

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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Fall into Online Auctions!

by Angela Jones, Marketing Communication Specialist for GovDeals.com



implemented, budgets need to be set, and resources need to be allocated in a manner that supports the goals of your county.

One question every county government agency must ask is: "How will we manage our surplus assets in order to maximize revenue in the upcoming year?" Because, let's face it: Government agencies are still dealing with limited resources and the need to stretch their budget as far as possible. With that in mind, it is crucial that every dollar that *can be* reclaimed, *is* reclaimed and online government surplus auctions provide a platform to help your county do just that.

Online auctions are continuously increasing in popularity due to the many benefits associated with buying and selling over the Internet. Online auctions expose your assets to a world-wide bidder base, where people can log on and look at your items whether they are in the United States or on the other side of the world. Also, the storage of surplus assets could increase the cost of insurance, property taxes, or storage costs, depending on where the items are stored. Excess inventory also increases the risk of loss due to depreciation or obsolescence of the inventory. Using online auctions reduces fees and frees up funds that could be used elsewhere to improve or expand local operations.

With the many options for surplus asset disposal your county has, it will need to consider what each auction service provider can offer. Placing your surplus assets for auction on a website specifically designed for governments, where each county receives individualized training and support, increases the chances for a successful auction.

One such online government surplus auction website that can be utilized by all New Jersey counties is GovDeals.com, a strategic partner of the New Jersey

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With the start of Fall comes cooler temperatures, changing leaves, and football. But that is not all. This is also the time of year when many governments are wrapping up their current fiscal years and getting prepared for the upcoming year. There are many things to that need to be accomplished in order to have the most prosperous, profitable year possible. New processes and procedures for improvement need to be

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Get to know your County Official.....

How many years have you served as Salem County Freeholder?

This is my first year serving as Salem County Freeholder. Interestingly, through recounts, trial court, and appellate court, I still was declared the winner. In fact I was sworn in twice, once in January at the reorganization and again after the appellate court decision on primary day, June 7th, which eventually declared me the winner once again.

What was the first public position you held?

My first public official position held is freeholder.

Why did you choose to run for Freeholder?

Growing up, politics was discussed on a daily basis in my household. I majored in political science. Politics to me is a true calling. It is long hours away from family and other obligations, it is not always kind, and conversations generally quite strong, but I hope that my decisions and my opinions truly make a difference in the future. I strongly believe the only way to go into a meeting is to know you can face those people at the meeting on the way out, with your head held high and your convictions in tact.



Melissa DeCastro
Freeholder
Salem County

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

The most difficult decision I have had to make as a Freeholder largely centers around the first official vote I had to cast. Having once again been declared the winner, this time by the State Appellate Court, I was asked by Lt. Governor Kim Guadagno, who has throughout been a source of strength and encouragement, if I would like her to swear me in again, but with the budget deadline looming, I decided to be sworn in by the County Clerk. For months leading up to this vote, I had watched as an outsider while signs went up on lawns across the county stating their opposition to outsourcing 911. For some reason this had gone on for weeks, while I was waiting the appellate court decision. I was one of the people who could see the frustration and hope in putting up these signs. I could not see how outsourcing 911 would be good for the community whether it be for care or employment. The weeks leading up to my vote were full of vocal comments from the public and the meetings standing room only. When I walked in that afternoon, I knew I could only walk into the Freeholder meeting in the beautiful historic courthouse in which we meet, if I could walk out in good conscious. I voted against outsourcing at that meeting.

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

Readers might be surprised that my brother, father, husband, as well as many in my family are as equally passionate about politics as I am, but we discuss many sides, and it gives us a well rounded perspective at that dinner table. I also am a writer often featured in the Huffington Post, and a photographer, often displayed at the New Jersey Law Center.

Who is your role model?

My role models include my parents, and my grandparents. I never met either grandfather, but both lived extraordinary lives. My grandfather on my father's side was the head of the railroad in the Philippines, and because of his position he was kidnapped during World War II and separated by war from my grandmother and their children. My mother's father died when she was 3. My grandmother was left widowed with five children under the age of 13, but she immediately went to work in the city, by taking a train, then the ferry, then walking to the subway all the while having already cooked dinner and left with directions in the refrigerator and laundry finished before any child had woken. My family taught me work ethic by living it.

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Fall into Online Auctions! *(continued)*

Association of Counties. GovDeals, Inc. provides services to various government agencies that allow them to sell surplus and confiscated items via the Internet.

While the strategic partnership between GovDeals, Inc. and NJAC did not begin until 2007, government agencies in New Jersey have been selling on GovDeals.com since 2001. Since then, more than 700 counties have sold over \$56.8 million worth of surplus assets on the auction website. In just this year alone, New Jersey counties have already made over \$1.3 million! Overall, government agencies across the U.S. and Canada have recovered over \$1.3 billion selling surplus assets on GovDeals.com.

Whether the goal of your county is to increase revenue, increase productivity, or both, GovDeals has a dedicated staff familiar with the inner workings of the government system and can help your county maximize its surplus asset revenue for years to come. For more information on how to get started maximizing your surplus dollars with GovDeals.com, contact them at 866-377-1494 or via email at salesupport@govdeals.com.

GovDeals.com[®]
Online Government Surplus Auctions

PUBLIC EMPLOYEE PENSION & HEALTH BENEFITS SUMMIT

December 9, 2016

9:30 a.m.



Visit our [website](#) for more details on how you can participate in this event with State expert leaders.

Get to know your County Official.....*(continued)*

What do you love about Salem County?

I love Salem County for a number of reasons. I went so far as to write a Huffington Post Travel article about it called, "Cowboy County in New Jersey". It is a beautiful part of New Jersey that is rarely seen. It is true working farms, and endless fields left beautiful and untouched as if still inhabited by the Native Americans who once also called Salem County home. Throughout Salem County there still remain the hidden rooms and alcoves where slaves were once safely sheltered to reach a new life. There are miles of silence as crops grow quietly among themselves, and the sunsets and the landings of the birds over the water; it makes one just want each scenic view and appreciate the beauty that is Salem County.



EMEX, LLC Designated "NJCM Business Leader of the Year"

by Daniel Holdridge, Marketing Manager for EMEX, LLC

EMEX, LLC was designated "NJCM Business Leader of the Year" by the New Jersey Conference of Mayors ("NJCM") at their 53rd Annual Spring Conference and Exposition on April 28, 2016.

The award was presented by NJCM Business Council Director, Somerdale Mayor Gary Passanante, at the Legislative Reception with hundreds of mayors and other elected officials in attendance. EMEX was recognized for its overall contribution to the financial savings of New Jersey municipalities as a best-in-class consultant for the procurement of electricity and natural gas supply. As a partner and trusted consultant to the mayors of New Jersey, EMEX understands the needs and requirements of each community, allowing it to create substantial savings while also reducing the administrative resources required to make complex energy purchasing decisions for local governments.

"Being acknowledged by the NJCM as a business leader is a great honor" commented Ryan Segmond, Executive Vice President for EMEX, LLC. "EMEX is committed to doing the best job possible for the great state of New Jersey, and receiving recognition from a prestigious organization like the Conference of Mayors is a tremendous affirmation about the service EMEX provides."

Mayor Passanante commented, "EMEX is a proven partner and a great supporter of the NJCM, and one that many of our members trust in for their energy supply needs. As a director of the NJCM, and with my own town of Somerdale being an EMEX customer, I know firsthand the type of business leadership that EMEX brings to New Jersey."

About EMEX

EMEX, LLC is a leading energy consulting firm, specializing in delivering unique solutions to help clients nationwide understand and manage their energy risk exposure. Drawing upon over a century of energy market expertise and utilizing technology to facilitate energy transactions and provide EMEX clients with exceptional market transparency, EMEX is changing the way consumers secure their future energy needs.

For additional information, please visit our website at: <https://energymarketexchange.com/> or contact John Smith, Director of National Accounts at (609) 498-0967 or via e-mail smith.j@energymarketexchange.com.



Architectural Firm Celebrates Its 125th Anniversary

by Scott Mihalick, AIA, Chief Operating Officer for SSP Architectural Group

In 1891, there were no Presidents carved on Mount Rushmore. Ellis Island had not yet opened for business, and the United States flag had 44 stars. And in 1891, the architectural firm that would become SSP Architects opened its doors in Somerset County. Founded in 1891 by Peter C. Van Nuys, one of the state's first licensed architects, the firm has continuously grown and evolved. Most recently known as Shive/Spinelli/Perantoni in the 1980s and 1990s, the firm is now known simply as SSP Architects.

As SSP celebrates their 125th year in operation, the architectural and interior design firm pauses to reflect back on its long heritage of providing service and partnership to public sector clients across the state. From rehabilitation and renovation of older buildings to the design of new LEED-certified facilities, SSP's architects understand that communication throughout the design and construction process remains a critical component of project success, much as it was in 1891.



Jeanne Perantoni
CEO

Reflecting on how the profession and the firm have changed, CEO Jeanne Perantoni, AIA, remarked that “since the early 1980s, I have seen us go from paper and pencil on drafting boards to full computer automation and building information modeling software. It is amazing to me how project delivery has morphed over the years due to the infusion of technology, yet our basic tenets and concepts remain as our guiding principles.”

While celebrating its legacy, the firm is looking forward to a bright future. According to COO Scott Mihalick, AIA, “our architects and designers continually strive to create great communities and buildings. Beginning with the notion that architecture is a tool to support our daily lives, whether working, learning, teaching, playing, or healing, SSP partners with our clients to develop appropriate solutions and meet each project's unique objectives. The balance among traditional considerations such as budget and schedule, with occupant well-being and productivity, can only be achieved when the entire team is moving in the same direction.”



Scott Mihalick
COO

SSP prides itself on “designing for the real world,” welcoming the challenge of working with a wide variety of stakeholders to understand the critical factors that define project success, while simultaneously navigating the regulatory landscape. Adds Ms. Perantoni, “we understand that our clients don't take on projects just for the sake of taking them on; instead, they are integral pieces of a bigger vision. We not only deliver projects, but understand and embrace our clients' visions and guiding principles.”

Their 125th anniversary year began with the opening of the new Somerset County Senior Wellness Center, the second SSP-designed facility which, with the adjacent Adult Day Center, brought a new level of senior care and wellness to the county. Later in the year, SSP celebrated the opening of the new Maya Angelou Elementary School in Jersey City. Moving forward, the SSP team will be providing services for an expansion to the Somerset County Courthouse, the construction of a new elementary school in Franklin Township, and a 90,000sf addition to a middle school in Fort Lee.

To learn more about SSP Architects, please contact Scott E. Mihalick at (908) 725-7800 or via e-mail at smihalick@ssparchitects.com.



Texting Thumb!

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

Technology. This one simple word has created a multi-billion dollar industry and can be found in schools, sports arenas, hospitals, corporate buildings, restaurants, retail stores or any other place the human mind can imagine; including the invisible “cloud.” Although technology may have created many fads and trends along the way, technology as a whole is not one of them and is most definitely here to stay.

If you can't beat them, JOIN THEM! The world jumped on the technology bandwagon years ago and has been a part of a very exciting ride with great advancements ever since. One should remember though, with every positive there is also a negative and that negative when it comes to the texting epidemic is the wear and tear on the human body- in particular the repetitive stress injuries, or RSI, of the thumb.

An RSI is caused by overuse and results in inflammation, pain, stiffness, loss of range of motion and damage to the muscles, tendons, ligaments and/or nerves. Texting thumb, the RSI of the thumb also known as De Quervain Syndrome, occurs due to the repetitive motions of the thumb when traveling over the keyboard that places the muscles and tendons in a stretched position and ultimately causes tiny tears. As a result of this process, inflammation occurs over the tendons and/ or the synovial sheaths in the thumb which squeezes the tendons and constricts their ability to slide smoothly within the sheath. This constriction causes pain in the thumb that can run up into the wrist and forearm. Pain is typically noticed during flexion of the wrist or when making a fist or grabbing something.



Treatment for texting thumb typically involves resting the thumb by limiting the time one spends texting, by slowing down the pace at which one texts or by utilizing another finger. In cases where a texting conversation may become lengthy, pick up the phone and have a conversation through speaking. Texting through the pain does not allow the body the time it needs to heal and the inflammation will only continue to worsen. To help in the reduction of inflammation and pain initially, one's doctor may prescribe NSAIDs or non steroidal anti-inflammatory drugs and the application of ice. Physical or occupational therapy may also be prescribed by one's doctor where a program of stretching, strengthening and proper mechanics will be designed and implemented for the patient.

Although the focus of this article was on the damage that texting can cause, one should remember that activities like video games and typing on the computer can also cause this same diagnosis especially if we find ourselves doing these things every day. Technology, if used properly, can make our lives as a whole much easier on a daily basis but if used improperly or “too much” can ultimately lead to difficulties down the road.

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.

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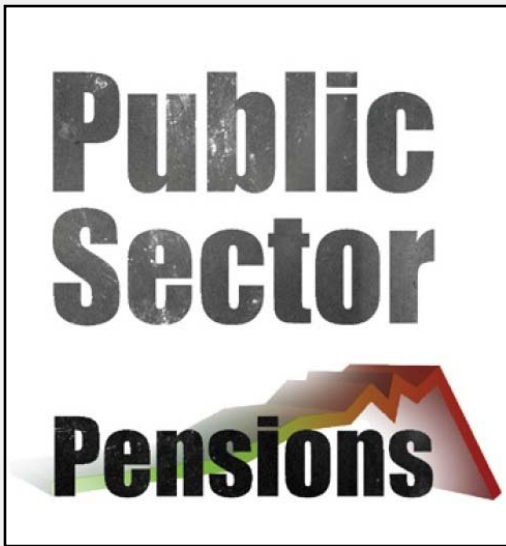


Do you have educational or informational articles you would like published in the NJAC COUNTY BIZ?

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

A History Lesson in Public Pensions

by Jennifer Dowd, Marketing Manager for Kronos Public Sector



Whether you love them or hate them, pensions have given employers a way to put money aside for their employees' retirement for ages. With so much media attention on the negative consequences of public pensions, it's important to be educated on the history of pensions to keep an open mind about the pros and cons. Pension reform is happening across the country, but how did we get to this point in the first place?

There is evidence that the earliest retirement plans can be found in the public sector, dating as far back as the early Roman Empire.¹ Fast forward to the 18th century in the United States of America. The Army and Navy began their pension plans as disability and severance pay, but by the 1800's these turned into more formal retirement plans with Congress approved criteria.² The Civil War had a major impact on military pensions with the imminent need of officers, soldiers, and other personnel to support the battles.

By the 1900's states and local government began adopting defined benefit plans to offer to its employees. What began primarily with just public school teachers, police, and fire quickly spread into state government. Federal Government came into the picture with the Civil Service Retirement Act of 1920 after the end of World War I.³ And the private sector was also getting into the mix at this time. Companies like General Electric, Goodyear Tire, and Eastman Kodak were offering pensions to their workforce.

As we reached the end of the twentieth century, the funding of pensions began creating a major drain on public budgets and resources. Though in theory, these plans were supposed to be pre-funded to avoid any pay-out issues, it just wasn't feasible. Our government, in the early 1900's, did not predict the mass exodus of baby boomers, people actually living longer, and the volatility of the market/economy.

States and localities are taking serious measures to reform pensions, but many employees are still grandfathered into very lucrative pensions so we won't begin seeing the real benefits of reform for some time. Employers are responsible to incorporate visibility measures into overtime, and other accepted compensation that increases pension pay-outs, to ensure there isn't misconduct on the part of the employee. Too much overtime is not only costly, but can result in fatigue issues which poses its own set of problems in itself.

The landscape of pensions has certainly changed since the inception of our country. Pensions provided employers with a way to recruit and retain workers and for a while that made sense. But longevity at one organization is becoming scarce as employees want to move up the career ladder and realize moving to another organization is the only way to accomplish that. This is an opportunity for public sector to rethink benefits and look for ways to make good use of the limited time an employee will be there as pensions are no longer a lure.

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

¹ <http://www.pensionresearchcouncil.org/publications/pdf/0-8122-3714-5-1.pdf>

^{2,3} <https://eh.net/encyclopedia/public-sector-pensions-in-the-united-states/>



Sheriff's Office Staff Become Effective Leaders Through Certified Public Manager Class

by Monmouth County Sheriff's Office

Sheriff Shaun Golden recently announced the graduation of six employees from the distinguished New Jersey Certified Public Manager Program from Rutgers University School of Public Affairs and Administration. The ten month class which met one work day per week teaches public servants how to deal with the complex issues of an agency, as well as become more efficient, effective, fair and ethical, as they manage day to day operations within their divisions.

"As public servants, it's vital that challenges are dealt with in the most professional and effective manner," said Sheriff Shaun Golden. "This program does that by providing the core skills our participants can grow and build on as committed leaders. By attaining this coveted certification, it helps ensure that Monmouth County residents will receive the highest standards of service."

Graduates included Sgt. David Wentworth, Sgt. Jose Rivera and Sgt. Joel Fischer of the Law Enforcement Division, Capt. Rene Roberts and Lt. Jason McCauley of the Correctional Division and Andrew Calvo, IT Director. "I'm grateful to have been provided with such a great opportunity," said Sgt. Jose Rivera who was a nominee for the Askew Award, which recognizes recipients for exceptional work.

"The CPM program enabled me to enhance my understanding of the responsibilities I have as a sergeant and excel in the necessary skills needed to become an effective leader." Sgt. Denise Palmisano, a former graduate in 2014, was a recipient of the Askew Award for the 2012-2015 class. A total of 98 public servants throughout the state graduated.

The NJ CPM program consists of 21 mini courses offered one day a week for 10 months on a variety of public service topics and a work-related project that will benefit the participant's organization. Up to 30.2 Continuing Education Credits, 15 undergraduate credits or 9 graduate credits can be applied toward a degree at Rutgers and possibly other institutions of higher learning. Courses are offered at various locations around the state. For more information, go to <http://spaa.newark.rutgers.edu/cpm> or contact Jane Sharp at cpmspaa@andromeda.rutgers.edu.



October is Depression Awareness Month

by Janie Feldman, PsyD, Chair of the Public Education Committee for New Jersey Psychological Association



The general belief is that a person who is sad, down-in-the-dumps, or moody is depressed. But, sadness is only a small part of depression. So how do you know when it might be something more? Some people with depression may not feel sadness at all. When a person has depression, it interferes with daily life and normal functioning causing pain for the person with symptoms and their loved ones. And some signs of depression are not emotional at all, but are actually physical symptoms.

Although depression affects people differently, most will experience a combination of the following symptoms:

- Persistent sad, anxious, or "empty" mood

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Depression Awareness month *(continued)*

- Feelings of hopelessness, pessimism, guilt, worthlessness, helplessness
- Loss of interest or pleasure in hobbies and activities
- Decreased energy, fatigue, being “slowed down”
- Difficulty concentrating, remembering, making decisions
- Difficulty sleeping, early-morning awakening, or oversleeping
- Appetite and/or weight changes
- Thoughts of death or suicide, suicide attempts
- Restlessness, irritability
- Persistent aches and other physical symptoms

It's easier than ever to find out if you might be experiencing depression. Visit www.mentalhealthscreening.org for an anonymous, free online assessment.

Depression is an illness and those suffering the symptoms can be effectively treated with psychotherapy. Visiting a licensed psychologist, who is a highly trained mental health provider, can help most individuals recover from depression, especially those with mild to moderate symptoms. Psychologists work closely with their patients using a variety of orientations and techniques in therapy taking into consideration each person's unique history and issues, strengths and challenges. Psychotherapy helps people learn ways to manage their symptoms of depression which can lead to recovery and enable them to function at their best.

Psychotherapy can help people with depression by:

- Helping individuals identify events that contribute to their depression and help them find ways to accept, change or adapt to those events
- Guiding people to set achievable, meaningful goals
- Developing useful coping skills
- Identifying unhealthy thought processes or behaviors that contribute to depressive symptoms

If you, or someone you know, exhibits signs of depression and would like to seek the services of a licensed psychologist in New Jersey, we offer a locator service for finding a licensed psychologist in your area. Visit our website at www.psychologynj.org.

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), connect with us on [LinkedIn](https://www.linkedin.com/company/njpsychassn), and subscribe to our [e-newsletter](#)! For more information, contact Executive Director, Keira Boertzel-Smith, JD or Communications Manager, Christine Gurriere at 973-243-9800.



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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.](#)

Gearing up for Open Enrollment

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

Every year, companies talk with their employees about their insurance coverage for the new health plan year. For most employers, that takes place in the fall as a traditional method of enrolling in insurance plans, and some organizations use another time frame for their plan year. Either way, employees must decide what type of coverage they want or can afford. This period is called open enrollment because that is when you can elect certain changes to be made for benefits offered to everyone at their respective companies.

According to the National Association of Insurance Commissioners (NAIC), during an open enrollment period, insurance carriers are required to accept all applicants of the group without underwriting or evidence of insurability. Open enrollment is generally only held once a year. If you miss your company's annual open enrollment, you likely will not be able to enroll in your employer-sponsored health insurance program until next year. Certain exceptions apply for new employees or employees with life changing events. Before making a choice:

- Check to see if your current physicians and area hospitals are in the plan's network. Using network providers generally will save money on your health care.
- Check to see if spouses or dependents are covered. Some plans will cover spouses and other dependents, while other plans will not. Clarify coverage for step children.
- Read all of the plan materials thoroughly. Doing so will tell you what your rights and responsibilities are under each plan.
- If you take prescription medications, check them against the list of approved drugs in each plan booklet. Also, if you take an expensive brand-name medication, check the copayment that each plan requires.
- If you or any family member needs ongoing physical therapy or has a mental health problem that requires therapy, review what your health plan will and will not cover.
- Check to make sure that you and your family have adequate coverage for emergencies if you are traveling either in the U.S. or in a foreign country.
- If any part of a plan is unclear to you, ask for help from your human resources department or the insurance carrier.
- If you are not satisfied with the answers to your questions, contact your state insurance department.

Employers are trying to save money. One way to do this is to reduce health insurance benefits and shift more of the premium costs to employees. Employees should make sure to carefully read their health plan materials, they may find that their benefits and costs will change for the coming year. Costs are definitely going up for 2017.

Health insurance premiums are going to increase by 5 to 6 percent in 2017 for employees, based on a new study from the National Business Group on Health, a Washington, D.C.-based organization that represents large employers. Specialty pharmacy costs, high-cost claimants and overall medical inflation are among the top drivers for rising health insurance premiums. Individual policies are going to go up on the Public Exchange by as much as 27% for a Silver Plan, according to the Kaiser Family Foundation.

In this uncertain market, as an employee it's important to carefully evaluate your healthcare costs when making your annual enrollment decisions. While one option might have high monthly premiums and a low deductible, and another might have a low premium but more out-of-pocket expenses, it could be misleading which plan is best for you until you do the figures.

To pick the best coverage, first calculate your healthcare costs from recent years and try to estimate what your costs might be for the coming year. Don't forget to include the cost of doctor's visits, daily medications and any procedures you might be planning.

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Gearing up for Open Enrollment *(continued)*

Next, make a list of the premiums, out-of-pocket expenses and benefits under each plan. Co-payments, deductibles and additional charges for wellness care or specialists (e.g. chiropractic care, cosmetic surgery, etc.) are examples of out-of-pocket expenses that you are responsible to pay.

Remember, if you use a medical provider that is out-of-network, you will generally pay more out-of-pocket expenses. Include these fees in your calculations. Once enrolled in a health plan, you will not be able to make changes until the next open enrollment period, unless there is a life changing event such as a divorce, job change, marriage, birth of a baby or adoption of a child.



According to Healthcare.gov, Open Enrollment for 2017 health plans starts November 1, 2016. Important dates to note:

•November 1, 2016: Open Enrollment starts — first day you can enroll, re-enroll, or change a 2017 insurance plan through the Health Insurance Marketplace. Coverage can start as soon as January 1, 2017.

•December 15, 2016: Last day to enroll in or change plans for coverage to start January 1, 2017.

•January 1, 2017: 2017 coverage starts for those who enroll or change plans by December 15.

•January 31, 2017: Last day to enroll in or change a 2017 health plan. After this date, you can enroll or change plans only if you qualify for a special enrollment period.

New Jersey uses the federally-run exchange, which means residents enroll in exchange plans through Healthcare.gov. Five carriers offered plans in the New Jersey exchange in 2016, but three of them are exiting the exchange at the end of 2016, leaving two carriers that will still offer plans during the 2017 open enrollment period that begins November 1, 2016. About 250,000 New Jersey residents have effectuated coverage through this exchange to date, and 80 percent of New Jersey exchange enrollees are receiving premium subsidies.

Consider the following statistics about health care coverage in New Jersey, according to the Kaiser Family Foundation:

- Total New Jersey Residents - 8,528,286
- Total New Jersey uninsured residents - 14.94%
- Average NJ hospital cost per inpatient day (before insurance) - \$2,014

The concept of open enrollment can be confusing, but the opportunity provides employers options to provide employees various ways to choose their health care and insurance costs. Although the choices may be limited in some cases, this time frame serves as the current best method of allowing changes to be made in employee health care.

For some great additional tips on open enrollment, the folks at Insure.com have put together some great information that provides insights into the do's and don't's of this annual healthcare event: <http://www.insure.com/health-insurance/open-enrollment-for-individual-health-insurance.html>

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Gearing up for Open Enrollment *(continued)*

Keeping certain restrictions in place, like not allowing employees to change their plan design whenever they want, helps the insurance companies and employers to maintain a certain relative consistency to control costs and limit adverse selection, but it limits the scope of available options to employees if they have a change in their status due to income shift or ability to work. Overall, open enrollment currently is the accepted practice for employers to develop a workable solution to offer insurance coverage and not cause mass confusion among the ranks.

Additionally, if you are looking for ways to save on ancillary services like dental, vision and non-medical products, the MyCountyCares program can save employers, individuals and families significant money at any time of the year. The plans are not subject to open enrollment and can be purchased at any time of the year. For more information about affordable ancillary health plans, go to www.mycountycares.com to save money on health care. This is not insurance.



Grant Training in Englewood, NJ—November 1-2, 2016

by Kaelee DeLisle, Grant Writing USA

Englewood Parks and Recreation and Grant Writing USA will present a two-day grants workshop in Englewood, November 1-2, 2016. This training is for grant seekers across all disciplines. Attend this class and you'll learn how to find grants and write winning grant proposals. [Click here for full event details.](#)

Beginning and experienced grant writers from city, county and state agencies as well as nonprofits, K-12, colleges and universities are encouraged to attend.

Multi-enrollment discounts and discounts for Grant Writing USA returning alumni are available. Tuition payment is not required at the time of enrollment.

Tuition is \$455 and includes everything: two days of terrific instruction, workbook, and access to our Alumni Forum that's packed full of tools, helpful discussions and more than 200 sample grant proposals. Seating is limited, online reservations are necessary.

Complete event details including learning objectives, class location, graduate testimonials and online registration are [available here.](#)

For more information contact Kaelee DeLisle at Grant Writing USA at (888) 435-7281 or via e-mail kaelee@grantwritingusa.com or Gila Comet, Englewood Parks and Recreation at (201) 568-3472 or gcomet@cityofenglewood.org.



More than 10,000 agencies across North America have turned to Grant Writing USA for grant writing and grant management training.

Of the People, by the People, for the People: The Mutual Benefits of Civic Engagement

by Alannah Dragonetti, Content Creator for GovPilot

Engaged Citizens are Healthy Citizens

Thomas Jefferson helped create a democratic United States because he believed that, “Every government degenerates when trusted to the rulers of the people alone. The people themselves are its only safe depositories.” If longevity is any indication, the American people agree. Hundreds of years later, the nation still operates according to its founding father’s philosophy.

Indeed, in a democratic state, the public’s hopes, fears, wants and needs are of paramount importance. Today’s e-government tools grant citizens the power to voice them all with unparalleled immediacy and frequency. This power has a positive psychological and societal impact on citizens.

The Prevalence of Division

There is overwhelming evidence that people with strong social support networks lead happier and healthier lives, but strong social support is hard to come by. Indeed, several factors have made it more difficult than ever to form and maintain interpersonal relationships.



For starters, neighborhoods have become less neighborly. Four decades ago, a third of Americans spent time with their neighbors at least twice a week. Today, nearly one-third of Americans do not know the name of the person living next door. This could be because it changes more frequently. Home ownership in the US is at a 48 year low and rentals account for all 8 million-plus net US households that have come onto the scene since 2006. This is not to say that homeowners never sell, but neighbors are more likely to move on once a lease is up.

Even if neighbors do stick around, chances are good that they go unnoticed. The average person spends 90 minutes a day on their cell phone and the ubiquity and popularity of streaming services, like Netflix, contribute to a society in which watching an entire season of a television show in one week is considered a semi-accomplishment rather than a cry for help.

In the past, those without close family or friends might find camaraderie in the workplace, but today’s professionals may find work life lacking as well. In many industries, employers are opting to hire temporary and/or remote workers. Though more cost-effective, this practice has placed water cooler conversation on the endangered list.

This culture of impermanence and isolation has left socially wired humans hungry for a sense of community. In fact, more than half of people report dissatisfaction with their relationships.

The Power of Connection

While technology has been blamed for fostering a culture of detachment, it can be a powerful means of connection if leveraged correctly. A prime example is the way that e-government tools enable people to channel their innate need for inclusion into civic participation.

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Mutual Benefits of Civic Engagement *(continued)*

Civic engagement goes hand in hand with community building. Nowhere is this more apparent than on social media, which is quickly becoming a leading e-government tool. Indeed, it is becoming increasingly common for local government leaders to interact with constituents via Facebook and Twitter. For constituents without the time or resources to attend a traditional town-wide meeting, such pages confirm that their beliefs, concerns and ideas are shared.

Civic engagement also provides people with the security that comes with knowing that they are in control. Take the Zika virus pandemic, for example. The public has many valid concerns about the spread of mosquito-borne Zika. E-government tools ensure that they are heard and addressed. As Freeholder, Carmen Rodriguez, announced during a recent press conference, Camden County, New Jersey used GovPilot software to develop a "Report a Mosquito Issue in Your Town" form. Published on Camden County's website, the form prompts residents to disclose details of local mosquito infestation. The county's health officials plan their larvicide spray schedule around the crowd-sourced information. In this way, e-government powered civic engagement has not only prevented the spread of the Zika pandemic, it has quelled the panic surrounding it.

Fulfilling Democracy's Potential



"Crowdsource". From Silicon Valley to a feel-good, Kickstarter-related story featured on the nightly news, it's a term frequently uttered and more often heard. Its first known use may have been in 2006, but this buzzword describes a system that has been in place since the dawn of humanity: the practice of obtaining needed services, ideas, or content by soliciting contributions from a large group of people. Perhaps no sector of society is as inextricably bound with crowdsourcing as democratic government.

In a democracy, public perception shapes all. It is critical that government is attuned to the opinions and desires of the people. Today's e-government rich technological landscape makes crowdsourcing government initiatives the rare convenient undertaking that yields amazing results.

Democracy in Action

Salt Lake City, Utah mayor, Ralph Becker, is one of civic engagement's most outspoken advocates and regularly uses it to address tough or controversial topics. The city has effectively used online civic engagement service, UserVoice, to prioritize issues and website, Peak Democracy to open a dialogue about them to settle more than ten of Salt Lake City's dilemmas. Mayor Becker famously enlisted the help of a private company to develop the software program, "Salt Lake City Listening." The software scans the Internet for any mention of Salt Lake City and places them into thematic categories. Government staff review the hot topics to learn about and begin to address the issues or concerns of citizens.

California's Silicon Valley may have a reputation as a hub of innovation, but the following two case studies illustrate how governments in the Midwest are utilizing the latest technology to better engage the public and compromise more effectively.

Weakened by decades of suburban expansion and the decline of its once thriving motor industry, the city of Detroit, Michigan was hit especially hard by the wave of property foreclosures that followed the 2008 financial crisis.

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Mutual Benefits of Civic Engagement *(continued)*

In 2013, Detroit harnessed the knowledge of its people as well as the power of geographic information system (GIS) mapping technology to create a crowd sourced, comprehensive database of its properties and their status. The Motor City Mapping Project enables neighborhood groups, government officials and potential developers to learn the conditions of nearly 400,000 buildings. Detroit residents are encouraged to update the online map, by “blexting”- uploading images and descriptions of the blight around them from their mobile device. The Motor City Mapping Project has proven effective. So far, 4,000 irreparable properties have been cleared and 2,000 salvageable vacant structures are up for auction, starting at prices as low as \$1,000.



Local government officials in Evanston, Illinois leveraged video sharing website, YouTube, to harness the power of the people and resolve one of its most hot-button issues. The upper-middle-class city faced a \$9.5 million deficit that required a 12 percent budget reduction. Well in advance of making any recommendations or drafting a proposed budget, the city manager hired a professional facilitator who helped design a thoughtful five-step civic engagement initiative. The initiative culminated in a list of the top ten recommended budget cuts. Evanston broadcasted the civic engagement meetings on YouTube, where the top ten list garnered 1,000 comments, all reviewed by the council. This creative, e-government-powered civic engagement strategy helped Evanston officials reach a decision that considered all viewpoints and alternatives.

America’s founders built the nation around the concept of civic engagement. Viewed through the lens of time, this was a wise decision. Engaged citizens feel connected, heard, understood and secure. E-government has emerged to support civic engagement at a time when it is more important than ever to uphold.

GovPilot is proud to contribute to the wealth of e-government tools that help local governments like those mentioned above glean insight into constituents’ opinions and priorities. E-government-enabled crowdsourcing has contributed to many of this century’s most successful government policies.

NJAC Annual Celebration of County Government

in

Atlantic City, NJ

May 10 - 12, 2017

About GovPilot

GovPilot is a web-based Management Platform developed exclusively for local government. GovPilot optimizes workflow and revenue streams by replacing antiquated paper processes with digital automation. GovPilot unifies fragmented data and facilitates communication between employees and departments to promote informed decision-making. The platform offers 100+ templated processes, which can be used “off the shelf” or modified to fit a department’s specifications. GovPilot grants unlimited users the ability to manage and share data 24/7, from the office, the field, or the comfort of home.

For more information about this topic, please contact Alannah Dragonetti by telephone at 201.222.1155 ext. 34 or via email at alannah@govpilot.com.



Completing Communities Through Complete Streets

by Corinne Orlando, Government Relations Director for American Heart Association

Streets are the great connectors of any community. They don't just take us from one place to another in our cars -- they bring us together on bike rides, jogs and walks. The American Heart Association is urging all communities to ensure future road construction builds an environment meant to be shared by all travelers - including drivers, bikers, and walkers by adopting a Complete Streets policy.

According to the American Heart Association, physical inactivity is a leading risk factor for developing cardiovascular diseases. Sedentary jobs have increased 83% since 1950 while physically active jobs now make up less than 20% of our workforce. Nearly 70% of American adults and one in three children are considered overweight or obese. That's why we must work together to make it easy and safe to go out and get active.

To meet the recommended amount of physical activity, people must have a place where they can exercise. Roads in many places are designed with only motorized transportation in mind which limits our choices how to travel and discourages exercise.

Many areas of the country, including 7 counties in New Jersey, have moved toward creating complete streets. Complete Streets policies ensure access to safe spaces to be active and increase transportation options beyond personal vehicles. Studies show those who live in walkable communities usually get 35-45 more minutes of moderate intensity physical activity per week. They are also less likely to be overweight or obese.¹

The American Heart Association is eager to work with NJ counties around complete streets policies and promote equity in the community, regardless of what mode of transportation. Contact Corinne Orlando, American Heart Association Government Relations Director, at Corinne.orlando@heart.org or (609) 223.3720 to learn more.



¹Sallis, James F, et al. Neighborhood built environment and income: Examining multiple health outcomes. Social Science and Medicine. 2009. 1285-1293

Nationwide Retirement Plans is Partnering with Counties



Nationwide Retirement Plans is partnering with counties in NJ to provide education and information regarding Social Security and healthcare. This September, Sussex, Warren, and Hunterdon counties hosted Social Security workshops for their employees with approximately 85 employees in attendance. "Nationwide Retirement Institute" provides dedicated consultants who are specialized in Social Security and Healthcare (to include Medicare) in helping individuals gain a better understanding regarding Social Security's: Lifetime Retirement Income, Payments indexed for inflation, Certain Spousal and Survival benefits, and Preferential tax treatment. Making a sound decision about Social Security benefits is critical for ensuring your employees financial security in retirement. Additionally, increasing healthcare costs are becoming a greater concern for employees in planning for retirement.

If you are interested in providing a social security or healthcare workshop for your employees, please contact your local Nationwide Retirement Specialist or Emanuel Mahand (Program Director) at (609) 923-8859 or mahande@nationwide.com.

Nationwide Economics

Weekly Economic Review & Outlook for October 3, 2016

by Ben Ayers, Senior Economist of Nationwide Mutual Insurance Company and
Ankit Gupta, CFA, Junior Economist of Nationwide Mutual Insurance Company

Weekly Economic Review

In a surprise move, OPEC agreed to cut oil production for the first time in more than either years-sending crude oil prices sharply higher last week. These gains raised spot prices to the highest levels since mid-summer, although they failed to breach \$50 per barrel.

Importantly, the OPEC agreement contained few details on the output quotas of specific member countries-leaving some to question the sustainability of the cut in production. Specifics could be announced at OPEC's annual meeting in November, but it is not clear which countries would be willing to cut their own production.

Higher oil prices should provide a boost to U.S. oil producers. The oil rig count is already up by 25 percent from its trough earlier this year, and total oil production is slowly climbing. Any improvement in output and energy sector employment would be positive for states with strong ties to oil production, several of which have seen growth continue to slump this year.

U.S. consumers, on the other hand, will likely see higher prices at the pump, at least in the near term. Lower energy costs have helped boost real disposable incomes, which were up by 2.4 percent over the past year through August. Nominal income growth remains solid as well due to ongoing strength for job growth, having gained at least 0.2 percent in seven out of the eight months recorded so far in 2016.

During the initial decline in oil prices from late-2014 through last year, consumers chose to pocket their energy cost savings-pushing up the personal saving rate to a three-year high of 6.2 percent of disposable income in January 2016. Spending trends have picked up this year, reducing the saving rate to the current level of 5.7 percent, although at a level still moderately higher than the spendthrift readings in the years prior to the Great Recession.

The Conference Board's consumer confidence index showed continuing momentum, surprising on the upside in August, rising to the highest level since mid-2007. The index shows consumers are as confident about the current state of the economy as they were at the peak of the past expansion. Expectations for future growth are more mixed but have increased in recent months.

Consumer sentiment from the University of Michigan moved higher in August as well, but the survey results have moved sideways over the past year. The divergent paths for confidence and sentiment are unusual, although both suggest that consumers are more optimistic about current conditions than the future.

Spending tends to track closer to current sentiment than the outlook for the future. The latest readings from consumer surveys suggest spending trends will remain solid.

Weekly Outlook

The key economic data of the month will be released this week, with the September employment report, and the ISM surveys on manufacturing and services. September light vehicle sales, an important reading on consumer spending, will also be released this week.

Strong readings for weekly unemployment claims and job openings suggest that payroll employment gains should remain solid. We expect a rise of 202,000 in nonfarm payrolls for September.

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Nationwide Economics *(continued)*

Continued above-trend job should put downward pressure on unemployment rates and upward pressure on wages-and we expect the unemployment rate to slip to 4.8 percent and average hourly earnings to rise by 0.3 percent.

Light vehicle sales slipped in August but have been running a tad stronger than last year. We expect a rebound to an annualized sales pace of 17.4 million units supported by low borrowing rates (and ample credit availability), solid job gains, and the continued high average age of vehicles on the road.

Both ISM indexes are poised to bounce higher from surprisingly weak August readings. The Chicago Purchasing Managers' Index rose by more than expected with a jump in production, suggesting that the ISM manufacturing index indicator should rebound. We expect the ISM manufacturing index to rise back into expansion territory at 51.5 for Septebmer. The ISM nonmanufacturing index should climb to 53.9 for September.

If you are interested in providing a social security or healthcare workshop for your employees, please contact your local Nationwide Retirement Specialist or Emanuel Mahand (Program Director) at Cell:609-923-8859 or mahande@nationwide.com.



NACo Partners with Department of Energy Through Better Communities Alliance

A new initiative from NACo and the U.S. Department of Energy - The Better Communities Alliance - will support county and city leaders in achieving local clean energy goals and making their communities cleaner, healthier, smarter and more economically competitive. The program will provide opportunities for county officials and staffs to access clean energy resources and technical assistance. Learn more [here](#).

2017 Achievement Awards & Counties Matter CHALLENGE: *SUBMISSIONS NOW OPEN*

For 47 years, NACo has recognized outstanding efforts in county government through the Achievement Awards Program. Awards are given in 18 categories including health, information technology, criminal justice, human services and many more.

What is the Achievement Awards Program?

The Achievement Awards Program is a non-competitive awards program which seeks to recognize innovative county government programs.

One outstanding program from each category will be selected as the "Best of Category," and 100 programs will win [The Counties Matter Challenge: Brilliant Ideas at Work](#). Winners will be recognized at the [2017 NACo Annual Conference and Exposition](#) in Franklin County/Columbus, Ohio from July 21 – 24, 2017. All applications must be submitted and paid for by March 27, 2017.

To begin your application, [click here](#) and to learn more please visit www.naco.org.

NACo Upcoming Webinars



Online Extortion, Ransomware and other Cybercrimes: How to Protect Yourself and Your County

October 20, 2016 , 2:00 pm – 3:15 pm

Cybercrime is becoming more prevalent in today's computing environment, mainly because more and more, this crime pays. With growing sophistication, internet criminals are luring users into clicking on nefarious links which exposes them to malware. They've developed systems to monetize their dark activities by holding individual and organizational systems hostage to financial demands. Victims of these and other common cybercrimes suffer financial loss and often loss of data. Join us for an informative session on how to protect yourself and your county from being their next victim. Cybercrime is becoming more prevalent in today's computing environment, mainly because more and more, this crime pays. With growing sophistication, internet criminals are luring users into clicking on nefarious links which exposes them to malware. They've developed systems to monetize their dark activities by holding individual and organizational systems hostage to financial demands. Victims of these and other common cybercrimes suffer financial loss and often loss of data. Join us for an informative session on how to protect yourself and your county from being their next victim. [Register](#)

Doing More with Less: Effective and Creative Grants Management

October 25, 2016 , 2:00 pm – 3:15 pm

This session will cover techniques to maximize and effectively manage grants. Entitlement communities are facing decreased Federal funding and stringent contractual requirements, making it challenging to continue funded projects and programs as well as plan for future undertakings while effectively managing the grants they have obtained. If contractual requirements are not met, the funding agency can impose administrative sanctions such as disallowed costs or rescission of the grant agreement. In addition to careful grant management, communities also must figure out how to best utilize available funding. Stretching grant money can be accomplished in a number of ways, including utilizing revolving loan funds to fill gaps in funding and retrofitting/applying utility savings strategies in capital projects to ensure future fiscal resiliency. [Register](#)

Contact Akera Gamble (202) 942-4225 AGamble@naco.org

Is Your County Solar Ready? Strategies for Removing Local Barriers to Solar Energy

October 26, 2016 , 2:00 pm – 3:15 pm

Despite rapid growth in solar energy markets across the country, solar is still often limited by local barriers in zoning, permitting and installation. Local government 'soft costs' –the non-hardware and administrative costs of solar—and 'red tape' ultimately raise the price of solar energy systems, which is passed on to residents and businesses.

In an effort to become more solar-friendly, many counties are seeking to improve and streamline their local solar policies and processes. Join us for this webinar to dive into best practice examples of strategies and solutions currently being implemented in counties across the country. Participants will also learn more about the [SolSmart](#) program as an available resource for counties to gain no-cost technical assistance in removing local barriers to solar and an opportunity to receive high-profile, national recognition. [Register](#)

For more information, please contact [Jack Morgan](#).

Panelist: Philip Haddix
Program Director, The Solar Foundation



Ocean Ride Recognized as Outstanding System of the Year

by Ocean County Public Information Division

Ocean County's public transportation system, was recently recognized as the 2016 Outstanding System of the Year by the New Jersey Council on Special Transportation (NJ COST) a statewide advocacy association formed in 1981 to provide information and support for community based transit services.

"Ocean Ride serves as a lifeline to many of our residents especially our seniors and the disabled who have no means or limited means of getting around," said Ocean County Freeholder Virginia E. Haines, who is liaison to the Ocean County Transportation Department. "We are aware of the importance of this service. It is nice to have our efforts recognized by a statewide agency which serves as an advocate for special transportation.

"I am very proud of the staff of Ocean Ride, from Director David Fitzgerald, to the drivers, dispatchers and everyone that makes this transportation system the best possible service for our citizens," Haines said. "I appreciate the ongoing support of my colleagues on the Freeholder Board as we work to provide funding and improvements for this program."

Fitzgerald noted that Ocean Ride is on the forefront of County transportation services in New Jersey. "Ocean Ride's ability to serve older adults and individuals with disabilities by providing critical services in assisting residents seeking to remain independent is unmatched statewide," Fitzgerald said.

Freeholder Director John P. Kelly said Ocean Ride has offered quality service to Ocean County citizens for 39 years. "We operate with the most modern technology," Kelly said. "We are one of the largest counties in the state when it comes to size and Ocean Ride helps people get around Ocean County. The service makes an important difference for many people....."

In 2015, Ocean Ride provided 313,167 trips. Ocean Ride is funded in part by a grant from NJ Transit under the Senior Citizen and Disabled Resident Transportation Assistance Program, which revenues are derived from casino revenues.

"While we continue to see a decline in the state grant funds, it's important we work to minimize the negative effects this reduction has on Ocean County's transportation system," Haines said. "Our Ocean Ride staff works to make certain we are providing the best service possible within the current constraints of a shrinking budget."

In an effort to maximize its funding, Ocean County has made important upgrades to its transportation software system, including new on board tablets in the vehicles making it more efficient for drivers and more helpful for its ridership. In addition the department continues to monitor all service levels for efficiencies. Haines noted the county's contribution for the service accounts for roughly \$2.9 million, which represents more than 53 percent of Ocean Ride's total budget. Ocean Ride began in 1977 with four vehicles and four drivers.

"Over the years, the Ocean Ride system has significantly expanded to include a transit fleet of 72 vehicles and 62 full-time and part-time drivers," Haines said. "We continue to work with our municipalities and local agencies to address the growing demand by the general public, our seniors, persons with disabilities and other transit dependent citizens.

"We have met many challenges along the way and we will continue to do so. People depend on us to get to important doctor's appointments or the opportunity to just get out of the house for a little while," Haines said. "I appreciate the recognition from the transportation professionals who chose Ocean County's Ocean Ride for this award. It's truly an honor to be recognized as the best in the state."



FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

Late last week, both houses of the Legislature passed legislation that would reauthorize the Transportation Trust Fund (TTF) with an 8 year \$2.0 billion per year capital program. In summary, the measure would increase the State's motor fuels tax by .23 cents per gallon, enhance Local Aid allocations to \$400.0 million per year, reduce the State's sales tax to 6.875% in 2017 and then 6.625% in 2018, increase the earned income tax credit from 30% to 35%, and phase out the estate tax by 2018. Governor Christie is expected to sign the measure into law.

Earlier this month, NJAC and the New Jersey State League of Municipalities (NJSLOM) testified before the Assembly Transportation and Utilities Committee in support of **ASSEMBLY, NO. 4114** (*Mahe-Muoio D-15/Schaer D-36*), which would require the New Jersey Department of Transportation to compensate local government entities for contractual delay damages resulting from the shutdown of projects funded by the Transportation Trust Fund (TTF). NJAC is concerned that the now three month long shutdown of all projects funded by the TTF will carry long-term consequences as the unprecedented stoppage of work has forced county

and municipal officials to terminate ongoing projects and postpone new shovel ready ones that will cost valuable taxpayer dollars in delay claims, remobilization costs, and litigation expenses. In fact, Hudson, Union, Passaic, Cumberland, and Mercer are the first of several counties expected to file a "Notice of Claim" against the New Jersey Department of Transportation (DOT) for breach of contract. In general, a "Notice of Claim" is a prerequisite to seeking damages through litigation from a public entity.

Additionally, several counties have petitioned DOT to continue with TTF funded projects to ensure the safety and well-being of residents, while other counties have decided to complete critical projects using county funds. As county and municipal governments carry over 55% of the State's overall traffic and depend on the \$190.0 million each year in State funding, failure to reauthorize the TTF and restore local aid allocations will force residents to endure further property tax increases and vital program cuts. The Committee favorably reported the measure with amendments, which would permit a local governing body to use its own funds to continue or complete a transportation project halted as a result of EXECUTIVE ORDER NO. 210 of 2016. The amendments would further prohibit DOT or any other executive branch agency from withholding, revoking, or otherwise canceling certain local aid due to the governing body's decision to use its funds to continue or complete the transportation project. The General Assembly passed A-4114 by a vote of 53-18, and NJAC is working with the sponsors and NJSLOM to advocate for support of the measure in the Senate.

And, don't miss NJAC's "Summit on Public Employee Pension and Health Benefits" scheduled for December 9th at the historic Trenton Country Club in Trenton. This important and timely event will examine the State's looming pension crisis and provide meaningful recommendations for making the pension systems more affordable for taxpayers and sustainable for members. The Summit will also address health benefits for public employees and present viable solutions for controlling public sector healthcare costs in a fair and equitable manner. Please visit our website at www.njac.org for registration and hosting opportunities.

Be sure to save the dates of May 10, 2017 through May 12, 2017 for the NJAC Annual Celebration of County Government taking place at Caesar's in Atlantic City. Please check our website for details.

WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
						OCT 15 Harvest Festival Crafts & Collectibles Show 10:00 a.m. Convention Hall Cape May Cape May County
 Fall Float Festival Free Family Fun 1 a.m. - 4 p.m. Free Canoeing 9 a.m. - 2 p.m. Burlington County	17 NJ State Sr. Citizen Art Exhibit 10/4-10/27 10 a.m. - 4 p.m. Meadow Lakes Sr. Living East Windsor Mercer County	18  CCC Jazz Band Showcase 7:30 p.m. Luciano Theatre Vineland Cumberland County	19 Geraldine R. Dodge Poetry Festival 10/20 - 10/23 NJ Performing Arts Center Newark Essex County	20 Jay & The Americans 8 p.m. - 10:15 p.m. Broadway Theatre Pitman Gloucester County	21 Expo & Holistic Fair 10 a.m. - 6 p.m. Pondhole Lambertville Hunterdon County	22
 Atlantic City MARATHON & HALF MARATHON 5K • 10K 10/22 & 10/23 9 a.m. & 8 a.m. Atlantic City Atlantic County	24	25	26	 Rise of the Jack O'Lanterns 10 a.m. - 11 p.m. Meadowlands Expo Center Secaucus Hudson County	27 And Then There Were None 8 p.m. - 10:30 p.m. Westfield Comm. Players Westfield Union County	 Bark in the Park 12 p.m. - 3 p.m. Timber Creek Dog Park Blackwood Camden County
 Lego Brick Fair 10/29 - 10/30 Garden State Exhibit Center Somerset Somerset County	 Halloween	NOV 1 Steve Miller Band 8 p.m. County Basic Theatre Red Bank Monmouth County	2	3	 Graps Adventure Wine Festival 11/4 - 11/5 Six Flags Great Adventure Jackson Ocean County	4 Pickling Indian Summer 1 - 2 p.m. Crystal Springs Resort Hamburg Sussex County
6 Fall Jazz Room Series 4 p.m. Shea Center William Paterson University Wayne Passaic County	7 Free Health Screenings 9 a.m. Pennsville Post Office Pennsville Salem County	 ELECTION DAY	 TONI BRAXTON HITS TOUR 8 p.m. bergenPAC Englewood Bergen County	10	 VETERANS DAY	12 NJ Ballet: Carmen with Don Quixote & Tango 8 p.m. MPAC Morristown Morris County
 Murder Mystery Dinners 2 p.m. - 5 p.m. Four Sisters Winery Belvidere Warren County	13 Steve Vai 8 p.m. State Theatre New Brunswick Middlesex County	14				