

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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Moorestown, Burlington County Lives Up to Its Name

by Alannah Dragonetti, Head of Marketing for GovPilot

Granting residents more ways to connect with a more efficient local government.



In 2005, *Money* magazine surveyed over one thousand small towns to find the 100 best places to live in the United States. With its strong sense of community, stellar school system and close proximity to Philadelphia, Moorestown, NJ topped *Money's* list. Twelve years later, Moorestown remains the model suburb, a distinction exemplified by the township's recent adoption of GovPilot's government management platform.

The Burlington County municipality's migration from traditional operations to GovPilot's eponymous platform indicates a desire to keep the community tight-knit and well-educated. For starters, the township's [official website](#) publicizes Moorestown's infrastructure and resources on GovPilot's geographic information system (GIS) map. Easy to navigate and always accessible, the map provides clear and accurate answers to Moorestown residents' most common questions.

The site further facilitates the free flow of information by boasting GovPilot's digital forms. An online application enables residents to file 200 ft. search requests with Moorestown's Zoning Department from the comfort of home, which conveniences constituents and government in equal measure.

As Department Head, Peter Clifford, explains, "Our whole reason for adopting GovPilot is to better serve constituents. Day or night, GovPilot allows them to apply online and find-out basic information about their properties. This makes their life and my life easier."

The site also features GovPilot's digital "Report a Concern" form, through which citizens can alert local government to non-emergencies. An automated backend ensures that issues reported are addressed swiftly, efficiently and transparently.

Moorestown residents have more to look forward to. Officials are working with GovPilot to automate the Open Records Request and Vacant Property Registration processes.

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Get to know your County Official.....

How many years have you served as Gloucester County Freeholder?

I have had the honor of serving the County of Gloucester for the past 6 years.

What was the first public position you held?

The first public position I ever held was that of freeholder.

Why did you choose to run for Gloucester County Freeholder?

Like a lot of women who run for office, I wanted to make a difference for families and my community.

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

Jail regionalization was a big challenge. Working with a great team and knowledgeable staff has made the transition run fairly smooth, and we were able to get through it. The program saves taxpayers 10 million dollars a year, and 250 million dollars over the life of the contract. At the same time, our commitment to our staff was that no one would be without a job and we kept that promise. No individual lost their job.

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

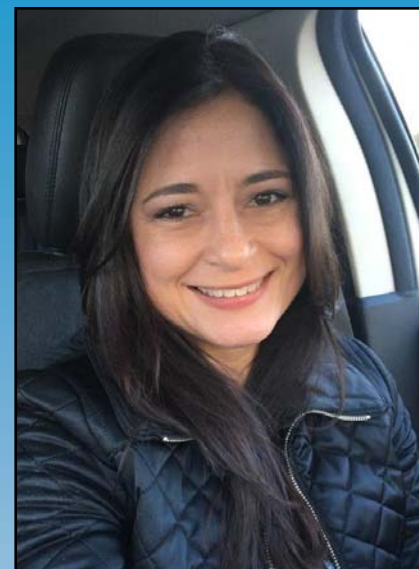
In college, I studied to be an international spy. (I may actually be a spy and you don't know it).

Who is your role model?

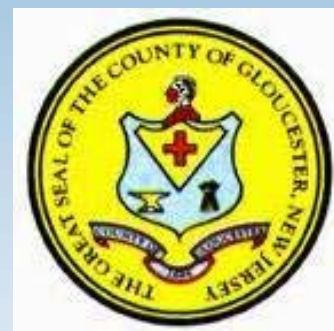
My father without a doubt. He taught me everything I needed to know about service and giving back.

What do you love about Gloucester County?

I chose to make Gloucester County my home 24 years ago, and have committed myself to improving quality of life, education and job outlook for all of our families and neighbors.



Heather Simmons
Freeholder
Gloucester County & NJAC President



Heather Simmons Sworn in as 76th NJAC President



*l to r: **John W. King**, NJAC Immediate Past President & Hunterdon County Freeholder; **Heather Simmons**, 2017 NJAC President & Gloucester County Freeholder; **Gary J. Rich, Sr.**, NJAC 1st Vice President & Monmouth County Freeholder; **Mary H. Melfi**, NJAC Secretary-Treasurer & Hunterdon County Clerk. *Not pictured is Brendan W. Gill, NJAC 2nd Vice President & Essex County Freeholder.**

Photo by Mike Hickman 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 27th, in the Senate Chambers of the New Jersey State House.

Senator Fred H. Madden, Jr. from New Jersey Legislative District 4 administered the oath of office to NJAC President and Gloucester County Freeholder Heather Simmons. Freeholder Simmons is the 76th NJAC President.

Prior to administering the oath of office to President Simmons, Senator Madden swore in the 2017 NJAC Board of Directors then the Executive Officers. Serving as the 2017 NJAC Executive Officers are: Heather Simmons, NJAC President & Gloucester County Freeholder; Gary J. Rich, Sr., NJAC 1st Vice President & Monmouth County Freeholder; Brendan W. Gill, NJAC 2nd Vice President & Essex County Freeholder; Mary H. Melfi, NJAC Secretary-Treasurer & Hunterdon County Clerk; and John W. King, NJAC Immediate Past President & Hunterdon County President.

During the ceremony, President Simmons addressed members of the audience on how being a member of NJAC and as an elected official symbolizes county government in a unified voice. She thanked many of her colleagues within Gloucester County and Rowan University as well as those as a NJAC Board of Director and NJAC staff members. Special thanks went out to her dedicated confidential aid and friend, Daniele Spence; her siblings: Mary Beth and Tim, who are teachers and could not attend, and also Dan, who was present representing the Simmons' siblings and has traveled all over with her to attend U2 concerts; Dr. Fred Keating, President of Rowan College at Gloucester County; Senator Fred H. Madden, Jr. who administered the oath of office; Assemblywoman Patricia Egan Jones; Senate President Stephen M. Sweeney who mentored her on being a freeholder. Lastly, she recognized Gloucester County Vocational Technical School District Superintendent Mike Dicken and the wonderful Culinary Department of Gloucester County Institute of Technology for their support and catering the lunch reception, which took place at the NJ State Museum after the Reorganization Meeting.



*l to r: **Mary H. Melfi**, **Mike Dicken** (Superintendent of Gloucester County Vocational Technical Schools), culinary students of GCIT, GCIT **Chef Marya Oberfrank**, **Heather Simmons** and **John W. King***

Photo by Mike Hickman of [Mike Hickman Photography](#)

Moorestown, Burlington County Lives Up to Its Name *(continued)*

With existing and upcoming automated processes working in tandem, GovPilot Vice President, James Delmonico predicts that, “Moorestown will exceed its productivity goals for 2017, all while encouraging an open and consistent dialogue with the constituency.”

Indeed, residents can look forward to more ways to connect with more efficient government in the coming months. In this way, Moorestown’s partnership with GovPilot is helping it live up to its name as well as its reputation as the nation’s best place to live.

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 or via email at alannah@govpilot.com



DMR Architects, 4th Largest in NJ, Names Partners for the First Time

by Marjorie 'MK' Kaplan, Asiom Communications

DMR Architects, the 4th largest in New Jersey, which is noted for projects ranging from college campuses to medical centers to the train terminal at the Meadowlands Sports Complex, has named partners in the firm for the first time.

Lloyd Rosenberg, founder and chief executive of the award-winning 25-year-old firm, expects the process of naming partners to become part of the culture at DMR.

“In 2016 DMR grew by nearly 80% in revenue and 50% in staff, with expansion in each of our seven major practice areas,” says Mr. Rosenberg. “DMR’s long-term goal was to develop an organization with strong managers leading esteemed, productive teams. Our first five partners have invested their careers in creating a special culture and performance standard at DMR which warrants notice and reward. The firm has committed to assessing how other high-achieving members of the team with a path toward their own career development could also gain ownership.”

DMR’s new partners are:

Gregg Stopa, AIA Senior Vice President. With DMR since 1993, Mr. Stopa is senior project manager on many high-profile engagements, including the Ocean County Community College, Bergen Community College and the Woodbridge School.

Charles H. Sarlo, Esq., Vice President and General Council, joined DMR in 2001, is the chief legal counsel, and has been instrumental in providing risk management on corporate matters to Mr. Rosenberg and on project

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DMR Architects Names Partners for the First Time *(continued)*



DMR ARCHITECTS PARTNERS

l to r: Francis Reiner, Pradeep Kapoor, Kurt Vierheilig, Gregg Stopa, Charles H. Sarlo, and Lloyd Rosenberg

matters to the technical staff.

Kurt Vierheilig, AIA LEED BD+C, Senior Designer. Mr. Vierheilig, who joined DMR in 1999, leads the creative design studio. He has designed such projects as the Rail Station at the Meadowlands Sports Complex and La Scuola, an Italian bi-lingual school in Manhattan. His contributions have also been instrumental in growing the firm's multi-family practice area.

Pradeep Kapoor, LEED AP, Director of Sustainability, Project Manager. A member of the DMR staff for more than 16 years, Mr. Kapoor fills the increasingly critical role of assuring environmental leadership and compliance for DMR projects, and manages wide range of projects for municipal to private clients, specializing in public safety projects, healthcare and multifamily housing.

Francis Reiner, PP, LLA Senior Urban Designer. Since 2008 Mr. Reiner has led DMR into the dynamic area of municipal planning, designing innovative redevelopment plans for Hoboken, Hackensack, Bayonne, East Orange and elsewhere.

Mr. Rosenberg and his new partners anticipate a more diverse platform both in practice areas and geography in the years ahead.

“DMR is answering an important question in the fast-changing business of architecture today, which is how to differentiate our value to larger and smaller clients over a wide array of engagements,” says Mr. Rosenberg.

“Our company is moving forward decisively, which requires positioning ourselves to serve customers who have high expectations. Naming partners represents an advancement in our thinking on the role of our people and the quality of the client experience we are expected to deliver. We have a team that has bought into an ethic that lets us deliver a high standard of performance over a broad platform of service. Our new partners have made enormous contributions in that regard, and I am proud to share the firm with them.”

To learn more about DMR Architects please contact Lloyd A. Rosenberg, AIA, President & CEO, at (201) 288-2600 or via e-mail at Lloyd@dmrarchitects.com.

About DMR Architects

Headquartered in Hasbrouck Heights, N.J., DMR Architects is a respected full-service architectural firm specializing in architecture, master planning, sustainable design, programming, interior design and construction administration. The firm is active throughout local, national and international markets. Founded in 1991, DMR celebrates its 25th year serving a diverse client base in all market sectors, including public, corporate, education/higher education, residential and healthcare. DMR's experience includes capital improvement projects, renovations, additions and new construction. For more information, please visit www.dmrarchitects.com.



2017 CELEBRATION OF COUNTY GOVERNMENT

SCHEDULE OF EVENTS

MAY 10th - 12th AT CAESAR'S IN ATLANTIC CITY

WEDNESDAY, MAY 10th

Exhibitor Setup	9:00 a.m. - 3:00 p.m.
Registration Desk Hours	1:00 p.m. - 6:30 p.m.
Meet & Greet Reception with DJ Entertainment	5:00 p.m. - 7:00 p.m.

THURSDAY, MAY 11th

Registration Desk & Exhibit Hall Hours <i>(Continental Breakfast begins at 8:00 a.m.)</i>	8:00 a.m. - 3:00 p.m. & 4:30 p.m. - 6:30 p.m.
Board of Directors Meeting	9:00 a.m. - 10:00 a.m.
Staggered Seminars	10:15 a.m. - 12:30 p.m. 2:15 p.m. - 4:30 p.m.
President's Awards Luncheon & Reporters' Roundtable	12:30 p.m. - 2:00 p.m.
County Colleges Acappella Sing-Off	5:00 p.m. - 7:00 p.m.

FRIDAY, MAY 12th

Registration Desk & Exhibit Hall Hours <i>(Continental Breakfast begins at 8:00 a.m.)</i>	8:00 a.m. - 3:00 p.m.
	<i>*Vendors cannot begin to breakdown until 2:30 p.m.</i>
Staggered Seminars	8:30 a.m. - 10:45 a.m.
NJAC Presents the 2017 Gubernatorial Candidates	11:00 a.m. - 12:00 p.m.
County Schools Cook-Off	12:15 p.m. - 1:00 p.m.
Cook-Off Awards Ceremony	1:00 p.m. - 2:00 p.m.



More details & registration can be found at www.njac.org

State Library and Treasury Department's Division of Taxation Join Forces to Support NJ Small Business Owners

by Gary Cooper, Public Relations and News Media for the NJ State Library

The New Jersey State Library in cooperation with the New Jersey Department of Treasury's Division of Taxation was able to connect local small business owners and entrepreneurs with vital information through classes taught at 18 local libraries this past autumn. A new round of classes will begin in February at 23 more libraries across the state. Morning, afternoon and evening classes have been scheduled. The half-day Small Business Workshops will be taught by staff from the Taxation University, an outreach and training unit within the Division of Taxation.

The free workshops cover the twists, turns, nuances and basic information about starting and running a small business, including:

- Developing a business plan;
- Choosing a business structure with licensing and tax filing requirements for each;
- Using the free resources from Small Business Development Centers (SBDC), SCORE (Service Corps of Retired Executives) and Small Business Administration (SBA);
- Where and how to register a business;
- Meeting employer responsibilities, such as how to calculate federal and state withholding taxes and filing the New Hire Reporting form;
- The difference between an employee and a contractor (this is determined by the Dept. of Labor & the IRS); and
- Understanding sales and use tax.



Deborah Hodge of Middletown attended the workshop at the Middletown Public Library in December. "I looked at starting a consulting business last year," she said "but everything was very confusing. I needed a step-by-step guide to make things clear and this class does that."

Jen, who has been teaching third grade for the past six years and wants to start a tutoring service, agreed. "When I talked to my parents about starting my own business, my father said he would help all he could, but things are much different today from when he started his business 40 years ago," she said. "I have a number of clients interested, so I decided this was a good time to take this class and learn as much as possible so I can get everything in order for after this school year."

The size of the workshops is being kept small to enable attendees to ask questions about their specific situations and get the answers they needed. Such was the case with Ben Cole of Red Bank and Taharka Sankara of Long Branch. Both have established small businesses, but had specific questions about changes they wanted to make. Cole is looking at changing his Partnership-type of business to an S-Corporation for tax purposes, while Sankara was ready to start hiring employees for his successful three-year old business and needed to know what to do.

"This class gave me the pieces of information I need to change my business structure," said Cole. "It is very helpful; answered my questions," said Sankara.

"Acquiring the knowledge to start and run a business is a primary criterion for success," said Andrea Simzak Levandowski, project manager of Small Business Development & Technology at the New Jersey State Library. "These workshops have provided new and aspiring small business owners with vital information on how to get their business started and navigate their tax requirements."

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Joining Forces to Support NJ Small Business Owners *(continued)*

“The New Jersey State Library is pleased to partner in this effort with the New Jersey Department of Treasury’s Division of Taxation and we view this investment in the capacity of local businesses as another positive step towards the economic recovery of the state,” said State Librarian Mary Chute. “The Taxation University training not only furthers the local library’s reach into the communities we serve, but in addition, the training, resources and support offered will continue to benefit communities beyond the duration of this program. This partnership demonstrates the administration’s recognition of the strong role that libraries can play as community centers.”

For a list of participating libraries and workshop dates, visit:

<http://www.njstatelib.org/TaxationUniversity>



Why a Wellness Program Makes Sense

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

The big buzz in employee health care for the past few years has been, and continues to be, wellness. The focus on that topic has been almost relentless, and the discussions with and among employers has been deafening. Companies want wellness initiatives and are almost religious about it. Zealots of wellness programs have been pounding the drum louder and louder going into 2017, especially in light of enacting ways to comply with current health care laws. Wellness is here to stay.



In New Jersey, more companies are offering wellness programs for employees to reduce stress, according to the New Jersey Business and Industry Association. In a study done in 2015 by the NJBIA, in companies with over 250 employees, 32 percent offer onsite fitness or walking programs—an increase from 18 percent just in the past year. Smaller companies with less than 25 employees are providing wellness programs in a greater number than two years ago. Small businesses are still challenged to offer wellness programs, but the numbers in all categories are well under 10 percent.

More types of wellness programs are being offered, including health education, onsite screenings, nutrition, weight loss and smoking cessation. These programs make employers more competitive in order to attract a good work force, plus the economic impact of having healthy employees means your business is more profitable and productive. Health insurance coverage is less expensive if your work force is healthy.

One important part is collaboration between workers and management in the design of programs. Rather than imposing workplace wellness as a top-down directive, managers should work with employees, who should have a voice in selecting program elements. This will also help ensure that programs are culturally relevant to the firm’s workforce.

The best programs also make use of comprehensive, multifaceted strategies that focus on both individuals and their environment. These can include a variety of elements, including counseling and information, assessments to help employees identify and address key risk factors, and establishment of policies and practices to support a healthy workplace, such as encouraging the use of stairs and establishing healthy food guidelines for cafeterias and vending machines.

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Why a Wellness Program Makes Sense *(continued)*

Sadly, while ninety percent of workplaces report some sort of wellness activity, only seven percent provide the multiple elements necessary for a truly effective approach. Heading the list of what does not work are strategies that tie individual employees' share of health insurance premiums to health-related behaviors and/or meeting health benchmarks.

Corporate wellness programs are successful only if people are engaged. When large amounts of people commit to living a healthier life, the results can be amazing, according to www.ShapeUp.com. Lower health care costs, increased productivity, and improved morale are just the tip of the iceberg for employers, and this doesn't mention the value of happy, healthy employees. But with too few employees involved in wellness and working to improve their health, employers are looking for ways to engage workers. No matter what aspect of wellness you select, here is a list of five items this wellness company suggests that will help with engagement in your employee wellness program:

1. Make it interesting: Most people are more motivated to get involved when their friends get involved. Social incentives are a captivating and cost-effective way to recruit and engage those that may otherwise be out of their reach. Plus, it's simple. Setting people up on teams provides social support and accountability, the spirit of friendly competition, public recognition, and altruistic opportunities. With social incentives, people take the proper actions adopt healthy behaviors because they are inclined to participate in group activities and help others. Over time these behaviors create lasting connections to continue the healthy behaviors over the long term.

Also, consider the use of small financial incentives to encourage positive behaviors, but incentivize the proper behaviors. Financial incentives boost participation in one-time actions, but they fail to move the needle on outcomes-based initiatives. So rather than incentivizing based on participation, you can encourage progress and social actions. It is also best to provide financial rewards in real-time, as this ties in the memory of a positive action associated with the behavior you're rewarding.

2. Use the power of social: Recent research has found that good health spreads through social networks. When you exercise, the people around you are more likely to exercise. Put simply, social recruiting gets people involved, and social support and accountability keep them involved. Start with wellness champions--those people who are always first to volunteer and help out. Recruit them to recruit others. Invite wellness champions to take a leadership role in your program and give them the tools they need (including empowerment) to engage their colleagues.

3. Track, report, and update: People always want to know how they measure up against those around them. This knowledge provides a benchmark for success and allows them to see how they compare, whether to their own goal or to other similar people. When hosting wellness activities, share results with your company. If you're hosting a walking program, for example, let everyone know how many steps the average employee is walking per day. Drill down into the data you have available to show averages per worksite, gender, and age group so people can see the data most relevant to them. Weekly updates of what's going on, who's doing well, and what others can do to jump in on the action help stoke the fire and provide a recap of all the great activities that are going on.

4. Keep it simple: Don't get lost in the details--emails, documents, presentations, or seemingly almost any medium. People are inundated by messaging. The point is that if your message is not simple, it's impossible to break through the noise. How can you get someone engaged in your program? Clear messaging with a consistent call to action that is repeated through different mediums. It also certainly helps to appeal on an emotional level with your messaging, which should work hand-in-hand with the benefits for the program.

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Why a Wellness Program Makes Sense *(continued)*

5. Hold On-site activities: When orchestrated well, a wellness campaign should have multiple message mediums that orchestrate well to drive home a point. Nothing brings everything together like hands-on involvement. For this reason events and activities that are interesting and engaging will rally your company around wellness.

One great program available in New Jersey is the “Get Moving-Get Healthy New Jersey” option sponsored through Rutgers University. More information is available online at this website: <http://getmovinggethealthynj.rutgers.edu/workforce/>.

Engaging employees is critical for success in any company wellness program. If they don't buy in, your ROI is slimmer and more difficult to recoup. Find out what works best for your company or organization, then embrace it. Plus, realize that behavioral change doesn't happen overnight, especially when you're dealing with humans.

One great program that can assist in wellness initiatives is through the MyCountyCares program available to all New Jersey residents and employers. If you live or work in the State of New Jersey, you can participate in a very affordable health savings program. For more information, visit www.mycountycares.com to see how you can save money on health related wellness issues and help get control of your personal health situation. This is not insurance, but it's a plan that can help you in your overall health at deep discounts and affordable participation.



SAVE THE DATES 2017 NJAC MEETINGS AND EVENTS

March 10	Board of Directors Meeting - <i>Trenton</i>
May 10 - 12	Annual Celebration of County Gov't at Caesars in Atlantic City
May 11	Board of Directors Meeting at Caesar's in Atlantic City
May 12	Board of Directors Meeting at Caesar's in Atlantic City
June 23	Board of Directors Meeting - <i>Trenton</i>
July 20	7 th Annual Night of Baseball & Fireworks <i>Trenton Thunder vs. New Hampshire Fisher Cats</i>
September 22	Board of Directors Meeting - <i>Trenton</i>
December 8	Board of Directors Meeting & Year End Summit <i>Trenton Country Club - West Trenton</i>

Union County Freeholder Honored Humanitarian Award



Vernell Wright
Union County Freeholder

On Monday, February 27th, at 6:30 p.m. the Union County Board of Chosen Freeholders will be honoring one of their very own, Freeholder Vernell Wright, with the Chester Holmes Humanitarian Award. The ceremony is part of the Union County Board of Chosen Freeholders' Black History Month Celebration taking place at the Union County Performing Arts Center located at 1601 Irving Street in Rahway.

Freeholder Wright is a resident of the Vauxhall section of Union Township for more than 50 years, and is in the third year of her second term on the Freeholder Board.

Freeholder Wright graduated with a BS in Biology from Claflin University of South Carolina and subsequently received her Master's Degree in Education and Behavioral Sciences and Certification in Educational Administration and Supervision from Newark State College now known as Kean University in Union, New Jersey. Her teaching career began in 1955 at St. Helena HS, South Carolina. When she moved to NJ, Freeholder Wright taught at Collegfields, a college-based program for inner city

boys assigned by the courts, located at Newark State College. In 1966, she began teaching at Jefferson School and held various positions within the Union Public Schools Systems over the course of 36 years. In 2005, she began serving as an adjunct faculty supervisor at Kean University until joining the Union County Freeholder Board in 2005.

Presently, Freeholder Wright maintains affiliation with numerous community and professional organizations including: New Jersey Principals and Supervisors Association, United Community Center Scholarship Committee, Tri-City Branch - NAACP, First Baptist Church of Vauxhall, Boylan-Haven Mather Academy National Alumnae Association, Vauxhall Historical Society, and the Concerned Citizens of Vauxhall and Vicinity Civic Association.

From 2012-2014, Freeholder Wright served as Chairwoman of the Policy and Administrative Code Committee, as well as a member of the Homeland Security Committee, and Open Space Recreation and Historic Preservation Committee. Additionally, she served as liaison to several advisory boards including the Advisory Council on Aging, Senior Citizens & Disabled Resident Transportation Advisory Board, Commission on the Status of Women, Youth Services Commission, Local Advisory Council on Alcoholism and Drug Abuse among others.

Freeholder Wright currently serves as the Union County representative on the NJAC Board of Directors. In 2016, NJAC presented her with the Maurice Fitzgibbons Freeholder of the Year Award.

Please join the celebration and congratulate Freeholder Vernell Wright on Monday, February 27th. While admission to the ceremony and celebration is free, registration is required. Sign up at www.ucnj.org/blackhistorymonth or call (908) 558-2550.

THE UNION COUNTY BOARD OF CHOSEN FREEHOLDERS
INVITES YOU TO THE

2017 BLACK HISTORY MONTH CELEBRATION

"A Beautiful Symphony of Brotherhood: A Musical Journey in the Life of Rev. Martin Luther King, Jr."

Hosted by WQXR radio's Terrance McKnight

Gospel and folk music were important ways in which Rev. Martin Luther King, Jr. moved the civil rights movement forward.

Terrance McKnight weaves music with Dr. King's own speeches and sermons to illustrate the powerful place music held in his work. He examines how musicians and entertainers responded to and participated in the struggle!

MONDAY, FEB. 27 AT 6:30 PM
UNION COUNTY PERFORMING ARTS CENTER
1601 IRVING STREET IN RAHWAY

The 5th annual Chester Holmes Humanitarian Award will be presented at this event.

Sponsored by the Union County Board of Chosen Freeholders **UNION COUNTY**
We're Connected to You!

FREE ADMISSION - REGISTRATION REQUESTED
To register or for more information go to ucnj.org/blackhistorymonth
or call the UC Office of Cultural and Heritage Affairs at **(908) 558-2550**

The Employee Burnout Crisis: Study Reveals Big Workplace Challenge in 2017

by Jennifer Dowd, Marketing Manager for Kronos Public Sector



The biggest threat to building an engaged workforce in 2017 is employee burnout. The newest study in the Employee Engagement Series conducted by Kronos Incorporated and Future Workplace® found 95 percent of human resource leaders admit employee burnout is sabotaging workforce retention, yet there is no obvious solution on the horizon.

In this national survey, 614 HR leaders – including Chief Human Resource Officers (CHRO), vice presidents of HR, HR directors, and HR managers from organizations with 100 to 2,500+ employees – provided a candid look at how burnout drives turnover, what causes it, and why there is no easy solution despite 87 percent of respondents calling improved retention a high / critical priority.

According to the survey, nearly half of HR leaders (46 percent) say employee burnout is responsible for up to half (20 to 50 percent, specifically) of their annual workforce turnover. Almost 10 percent blame employee burnout for causing more than 50 percent of workforce turnover each year.

Unfair compensation (41 percent), unreasonable workload (32 percent), and too much overtime / after-hours work (32 percent) are the top three contributors to burnout, per the study. Still, HR leaders also identified key burnout factors falling under talent management, employee development, and leadership that should be in their control, including poor management (30 percent), employees seeing no clear connection of their role to corporate strategy (29 percent), and a negative workplace culture (26 percent).

Insufficient technology for employees to do their jobs was identified by 20 percent of HR leaders as another primary cause of burnout. Despite 87 percent of HR leaders calling improved retention a critical or high priority over the next five years, one-fifth (20 percent) said there are too many competing priorities to focus on fixing the issue in 2017.

Outdated HR technology is another problem: nearly one out of every five HR leaders (19 percent) reported their current tech as being too manual – i.e., lacking automation of repetitive administrative tasks – detracting from their ability to act strategically to fix big problems. A lack of executive support (14 percent) and a lack of organizational vision (13 percent) are additional obstacles to improving retention in 2017.

The survey found that 97 percent of HR leaders are planning to increase their investment in recruiting technology by the year 2020, including nearly a quarter (22 percent) who anticipate a 30 to 50 percent increase in such spending. However, budget was continually cited by HR leaders as a deterrent to programs that would benefit retention of existing talent. This includes 16 percent who say a lack of budget is the primary obstacle to improving employee retention in the next 12 months; 15 percent who say a lack of funding is the biggest challenge to improving employee engagement; and 27 percent who say funding is the biggest hurdle to implementing new HR-related technology, such as tools that would reduce manual or administrative work to act more strategically.

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.



WELCOME TO OUR NEW MEMBERS

Ernst & Young LLP (EY) believes in delivering high-quality audits is central to our purpose of building a better working world and continues to be our number one priority. As independent auditors, we serve the public interest, and we take seriously this responsibility. We also recognize that our stakeholders want to better understand how we execute audits and continue to improve audit quality. If you would like to learn more about the audit and consulting services please contact Ken Mallette, Senior Manager via e-mail at ken.mallette@ey.com or call (443) 641-7171.



Credit Union of New Jersey was incorporated in 1943 to serve State highway Department employees. Back then, we only offered share accounts and personal loans. Today, we serve over 43,000 members from over 200 organizations in addition to our original charter group and deliver a robust financial product and service offering that gives our deserving members convenience and value. If you would like to learn more please contact Connie Sullivan, Sr. Business Development Representative at (609) 538-4061 or via e-mail at csullivan@cunj.org.



At **Republic Services**, we are committed to providing reliable and responsible recycling and solid waste disposal services for Municipalities, Commercial and Industrial customers. We are committed to on-time service for your needs while bringing positive changes to the environment in ways such as expanding our recycling offerings, responsibly handling your waste, and adding low-emissions vehicles to our fleet. We make it our priority to find new and innovative ways to best serve our customers, minimize environmental impact and make our planet better. For more information please contact Gary Smalley, Municipal Service Manager at Gsmalley@republicservices.com or call (908) 912-5027.



SealMaster is one of the world's largest manufacturers of pavement sealer and sealcoat with over 100 pavement sealer manufacturing plants and distribution centers in the US. SealMaster also has pavement sealer manufacturing plants in Canada, China, and Mexico along with pavement sealer, sealcoat and pavement maintenance product and equipment distribution in over 50 countries. Our innovative pavement sealer formulations and state-of-the-art pavement sealer manufacturing technologies have enabled SealMaster to become the world's number one producer of pavement sealer and sealcoat. To learn more about one of their many services please contact Sean Amey, Sales Manager at (610) 530-8788 or via e-mail at sealmaster.sean@verizon.net.



continued on page 14

WELCOME TO OUR NEW MEMBERS *(continued)*

Founded in 1986, **TimeKeeping Systems, Inc.** is a manufacturer of data collection products. Our first products included bar code readers and bar code printing software. We still offer bar code products today, under our EZBarcode trade name. We've been involved with the security industry for most of our history. We introduced our first guard tour system in 1987. THE PIPE was developed as a response to customer requests for an abuse-proof guard tour system.

GUARD1 PLUS and THE PIPE have been accepted as the preferred and recommended guard tour solution of many of the largest guard companies. As a result, we have had the opportunity — and the good fortune — to work with many of the largest companies in the security industry. Our customers set a high standard and much of our success has come from working to meet their challenge. For additional information please contact Gerald Fleurent, NE Sales Manager at sales@guard1.com or call (216) 595-0890.



TimeKeeping
Systems, Incorporated

Federal Grants

Rural Sexual Assault, Domestic Violence and Stalking Program

Deadline: February 23, 2017

Available: \$350,000-\$750,000 over 3 years

Number of Awards: Up to 50

Funding Opportunity Number: OVW-2017-11904

<https://www.justice.gov/ovw/page/file/923431/download>



Community Connect Grants

Deadline: March 13, 2017

Available: \$100,000 to \$3,000,00

Number of Awards: 10

Funding Opportunity Number: RDRUS-CC-2017

<https://www.rd.usda.gov/programs-services/community-connect-grants>



Second Chance Act Reentry Program for Adults with Co-Occurring Substance Abuse and Mental Disorders

Deadline: March 14, 2017

Available: Maximum of \$650,000 over a period of 3 years

Number of Awards: 8

Funding Opportunity Number: BJA-2017-11547

<https://www.bja.gov/funding/SCACOD.pdf>



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Federal Grants *(continued)*

Smart Reentry: Focus on Evidence-Based Strategies for Successful Reentry from Incarcerations to Community

Deadline: March 14, 2017

Available: Maximum of \$1,000,000 over a period of up to 3 years

Number of Awards: 5

Funding Opportunity Number: BJA-2017-11541

<https://www.bja.gov/funding/SmartReentry.pdf>



Minority Youth Violence Prevention II: Integrating Social Determinants of Health and Community Policing Approaches

Deadline: April 4, 2017

Available: \$325,000-\$425,000 per year for a period of 4 years

Number of Awards: 11

Funding Opportunity Number: MP-YEP-17-001

<https://www.grantsolutions.gov/gs/preaward/previewPublicAnnouncement.do?id=58609>



The Coastal Program

Deadline: September 30, 2017

Available: \$500,000 award ceiling

Number of Awards: 500

Funding Opportunity Number: F17AS00014

<http://www.grants.gov/web/grants/search-grants.html>



Economic Development Assistance Programs Public Works and Economic Adjustment Assistance Programs

Deadline: Open

Available: \$1000,000 to \$3,000,000

Number of Awards:

Funding Opportunity Number: EDAP2017

<http://www.grants.gov>



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.**

Nationwide Economics

Weekly Economic Review & Outlook for February 13, 2017

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

Weekly Economic Review

During a relatively quiet week for domestic economic data, the lull in financial market activity continued last week. The S&P 500 index has yet to close up or down more than 1 percent on a trading day this year. In response, market volatility has dropped to the lowest levels of the current expansion. Still, the trend in domestic equity markets remains gradually upward, with the key broad indices closing a record high last Friday. Fourth quarter earnings have come in stronger than expected so far, helping to push valuations higher.

On the policy front, President Trump hinted that tax proposals would be announced soon—a key positive for the market's expectations of future earnings. While actual changes in policy are unlikely to occur soon, financial market participants appear to be anticipating changes at some point over the next year.

The eurozone composite PMIT (which combines the survey results for the manufacturing and service sectors) remained at a 43-month peak of 54.4 during January—signaling a solid outlook for private sector output early in 2017. Moreover, the eurozone manufacturing survey rose to 69-month high during January and suggest above-average business activity and output in the near term.

The latest estimate for euro-area GDP growth during 2016 was a meager 1.7 percent, but optimism is increasing for improved growth during 2017. Inflation readings have spiked across Europe, rising to their highest readings since 2013. While a portion of the increase can be attributed to the sharp rise in oil prices compared with last year, there are underlying signals of modestly tightening labor and product markets as well. Continued extraordinarily accommodative monetary policy from the European Central bank should support steady improvement in economic conditions throughout the region.

The China manufacturing PMI remained in expansion territory (above a value of 50) during January as well. While not overly strong, the latest reading is better than a year ago when modest contraction signals from Chinese manufacturing fed financial market concerns about a hard landing for the Chinese economy. Reported GDP growth for China during 2016 was 6.7 percent, a continuance of the protracted slowdown of growth rates as the economy matures.

Improved private sector performance in Europe and China could help to boost global growth, which slowed to a lackluster 3.1 percent in 2016. The January update for the IMF's World Economic Outlook reflects a more upbeat forecast for global growth of 3.4 percent in 2017 (with expectations of faster U.S. growth, as well).

The Week Ahead

Inflation for January is likely edge upward, helped by higher energy prices. Producer prices should advance by 0.2 percent, similar to the average over the past six months. Consumer prices, however, should edge higher at a 0.3 percent rate due to higher gasoline prices. On a core basis, excluding volatile food and energy, prices are expected to rise by 0.2 percent reflecting continued tightening of labor and product markets. This would boost the 12-month change to 2.4 percent, the fastest pace since early 2012.

Retail sales should advance again in January, helped by a sharp rise in payroll employment and record high net worth. A drop in unit auto sales should limit the retail gain to an increase of 0.3 percent. Excluding automobile sales, we expect an acceleration of retail sales to a monthly growth pace of 0.4 percent, helped by rising gasoline prices.

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Nationwide Economics *(continued)*

Industrial production is likely to edge higher by 0.1 percent for January. Mining output should rise as rig counts were up by nearly 7 percent last month. Manufacturing output should also rise as the ISM manufacturing survey reported production expanded as the fastest pace in over two years. But the overall index will be held back by a sharp drop in utilities output in response to unseasonably warm weather.

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.



The Evolution of Data-Driven Traffic Operations

by Erin Skimson, Director of ITS Product Managing for Miovision



A transformational change is now happening in public sector traffic agencies. Cities are awakening to the [power of traffic data](#) as a foundational element of how they plan, build, and operate their road networks. Enabling technologies – remote connectivity, vehicle detection, and software tools – are at the heart of this change. But another driver is public pressure—taxpayers demand accountability in how dollars are spent. Traffic teams are already realizing benefits from being [data-driven](#). Teams are empowered by data to respond quickly to public safety issues, optimize infrastructure, and effectively deploy budget dollars.

- 1. What are the Obstacles to Data-Driven Traffic Operations?** Supporting Infrastructure: Historically, two pieces of supporting infrastructure are needed to generate signal performance measures: a controller capable of producing high-resolution data and remote connectivity. Traffic controllers yielding hi-res data are limited to the latest generation of devices, and remote connectivity is lacking in 55% of North America's traffic cabinets.
- 2. Data Analysis Tools:** Generating insights from large volumes of traffic data requires analytical software tools. The ATMS in place today aren't equipped to perform sophisticated analysis.
- 3. Technical Expertise:** Leveraging data-driven tools for traffic operations has historically been complex, and required expertise in two areas: the IT skills to maintain server systems, and the engineering skills to interpret the resulting metrics. Many traffic agencies struggle to deploy traffic data analysis systems due to a lack of expertise.



The Benefits of Enhanced Traffic Operations

- 1. Network Monitoring:** Agencies are able to leverage real-time data to understand when congestion is occurring, and if they indicate an issue in the traffic network. This helps operation teams

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Data-Driven Traffic Operations *(continued)*

develop traffic plans using accurate and timely data.

2. **Optimizing Intersection Performance** : Agencies are able to leverage signal performance metrics that analyze intersection flow. These tools help engineers identify coordination issues and reduce the time it takes to solve them.
3. **Measuring Impact:** Data-driven traffic agencies are able to leverage the power of “before/after” analysis immediately after making a change so that the true impact can be determined.
4. **Data-Driven Decision Making:** Agencies are using data to optimize strategic decision-making. Capital and operating investment decisions are increasingly justified by data-driven objectives. Agencies can report on their fiduciary responsibility with assurance that tax dollars are optimally allocated.

Ask Yourself the Following Questions

Are you struggling to answer the questions below? If so, your agency is a candidate for increasing the use of [data-driven operations](#).

- We’ve re-timed and coordinated a major corridor – is it working?
- I know my signals need to be re-timed, but how can I prove it?
- How can I make a stronger argument in my funding applications, backed up data?
- Is my signal green-time being optimally allocated?
- How can we maintain our service level with fewer resources?
- How do I know if our maintenance contractor is meeting our service standards?



Part Two of this blog series will appear next month. It will cover Insights for Signal Performance Metrics.

For additional information please contact Andrew Fonseca, Account Executive, via e-mail at afonseca@miovision.com.

miovision
rethink traffic

NJAC CELEBRATION OF COUNTY GOVERNMENT
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Quieting Fears of Personal Rejection - Learn to feel safe and secure in your relationships

by Leslie Becker-Phelps, PhD



Social relationships can bring a sense of connection, happiness, and meaning to our lives. Unfortunately, for many people, they bring anxiety and worry. They have what psychologists call a *preoccupied* or *anxious* style of attachment, or connection with others. For them, even an inkling that something is not exactly right in their relationships can send them into intense anxiety. More than anything, they want to feel safe, secure, and close to others; but instead they are hyper aware of the possibilities that they are not.

Although the difficulties from this style of connection are often heightened in romantic relationships, they can also characterize friendships. People with this style of connecting often:

- Feel preoccupied with pleasing others
- Feel an overwhelming need to be close to others
- Need a lot of validation and approval from others
- Are concerned that others don't value you
- Are fearful of being rejected
- Are so concerned about making others happy that they don't consider their own happiness
- Have expectations of themselves in relationships that are much higher than their expectations for others
- Question their own worthiness

If this describes you, then you know first-hand that feeling secure in your relationships is almost impossible to maintain. You are always gauging others' responses to you and are keenly aware of any changes in their emotional expressions. Such constant worrying leaves you emotionally off balance. When you perceive even just a *potential* threat to a relationship, you are likely to assume the worst and react quickly.

The possibility of losing connection with someone – of them rejecting you – is likely to feel *deeply* upsetting. So, you are likely to react with distress. This might come out as either clinging or anger. You might “cling” by repeatedly calling, texting, or looking to “run into” the person. And, you might express anger by trying to ignore the person (i.e. physically turning your back to them, not taking their phone calls), or by acting it out (i.e. putting the person down, rejecting the person by saying you never really like them).

So, how do you fix this?

Acknowledge The Pattern

The best way to address this problem is to acknowledge the pattern. Look back over your life to see how this pattern has played out. See how your anxieties and fears have crept into various relationships and even sabotaged them sometimes.

Once you are aware of the pattern, you might be able to see it play out in current relationships. When you find yourself saying this or that person might reject you for some reason, stop yourself before the feelings spin emotionally out of control. Ask yourself if this fear is part of a larger pattern. You might even talk with a trusted

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Quieting Fears of Personal Rejection *(continued)*

friend to get their perspective. Consider questions, such as: Is there some way in which your current worrying might be creating distance in your relationship? Is it possible that you have misread the cues and that there is nothing wrong in the relationship (that the person is responding to something outside of your relationship)?

This won't immediately turn your anxiety to a sense of security, but it might put doubt into beliefs you previous accepted as true. It might give you a chance to respond differently to someone's behavior. For instance, rather than writing off a friend who has not responded to some calls or emails, you might reach out and address this issue directly. The result might be what you fear. But, instead, your friend might explain their silence with an apology for upsetting you.

Spend Time With People Who Value You

To learn to feel secure in relationships, you must also choose to spend time with people who value you. When you do, you would benefit from the following:

- Notice how you discount what they appreciate about you, or how you discount them entirely.
- Question the tendency to discount when others view you positively.
- Challenge yourself to stay with the awareness of being valued by someone; and to even accept it, especially when some part of you wants to reject it
- Be aware that you are likely to worry and be preoccupied about your relationships; acknowledge it when it happens, be compassionate to your concerns, and then turn your attention to more positive experiences

This may be hard for you to accept, but it is okay to want, and even expect, some reciprocity in most relationships. You need and deserve to feel valued. When you reject this way of thinking, gently prompt yourself – as you would a friend – to reconsider. And be patient with yourself; you are trying to make a large and important change. In the end, the effort will pay off – feeling secure in yourself, and with others, will lead to happier relationships and a happier life.



Leslie Becker-Phelps, PhD

Leslie Becker-Phelps, PhD is a relationships expert on WebMD's *Relationships and Coping Community* and author of *The Art of Relationships* blog on WebMD. Dr. Phelps is also the author of *Making Change* blog on Psychology Today's website. Dr. Becker-Phelps has a private practice in Basking Ridge, NJ.

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 [Linked In](#), 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

NACo Upcoming Webinars

Stepping Up Network Call: Introduction to the Network and Making the Six Questions Work for You

Mar. 2, 2017, 2:00 pm – 3:15 pm

[Register](#)

Join the [Stepping Up](#) partners for the first Stepping Up Network Technical Assistance Call. On this call, counties will hear about the purpose and goals of the Stepping Up Network and how it can be a useful tool for their efforts. Counties will then engage in a facilitated discussion on the “Six Questions” document and how the planning process described in that report has been or could be beneficial to them in their Stepping Up efforts. Counties are encouraged to sign on and join the conversation! Please be sure to participate in or review the “Introduction to the ‘Six Questions County Leaders Need to Ask’” [webinar](#) on February 2 prior to joining the call.

Contact Nastassia Walsh (202) 942-4289 nwalsh@naco.org



Becoming an Employer of Choice: Benefits Best Practices for Counties

Mar. 9, 2017, 3:00 pm – 4:00 pm

[Register](#)

Join Arthur J. Gallagher & Co. for an informative webinar highlighting benefits best practices by counties and other public sector organizations throughout the country. During this session we will highlight data pulled from Gallagher’s 2016 Benefits Strategy & Benchmarking Survey, and discuss the value to your county of participating in Gallagher’s 2017 survey through partnership with NACo.

Contact Linda Langston (202) 942-4231 llangston@naco.org

Stepping Up: Conducting Timely Mental Health Screening and Assessment in Jails

Apr. 6, 2017, 2:00 am – 3:15 am

[Register](#)

Join the Stepping Up partners for the second webinar in the Six Questions series, which will feature key strategies for conducting timely screening and assessments for mental health and substance use in jails. To reduce the number of people with mental illnesses in jail, counties need to have a clear and accurate understanding of the prevalence of these disorders within their jail populations. This requires universal screening of every person booked into jail for mental illnesses, as well as other behavioral health needs, such as substance use. On this webinar, a national expert will provide an overview of key strategies from the Six Questions report for effectively and consistently identifying people with mental illnesses and/or substance use disorders in county jails and how to appropriately share this information. Then, county officials will share how they have implemented screening and assessment processes in their jails and discuss the benefits of these tools.

Contact Nastassia Walsh (202) 942-4289

nwalsh@naco.org



N.J. Board of Public Utilities Advances Development of Town Center Microgrid Systems by Offering Feasibility Study Grants

by J. Gregory Reinert, Director of Communications for NJ Board of Public Utilities and
Susanne LaFrankie, MA, Public Information Officer for NJ Board of Public Utilities

Christie Administration's Energy Master Plan Update supports microgrids as a technology to make critical facilities more resilient to major storms



The N.J. Board of Public Utilities (Board) recently advanced the development of town center microgrids by opening the first 60-day application window for the Town Center Distributed Energy Resources Microgrid Feasibility Study Incentive Program (Program) and inviting qualified state or local government entities to apply for incentives of up to \$200,000 to cover the expense of a feasibility study.

Town Center Distributed Energy Resources (TCDER) microgrids are capable of providing on-site power to connected critical facilities within a local area or town center setting during electric grid outages.

Since New Jersey suffered devastating damage from the impacts of Superstorm Sandy, the Christie Administration has made it a priority to improve energy resiliency and emergency preparedness and response. Therefore, the Administration's Energy Master Plan (EMP) Update, released in December 2015,

consists of a new section addressing the high priority areas of protecting critical energy infrastructure, improving the electric companies' emergency preparedness and response, increasing the use of microgrid technologies and applications for distributed energy resources (DER) and creating long-term financing for resiliency measures.

"This is an exciting step in implementing the Christie Administration's EMP policies supporting the development of town center microgrid systems," said Richard S. Mroz, President, N.J. Board of Public Utilities. "These onsite powerhouses will provide communities with the ability to operate critical facilities, such as government buildings, police and fire operations, hospitals and shelters, independently of the grid."

The Board established a Program budget of \$1 million to incentivize the preparation of feasibility studies, which is expected to fund five to 12 proposed studies. Initial incentives are capped at \$200,000. The Program will be managed in two phases; first, the feasibility study, then selected applicants will move to the detailed engineering design phase. This current application window is only for the first phase of incentivizing feasibility studies. To apply for a feasibility study incentive:

A local government or state agency must be the applicant;

- The applicant must be a government entity that owns or manages critical facilities;
- The BPU seeks applicants which demonstrate a high degree of planning and ability to implement every aspect of a microgrid proposal;
- The Program is initially open to potential TCDER microgrids identified by the New Jersey Institute of Technology (NJIT) in its report of potential microgrids within FEMA's nine Superstorm Sandy disaster designated counties or similar Town Centers which satisfy the screening criteria as set forth in the NJIT Report.

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NJBPU Feasibility Study Grants *(continued)*

Through the Program, the Board will establish statewide microgrid policy for connecting multiple customers across multiple rights of ways (ROW) that can include both electric and thermal energy. The focus in this initial program is on critical facilities at the local level classified as:

- A public facility, including any federal, state, county, or municipal facility, and
- A non-profit and/or private facility, including any hospital, water/wastewater treatment facility, school, multifamily building, that could serve as a shelter during a power outage.

The Program is exclusively intended for projects that include multiple critical facility customers in a single municipality developed as a TCDER microgrid. The TCDER microgrid must have a nucleus of critical buildings and offer emergency energy services under “dark sky” conditions, as well as operate in a cost effective manner during typical “blue sky” conditions.

Applicants must demonstrate an ability to incorporate multiple critical facility stakeholders into the TCDER microgrid.

- Each applicant must identify the proposed stakeholder groups, how they were identified, and level of commitment to participate in the feasibility study program.
- Applicants must demonstrate a firm understanding of the technical and power infrastructure needs of each critical facility stakeholder.
- This includes initial early stage studies of the overall Town Center’s energy needs both electric and thermal, the types of DER technologies interconnection technologies, utility requirements and initial microgrid cost/benefit modeling
- The applicant’s residents must be serviced by a regulated electric utility that pays a societal benefits charge (SBC) on their electric bill.

To view the full Microgrid Report please visit [NJBPU Microgrid Report](#)



BECOME A MEMBER *of the* NEW JERSEY ASSOCIATION OF COUNTIES

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

[Click here for an application.](#)

FROM THE EXECUTIVE DIRECTOR

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 67th annual celebration of county government scheduled to take place from May 10th through May 12th at Caesar's in Atlantic City. It includes:

- *Opportunity to meet the 2017 Gubernatorial Candidates*
- *A fantastic County College Acapella Sing-Off*
- *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*
- *An outstanding County Vocational-Technical School Cook-Off Challenge*




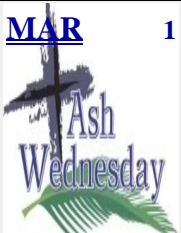


John G. Donnadio, Esq.

We're expecting well over 500 guests and 80 vendors for this highly anticipated event that begins on Wednesday evening of May 10th 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 on May 12th with the Cook-Off Challenge that gets better each year. In between, you'll have the opportunity to network with county and business leaders from across the State; enjoy the incredible harmonies of gifted and talented Acapella singers; meet the 2017 gubernatorial candidates; 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 business associates, vendors, and sponsors, we're also providing the additional value added:

- Free WiFi in the main exhibit hall and guest rooms
- A late checkout on May 12th for 125 attendees that have a Caesar's hotel room reservation
- Cell phone charging stations
- Opportunities for sponsors to showcase their business at several events
- Discounted parking rates for NJAC conference attendees that have a Caesar's hotel room reservation

We're also offering innovative activities strategically placed throughout the exhibit hall and registration area designed to enhance networking and your overall conference experience. As always, thank you for your time and consideration, and please do not hesitate to contact us with any questions or concerns.

WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
			Feb 15 Comedy of Tenors 7:30 p.m. Paper Mill Playhouse Millburn <i>Morris County</i>	16 NJ Shore Boat Sale & EXPO 12 p.m. - 8 p.m. NJ Convention Center Edison <i>Middlesex County</i>	17 Presidents' Game Mini Camps 10 a.m. Elite Climbing Maple Shade <i>Burlington County</i>	18 Caged Fury Fighting Championships 63 6 p.m. Borgata Atlantic City <i>Atlantic County</i>
19 Hippo Awareness Weekend 2/18-2/20 Adventure Aquarium Camden <i>Camden County</i>	20 	21 Oil Portraits Joyce Lawrence 10 a.m. - 1 p.m. Pine Shore Art Association Manahawkin <i>Ocean County</i>	 22 8 p.m. BergenPAC Englewood <i>Bergen County</i>	23 Bridal Show 7 p.m. - 9 p.m. Sheraton Lincoln Harbor Hotel Weehawken <i>Hudson County</i>	24 Pizza & Family Movie Night FREE 6 p.m. - 8 p.m. Borough Hall West Cape May <i>Cape May County</i>	25 Free Rabies Clinic 9 a.m. - 12 p.m. Boro Garage Greenwich <i>Gloucester County</i>
26 Stop Hunger Meal Packaging Event 10 a.m. - 12 p.m. Drakestown Church Hackettstown <i>Warren County</i>	27 Beautiful Symphony of Brotherhood 10 a.m. - 6 p.m. Union County PAC Rahway <i>Union County</i>	28 Winter Light Solo Exhibition 6:30 p.m. Gallery 13 North Warren County				
			 MAR 1	2 The Quilt & Sewing Fest of NJ 9 a.m. - 4 p.m. Garden State Exhibit Center Somerset <i>Somerset County</i>	3 Wine Making Violin 3 p.m. South Orange PAC South Orange <i>Essex County</i>	4 Harlem Globetrotters 3/3 & 3/4 6 p.m. Sun National Bank Arena Trenton <i>Mercer County</i>
5 	6 Health Screening FREE 9 a.m. - 1 p.m. Post Office Pennsville <i>Salem County</i>	7 Centenary University 7:30 p.m. American Legion Hackettstown <i>Sussex County</i>	8 	9 Dancing at Lughnasa 8 p.m. Lauren K. Woods Theatre Monmouth Univ. W. Long Branch <i>Monmouth County</i>	10 Tusk 8 p.m. Shea Center William Paterson University Wayne <i>Passaic County</i>	 11 8 p.m. Levoy Theatre Millville <i>Cumberland County</i>
 12 DON'T FORGET TO SPRING FORWARD REMEMBER TO SET YOUR CLOCKS AHEAD 1 HOUR SATURDAY NIGHT	13 	14 				