

NJAC COUNTY BIZ

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NJ Counties Using Technology to Combat Vacant Properties

by David Gross, Vice President of Marketing for GovPilot

New Jersey received a dubious distinction in 2015. [According to RealtyTrac](#), a real estate data company, the state lead the nation in home foreclosure rates in 2015, with foreclosure filings at 1.91% of homes. Cities that have been hit the hardest include Atlantic City, Newark, and Paterson which had some of the highest rates in the nation.

These abstract numbers translate into very real problems. An increase in vacant properties often lead to crime and other public safety issues, forcing residents to consider relocating. As a result, property values decrease, reducing potential tax revenues for the municipality, county, and state. Blight is often the result of the local and county government's lack of resources, inadequate data to hold property owners accountable, and inefficient operational processes to identify and manage vacant properties.

Counties in New Jersey are diligently working to tackle the challenges that stem from vacant properties. Cutting edge technology is becoming readily available to counties that have struggled with vacant or abandoned properties. Mobile technology, geographic information systems (GIS), automated workflow processes; analytics and other management tools support better data collection, reporting, decision making and streamlined property management.

Centralized data creates accountability

While the overall number of New Jersey's foreclosures are among the nation's highest, one trend is particularly alarming: zombie foreclosures.

According to RealtyTrac, 17,000 of New Jersey's nearly 70,000 homes in foreclosure are considered "zombie foreclosures". A zombie foreclosure occurs when the homeowner has vacated the property prior to the foreclosure proceedings being initiated. The uninhabited home leaves property maintenance unaccounted for. Counties are challenged with locating responsible parties, and maintaining these vacant unkempt properties is difficult.

Three counties in southern New Jersey are working to make it easier to identify parties responsible for the maintenance and upkeep of foreclosed properties.

Gloucester County, which has more than 3,000

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Get to know your County Official.....

How many years have you served as Hunterdon County Freeholder?

The start of my first term was 2013 and I was recently re-elected to serve from 2016 - 2018.

What was the first public position you held?

I joined the Raritan Township Environmental Commission in 1996 and was also asked to serve on the newly formed Open Space Advisory Committee where we devised the strategies and criteria for land preservation. Personal needs pulled me away from serving until Mayor Kinsella appointed me to the Township Planning Board in 2005. From there, I ran for Township Committee, won and served two three-year terms (2007 - 2012) where I was privileged to be Deputy Mayor and then Mayor.

Why did you choose to apply for Freeholder?

If you want to make an impact, you have to be involved. Being a Mayor is one of the most gratifying ways you can serve your community and I truly enjoyed that work. However, the challenges, and therefore, the opportunities facing County government are much different and more expansive. There is much good that can be done for the safety, health and welfare of a greater population. I realized then, and still believe, that this is a very exciting place to be and I wanted to be a positive force for our residents.

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

I have trouble reducing this to one decision. Inaction is a safe harbor where you might avoid any risk. Unfortunately, for some, this is can be a sound strategy for re-election. It's just not my style. We've made some bold moves where you hope you have the best information. But these decisions must stand a test of time; the value of which must outlive us as representatives. During my short time in office, we gutted and restructured our financial management, we closed our jail and went to a self insurance model for health benefits. I'm confident we made good decisions. But, I will admit that I still fret a bit...



John W. King
Freeholder

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

Helen and I took dance lessons to prepare for a charity event. We danced to the rumba. I wore tight black clothes with an open shirt. Fortunately, all eyes were on Helen...

Who is your role model?

My mom. No question. She's involved in anything that enhances life in her community. She's fun, high energy and unafraid of change. She's enjoyed the best of life and lived through the toughest, all with grace and dignity. A few years ago she was Club Champion of her local golf club. The other day she called to say she was thinking of getting a new car. She's 91.

What do you love about Hunterdon County?

We've lived in a many places around the country, but this is where we call home. Hunterdon County has a quality of life that is hard to replicate, anywhere. Like all the counties in New Jersey, ours has a unique personality, one that Helen and I find very comfortable. The people, environment, landscape and recreation contribute to a well being that is second to none. A prominent, long term local resident has often stated, "Welcome to God's Country." And I believe him.



Using Technology to Combat Vacant Properties *(continued)*

foreclosed properties (about a third of which are “zombies”), [has been building a one-stop registry](#) to streamline the process of contacting the responsible party in the event maintenance issues arise. Surrounding municipalities are also buying into this approach. To encourage compliance, Washington Township [has passed an ordinance](#) to require the owners of vacant homes to register their properties for progressive fees ranging from \$500 the first year and topping out at \$5000 in the fourth year.

Accessible, centralized data that integrates with a geographic information systems (GIS) provide a critical edge to the county tasked with locating and maintaining vacant and abandoned properties.

GovPilot has worked with several New Jersey counties and municipalities to provide this integration. We’ve worked with the Camden County Improvement Authority to create an e-government system that includes GIS, electronic forms, and automated electronic processes. With the system in place, county officials can quickly find an address through the search bar or by clicking on the map parcel, easily accessing its associated data. Radius search and mail merge features provide the ability to automate notification mailings and simplify outreach. Additionally, the GIS platform enables County Administrators to visualize and proactively locate problem areas, helping them make faster and more informed decisions.

Streamlining processes makes the most of resources

While a better understanding of data is a step in the right direction, the extent of the problem is overwhelming. County officials can be inundated by the amount of complaints they receive and at times unable to deal with them in an efficient manner. This can create a frustrating situation both for officials and residents who may feel like they are reporting problems that never get resolved.

In Passaic County, the city of Paterson [has recently implemented the ability to report a concern through their municipal website](#). Powered by GovPilot, the public can report concerns such as potholes, burned-out streetlights and graffiti – which are then automatically routed to the appropriate departments. This data is then aggregated into a database that is shareable across departments and accessible from the office or in the field.

Paterson isn’t just tracking complaints. They’re also taking advantage of a new tax lien sale law giving them the ability to sell vacant and abandoned properties to be cleaned up and put back on tax rolls. Paterson used GovPilot’s GIS maps to help disseminate the information about the parcels to interested buyers. By creating a special map layer for the sale, interested buyers can easily see what is available at auction. The public facing Property Market Analysis feature allows interested buyers to see estimated property valuations for any property, helping them make intelligent investment decisions.

Features like these make it easier for counties to engage potential buyers, tackle property complaints, and draw on insights influenced by data. Targeting blighted properties is no longer a matter of trying to stay ahead of the wave of constituent complaints and ever-changing ownership data. Now, counties can use powerful and innovative tools to gather and analyze data and streamline their processes.

For more information about this article contact David Gross via e-mail at dave@govpilot.com.



King Sworn in as 75th NJAC President



Sen. Christopher “Kip” Bateman administering the oath of office to Freeholder John King as his son, Justin, and wife, Helen, look on.

Photographed by Mike Hickman, Jr. of Mike Hickman Photography

The New Jersey Association of Counties (NJAC) held its annual Reorganization Meeting and Swearing-In Ceremony at 11:00 a.m. on Friday, January 29th, in the Senate Chambers of the New Jersey State House.

Senator Christopher “Kip” Bateman from New Jersey Legislative District 16 administered the oath of office to NJAC President and Hunterdon County Freeholder John W. King. Freeholder King is the 75th NJAC President.

“I look forward to leading NJAC this year as it continues serving county governments throughout the State with its proactive advocacy and solution driven approach to addressing complex legislative and regulatory matters,” said Hunterdon County Freeholder and NJAC President King during his speech to audience members.

Prior to administering the oath of office to President King, Senator Bateman swore in the 2016 NJAC Board of Directors then the Executive Committee Officers. Serving on the Executive Committee are: Gloucester County Freeholder Heather Simmons as First Vice President; Monmouth County Freeholder Gary J. Rich, Sr. as Second Vice President; Essex County Freeholder Vice President Brendan W. Gill as Secretary-Treasurer; and Mercer County Freeholder Chair Ann M. Cannon as the Immediate Past President.

United States Congressman Leonard Lance of New Jersey Legislative District 7 provided keynote remarks to the board members and guests. He reminded all of the value and importance of county government and its leaders.



Photographed by Mike Hickman, Jr. of Mike Hickman Photography.

During President King’s speech he remarked that the 2016 NJAC Board of Directors will address increasing Local Aid Allocations of the Transportation Trust Fund; mitigating the costs associated with providing courthouse security; establishing a dedicated source of grant funding for counties to use as seed monies for the regionalization of services; providing counties with their fair share of taxes collected from administering 911 dispatch services; and requiring all State and county entities funded with property taxpayer dollars to comply with the 2% property tax cap levy.



“I would like to commend NJAC’s Executive Officers and Board of Directors for their vision and commitment to helping lead this outstanding organization at a time when county governments are playing a growing role in the everyday lives of New Jersey residents,” stated President King.

Following the ceremony, President King invited all members and guests to join him at the New Jersey State Museum for a luncheon catered by the Culinary Arts students and staff of Hunterdon County Polytech High School. Hunterdon County Polytech High School students and staff of the Culinary Arts served a savory lunch and decadent desserts.

Tips to Minimize the Potential Damage

by Lisa Kaiser, Director of Client Services for Maxons Restorations, Inc.

When the giant piles of snow melt, where does the water go? The answer is: wherever it can. Unfortunately, the volume of snow, ice-damming, loose flashing or blocked drains can let water penetrate the building. As a result wet interiors are very common following a snowstorm and these conditions create the perfect environment for mold growth.

- Check your insurance policy to see if it covers water damage and flooding.
- Make sure to clear fallen snow and ice from around your property.
- Make sure downspouts carry water several feet from the building.
- Post signs and block off areas where falling snow and ice may present danger for pedestrians.
- Lay down floor mats indoors and salt sidewalks to prevent slip and falls.
- Get in the regular habit of checking the whole building for leaks and signs of water damage.
- Clear indoor and outdoor drain lines to limit back-ups, don't forget roof drains if applicable.
- Keep your property clean, dry and dust free to minimize chances of mold growth.
- Consider using a dehumidifier in your basement during and after the thaw.
- Clean and dry water damaged areas and contents with 24-48 hours to prevent mold growth.
- Fix the problem, just don't wipe up the water. Repair your roof, windows or any other part of the property as soon as possible.

If you have water damage or suspect mold call (800) 3MAXONS for a free inspection.



CONGRATULATIONS

Somerset County Sheriff's Office, Sheriff Frank J. Provenzano and several of his officers, along with K-9 Diesel, will be featured in the May 2016 Ford Police Interceptor calendar. Also featured in the calendar are law enforcement agencies from Alaska, Oklahoma, Michigan, Florida, Pennsylvania, California, Iowa, Ohio, Tennessee, Vermont and Maryland.

Freeholder Virginia (Ginny) Haines who was recently sworn into the office of Ocean County Freeholder on January 27th during a brief informal ceremony at Ocean County Administration Building.

The 2016 officers to the County Municipal Consumer Agencies of NJ (CAMCA) are:

Donna Giovannetti, President; Steve Scaturro, Vice President; Ed McBride, Secretary; and Dolores Rambo, Treasurer.

Mercer County Tennis Center operated by the Mercer County Parks Commission has been named Middle State Premier Provider by the United States Tennis Association (USTA).

Tom Cosentino was recently named Executive Director of the Garden State Wine Growers Association (GSWGA). Tom joins the GSWGGA from MWWPR where he coordinated public relations and advocacy programs for the firm's public affairs division.

Oral Health is the Key to Health and Wellness

by Mark Roberts, Manager of National Accounts for Careington International Corporation & Careington Benefit Solutions

It's a new year, and with it brings expectations of new opportunities. For the health care community, one huge event is the advent of new ways to increase healthier lifestyles while decreasing costs. Within the medical maelstrom that is healthcare, one constant is true. As your eyes are windows to the soul, so your teeth and gums are the pathway to your overall health.

As has been documented by numerous studies, individuals who consistently practice good oral hygiene are less likely to have poor health. The medical community already knows that the opposite is true. According to the National Association of Dental Plans, about forty percent of the American public has no dental plan in place. With New Jersey's population of about nine million residents, that means almost four million people don't have an affordable way to pay for dental care. Smiling well is the key to overall health and wellness.

With a dental plan, families are likely to schedule regular checkups and exams, so doctors can evaluate the health of their teeth and develop the right treatment plan. At the same time, good oral hygiene can reduce medical spending. Many illnesses manifest first in the mouth and dentists are the first to detect them, potentially lowering disability and medical costs.

Within a family, there could be different needs for dental care:

- Dependents age 19 and older may have special dental needs or may wish to purchase teeth whitening coverage in addition to routine dental exams.
- Adults may notice changes in their oral health as they age, which may require services beyond preventive care to help them enjoy good overall health in their senior years.
- Children may need additional dental coverage for special needs, including cosmetic orthodontia.

For extreme savings on dental expenses, a discount plan is the least costly way to go; it's typically 10% of the cost of traditional dental insurance. Also, there is no waiting, unlimited use, and no forms to complete for reimbursement or any claims process. Simply go to a participating dentist and pay a significantly reduced price at the time of service to the provider.

In many cases, the plan design may also include all household residents in addition to the primary member. Savings are very good, and all procedures are included at a discounted rate—including general dentistry, all specialties, orthodontia, cosmetic and much more. There are several great discount networks in the marketplace.

When comparing prices, it is necessary to consider the following points:

- A familiar name doesn't necessarily guarantee better service. Some plans are national and others are local. National plans are usually more famous and recognizable.
- Review all the features of each dental plan provider. See if the plans also include vision correction options, prescription, and wellness services.
- Search for participating dentists in your area, and verify with the provider that their office still is taking the plan, and talk to the dental office before you show up.

Today, the MyCountyCares dental program is now available in New Jersey. Residents can join it for a nominal monthly or annual membership fee and start using it right away. Kudos to Atlantic County for leading the way. More information is available online at www.mycountycares.com. This plan is not insurance.



Passaic County Schedules Re-Dedication Ceremony For Historic Dey Mansion, General Washington's HQs During the American Revolutionary War

by Patrick Alexander, Public Information Officer for Passaic County

An important investment in Passaic County's piece of American History

The Passaic County Board of Chosen Freeholders announced the re-dedication of the Historic Dey Mansion. The Dey Mansion, located in Wayne NJ on the Preakness Valley Golf Course, achieved national recognition as General George Washington's revolutionary war headquarters and is considered to be the "Jewel of the Passaic County Park's Department."

After extensive renovations, funded by both the NJ Historic Trust and County Open Space Trust funds, the historic Dey Mansion will re-open to the public on Monday, February 22, 2016. The day will begin at 10:30 a.m. with tours of the newly restored mansion, along with Revolutionary War re-enactments and an official re-opening ceremony planned for 3 p.m.

"It's rare for a county to have a piece of American History that's as significant as the Dey Mansion. I am proud we worked together to preserve and restore this landmark," said Freeholder Director TJ Best. "If you haven't had an opportunity to visit the historic Dey Mansion, then the re-dedication ceremony would be a great time to reconnect with a piece of American history right here in Passaic County."

In 2004, the County Planning Department received a grant of \$37,500 from the NJ Historic Trust to prepare a Historic Structures Report, a precursor to applying for funding to make capital improvements to Dey Mansion. In 2009, the county received a subsequent grant in the amount of \$619,737.



Dey Mansion is a pillar of the American Revolution, and was one of the places where General Washington turned the tide of the American Revolutionary War. The Mansion is also noted for being the place where Washington first learned of the betrayal of Benedict Arnold.

The location for Dey Mansion in Preakness Valley was chosen because of its proximity to the Great Falls in Paterson as well as the abundance of food and forage. The mansion was constructed between 1740 and 1750 by Dirck Dey, a Dutch born planter whose family rose to prominence as high ranking members of the military and government. His eldest son, General Richard Dey, sold the homestead in 1801, and in 1933 it was acquired by the Passaic County Parks Commission for historical purposes, and it was listed in the National Register of Historic Places in July 1970.

The Dey Mansion is also the meeting place for such important and prestigious organizations as the Daughters of the American Revolution, the Sons of the American Revolution, the Children of the American Revolution and Colonel Pawling's Independent Corps Levies. The Dey Mansion is where Washington changed history, and it is for that reason the Board of Chosen Freeholders is committed to its preservation.



FLSA Compliance Review

by Jennifer Dowd, Marketing Director for Kronos Incorporated

Wage and hour compliance is a complex and on-going challenge for public sector organizations. Many government agencies and municipalities have struggled to comply with the Fair Labor Standards Act (FLSA) since the mid 1980s, when modifications to the law made most government organizations accountable to the act. And, it isn't getting any easier.

With complex wage and hour laws constantly in flux, municipalities can expect an increased focus on enforcement. In fiscal year 2014, more than 43 percent of the Wage and Hour Division's investigations were agency initiated, up from 35 percent just five years prior. Of course, with increased enforcement, comes increased risk of costly violations. In fiscal year 2014, the Division found more than \$240 million in back wages for more than 270,000 workers whose employers improperly denied them the pay that they had earned.¹

Every state and local government organization is at risk of labor compliance violations. However, some are at greater risk than others:

* Agencies and municipalities with good labor compliance policies that fail to enforce them are at risk. Policies must be applied and enforced accurately and consistently across the entire organization, in every department, division and location. That means educating managers on the law and the agency's policies. It also requires a central "rules engine" to prevent the misinterpretation of policies.

* Manual or semi-manual systems for employee time and pay policies can expose agencies to wage and hour claims. Outdated systems for tracking and totaling hours worked, and calculating pay and overtime tend to have inaccuracies. Manual systems can lead to human error and may be missing key records, which are critical for defense in a wage and hour claim.

Wage and hour compliance starts with being able to answer the following questions:

- How are frontline supervisors using information to make daily decisions?
- Do you know which employees qualify for overtime? What is the salary range?
- Do you typically require impacted employees to work over 40 hours a week? Are you able to report on their historical hours to understand the potential cost and impact?
- How will you start to track their time so you know when to pay them overtime?
- How will you handle an audit?
- Is your data easily accessible?
- How are you handling unapproved overtime practices? Are you paying earned overtime correctly?
- Are you tracking meal and rest breaks in accordance with regulations?

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.



¹Department of Labor, [Working for a Fair Day's Pay](#)

Wage and hour compliance is a continual effort. An employer's ability to answer these questions today does not mean that the agency will be in compliance next month or even tomorrow. Labor compliance must be well managed, and wage and hour policies must be created and enforced to ensure continual compliance.

WELCOME TO OUR NEW MEMBERS



Careington International Corporation & Careington Benefit Solutions is dedicated to improving the health and well-being of individuals. Careington International Corporation's dental, health and wellness solutions are designed to complement traditional health insurance and provide significant savings for under-insured or uninsured individuals. Careington combines its flagship non-insurance discount plans with insurance plans administered through its affiliate, Careington Benefit Solutions, to create cost-effective solutions that improve the affordability and accessibility of quality health care. Careington has been helping people save money on dental and healthcare expenses since 1979.

Located in the suburban Dallas, Texas area, the company owns and operates a national dental network and is an aggregator of health and lifestyle services, serving over 10 million members across the US. Careington is a Discount Medical Plan Organization and is licensed in all states where required. Careington is the administrator for the MyCountyCares Program, which includes savings on dental, vision, telemedicine, pharmacy, and much more for county residents and employers. Careington Benefit Solutions is a licensed Third Party Administrator and Insurance Agency, offering insurance products in many healthcare categories.

For more information about the services provided please contact Mark Roberts, Manager of National Accounts at markr@careington.com.



Medicine is a lifelong passion for pain management specialist Dr. Giovanni Ramundo. This multiyear *New Jersey Monthly* Top Doctor offers patients a wealth of knowledge and experience, plus a dedication to their overall well-being. Board certified in pain management and anesthesiology, he provides effective therapies yielding long-term results for people of all ages and activity levels. With a focus on treating low back and neck pain. His expertise encompasses pain resulting from sports, work, auto injuries and failed back surgery. He regularly treats muscle spasm, tennis elbow, fibromyalgia, joint pain, carpal tunnel syndrome, diabetic neuropathy and complex regional pain syndrome.

Alongside Dr. Donna D'Alessio, physician assistant Lori D'Andrea and an accommodating staff, this compassionate doctor provides cutting edge care with a personal touch. The group utilizes a multimodal approach featuring the latest minimally invasive pain management techniques, such as platelet-rich plasma (PRP) injections, spinal cord stimulators, Tenex Health TX ultrasound, acupuncture and physical therapy. Nonsurgical with loss, skin rejuvenation and wellness services are also available.

Pain Medicine Physicians is located in Millburn, New Jersey and if you would like to learn more please contact Lori D'Andrea at (973) 467-1466 or via e-mail at ldandrea@pmppain.com

Teens in Therapy - A Primer for Everyone

by Janie Feldman, PsyD of the New Jersey Psychological Association



Teenagers. The very word evokes an immediate, strong reaction. What comes to mind when you read the emotion-laden word? Is it your own recollection of your coming of age? Or, is it your perception of a young person of your acquaintance? Whether your thoughts shift to yourself, your child, or someone you know, you will certainly react with personal connections to a period of development that, while the teenage years are a part of the normative transition from childhood to adulthood, it's difficult for any of us to apply the term 'normal' to teenagers.

Yet that turbulent period **from puberty to adulthood** is indeed notorious for wild shifts in emotion, radical changes in body, mind, and personality, and an overabundance in emotional reactivity. How can any of this be normal? It is precisely the **loss of childhood** and **fledging independence** that rocks a child first into adolescence then into adulthood. Developmentally, the progression from childhood dependence on parents and family must shift toward reliance on self and increasing awareness and association with peers. Cultural influence has a huge impact on youth and impacts this transition through contemporary music, movies, and social trends.

So, what is a young person to do? The vast and vacant area of adolescence is akin to a vast body of water, and teens set afloat on small rafts that bounce them between the shores of childhood and adulthood. If you have ever really watched teenagers closely, you will see them ricochet from being dependent, childlike and clingy, to being fiercely (and often blindly) independent.

And, they go back and forth between these states with **frenzied reactivity** and **raging emotionality**. If you think it is difficult to be near some of these emotionally volatile teens, think again how hard it must be to be a teenager. And, if given the chance, few of us would opt to return to this tumultuous phase of development.

Enter therapy. No, not you – get therapy for your teenager, for **therapy** can play a **crucial role** in adolescent development. Teens not only *need* the emotional support that therapy offers, many of them actually *welcome* the opportunity to chat candidly in a private setting with a compassionate, sympathetic, yet objective, adult. A professional psychologist who actually “gets” teens is in high demand. Truth be told, some of my favorite clients have been teenagers who hunger for the respect, attention, and peace that therapy offers them. It can be incredibly rewarding for both client and therapist alike.

So, what is therapy like for teenagers? What actually brings a teen into therapy? Teens often enter therapy because they *want* to be in therapy. They want support, they welcome change, they recognize their emotional needs, if only because they are confused, and typical **teenagers want to talk**. A lot. About all the many people in their lives, about their relationships, about their own hopes and desires, about the **confusing social messages** confronting them, society's trappings, parents' expectations; today's teens are **feeling alone**, feeling different, feeling misunderstood, and are also dealing with siblings, school pressure, peer pressure that doesn't look or feel anything like what schools tell them, **pressures to conform**, desires to rebel, and even more than all this. In actuality, this is often just the beginning of what we discuss in teen therapy; if there are issues within the family such as divorce, relocation, rivalry, learning challenges, social isolation or **harassment**, then there is even more to explore and process. Lots of teens also struggle with their identities, anxiety, depression,

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Teens in Therapy - A Primer for Everyone *(continued)*

relationships, body image and substance use/abuse. With so many challenges befalling most teenagers today, it is difficult to consider how teens survive adolescence without the support they receive from good psychotherapy!

Therapy begins when either the teen or the parent initiates the therapy. Unless the teenager is eighteen or older, the teenager does not enter therapy alone. Parents have a presence in their teen's therapy, and for good reason. Many **parents seek help** in dealing with their teens, just as much as their teenaged children need therapy time themselves. And rightly so: as parents remain primary caregivers for their maturing children, they assuredly need the help in comprehending why teenagers act and emote as strangely as they do. Their evolving role as parent is almost as difficult to maneuver as navigating through adolescence is for teenagers.

Yet teens need and deserve **privacy** in therapy. Ethical practice dictates that therapy must be confidential, and that parents will be told of life threatening situations involving their children. Involved and caring parents will often seek more information from their teenagers' psychologists. It is challenging for many psychologists to balance **sharing helpful information** while maintaining privacy and confidentiality of the teen. In my practice, I offer parents snippets akin to headlines in a newspaper, sharing just enough general information to satisfy curious and concerned parents while **maintaining the trust** of the young people I see by keeping personal details out of the dialogue. Rather than serve as a communication conduit between teenagers and parents, I strive to **empower teens** to first identify which material would be helpful to share with their parents, then I facilitate the teens conducting that communication independently of me through role plays and other therapeutic techniques.

Trust is crucial in the therapeutic process, and even more pivotal in the special alliance psychologists establish with teenage clients. Teenagers must feel their psychologists can keep their secrets in order to share their innermost thoughts and personal experiences. How can psychologists help adolescents steer through all the critical decisions and avoiding countless risks facing today's teens, when teens feel their therapist betrays their confidences? Revealing such secrets is tantamount to therapeutic failure, and effective teen psychologists are wise to alert parents to these confidentiality issues. So, it is imperative for parents to understand the **boundaries of privacy** that protect teens and insure they will remain comfortable enough in therapy to continue to share their most personal thoughts, feelings, and experiences.

So, how can parents help their teenaged children get the most out of therapy? Here are some

Do's and Don'ts for parents bringing their teenagers to therapy:

- DO seek referrals from friends, guidance counselors, and pediatricians for psychologists who relate well with teenagers
- DO interview prospective psychologists to find one who demonstrates experience, success, and comfort in working with teens
- DO establish a convenient time for therapy that suits your teen's schedule
- DO request a meeting with your teen AND his/her psychologist to explore together their goals in treatment, as well as progress
- DO alert your teen, if and when you need to make contact with his/her psychologist, and have your teen present if possible and appropriate
- DO encourage your teenager to share important events and issues by

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Teens in Therapy - A Primer for Everyone *(continued)*

him/herself There are other helpful suggestions for things to avoid, and these are the don'ts.

- DON'T enter the therapy office unless invited, and if invited, keep your stay as brief as possible
- DON'T "tell on" your teenager; urge your sons or daughters to communicate directly as much as they are willing
- DON'T ask for extensive details from the psychologist, as this is intrusive to the teen's therapy and reduces his/her ability to trust
- DON'T react too quickly if your teenager shows some resistance to attending therapy; instead, suggest your teen discuss his/her concerns directly with the psychologist
- DON'T ask to see the psychologist, or have the psychologist treat a sibling, as both arrangements represent a conflict of interest for the psychologist
- DON'T reschedule an existing appointment if your teen is "not in the mood;" instead, bring the teenager anyway and alert the psychologist so he/she can help the young adult address any concerns

Therapy for teenagers can provide a unique and **valuable opportunity** for young people to explore their identities, emotions, relationships, goals, and obstacles in a safe and nurturing environment. In therapy, teens can develop greater independence as they prepare to leave childhood behind. Empowered by an experienced psychologist, teens can survive adolescence and emerge with greater insight and personal competence, ready to meet the challenges of adulthood. Parents can play a supportive role in their teenagers' therapy, but this role diminishes as the adolescent approaches adulthood and assumes greater independence.

The New Jersey Psychological Association (NJPA) is recognized as one of the strongest state psychological associations in the country. NJPA is an indispensable network of resources for the public and media, a staunch advocate for psychologists in the state, and an influential presence helping shape mental health policies in New Jersey. Visit us at www.PsychologyNJ.org to locate a psychologist or to find the most current news, articles, and events that may be of interest to you. Follow us on Twitter [@njpsychassn](https://twitter.com/njpsychassn), like us on [Facebook](https://www.facebook.com/njpsychassn), connect with us on [Linked In](https://www.linkedin.com/company/njpsychassn), and subscribe to our [quarterly newsletter!](#)

For more information, contact Executive Director, Keira Boertzel-Smith, JD or Communications Manager Christine Gurriere at 973-243-9800.



NEW JERSEY
PSYCHOLOGICAL ASSOCIATION

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Learn about the benefits of being a part of NJAC and how you can join by contacting Loren Wizman, Business Development Director, at (609) 394-3467 or loren@njac.org.

[Click here for an application.](#)

Nationwide Economics

Weekly Economic Review & Outlook for February 1, 2016

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

Weekly Review

In light of the turmoil in financial markets and weaker economic data to end 2015, the Federal Open Market Committee (FOMC) kept policy unchanged at its January meeting. The statement emphasized the positive steps in the labor market, but noted continued low inflation readings and slightly higher risks to the outlook from recent market movements. Many investors read the statement as signaling that the next rate increase has been moved past March—pushing the 10-year Treasury rate below 2.0 percent again on Friday. We see a reduced chance of a rate hike in March, but it is not completely off the table, as Fed officials analyze the impact of the sharp drive in equity markets on the economy. Using the similar decline in August 2015 as a precedent, the FOMC took three months to evaluate the near-term effects of the spike in volatility, perhaps hinting at a pause in policy changes until late April.

A meager reading of only 0.7 percent for real GDP growth in the fourth quarter of 2015 appeared to support keeping rates unchanged. For the year, economic growth was 2.4 percent, on par with 2014. As in the third quarter, foreign trade and weaker inventory buildup dragged down growth, although consumer expenditures and business fixed investment slowed as well. While quarter-to-quarter GDP readings are notoriously volatile, the slow down in the growth in the second half of 2015 is concerning and was noted by the Fed during last week's meeting. We still expect the inventory decline to level off in coming quarters and, when combined with solid consumer spending, should boost economic growth modestly above the current pace—a bit above 2.5 percent for 2016.

Equity markets weathered the Fed decision well and rose for the second consecutive week with the S&P 500 stock index up by 1.7 percent—although still down by a sharp 5.1 percent for all of January. Crude oil rallied in the second half of the week on a report that Russia and OPEC are in discussions to curb oil production, closing above \$33/barrel on Friday. The reduced volatility in equity markets had been a welcome reprieve, but offers little guidance for coming weeks. Upbeat economic data this week (particularly from the January jobs report and ISM manufacturing index) would reassure markets about domestic growth.

Weekly Outlook

This week will bring important January economic data including vehicle sales, nonfarm payroll employment, ISM manufacturing, and December readings on personal income and consumer spending.

After setting a record for sales in 2015, **light vehicle sales** are expected to slow in January in response to the mid-January blizzard that impacted much of the South and East. We forecast approximately 16.9 million vehicles on an annualized basis.

Nonfarm payrolls should continue to grow at a solid pace in January, with a gain of 195,000 jobs plus drop in the unemployment rate to 4.9 percent. Winter Storm Jonus should not be a factor, as the sample period for the survey was 10 days earlier.

Despite the strength of the U.S. dollar, which has held back manufacturing, a small uptick is expected for the **ISM manufacturing Index**, climbing to 50.5. This would represent a modest expansion in activity and is based on last week's Chicago PMI report.

continued on page 14

Nationwide Economics *(continued)*

Driven by the continued growth in employment, **personal income** should rise by 0.4 percent in December. Monthly **personal consumption expenditures** (consumer spending) should increase by 0.3 percent representing a slower adjustment by consumers in spending than their incomes.

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.



Your high school senior could be awarded **\$2,500** for college!

Nationwide/NACo 2016 College Scholarship

To enter and for full details, go to www.naco.org/retirementscholarship or www.nrsforu.com/scholarship
 Submission period: January 4 - March 6, 2016

Nationwide/NACo 2016 College Scholarship

For the eleventh consecutive year, Nationwide and the National Association of Counties are offering college scholarships of \$2,500 each.

High school seniors whose parents, grandparents or legal guardians actively contribute to a 457(b) plan offered through the NACo Deferred Compensation Program are encouraged to apply.

For more information, high school seniors should visit www.nrsforu.com/scholarship between January 4 and March 6, 2016.



Nationwide Retirement Solutions (Nationwide) makes payments to the National Association of Counties (NACo), NACo PEB LLC and the NACo Financial Services Center Partnership (FSC) for services and endorsements that NACo provides for all its members generally related to Nationwide's products and services sold exclusively in public sector retirement markets. More detail about these payments is available at www.nrsforu.com.

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SAVE THE DATE

66th ANNUAL NJAC CELEBRATION of COUNTY GOVERNMENT

Wednesday - May 18 through Friday - May 20, 2016

REGISTRATION IS NOW OPEN

Exercise for the Aging Population

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

Exercise is important for all populations. The evidence is growing to support that the older we get, the more important exercise is to prevent diabetes, hypertension, osteoporosis, coronary artery disease and many other diagnoses. One of the most difficult things for any of us is to get into a healthy exercise routine. Provided are practical tips to becoming or staying active.

First, before starting any exercise program, you must consult with your doctor to see if you are healthy enough to engage in regular daily exercise. This is especially true if you have any of the following:

- Chest pain
- Shortness of breath
- A heart condition
- Any bone or joint problems
- Any unexpected dizziness or fainting

All exercise routines should start and end with a 5-10 minute warm up and cool down period to avoid any immediate shock to your cardiovascular system. This can be done on a stationary bicycle, elliptical, or just a walk around the block! Exercise routines should include stretching, strengthening, and endurance training. The following are some helpful tips for the aging population:

- **Have Fun!** Studies have shown that you are more likely to stick with a routine if you choose an activity you enjoy or have a partner to work along side you.
- **Increase activity gradually.** You are not running a marathon day one. Ease your way into a routine to avoid overexertion.
- **Low weight.** Studies have shown lighter weights are easier on joint and can build muscle just as well as heavier weights as long as you feel a muscle burn.
- **Rest.** To avoid excess fatigue, a two-three minute rest period between sets and exercises is recommended.
- **Track your progress.** Nothing is more gratifying than seeing the benefits of your hard work, so keep a log!
- **Eat right.** A healthy, balanced diet is important for any exercise routine to ensure your body has the right fuel to succeed.

You do not necessarily need a gym membership or fancy equipment to get started either. A few weights or resistance bands are all you need to get started. If you need tips for different exercises, contact us at JAG Physical Therapy and we can get you into a comfortable, safe routine.

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!



Elder Care Challenging Family Finances of Career Military

by Mark Leach, Media Relations for First Command

First Command Financial Behaviors Index® reveals that two out of five middle-class service members are providing care to an elderly family member

The share of America's career military families currently providing elder care is on the rise, creating unexpected monetary stresses and fueling demand for professional financial advice.

The First Command Financial Behaviors Index reveals that 42 percent of middle-class military families (commissioned officers and senior NCOs in pay grades E-6 and above with household incomes of at least \$50,000) are currently providing care for an elderly parent or other family member. That's up significantly from 13 percent in 2012. In contrast, just 12 percent of general population families are currently providing elderly care, statistically unchanged from 2012.

Military families are currently or anticipate providing care in a variety of settings, most commonly in the home (54 percent in their own home and 46 percent in the elderly person's home). Many respondents expect to provide care by paying for:



- Home care services (28%)
- Health care services (10%)
- Nursing home care (9%)

The cost of providing this care is proving to be sizable for many military families. More than half (53 percent) say costs are more than they expected, estimating their average monthly outlay at \$1,306. Among general population respondents, just 27 percent say the costs are higher than they expected. They estimate their average monthly cost at \$918.

Two thirds of military families are seeking out specific financial planning help related to the cost of elder care. The Index reveals that 67 percent are planning for these costs, up from just 16 percent in 2012. And almost half of those families are engaging with a financial advisor. The trend has remained essentially flat in the general population, where just 14 percent of respondents are seeking out planning services related to the cost of elderly care. Almost half are using a financial advisor.

“As a growing number of military families take on responsibility for elder care, they are finding that the economic reality is more challenging than they expected,” said Scott Spiker, CEO of First Command Financial Services, Inc. “Seeking out knowledgeable financial planning support is a smart way to prepare for the added financial responsibility of caring for an older family member.”

Look for the elder care trend to continue in the years ahead. Eighteen percent of military families say they anticipate providing elderly care in the future, unchanged from 2012.

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



NACo Calls on Senate Leaders to Oppose Efforts to Permanently Extend Internet Tax Freedom Act


by Mike Belarmino, Associate Legislative Director for Finance, Pensions & Intergovernmental Affairs of NACo

The National Association of Counties (NACo) today delivered a [letter to Senate leaders](#) urging them to oppose efforts to permanently extend the Internet Tax Freedom Act (ITFA). Enacted in 1998, ITFA preempts state and local authority to tax Internet access services. Originally intended to be temporary in nature, ITFA has been extended several times and is currently set to expire October of 2016. However, language to permanently extend the prohibition was recently included in compromise legislation negotiated between the U.S. House of Representatives and Senate on an unrelated trade customs enforcement bill.

Due to its explosive growth over the past two decades and the increasing shift of telecommunications and video services to the Internet, NACo expressed concern that permanently extending ITFA would eliminate existing and future revenue that counties could use to provide critical services, such as fire, public safety, education and infrastructure to foster economic competitiveness. These tasks only become more challenging as the demands on county government grow despite state and federal restrictions on generating revenue.


NACo also expressed concern over the fact that Congress would be willing to consider permanently extending the federally imposed prohibition on state and local taxing authority, without also considering a long standing priority for counties – remote sales tax legislation. NACo and other state and local government groups, as well as the business community, support the Marketplace Fairness Act ([S. 698](#)) and the Remote Transactions Parity Act ([H.R. 2775](#)). These bills would not create a new tax, but instead would require states to simplify their sales taxes and ease compliance in return for the authority to collect the billions of dollars in taxes that are already owed. NACo has urged lawmakers to consider these important pieces of legislation in conjunction with any attempt to extend ITFA.

Please contact Mike via e-mail at mbelarmino@naco.org for further questions.



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WASHINGTON, D.C.

FEDERAL POLICIES MATTER TO
COUNTIES
MATTER TO AMERICA

NACo Upcoming Webinars

Applied Analytics - The Benefits of Spend Visibility in County Government

Feb. 17, 2016 , 2:00 pm – 2:30 pm

Contact Sarah Lindsay (202) 942-4228 slindsay@naco.org

[Register](#)



At the National Association of Counties, we recognize that every county in the nation is held politically accountable for the taxpayer dollars they spend. By contributing to the research being presented on this 30 minute webinar, we hope to shed greater light on how county government officials can use spend data to save taxpayer dollars, promote local economic growth, inspire confidence and manage risk, and create transparency within communities. The points raised in the research paper apply to every county, big or small, urban or rural, in every state.

Some of the findings surprised us. Some confirmed suspicions we already had. And some provided answer to questions frequently asked by county executives. NACo works constantly to identify, acknowledge, and offer solutions for the many challenges facing county executives, and we believe that this paper serves as an excellent addition to the list of resources we offer. This webinar represents the official launch of the “Applied Analytics – The Benefits of Spend Visibility in County Government” research paper.

Effective Cross-Systems Information Sharing in Juvenile Justice

Feb. 18, 2016 , 2:00 pm – 3:15 pm

Contact Kathy Rowings (202) 942-4279 krowings@naco.org

[Register](#)

Youth who become involved in the juvenile justice system often are in contact with other child-serving systems, like child welfare, health or human services agencies. When juveniles are involved in multiple systems, there are multiple points at which sharing information across the agencies or systems can improve outcomes for youth and families, protect public safety and more effectively use taxpayer dollars. Experts from the Robert F. Kennedy National Resource Center for Juvenile Justice and several counties will share examples and lessons learned from successful information-sharing efforts across the country.

The Importance of Legal Counsel in Pretrial Justice

Mar. 3, 2016 , 2:00 pm – 3:15 pm

Contact Kathy Rowings (202) 942-4279 krowings@naco.org

[Register](#)

Individuals who are held in jail before trial have been shown to have worse outcomes, from higher risk of unemployment to greater risk of reoffending. Providing counsel as soon as possible for a person has been arrested or detained can help ensure that low-risk individuals are not held simply because they cannot afford bail, which saves counties money and mitigates the detrimental effects of detention. Hear from several counties about how they provide counsel at the earliest opportunity and the benefits they have seen from this practice.



FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

We're pleased to announce that NJAC conference registration, hosting opportunities, and the action packed schedule of events are now available online on our website at www.njac.org. Don't miss the opportunity to be a part of our 66th Annual Celebration of County Government scheduled to take place from May 18th through May 20th at Caesar's in Atlantic City and includes:

- The nation's only county vocational-technical school cook-off challenge
- An insightful reporters' roundtable and county awards luncheon
- Accredited workshops approved for continuing education credits
- All major events and ceremonies hosted in the main exhibit hall
- Unique networking opportunities to share resources and ideas

Our conference begins Wednesday evening May 18th with a Meet and Greet Reception; kicks off Thursday morning with a board of directors meeting in the main exhibit hall; and, ends early Friday afternoon May 20th with the cook-off challenge. In between, you'll have the opportunity to network with county and business leaders from across the State, participate in a spirited panel discussion with journalists who report on New Jersey news and politics, and earn valuable professional development credits at one of our informative and timely educational workshops. For county affiliate groups, please let us know if you would like to host a meeting as was the case last year with our county administrators, finance officers, public information officers, planners, welfare directors, improvement authorities, and jail wardens. For conference attendees we are also providing the additional value of:


- Free WiFi in the main exhibit hall and guest rooms.
- A late checkout on May 20th for 125 guest registered at Caesars's.
- Cell phone charging stations.
- Opportunities to pitch your business at several events.
- Reduced valet parking.

We are also offering a variety of innovative activities strategically placed throughout the exhibit hall and registration area designed to enhance networking and your overall conference experience




More dates to keep in mind for 2016:

<u>March 11</u> -	Board of Directors' Meeting <i>9:30 a.m. - Cmte Room 6 of the State House Annex Building – 125 West State Street - Trenton</i>
<u>May 18</u> -	NJAC Annual Conference - Exhibitor Set-up and Meet & Greet Reception
<u>May 19</u> -	NJAC Annual Conference - Reporters' Roundtable
<u>May 20</u> -	NJAC Annual Conference - County Vocational-Technical Schools Cook-Off Challenge
<u>June 24</u> -	Board of Directors' Meeting <i>9:30 a.m. - Cmte Room 6 of the State House Annex Building – 125 West State Street - Trenton</i>
<u>July 28</u> -	NJAC Night of Baseball at Arm & Hammer Ball Park, Trenton – 7:00 p.m.
<u>September 23</u> -	Board of Directors' Meeting <i>9:30 a.m. - Cmte Room 4 of the State House Annex Building – 125 West State Street - Trenton</i>
<u>October</u> -	Rutgers Center for Government Services w/NJAC – NJ County Administrators Certificate Program
<u>December 9</u> -	Year End Summit

«FEBRUARY 2016»

SUN	MON	TUES	WED	THURS	FRI	SAT
	<p>15</p> <p>NJAC Observes Presidents' Day</p> 	<p>16</p>  <p>vs. Philadelphia Flyers</p> <p>7 p.m.</p> <p>Prudential Center Newark Essex County</p>	<p>17</p>	<p>18</p>	<p>19</p> <p>The Wizard of OZ</p> <p>7:30 p.m.</p> <p>Broadway Theatre Pitman Gloucester County</p>	<p>20</p> <p>Mike Super: Magic & Illusion</p> <p>7:30 p.m.</p> <p>bergenPAC. Englewood Bergen County</p>
<p>21</p> <p>2016 Woodworking Show</p> <p>10 a.m. - 3 p.m.</p> <p>Garden State Exhibit Center Somerset Somerset County</p>	<p>22</p> <p>Dey Mansion Re-Dedication Ceremony</p> <p>3 p.m.</p> <p>Preakness Valley Golf Course Wayne Passaic County</p>	<p>23</p> <p>Rev. Dr. Bernard Lafayette Jr. Civil Rights Activist</p> <p>11:30 a.m.</p> <p>Student Life Ctr. Brookdale CC Monmouth County</p>	<p>24</p> <p>The Martian</p> <p>2 p.m.</p> <p>Township Library</p>  <p>Morristown Morris County</p>	<p>25</p>	<p>26</p>	<p>27</p> <p>Tammy Trent</p> <p>9:30 a.m.</p> <p>Foundation of Life Center Burlington Burlington County</p>
<p>28</p> <p>Chamber of Commerce Dinner Dance</p> <p>6p.m.</p> <p>Grand Colonial Hampton Hunterdon County</p>	<p>29</p>					

«MARCH 2016»

SUN	MON	TUES	WED	THURS	FRI	SAT
		<p>1</p> <p>Adam Lambert Concert</p> <p>8 p.m. - 11 p.m.</p> <p>State Theatre New Brunswick Middlesex County</p>	<p>2</p>  <p>8 a.m. - 4 p.m.</p> <p>Pilesgrove Salem County</p>	<p>3</p> <p>First Thursday Jazz Series</p> <p>7:30 p.m.</p> <p>Community Center Collingswood Camden County</p>	<p>4</p> <p>We Paint: Parent & Child Bonding</p> <p>11:30 a.m.-12:30 p.m.</p> <p>7 Fine Arts Studio Hoboken Hudson County</p>	<p>5</p> <p>Iconic Folk Singer- Judy Collins Jazz Series</p> <p>8 p.m.</p> <p>Newton Theatre Newton Sussex County</p>
<p>6</p> <p>The Monster Who Ate My Peas</p> <p>3 p.m.</p> <p>Frank Guaracini Jr. Fine & Performing Arts Center Vineland Cumberland County</p>	<p>7</p>	<p>8</p> <p>Agatha Christie's The Mousetrap</p> <p>7:30 p.m.</p> <p>McCarter Theatre Center Princeton Mercer County</p>	<p>9</p> <p>The Black Maria Film +Video Fest.</p> <p>7:30 p.m.</p> <p>Centenary College Hackettstown Warren County</p>	<p>10</p> <p>The Harlem Globetrotters</p> <p>7 p.m.</p> <p>Pine Belt Arena Toms River Ocean County</p>	<p>11</p> <p>Performance Mr. Lincoln</p> <p>2 p.m.</p> <p>First Presbyterian Church Cape May Cape May County</p>	<p>12</p>  <p>7:30 p.m.</p> <p>Boardwalk Hall Atlantic City Atlantic County</p>
<p>13</p>  <p>3 p.m. - 4 p.m.</p> <p>The Oakes Center Summit Union County</p>	<p>14</p>					