

NJAC COUNTY BIZ

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Veterans History Project Submitted to Library of Congress

by William F. Moen, Jr., Freeholder for Camden County Board of Chosen Freeholders



William F. Moen, Jr.
Freeholder
Camden County

On May 23, I was honored and humbled to travel to Washington, D.C. where I was joined by our Congressman Donald Norcross as I delivered interviews conducted with Camden County veterans to the Library of Congress.

It has been said that history is our greatest teacher. I was grateful to present the heroic stories of Camden County's veterans to our nation's official repository of history, the Library of Congress. More than 26,000 veterans call Camden County home, and no two share the same story. I thank the Library of Congress for ensuring that their stories are preserved for perpetuity.

Camden County, through our county's Office of Veterans Affairs, is now one of only two counties in the country to participate in the national Veterans History Project. On that day in May, we delivered 25 of what we hope will be numerous submissions of veterans' legacies into our nation's archives. In addition to the first-hand accounts, our submission included interviews with Gold Star families such as Judy Tapper of Waterford Township. Her son, U.S. Navy Petty Officer 1st Class David Tapper, a member of the elite Seal Team 6, made the ultimate sacrifice to his country in 2003 in Kabul, Afghanistan.

This first group of interviews we delivered met the exacting criteria set forth by the Library of Congress, and we are in the process of reviewing all of our veterans' documentaries to identify future submissions. All of the recordings will continue to be a part of our own archives here in Camden County and will never be forgotten.

The Freeholder Board created the Veterans History Project in 2013 to capture the trials, tribulations and triumphs of our local veterans as a lasting memory to their commitment to our country and freedom. The following year, several of those stories were edited into a poignant documentary shown as part of Camden County's Pearl Harbor Day remembrance aboard the Battleship New Jersey Museum and Memorial.



Donald Norcross, Congressman,
District 1, NJ
&
William Moen, Jr., Freeholder
Camden County

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Get to know your County Administrator.....

How many years have you served as Sussex County Administrator?

I began serving as Sussex County Administrator on April 17, 2017. I previously worked in Sussex County having served as Byram Township Manager from May 2004 to September 2007.

What was the first public position you held?

I started my local government career in September 1999 as the Assistant Township Manager in Randolph Township (Morris County).

Why did you choose to apply for Sussex County Administrator?

I believed my seventeen years of experience as a senior government manager and my desire to make a meaningful contribution to the County made me a qualified candidate for the position of County Administrator.

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

Shortly after I started as County Administrator, I had to work with County and State officials towards the dissolution of the County's 30 year old public health tax in order to effectuate the budget objectives of the Board. The process needed to be completed within the first 30 days of my employment with Sussex County requiring an analysis of the impact on the County's general fund, securing State approval, and finalizing the action with a Board resolution.



Gregory V. Poff II
Administrator
Sussex County

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

I had a prior private and non-profit sector experience including service as a Peace Corps Volunteer Ghana (West Africa). I worked with local governmental officials in Ghana constructing wells to improve access to clean, potable water.

Who is your role model?

My grandfather has always been my role model. He is a World War II Veteran, worked as a union carpenter, and eventually ran the industrial contracting company he began working for as a carpenter.

Why do you love Sussex County?

I love the rural nature of Sussex County and access to tremendous recreational opportunities. Whether you have interest in hiking, biking, camping, or boating, all of these things are available throughout Sussex County.



Veterans History Project *(continued)*

The film told the story of World War II through the eyes of six Camden County Veterans. Among the veterans featured is J. Domer Zerbe who served as an infantry officer in the 88th Infantry Division in Italy, and Carlo Ginobile, who flew missions as a B-24 Liberator bomber tail gunner with the 15th Air Force.

These brave veterans and their families graciously agreed to share their personal knowledge of the hardships and horrors of battle so that future generations may learn from their accounts. We documented recounts of their stories of service on the land, sea and air, from the kamikaze-scarred Intrepid to remote airbases in Papua New Guinea, and from the enemy-infested jungles of Guam to the bloody beach at Iwo Jima. We thank them for their service to our nation, and for allowing us to document their contributions and sacrifices.

The staff of the Camden County Office of Veterans Affairs conducts the interviews and produces the documentaries to make these videos available to future generations. They are also responsible for authenticating and cataloguing each of the veterans' stories. All of the work is done in-house, and is truly a labor of love for all that are involved in the process. To date, the stories of more than 150 veterans have been saved for posterity.

On a personal note, both of my late grandfathers served in the U.S. Army during World War II and I wish we could have preserved their memories of fighting fascism and saving the world from despotism. The veterans' stories we have captured tell of the bravery and sacrifice they all shared, and go to honor all of our heroes.

To learn more about the U.S. Library of Congress Veterans History Project, visit <https://www.loc.gov/vets/>.



SAVE THE DATES 2018 NJAC MEETINGS AND EVENTS

September 14

Board of Directors Meeting
State House Annex, Trenton

December 14

Board of Directors Meeting & Year End Summit
Trenton Country Club - West Trenton

New Jersey Equal Pay Act—What You Need to Know

by Judy Sailer, HR Specialist for Primpepoint, LLC

On April 24, 2018 the “Diane B. Allen Act” was signed into law by New Jersey Governor Phil Murphy. The act officially became active July 1, 2018. Its original basis was an act concerning equal pay [for women] and employment discrimination, however its final inception is much broader in scope.

Who Has to Comply?

The act is a revision of the New Jersey Law Against Discrimination. It impacts **all businesses** in the state of New Jersey no matter the size of the company. It applies to both public sector and private sector businesses.

With the inception of this new law it is now the company's responsibility to prove that it did not violate the statute and show that a pay differential is based on legitimate factors. If the employer cannot prove that the entire differential is based on documented factors it will be considered a violation.

What Does it Mean?

The new law makes it illegal for an employer to “pay any of its employees who are members of a protected class at a rate of compensation, including benefits, which is less than the rate paid by the employer to employees who are not members of that protected class”, “for substantially similar work viewed as a composite of skill, effort and responsibility”. This leaves a lot of scope to review. Any employee, in any [classification](#) protected under the New Jersey Law Against Discrimination is covered under the pay equity law. Physical location or facilities are not a characteristic that protects a company with pay differentials.

In addition, employers who prohibit employees from discussing their own or others' compensation are now in violation. The law does not specifically carve our management or even HR as it is currently written.

What Does “Substantially Similar” Work Mean?

As of now this question will be reviewed and decided on by a jury, based on its view of “a composite of skill, effort and responsibility” required of the position in question.

What Are Some Ways to Address Liability?

The Act has provided a five test outline that is to aid businesses in avoiding liability.

1. Have a seniority system – similar to a union contract
2. Have a merit system
3. Five Factor Test
 - a. Differential based on one or more “legitimate, bona fide factors” other than protected class, such as training, education or experience, or the quantity or quality of production”
 - b. “That the factor or factors are not based on, and do not perpetuate, a differential in compensation based on sex or any other characteristics of members based on a protected class”
 - c. “That each of the factors is applied reasonably”
 - d. “That one or more of the factors account for the entire wage differential”
 - e. “That the factors are job-related with respect to the position in question and based on a legitimate business necessity”

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New Jersey Equal Pay Act *(continued)*

- i. “A factor based on business necessity **shall not apply** if it is demonstrated that there are alternative business practices that would serve the same business purpose without producing the wage differential”

What is a Recommended Strategic Course of Action?

- Meet with leadership and discuss duties and responsibilities for key positions
- Review your recruitment site for any questions that are no longer acceptable (ex. What was your previous salary?)
- Review your on-boarding process
- Review and update current personnel policy regarding confidentiality
- Review all job descriptions for educational requirements, physical requirements and skill based compensation, and identify ones that may be substantially similar and evaluate those salaries
- Review and define the factors that explain differentials in salaries in your company and build a salary plan from that data
- Develop a detailed recording plan of the reasons behind all compensation decisions and have staff sign off on all changes to their salary

Please click [here](#) to view the article and learn more about Primepoint, LLC.



USEPA Oil Pollution Prevention

by Beth Bouvier, Director of Regulatory Compliance for LAN Associates

The United States Environmental Protection Agency (USEPA) oil prevention regulations require that facilities with more than 1,320 gallons of above ground oil storage capacity or 42,000 gallons of underground oil storage capacity prepare and implement a Spill Prevention, Control, and countermeasure (SPCC) Plan. Oil storage capacity includes all oil storage at a facility, such as storage tanks, containers of oil (55 gallons or more in size), and equipment.

The USEPA’s oil pollution prevention regulations contain requirements intended to prevent the release of oil into navigable waterways. These requirements include secondary containment, regular inspections of oil storage areas, and training for oil-handling personnel.

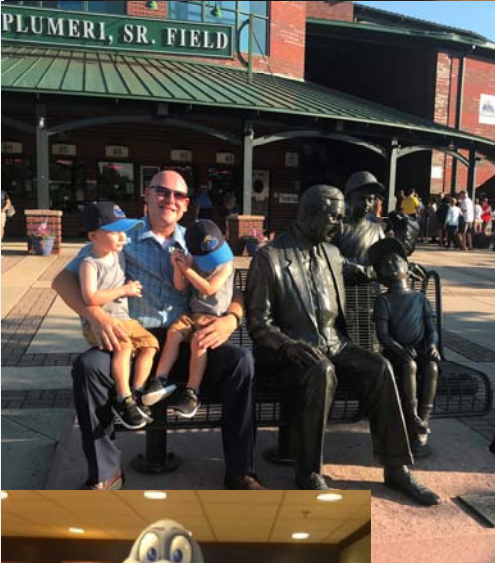
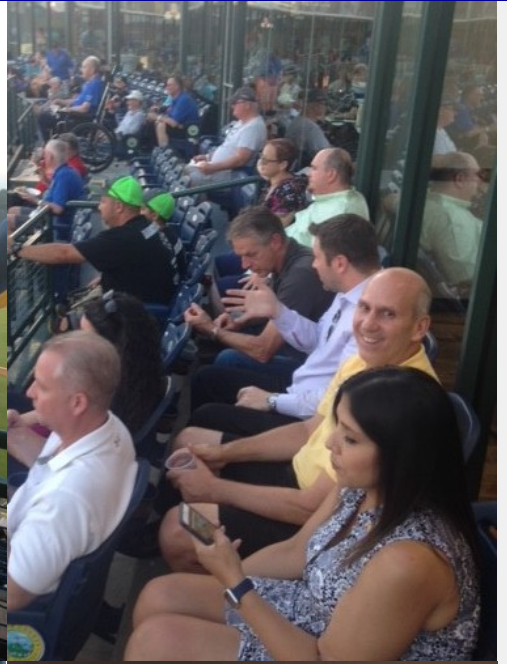
The SPCC Plan should include a description of procedures in place to prevent oil spills, secondary containment and other control measures, and response measures that would be taken to contain, clean-up, and mitigate the effects of an oil spill, should it occur. Unless facilities meet certain conditions allowing them to self-certify, SPCC plans must be certified by a licensed Professional Engineer (PE).

SPCC Plans must be reviewed and updated every five years, and within six months of changes to a facility’s oil storage capacity or potential discharge of oil.

For more information on USEPA oil pollution requirements, or assistance with preparing an SPCC Plan for your facility, please contact Beth Bouvier, Director of Regulatory Compliance at (201) 447-6400 or beth.bouvier@lanassociates.com.



NJAC Night of Baseball, Fireworks, & FUN!!!



We've Been Here Before - *The impact of marijuana legalization on DUI*

by Jim Concannon, Professional Services Representative for Lexipol

The United States has a history of making intoxicating substances, like alcohol and marijuana, illegal under the guise of weakening moral values. So-called moral offenses—drinking alcohol, gambling, cheating on your spouse—offend some people to the point where they feel legislation banning or restricting such activities is needed. This, of course, is how Prohibition came into effect in 1919. But legislating morality has also proved difficult. As far back as 1926, RM Maciver warned that puritanical legislation was not necessarily a proper object of political lawmaking. ⁽¹⁾ Prohibition was repealed just seven years later.

The same societal forces that led to the repeal of Prohibition are currently shaping the trend toward relaxing marijuana laws. A Gallup poll in November 2017 showed [support for recreational marijuana legalization](#) at 64 percent, a record high. ⁽²⁾

That support is carrying over to the voting booth. In 2016, Maine, Massachusetts, Nevada, and California passed legislation legalizing recreational marijuana use, joining four states that already had similar provisions. Additional states will likely follow suit; 21 other states legalized marijuana for medical use, and such laws are often a precursor to recreational legalization.

So, it's safe to say we can expect recreational marijuana use to grow. For law enforcement officers who routinely patrol America's roadways, that creates an interesting question: What impact will marijuana legalization have on driving?

Although the repeal of Prohibition led to a widespread societal acceptance of drinking alcohol, over time we as a society drew a line: Intoxication may be OK, but intoxicated *driving* is roundly ostracized, and DUI laws enjoy widespread public support. Recognizing that it may be inappropriate to legislate morality, we have agreed that it is entirely appropriate to regulate dangerous behavior. And we have used scientific research to help us determine how much is too much and how to detect whether a driver is intoxicated.

Looking back at how our understanding of alcohol intoxication and driving under the influence (DUI) evolved allows us to make certain predictions about the impact of marijuana legalization.

DUI Will Increase

The repeal of Prohibition not only brought social acceptance to drinking alcohol; it also caused an influx of drunk driving. In 1933 the 21st Amendment repealed Prohibition nationwide. In the first six months of 1934, injuries and deaths due to DUI were four times higher in Chicago, and Los Angeles officials reported a vast increase in DUI. ⁽³⁾

We can expect the same trend with marijuana. In fact, [we're already seeing it](#). In Washington, 19% of those arrested for intoxicated driving had THC in their system before marijuana legalization. Following legalization in 2012, the rate has increased steadily, reaching 25 percent in 2013, 28 percent in 2014, and 33 percent in 2015. ⁽⁴⁾ Correlation does not prove causation, but common sense tells us if more people are smoking pot, more drivers will be stoned.

Societal Attitude Toward Stoned Driving Will Change

It seems evident to us now that drinking and driving is a dangerous act. However, that was not always the case. In the not-so-distant past, drinking and driving was not necessarily frowned upon; in fact, some considered it an act of free will. "Punishment" took form in civil court to compensate the injured party. Criminal sanctions were a topic of much debate, both socially and politically.

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We've Been Here Before *(continued)*

The industrial revolution brought machinery that made intoxicated behavior dangerous to bystanders. Intoxicated individuals in the past might merely fall off a horse or get in a bar fight. With machinery, mainly automobiles, a real danger existed that could impact innocent bystanders. Thus, there was some early recognition of the dangers of DUI. For example, around 1909, the Massachusetts highway commission implemented fines of up to \$200 and incarceration of up to six months for the operation of an automobile recklessly while under the influence of liquor. ⁽⁵⁾ News reports from as early as 1887 point to the role of alcohol in train crashes, and the first report on the effect of drinking and operating motorized wagons was completed in 1904. ⁽⁶⁾

However, the passage of the Volstead Act (National Prohibition) in 1919 made alcohol harder to obtain and consumption a possible crime. Thus, rates of drinking went down, drunk driving declined, and so did attention to the issue. ⁽⁵⁾ After the repeal of Prohibition, it took decades of DUI-related deaths before DUI laws became widely enacted, and longer before they were strictly enforced. That change came mostly due to grassroots efforts by organizations such as Mothers Against Drunk Driving.

When it comes to driving under the influence of marijuana, we will likely not move as slowly; having learned the devastating effects of DUI, it should not be as great a leap to accept the effects of DUID. Nevertheless, we have a ways to go. Lee Vinsel, an assistant professor of science and technology studies at the Stevens Institute of Technology in New Jersey, has [written about](#) how a study by Ramaekers et al. (2004) is often miscited by marijuana users as proof that driving stoned is safer than driving straight. ⁽⁷⁾ (In fact, the study found that stoned drivers perform worse than straight drivers, but that they perform better than drunk drivers.) Stoned driving is still the stuff of comedy (*Cheech and Chong, The Big Lebowski, Super Troopers*). Stoned drivers are often depicted as driving too slowly, too timidly, in contrast with the aggressive, reckless actions of drunk drivers. Many people who acknowledge that it's probably not safe to drive high argue that at least it's safer than driving drunk.

Are we justifying dangerous behavior (stoned driving) because another behavior (drunk driving) is more dangerous? Most would agree that it *is* more dangerous to drive 150 miles per hour than it *is* to drive 100 miles per hour, but both driving patterns *are* hazardous and can impact innocent lives. Thus, both behaviors need legislative attention.

As the number of stoned drivers increases, we can expect a change in the attitude toward stoned driving. How quickly that attitude changes will likely rest on how quickly we can amass scientific evidence on the effects of stoned driving and develop a scientifically sound method of determining marijuana impairment.

Science Will Lag Behind

And that, in turn, leads to the third prediction. Even if we intuitively understand that driving stoned is dangerous, there will be a lag before we can scientifically prove it and test for it, and that, in turn, will impact law enforcement.

We saw this same lag with alcohol. After society recognized the social problem was real, and restrictions on intoxicated driving were enacted, evidentiary issues became apparent. There was no actual scientific data to back the argument that alcohol consumption indeed had a negative impact on skills necessary to operate a motor vehicle. Everyone knew it was dangerous and innocent lives were at stake, but a presumption of guilt requires tangible evidence based on scientific study.

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We've Been Here Before *(continued)*

In 1932, a Swedish study by Widmark was the first to establish the basic relationship between alcohol consumption and blood alcohol content (BAC).⁽⁶⁾ In 1934, Herman Heise published the first-known research on the effects of alcohol on driving, and in 1954 Robert Borkenstein invented the first practical alcohol breath testing device.⁽⁶⁾ The most famous drunk driving research paper, the 1964 Grand Rapids Study, conducted and written by Borkenstein, determined an actual relationship between the consumption of alcoholic beverages, BAC and the inability to safely operate a motor vehicle.⁽⁸⁾

Borkenstein's Breathalyzer subsequently made it possible to measure BAC and how it was tied directly to impairment. Since then, additional research has continued to refine our understanding of the impact of alcohol on driving, with many states lowering legal BAC levels.

We're in a similar situation with understanding the effects of stoned driving. Because marijuana is classified by the federal government as a schedule I drug and was determined to serve no medicinal function in addition to posing a high risk of addiction and abuse, clinical researchers were prohibited from conducting scientific research.⁽⁹⁾ Thus, studies documenting the effects of THC on driving behavior are sparse in the United States.

We do know that marijuana, mainly dependent on the THC dose, reduces visual scanning, orientation ability, divided attention and psychomotor performance, and that it affects mood, memory and attention. These performance inhibitors, in turn, may impair temporal processing, complex reaction times and dynamic tracking.⁽¹⁰⁾ And the seminal Ramaekers et al. (2004) study referenced earlier showed that THC impairs cognition, psychomotor function and driving performance in a dose-related manner.⁽¹¹⁾ Those researchers also found the detrimental effects of THC appear more prominent in highly automated driving behavior, as compared to more complex driving tasks that require conscious control.

The other major area ripe for scientific explanation is how to measure impairment. Alcohol dissipates at a measurable rate. Marijuana remains in a person's system days after consumption—well after the intoxicating effects have worn off—making *per se* limits very challenging to prove or disprove. There's a lot we don't know, and we can expect a lag while science struggles to catch up. I fear we're trying to speed up the process by placing a square peg (proposed DUID field testing) in a round hole (established DUI field testing). This is a cumbersome process with the potential for a dubious outcome.

At a Crossroads

So, we are at a crossroads—one that society has already traversed. We have (mostly) legalized marijuana, but we have done so without adequate tools for the inevitable outcome of legalization, impaired driving.

Every state has drug-impaired driving laws, including six states that have [*per se laws in effect for one more drug*](#). But DUID laws vary across states and are not nearly as clear-cut as DUI laws. Further, enactment of sanctions is only one-half of the equation. Arresting for a criminal code section is easy and frankly meaningless unless the state can successfully prosecute, and prosecution requires admissible evidence.

The current evidentiary trend has been to pigtail marijuana impairment to tried-and-true alcohol intoxication tests. Whether this will work—and how it's playing out in the courts—will be the focus of my next article.

[***Lexipol's Law Enforcement Policy Manual and Daily Training Bulletin Service provides essential policies that support officer decision-making in all facets of law enforcement operations. Contact us today to find out more.***](#)

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We've Been Here Before *(continue)*

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Monmouth County Financial Expo

On Wednesday, June 20th, Monmouth County sponsored a “**Financial Fitness Expo**” for its employees, hosted by **Nationwide**.

The County invited numerous financial service firms such as Vanguard, Prudential, JP Morgan, Delaware Funds and others to provide valuable information regarding investments within their Deferred Compensation Program.

The event kicked-off at 9:00 a.m. and ended at 3:00 p.m. Employees pre-registered for the ten workshops offered at the Expo. In all, 184 employees attended the various workshops on Healthcare, Social Security, Wills/Trusts, Investing 101, College Planning, Millennials, Budgeting, Website Planning Tools, Asset Allocation, and Retirement 101.



Food and refreshments were provided at the Expo for all in attendance, and employees shared their excitement with the county for affording them the opportunity to gain more understanding surrounding financial stewardship. Monmouth County is gearing up to offer another great event next year!

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Nationwide Economics

Weekly Economic Review & Outlook for July 23, 2018

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

Weekly Review

Sunnier days for consumers

Retail spending was solid again in June to wrap up a strong second quarter for consumer spending. Total retail sales rose by 0.5 percent for the month, while May's figure was upwardly revised to 1.3 percent. Already reported light vehicle sales had climbed to an annualized pace of 17.4 million units in June, and this helped to boost the motor vehicle and parts portion of retail sales.

The surge in spending during the second quarter brought the year-over-year increase in retail sales up to 6.6 percent-the fastest pace since early 2012 and above the long-term average. This suggests that consumers are increasing their spending in response to solid job gains and slightly faster wage growth-as well as the boost to take home pay this year from lower tax rates.

Core retail sales (also known as retail control: the total minus autos, gasoline, and building supplies) were little changed in June-indicating that rising gasoline prices helped to boost overall retail sales. Still, core sales have risen solidly by nearly 5 percent over the past year and show strong spending even after adjusting for inflation.

The pickup in retail spending should clinch a strong GDP figure for the second quarter. Most estimates place real GDP growth between 4.5-5.0 percent for the period, which if achieved, would be the fastest quarterly growth rate in four years. Moreover, the outlook for consumer spending for the third quarter looks optimistic as well-with nonfarm payroll gains of more than 200,00 during May and June, elevated consumer confidence readings, and record household net worth.

Bump in the road for housing construction

Total housing starts plunged by 12.3 percent to a seasonally adjusted annualized pace of 1.17 million units in June, the lowest level in nine months. Single-family starts fell by 9.1 percent to 858,000 units-the lowest level of the year-while the volatile multifamily starts plummeted by 19.9 percent to an annualized pace of 315,000 units.

While starts were down in each of the four U.S. regions, they fell by an especially large amount in the Midwest-dropping by an almost 36 percent after surging by 52 percent in May. June's drop in the Midwest, which dragged down the total for the U.S., is likely a reaction to the surge in the prior month and not a trend.

Despite the poor reading in June, we expect housing starts to resume an upward trend in the third quarter. Housing starts are often revised significantly month-to-month. A better view of starts for June will come when the initial July data are released next month.

Moreover, other data do not support a substantial downtrend in new home activity. The NAHB Housing Market Index maintained a strong reading for July, indicating that homebuyer traffic for new homes remains solid. Purchase applications in the MBA's mortgage applications survey were little changed for June, also suggesting that housing demand has not lost momentum this year.

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Nationwide Economics *(continued)*

The Week Ahead

This will be a moderately busy week with June data for new and existing home sales, the advance estimate for the trade deficit for goods, and durable goods orders. The week will then finish with the first estimate for second quarter GDP.

Housing activity likely pulled back in June despite a generally positive trend for the market. Longer-term drivers including payroll gains and a modestly faster pace of wage growth will support household formations, though supply limitations are raising prices and holding back activity. New home sales are poised to edge lower to an annualized pace of 680,000 following weaker readings from the home builder surveys. Similarly, existing home sales are also on track to pull back modestly to a pace of 5.39 million homes for June with a decline in prior month contract signings.

The trade situation is heating up following the enactment of tariffs between the U.S. and China. Recent figures have shown a contraction in the deficit for trade in goods driven by an increase in exports. June data may show a continuation of this trend with the advance trade in goods deficit at—\$63.5 billion, though future results will be impacted by tariffs and trade negotiation.

Economic activity picked up in the second quarter and Friday's GDP release will highlight the increase. Real GDP likely grew at an annual rate of 4.5-5.0 percent in the second quarter—the fastest pace since mid-2014. The Atlanta Fed's closely watched GDPNow projections point to contributions all the major components of GDP. Stronger growth is coming from a combination of expansionary fiscal policy, lower tax rates, and a nearly universal worldwide expansion.

For further information please contact Emanuel Mahand, Program Director Of DE/NJ/PA, at MAHANDE@nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com.



City/County Managers: Keep Your Eyes on These 3 KPIs

by Alannah Dragonetti, Head of Marketing for GovPilot

You work tirelessly to manage your district, but is your process working for you? The answer lies within KPIs.

Used in organizations across a variety of industries, key performance indicators (KPIs) are quantifiable values that demonstrate how effectively objectives are met. In a local government administration, of course, the objective is to satisfy the requirements of state and federal law as well as the demands of constituents, all within a strict budget. City/County Manager is not an easy job, but tracking these three KPIs can eliminate some of the guesswork.

1. Volume and Nature of Requests

Whether it is an application for a pet license or a request for government information, constituents call your departments to action each day. The volume and nature of these requests speak volumes (if we may) about what is important and accessible to the public.

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Keep Your Eyes on These 3 KPIs *(continued)*

Count the number of requests each department receives over a set number of months (6-12 should provide an accurate snapshot) and compare them. Note the timing of dips and spikes and consider which events they may coincide with.

While you're at it, you may find it helpful to track the nature of the requests. For example, if most constituents contact the Clerk's department asking for zoning information, you may want to consider publishing this data on GovPilot's customizable geographic information system (GIS) map.

2. Process Timelines

A growing reliance on smart phones, virtual assistants and other technology has created an expectation of instant gratification that constituents carry to interactions with government. For this reason, it is crucial to make measuring process timelines a top priority.

How many days does it typically take to process a constituent application from submission to completion? If the answer is longer than you'd like or varies depending on who is on shift, consider employing GovPilot's digital forms. Forms sit on the client website, where they are available for constituents to complete 24/7. Upon submission, a custom automated workflow [guides](#) the form through the appropriate order of operations and chain of command for swift and efficient processing.

3. Frequency of Communication with Constituents

Finally, track the frequency of communication with residents. Quality over quantity is the way to go, which brings us to another benefit of GovPilot's digital forms and automated workflows.

Submission of GovPilot digital forms cannot happen until client-designated form fields are filled, removing the time-consuming task of review and follow-up that often lengthens the processing time of illegibly or incorrectly completed applications.

GovPilot's automated workflows trigger emails to constituents that provide status updates at key steps. Automated communication [cuts the volume of calls and emails](#) that frequently interrupt the flow of processing.

The volume and nature of constituent requests, the time it takes to complete routine processes and the frequency of communication with clients say so much about your management style. Measure these KPIs now and marvel at the GovPilot difference later.

About GovPilot

GovPilot is a cloud-based Government Management Platform. GovPilot allows governments to replace antiquated paper processes with digital automation. By incorporating a digital environment, local governments can operate at increased efficiency levels. GovPilot unifies fragmented departments and data to facilitate better communication between elected officials, employees and the public to promote more informed decision-making. The platform offers local governments approximately 100 plus digital, automated processes to choose from. Governments can select digital FOIA, Building & Construction Permitting, Code Enforcement and other processes. GovPilot offers its customers unlimited user licenses, allowing data to be managed and shared by stakeholders 24/7, from the office, the field, or the comfort of their home.

For more information about this topic, please contact Alannah Dragonetti by telephone at (201) 222-1155 or via email at alannah@govpilot.com.



Do Organizations Undermine Their Own Employee Experience?

by Jennifer Dowd, Marketing Director for Kronos, Inc.

According to a global survey of nearly 3,000 employees conducted by The Workforce Institute at Kronos Incorporated, many organizations undermine their own employee experience with antiquated attitudes about time off, productivity, and workload that make it challenging for employees to negotiate basic work-life demands, potentially leading to a global employee burnout crisis.

The *Working Your Way* survey is the second installment in the *Engaging Opportunity* research series conducted with Coleman Parkes Research. The series explores how employees – both hourly and salaried from a cross-section of industries – believe emerging technologies can empower them to take control of their work from anyplace, at any time, on the device of their choice.

Almost half of employees (47 percent) have had a time-off request rejected by their employer within the last 12 months

- Of the 47 percent who have had a time-off request rejected, one in four employees surveyed globally (26 percent) had a vacation request denied; about a fifth were not permitted to use personal time (22 percent) or sick time (16 percent); and 10 percent say their employer actually rejected a bereavement request.
- In the U.S., 21 percent of public safety employees have had a sick day request rejected, followed closely by 18 percent of retail associates. For manufacturing (23 percent) and healthcare (17 percent) employees, the most commonly rejected time-off request is the use of vacation time.
- Canada, the U.K., and U.S. lead the world in workaholics, with 11 percent of survey respondents reporting they have not asked for any time off within the last year.

Less than half of employees (41 percent) believe preventing employee burnout is a top priority for their organization

- Nearly a third of employees (29 percent) surveyed say they are currently approaching a state of burnout and need their workload to change.
- Older U.S. millennials (36 percent), as well as public safety (42 percent), logistics and transportation (35 percent), and retail employees (30 percent), feel most strongly that their managers do not care if they burn out.
- Three-quarters of employees (72 percent) say they try hard to avoid sick days, which may be a byproduct of stringent company policies around sick time, as 29 percent of survey respondents also say they're expected to be at work even when they are ill. In fact, a quarter (25 percent) are required to report to work while ill so their manager can judge how sick they are.

As counties continue to look for ways to recruit and retain, there will be a need to consider how burn-out can affect employee engagement. Fatigue is a real issue and engaged employees provide a better service to constituents.

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.



Sprint VETS Employee Resource Group

by Isabel Mejia, Client Director for Sprint Works Program

Sprint VETS Employee Resource Group members, representing more than 700 military veteran and reserve service members at the company, laid a wreath at the Tomb of the Unknown Soldier in a ceremony at Arlington National Cemetery in Washington D.C. on July 4. The official ceremony honored service members still unaccounted for, and to all those who have served, or are currently serving in the U.S. armed forces.

Laying the wreath at the sacred tomb is U.S. Air Force veteran Wanda Satryb, vice president of customer service and U.S. Army veteran Karen McAbee, release manager for omnichannel operations. They were assisted by U.S. Army Reserve Col. Tim Donnellan, Sprint client director for global wireline business and Chris Felix, vice president of federal and public sector.

The group builds on the company's strong reputation for recruiting veterans through marketing, community service outreach and military transition programs, while providing its veteran employees with professional development and mentoring opportunities.

"I am truly humbled to take part in the wreath laying ceremony at the Tomb of the Unknown Soldier," said Satryb. "To do so on the fourth of July, a day when we remember the sacrifice the soldiers represented by this tomb made to defend our very independence and liberty, is a privilege that I never would have imagined. It is a proud moment for me to be able to honor those who lost their lives – as well as those who have served and are currently serving our country – defending the freedoms we are blessed to enjoy today."

"This is a great opportunity for veterans at Sprint to show our respect to fallen, for without their sacrifices, America as we know and love, would not exist. While we can never fully repay the debt we owe those who lay to rest in Arlington, it is an honor and duty to keep their legacy alive," said Donnellan. "July 4th is a perfect day to remember the fallen because they are the ones who brought us freedom. As I have learned in my 32 years of military service, the best part of Freedom is giving it to others, which is why I am privileged to be part of this ceremony."

The Sprint Works Employee Incentive Program:

Sprint offers the program for Government & Public Safety Employees.

Mention Corp ID code: **GVRT_ZZZ at the time of purchase.**

Additional information may be found at this link: <http://sprint.co/2nHfydU>

Sprint offers the program for Education K-12 employees:

Mention Corp ID code: **GDVRT_ZZZ at the time of purchase.**

Additional information may be found at this link: <http://sprint.co/2EhDJtB>

Sprint offers the program for Higher Education employees or students:

Mention Corp ID code: **GVRT_ZZZ at the time of purchase.**

Additional information may be found at this link: <http://sprint.co/2EhDJtB>

Sprint offers the program for Healthcare employees:

Mention Corp ID code: **HVRT_ZZZ at the time of purchase.**

Additional information may be found at this link: <http://sprint.co/2E4iXyi>



Hunterdon County Officials Raise and Distribute KIA Honor Flag

by John W. King, Freeholder for Hunterdon County Board of Chosen Freeholders & Past NJAC President



A little noticed 2017 state law requires all government entities in the New Jersey to display a Killed In Action (KIA) Honor Flag at their principal building.

Hunterdon County acted to comply with the law then the Board of Chosen Freeholders held a special ceremony on April 16, 2018, Patriot's Day, at the Historic Courthouse in Flemington, raising the KIA Honor Flag, which recognizes the sacrifice made by those in the military who have been killed in action.

Patriotism runs deep here in Hunterdon County. We proudly support our active duty service members and our Veterans, and are equally proud to display the KIA Honor Flag in front of the Historic Courthouse and our Justice Center, to give recognition to those who made the greatest sacrifice of all to preserve our freedom.

Additionally, the Freeholders have offered complimentary KIA Honor Flags to all municipalities in Hunterdon County, in order to enable the towns to display the KIA Honor Flag at their principal buildings.

The KIA Honor Flag was developed by an anonymous Veteran in 1993. Its red color is a symbol of the blood shed by United States' Armed Forces and Special Services who were killed in action to protect American freedom. The flag is dedicated to represent the sorrow and respect the nation owes those who paid the ultimate price.

Veteran Don Klieger of Monmouth County, who recently passed, led a long, sustained effort to gain a law to have the KIA Honor Flag displayed around the state. According to media reports, the late Mr. Klieger lost a cousin on Omaha Beach in World War II, creating the impetus for his efforts to establish the law. We owe Mr. Klieger a debt of gratitude for his perseverance, as we owe all who have been killed in action an unpayable debt.

If there are any Counties or Municipalities not yet displaying the KIA Honor Flag, I encourage you to do so.

A portion of all proceeds for the KIA flags supports the families and functions held by those families of Veterans who have been killed in action.



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

Forbes Names Credit Union of New Jersey Best-In-State

by Mark Bradley, Vice President, Marketing & Business Development for CUNJ

Credit Union of New Jersey has been named [Best-In-State of New Jersey](#)* by [Forbes](#), a global media company focusing on business, investing, technology, entrepreneurship, leadership and lifestyle.

Forbes partnered with market research firm [Statista](#) to produce a first-ever look at the Best-In-State Banks and Credit Unions. Staff writer Kurt Badenhausen from Forbes explains: "Instead of gauging the balance sheets and P&L statements as Forbes does for its ranking of the 100 largest banks published annually in January, Statista surveyed more than 25,000 customers in the U.S. for their opinions on their current relationships. The banks and credit unions were rated on overall recommendations and satisfaction, as well as five sub-dimensions (trust, terms and conditions, branch services, digital services and financial advice). In total, 124 banks and 145 credit unions made the final cut or 2.4% of U.S. financial institutions*."

Credit Union of New Jersey provides financial services to over 39,000 members through five full-service offices located in Mercer & Burlington Counties and an E-branch at CUNJ.org. Established in 1943, the \$348 million credit union is headquartered in Ewing Township. Membership information and current rates may be obtained by calling 609-538-4061 or visiting CUNJ.org.

To learn more about Credit Union of New Jersey, please contact Jaime Gangone, Community Development Officer at jgangone@cunj.org or via telephone at (609) 538-4061 ext. 6014.



NJAC CELEBRATION OF COUNTY GOVERNMENT

MAY 8, 2019
THRU
MAY 10, 2019

CAESARS
ATLANTIC CITY, NJ

New Legislation Would Reduce Local Regulatory Authority on Telecommunications Infrastructure

by Jacob Terrell, Association Legislative Director for Telecommunications & Technology for NACo

Senate Commerce Committee Chairman Sen. John Thune (R-S.D.) and Sen. Brian Schatz (D-Hawaii) introduced legislation, June 28, that would place limits on the authority of local governments to regulate the deployment of wireless communications infrastructure within their jurisdictions.

The new legislation, Streamlining the Rapid Evolution and Modernization of Leading-edge Infrastructure Necessary to Enhance Small Cell Deployment Act (S. 3157), or “STREAMLINE Small Cell Deployment Act” for short, would limit fees local governments are currently able to assess telecommunications companies for the placement, construction or co-location of new wireless service facilities. The bill would restrict these fees to “actual costs,” capping what local governments can charge telecommunications companies for the use of locally owned rights-of-way and reducing or eliminating any application fees local governments may assess for processing incoming requests for construction.

Additionally, the new legislation would limit the amount of time local governments have to consider and respond to requests made by telecommunications companies make to build new wireless service facilities on locally owned land.

Specifically, the bill mandates that local governments respond to applications or requests from telecommunications companies related to new wireless service facilities on local infrastructure, including 5G Small Cells, within 60 days for co-located technology and 90 days for new wireless service facilities. The co-location requirements extend to buildings, light poles and public rights-of-way. In instances where local governments fail to respond to such requests, the federal government would extend authority to telecommunications companies to build on locally owned land without the consent or approval of local officials. In March, NACo sent a letter to the Federal Communications Commission (FCC) opposing similar proposals that would limit the authority of local governments and curtail the ability of locals to raise revenue. S. 3157 is one of the first bills introduced in Congress that would alter local regulatory authority related to wireless telecommunications infrastructure deployment. NACo encourages county officials to urge their congressional representatives to work with local governments on new laws or regulations that would speed the deployment of next-generation telecommunications infrastructure without limiting local zoning authority or limit the ability of local governments to raise revenue.



2018 NACo Legislative Conference

March 3, 2018 – March 7, 2018
Washington Hilton Hotel
Washington, DC

The 2018 NACo Legislative Conference brought together more than 1,500 elected and appointed county officials to focus on federal policy issues that impact counties and our residents. Attendees interacted with federal officials and came together on Capitol Hill, delivering the message that federal policies matter to counties and counties matter to America!

continued on page 19

NACo Upcoming Webinars

Stepping Up Four Key Measure #2: Shortening the Length of Stay in Jail for People with Mental Illness

August 2, 2018, 2:00 pm – 3:15 pm

[Register](#)

Part of the Stepping Up framework encourages counties to focus their efforts on impacting one or more of “Four Key Measures” for people with mental illnesses: jail bookings, jail length of stay, connections to treatment and recidivism. Join Stepping Up for the second webinar in the Four Key Measures series, which will provide strategies for shortening the length of stay in jail for people with mental illnesses and describe key data points to collect and analyze to track this measure of success. Previous webinars in this series are available on the [Stepping Up toolkit](#).

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



Addressing Health, Hunger, and Poverty: County Approaches to SNAP

August 22, 2018, 12:00 pm – 1:00 pm

[Register](#)

The Supplemental Nutrition Assistance Program (SNAP) serves as a domestic hunger safety net and is the nation’s largest program for reducing hunger. By partnering with counties, multiple state agencies and community organizations, this federal program provides food assistance and education to many low-income individuals and families. In the ten SNAP county-administered states, counties often contribute substantial local funds to administrative and supplemental costs of the program.

Join us on August 22, to learn more about how counties are using SNAP to address poverty and increase access to nutritious healthy foods in their communities. This webinar will feature an overview of the SNAP program, and will highlight county examples of work being done on SNAP through county agencies and local county partnerships.

Contact Michelle Price (202) 942-4267 MPrice@naco.org

Creating Healthy Smiles: Medicaid and County Approaches to Improving Oral Health

August 30, 2018, 2:00 pm – 3:15 pm

[Register](#)

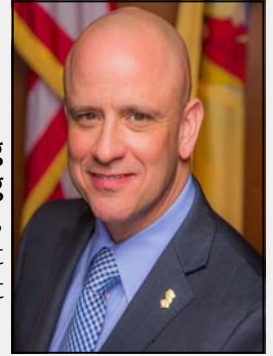
Medicaid is the largest source of health care coverage in the United States and plays a particularly important role in the health and well-being of low-income children and pregnant women. Medicaid mandates that children enrolled in the service receive dental coverage.

Join us on August 30, to learn more about county approaches to providing dental services to children and families in their communities. This webinar will provide an overview of the county role in Medicaid and highlight county oral health programs.

Contact Michelle Price (202) 942-4267 MPrice@naco.org



FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

In addition to actively advocating for permanently extending the 2% cap on binding interest arbitration awards and restoring 9-1-1 funding as noted above, NJAC is also taking the initiative on several fronts, which include promoting the regionalization of services, streamlining the costs associated with the operation and maintenance of the county court facilities, modernizing the bond ordinance notification process, and funding code blue alert plans.

Regionalization of Services: Governor Phil Murphy recently appointed a shared services czar to study and make recommendations concerning shared services and consolidation. NJAC is taking this opportunity to further educate the general public and legislators on the growing role of county government as the only true regional form of government in the State. NJAC is in the process of collecting data to quantify the value of county government and present viable solutions for eliminating restrictive barriers to regionalization, consolidation, and shared services. NJAC has asked our county administrators to list the traditional municipal functions that their county is now providing at a cost savings in the aggregate to the taxpayers. Some examples may include cooperative purchasing, 911 dispatch, public health services, county police, and more. We've also asked the administrators to comment on the political, statutory, and other bureaucratic barriers that have prevented regionalizing, consolidating, or sharing services with municipalities or other counties. Some examples may include resistance from special interest groups, civil service laws, and other statutory impediments.

County Court Facilities: As county governments continue to struggle with a restrictive property tax cap levy and mounting unfunded State mandates such as criminal justice reform and providing enhanced security at court houses, we plan to identify realistic and achievable solutions for streamlining the operation and maintenance of the county court facilities. In addition to identifying innovative cost saving initiatives, our first step is to quantify the substantial costs. As such, we've again asked our county administrators to provide relevant data such as total operating budget, salaries and wages, fringe benefits, operation and maintenance, debt service, and capital improvements. We plan to finalize our impact statement on regionalization and the tables and footnotes on court facility costs by the end of the month, so we may spend the summer and fall advocating accordingly.

Code Blue Alerts: In 2017, Governor Christie signed into law legislation that requires county governing bodies, through their offices of emergency management or other appropriate offices, agencies or departments, to establish plans for issuing Code Blue alerts to municipalities, social service agencies, and non-profit organizations that provide services to at-risk individuals and are located within the county's borders. In summary, the new law requires emergency management coordinators to declare a Code Blue alert after evaluating weather forecasts and advisories produced by the National Weather Service that predict the following weather conditions in the county within 24 to 48 hours: temperatures will reach 25 degrees Fahrenheit or lower without precipitation; or 32 degrees Fahrenheit or lower with precipitation; or, the National Weather Service wind chill temperature will be zero degrees Fahrenheit or less for a period of two hours or more. In an effort to address the costs associated with implementing the new law, NJAC is in the process of contacting potential sponsors for legislation that would increase the "County Homelessness Housing Trust Fund" surcharge from \$3.00 to \$5.00 and would further allow counties to utilize the Fund to implement code blue alert plans. Under current law, county governing bodies may adopt a resolution or ordinance that levies a surcharge of \$3.00 on certain documents to be recorded with the county. The funds collected from this surcharge are then deposited in a homelessness prevention trust fund and are dedicated to local government initiatives to address the issue.

Electronic Notification of Bond Ordinances: Along the lines of similar NJAC legislative initiatives that were signed into law such as authorizing local governing bodies to pay employees by direct deposit and to pay bills by electronic fund transfer technologies, NJAC is in the process of securing sponsors for legislation that would allow counties to notify municipalities by email of certain bond ordinances, which would save time, resources, money, and provide proof of receipt. Current law requires counties to provide copies of such ordinances by regular mail.

WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
<u>AUGUST</u>			<p>1</p> <p>Pool Dance</p> <p>7:00 p.m. - 9:00 p.m.</p> <p>Walter's Park Pool</p> <p>Phillipsburg</p> <p>Warren County</p>	<p>2</p> <p>Concert</p> <p>Radio Nashville</p> <p>FREE</p> <p>7:30 p.m. - 10:30 p.m.</p> <p>Overpeck Amphitheater</p> <p>Leonia</p> <p>Bergen County</p>	<p>3</p> <p>Strictly 60's Band</p> <p>FREE</p> <p>7:00 p.m. - 9:00 p.m.</p> <p>County Amphitheater</p> <p>Westampton Twshp.</p> <p>Burlington County</p>	<p>4</p>  <p>7:30 p.m.</p> <p>Pilesgrove</p> <p>Salem County</p>
<p>5</p> <p>Food Truck Fest</p> <p>5:00 p.m.</p> <p>North Branch Park</p> <p>Bridgewater</p> <p>Somerset County</p>	<p>6</p> <p>Raul Midon Jazz</p> <p>8:00 p.m. - 10:00 p.m.</p> <p>Wiggins Park</p> <p>Camden</p> <p>Camden County</p>	<p>7</p> <p>County Fair</p> <p>8/6 - 8/10</p> <p>5:00 p.m. - 11:00 p.m.</p> <p>Fair Grounds</p> <p>New Brunswick</p> <p>Middlesex County</p>	<p>8</p> <p>Movies at the Park "Ferdinand"</p> <p>8:00 p.m. - 11:00 p.m.</p> <p>First Street & Sinatra Drive</p> <p>Hoboken</p> <p>Hudson County</p>	<p>9</p> <p>Movies on the Beach "Jaws"</p> <p>8:30 p.m. - 11:00 p.m.</p> <p>Convention Hall</p> <p>Cape May</p> <p>Cape May County</p>	<p>10</p> <p>IAATO Italian Festival</p> <p>8/8 - 8/12</p> <p>Joe Palaia Park</p> <p>Oakhurst</p> <p>Monmouth County</p>	<p>11</p> <p>NJ State Fair</p> <p>8/3 - 8/12</p> <p>Sussex County Fairgrounds</p> <p>Augusta</p> <p>Sussex County</p>
<p>12</p> <p>TK & The Howlers</p> <p>FREE</p> <p>7:00 p.m.</p> <p>James G. Atkinson Park</p> <p>Sewell</p> <p>Gloucester County</p>	<p>13</p> <p>Boardwalk Concert Series</p> <p>FREE</p> <p>7:00 p.m. - 11:00 p.m.</p> <p>Boardwalk & Dupont Avenue</p> <p>Seaside Heights</p> <p>Ocean County</p>	<p>14</p> <p>Kennedy Dancers</p> <p>FREE</p> <p>7:00 p.m.</p> <p>Anderson Park</p> <p>Upper Montclair</p> <p>Essex County</p>	<p>15</p> <p>Brother John Brown</p> <p>FREE</p> <p>7:30 p.m.</p> <p>The Woodstock Era</p> <p>Oak Ridge Park</p> <p>Clark</p> <p>Union County</p>	<p>16</p> <p>County Fair</p> <p>8/16 - 8/19</p> <p>Garrett Mountain Reservation</p> <p>Woodland Park</p> <p>Passaic County</p>	<p>17</p> <p>Career Exploration Night</p> <p>5:00 p.m.</p> <p>Satellite Campus</p> <p>Millville</p> <p>Cumberland County</p>	<p>18</p>
<p>19</p>	<p>20</p>	<p>21</p>	<p>22</p> <p>4-H & Agricultural Fair</p> <p>8/22 - 8/26</p> <p>Fair Grounds</p> <p>Ringoes</p> <p>Hunterdon County</p>	<p>23</p>	<p>24</p>	<p>25</p> <p>Wayne Brady</p> <p>8:00 p.m.</p> <p>Community Theatre</p> <p>Morristown</p> <p>Morris County</p>
<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p>	<p>30</p> <p>INDO Fair</p> <p>9/1 & 9/2</p> <p>11:00 a.m. - 3:00 p.m.</p> <p>Fairgrounds</p> <p>Mercer County Park</p> <p>West Windsor</p> <p>Mercer County</p>	<p>31</p> <p>Latin Jazz Concert</p> <p>FREE</p> <p>7:00 p.m. - 8:00 p.m.</p> <p>Brighton Park</p> <p>Atlantic City</p> <p>Atlantic County</p>	