Fairgrounds Woodstown, New Jersey www.SJPumpkinShow.com Woodstown Salem County
 10/10 - 10/11 8 p.m. Boardwalk Hall  Atlantic City Atlantic County	11 Disney's Choo Choo Soul 11 a.m. - 3 p.m. Newton Theatre  Newton Sussex County	12  COLUMBUS DAY	13 Scarecrows on Parade Contest 10/05 - 10/31  Historic Smithville Park in Eastampton  Burlington County	14		