

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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\$150M High Tech High School Opens in Secaucus, NJ

Environmentally friendly, expertly designed 350,000 SF technical school is now open to students
by Christina Forrest, Account Manager for Violet PR



Hudson County's newest [High Tech High School](#) is open. Set on the 20-acre Frank J. Gargiulo Campus, the new \$150 million facility will educate nearly 2,000 students in more than 70 leading-edge classrooms and specialty spaces. The Hudson County Improvement Authority (HCIA) managed the design and construction process for Hudson County Schools of Technology (HCST) and partnered with [RSC Architects](#), [DMR Architects](#), [MAST Construction Services](#) and [Terminal Construction Corp.](#) to design and build the new 350,000-square-foot school.

The county vocational magnet school – which serves grades 9-12 in Hudson County – combines technically- focused, hands-on learning with a challenging academic curriculum. Replacing its former aging, undersized North Bergen campus, the new school has been described as “the gem of high schools in Hudson County.”

“The Frank J. Gargiulo Campus will quickly become the gold standard for technical high schools across the country. Our design team, working collaboratively with our educators, have created something truly revolutionary. I know that it will serve our students and staff with the resources to drive learning to the next level,” says Amy Lin-Rodriguez, acting superintendent of HCST.

The new campus features a fabrication lab to help students explore spatial ideas through model building, a 120- seat black box theater, 325-seat performing arts auditorium, 80-inch interactive monitors to replace and enhance standard chalkboard learning, and a TV production studio with a functioning control room. Outdoor features include a hydroponic rooftop garden where students will grow food to be used in the culinary kitchen lab.

This school was designed to meet the Leadership in Energy and Environmental Design's (LEED) rigorous gold standards and requirements for sustainability. Features like water efficient landscaping, geothermal heating, green roof and wind turbines were implemented to reduce the amount of greenhouse gases and wastewater emitted from the campus.

“It's an honor to see the former Field Station Dinosaur Park transformed into a campus that puts Hudson County on the map as a top educational and environmentally conscious landmark. We have our outstanding designers and construction managers to thank,” says Norman Guerra, CEO of the Hudson County Improvement Authority.”

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Get to know your County Official.....

How many years have you served as Monmouth County Freeholder?

I was first elected to the Monmouth County Board of Chosen Freeholders in 2010, beginning my first, three-year term in 2011. I am currently serving in my third term. I have served as Director in 2014, 2016 and 2018, as well as Deputy Director in 2012 and 2013.

What was the first public position you held?

My first position as a public servant was serving as a Neptune City Councilman in 1997 and then as mayor in 2004.

Why did you choose to run for Monmouth County Freeholder?

After serving on the municipal level and as the president of the New Jersey Conference of Mayors, I felt that I could have an even more active role in assisting other municipalities by serving on the County government level. After I was elected, I was able to fulfill my dream of helping other municipalities and taxpayers by creating and then expanding the Monmouth County Shared Services program.

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

One of the most difficult decisions I have had to make while serving as a Freeholder was selling and privatizing our care centers. I don't believe government should be in the business of running such facilities, but it was important to make sure that when the care centers were sold, the patients would still receive the high quality of care they deserve and that the County would be able to reassign many of the employees who were working in the centers.

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

I'm not sure if many people know just how busy the role of Freeholder keeps me. I have at least one or two events or meetings per day pertaining to my role as an elected official and I wouldn't have it any other way. I also think people would be surprised to see how bi-partisan I am when it comes to running an efficient and effective government.

Who is your role model?

My father is my role model. From a young age, he instilled several qualities in me that I still have today. These qualities include a strong work ethic, loyalty and transparency. He also taught me to always speak the truth no matter the outcome.

Why do you love Monmouth County?

Born and raised in Monmouth County, I always knew it was a special place. However, once I was elected as Freeholder I was able to see how all 53 municipalities are run and what each community offers to our residents and visitors. The County itself has so much to offer from our Park System and libraries to our strong roads and buildings departments. We have a wonderful Sheriff's Office and Prosecutor's Office full of dedicated employees who are working to keep us safe. We also have many great services provided by our County Clerk and Surrogate offices. There is not a county that can match what Monmouth County offers.



Thomas A. Arnone
Freeholder Director
Monmouth County



\$150M High Tech High School Opens *(continued)*

As home to High Tech High School, KAS Prep and Hudson Technical, the campus' wings incorporate four academies of vocational education: Culinary Arts, Design & Fabrication, Applied & Environmental Science, and Visual/Tech & Performing Arts.

The visioning for this new cutting-edge facility began more than 10 years ago by HCST and RSC Architects, who carefully developed bridging documents to ensure this grand vision would become a reality. The HCIA managed the final design and construction, utilizing the design-build method to ensure a streamlined process. Terminal Construction Corporation was retained as the contractor, and DMR Architects as the architect of record. Mast Construction Services Inc. was engaged as the owner's representative and construction manager to oversee the day-to-day activities.

"Education trends are leaning more towards project-based learning to teach students 'real world' lessons, as opposed to sitting behind desks in a classroom," says John P. Capazzi, president of RSC Architects, the project's design bridging architect.

"The new High Tech High School will be a model for other districts seeking to be more progressive with their curriculums and preparedness of students for real-life success," adds Lloyd Rosenberg, president and CEO of DMR Architects, the project's architect of record.

"The entire project team was commonly united in achieving successful project completion in 27 months for the 2018 school year," said Ted Domuracki, president of MAST Construction Services, Inc.

The new campus was dedicated to the former superintendent of HCST, Frank J. Gargiulo, during a ceremony on September 7. The Frank J. Gargiulo Campus of HCST is located at One High Tech Way at Laurel Hill Park, near the Frank R. Lautenberg NJ Transit train station.

"I am humbled by the decision to dedicate this campus in my name," says Frank J. Gargiulo, former superintendent of HCST. "These students are among the brightest in the country and deserve a quality space to study and prepare themselves academically for the future."

About Hudson County Schools of Technology & High Tech High School

The [Hudson County Schools of Technology](#) is a public school district based in Hudson County, New Jersey, that offers career and vocational education for public middle school and high school students in sixth through twelfth grades, and for adult students throughout Hudson County. With a 99% graduation rate, U.S. News has ranked HCST High Tech High School #35 on its 2018 list of the "Best High Schools in New Jersey," and #1063 on its list of "Best U.S. High Schools." This new Secaucus campus will replace the North Bergen campus.

About Hudson County Improvement Authority

The [Hudson County Improvement Authority](#) (HCIA) is an autonomous public agency governed by a Board of Commissioners whose members are appointed by the Hudson County Executive and confirmed by the Board of Chosen Freeholders. The HCIA manages the County's solid waste management plan, provides a variety of environmental programs, transportation management services, public financing and planning and energy initiatives. The HCIA's professional staff and consultants provide strategic planning and coordination for various redevelopment projects. The HCIA partners with Hudson's municipalities to provide low interest financial assistance needed for various projects.

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\$150M High Tech High School Opens *(continued)*

About RSC Architects

[RSC Architects](#), a Hackensack, New Jersey-based architectural firm, has been providing exceptional designs and quality service since 1971. A talented and professional staff provides a unique blend of creativity and quality, coupled with industry experience and attention to detail that is evident in every commissioned project. The tremendous capabilities of the accomplished staff offer a rich architectural experience with a depth of resources and services. The firm's goal is to enhance life through innovative architecture. No project is too big and no challenge is too complicated for RSC to deliver creative and cost-effective solutions, both on time and within budget.

About DMR Architects

Headquartered in Hasbrouck Heights, NJ, [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 27th year serving a diverse client base in all market sectors, including education, public, corporate, residential and healthcare.

About MAST Construction Services, Inc.

Founded by real estate and construction professional Ted Domuracki, [MAST Construction Services, Inc.](#) is an award-winning owner's representative, project and construction management and distressed projects firm. The Little Falls, NJ-based Company, which recently celebrated its 17th anniversary, has completed more than \$1.5 billion worth of projects on behalf of its public and private sector clients, including work on World Trade Center Downtown Restoration Program in Manhattan and the Prudential Center in Newark. MAST specializes in working in several sectors, including institutional, educational, recreational, governmental, commercial, mixed-use residential and continuing care communities.

About Terminal Construction Corp.

Based in Wood-Ridge, NJ, [Terminal Construction Corporation](#) is one of the top 400 full-service construction companies in the United States. The organization has prospered from its inception in 1945 to the present through the hard work of its dedicated employees, attention to detail, excellent hiring practices and training and a total commitment to the satisfaction of its clients. Terminal enjoys an exceptional reputation both within the public and private sectors, having worked with all levels of governmental agencies, including federal, state, county and municipalities, as well as numerous Fortune 500 companies

WELCOME TO OUR NEW MEMBER

TSYS Payment Solutions is a full service merchant processing solutions. TSYS Payment Solutions provides mobile processing Mpos; online credit card processing - virtual terminals; and credit card machines.

TSYS Payment Solutions global headquarters is in Columbus, Ga., and they have local offices spread across the Americas, EMEA and Asia-Pacific. No matter where you're located, they're developing new technologies and tools for you right now — and may be closer than you think.

For further information regarding TSYS Payment Solutions please contact Dawn Lardin, Account Executive via e-mail at DLardin@TSYS.com.



Public Employees Occupational Safety & Health On-Site Consultation & Training Program

by Krishna Jagannathan, Assistant Chief, PEOSH Consultation & Training for NJ Department of Labor and Workforce Development

The New Jersey Department of Labor and Workforce Development's free On-Site Consultation Service can help public employers find out about potential hazards at their worksites, improve their occupational safety and health management systems, and even qualify for a Safety Recognition Award. Our well-trained safety and health professionals conduct consultations and training at your worksite, though limited services away from the worksite are available.

Your name, your agency's name, and any information you provide about your workplace, plus any unsafe or unhealthful working conditions that the consultant uncovers, is kept confidential and will not be reported to the PEOSH enforcement staff. Your only obligation will be to correct serious job safety and health hazards – a commitment which you are expected to make prior to the actual visit, carry out in a timely manner, and provide written documentation of corrective action to the consultant.

Opening Conference

When the consultant arrives at your worksite for the scheduled visit, he or she will first meet with you in an opening conference to briefly review the consultant's role and the obligation you incur as an employer. Employee participation is required in all site visits.

At sites where employees are represented by one or more unions, employee representative(s) must be afforded the opportunity to participate in the opening and closing conferences and to accompany the consultant and employer representative during the walkthrough.

Walk-Through

Together, you and the consultant will examine conditions in your workplace. Maximum employee participation in the walk-through is encouraged. Better informed and more alert employees can more easily work with you to identify and correct potential injury and illness hazards in your workplace. Talking with employees during the walk-through helps the consultant identify and judge the nature and extent of specific hazards.

The consultant can study your entire workplace – or just the specific operations you designate – and discuss the applicable PEOSH standards. Consultants will also identify other safety or health hazards which might not be cited under PEOSH standards, but which nevertheless may pose risks to your employees. They may suggest other measures such as self-inspection and safety and health training you and your employees can apply to prevent future hazards.

A comprehensive consultation includes: (1) appraisal of all mechanical and environmental hazards and physical work practices; (2) appraisal of the present job safety and health program or the establishment of one; (3) a conference with management on findings; (4) a written report of recommendations and agreements; and, (5) training and assistance with implementing recommendations.

Closing Conference

The consultant will review detailed findings with you in a closing conference. You will learn not only what you need to improve, but what you are doing right, as well. At that time, the consultant will discuss concerns, possible solutions, and an abatement period to eliminate or control any serious hazards identified during the walk-through.

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Public Employees Occupational Safety & Health On-Site Consultation & Training Program *(continued)*

In rare instances, the consultant may find an “imminent danger” situation during the walk-through. If so, you must take immediate action to protect all employees. In certain other situations, those which would be judged a “serious violation” under PEOSH criteria-you and the consultant are required to develop and agree to a reasonable plan and schedule to eliminate or control that hazard. The consultant will offer general approaches and options to you. They may also suggest other sources for technical help.

Following the closing conference, the consultant will send you a detailed written report explaining the findings and confirming the abatement periods agreed upon. Consultants may also contact you from time to time to check your progress. You, of course, may always contact them for assistance.

Benefits

Knowledge of your workplace hazards and ways to eliminate them can only improve your own operations - - and the management of your firm. You will get professional advice and assistance on the correction of workplace hazards and benefits from on-site training and assistance provided by the consultant to you and your employees. The consultant can help you establish or strengthen an employee safety and health program, making safety and health activities routine considerations rather than crisis-oriented responses.

Training Services

The Occupational Safety Training Program provides free occupational safety training for public-sector employers and employees following a PEOSH Consultation or Enforcement visit. Most of the training courses are based on OSHA Standards; others were developed from national consensus standards such as ANSI and NIOSH.

The training is delivered by experience consultants who will customize courses for employers as needed. All training is provided at no cost to the employer and is provided at the employer’s facility.

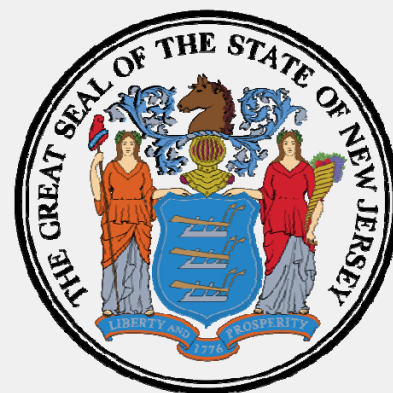
For a description of courses currently offered by the Training Program, please visit the website below. Information on our free video lending library of safety and health training DVDs is also available at the same link.

Contact Us

If you or your management team wish to discuss the program requirements with our staff, please use the contact information below to reach our program staff. To request a consultation, please visit the website below to complete a request form and return to our office by email, fax, or postal mail.

Mail: Krishna Jagannathan, Assistant Chief
PEOSH Consultation & Training
New Jersey Department of Labor and Workforce Development
P.O. Box 953, 3rd Floor
Trenton, NJ 08625-0953

Email: SafetyTraining@dol.nj.gov
Phone: (609) 633-2587
Fax: (609) 943-3325
Web: <http://nj.gov/labor/PEOSHconsultation>



Company Growth Continues for LAN Associates with Additional Promotions to Management Team

by Jen Gangeri, Director of Marketing for LAN Associates

LAN Associates' Board of Directors recently announced another series of promotions within its management team, including two promotions within its Engineering Department. This comes off last month's announcement of the expansion to the Architectural team.

Tom Wighard, who served as Senior Mechanical Engineer, has been promoted to Vice President. Since joining LAN 17 years ago, he has been an invaluable member of the Mechanical Engineering Department. His leadership within the department has helped further bring to life LAN's mission of providing a dedicated client experience and innovation to best serve their needs. Wighard has been an integral element to the growth and training within the department, committed to advancing his team's knowledge and their experience.

"I am excited to start the next phase of my career at LAN Associates," said Wighard. "I began my time with LAN 17 years ago as a college intern and am proud of how the MEP department, as well as the company, has grown over the years. I look forward to continuing the existing values of the company and working together towards new initiatives."

Additionally, Erik Boe has been promoted to the Director of Civil Engineering. Boe has been with LAN for over 15 years and has brought high levels of innovation and a wealth of experience to the team. Boe is a valued team member, devoted to emerging technologies utilizing energy and environment policies to develop new options for building and design.

"Our Civil Engineering Department is growing to better serve our expanding client base, from good working relationships with longstanding clients to diving into new markets, our goal is to keep pushing forward," said Boe. "I am pleased to work with a team of talented engineers."

The engineering department is working on a variety of projects including:

- SUNY Broadview, a \$120M independent and assisted living community with approximately 450-units for the SUNY Purchase campus;
- A \$12m project for LEGOLAND's new state-of-the-art park in Goshen, New York;
- Ongoing projects with iFortress including data centers and mission critical facilities around the world;
- A \$6m athletic field renovation for the Monroe-Woodbury Schools;
- Several solar power generation projects in New Jersey and New York;
- Implementation of aerial drone services for large scale data collection

The Board of Directors also named Jen Gangeri as its Director of Marketing. Gangeri joined LAN in 2014 and has played a vital role in promoting the business and mission of LAN. She is a passionate marketer, with an eye for design and determination to highlight LAN's employees, projects, and experience.

"The marketing department has made tremendous strides over the last several years," said Gangeri. "It is rewarding to see our efforts pay off as the company continues to advance in this extremely competitive industry. The support from LAN's senior management team has allowed the department to tackle new and exciting projects, creative campaigns, and strategies. I look forward to what's to come."

To learn more about LAN Associations, please contact Jennifer Gangeri, Director of Marketing at Jennifer.gangeri@lanassociates.com or via telephone at (201) 447-6400.



Site Unseen: Major Website Flaws Most Governments Overlook

by Alannah Dragonetti, Head of Marketing for GovPilot

Local governments reap numerous benefits from establishing and maintaining an online presence, but as a new study reveals, when mismanaged, an online presence can be more of a liability than an asset.

Insecure and Inaccessible

Washington D.C.-based public policy nonprofit, the Information Technology and Innovation Foundation (ITIF) conducted a detailed review of 400 state government affiliated websites. Performance was assessed for four criteria: page-load speed, mobile friendliness, security and accessibility. The study's findings, published in a September 2018 report, entitled, *Benchmarking State Government Websites*, reveals that the vast majority of state government affiliated sites fall short of basic best practices. Indeed, only one website—Virginia's site for hunting and fishing licenses—passes all four of the ITIF's tests.

The findings of ITIF's study shed light on why government agencies are the frequent targets of cybercrime. Indeed, 90% of websites exhibit foundational flaws that make them susceptible to common cyber attacks, including POODLE and DROWN.

Findings also point to overwhelming inaccessibility. For the purposes of this study, ITIF researchers measured accessibility, not only by the ease with which citizens can retrieve records, but ease of site navigation and consideration for disabled visitors' user experience. The vast majority of sites surveyed fall below the standard. As ITIF notes, widespread inaccessibility makes it more difficult for individuals to "engage in civic life."

Room for Improvement

Unsettling in relation to what they mean for the state government websites evaluated, the findings indicate that, if measured against the same rubric, municipal and county government websites would fare even worse, as these commonly reflect the budget restrictions and lack of resources that administrations must contend with. The flipside of bleak findings are the many opportunities for improvement, opportunities that GovPilot can help governments seize.

While GovPilot is not in the business of securing the client site as a whole, GovPilot digital forms can and should be used as part of an overarching data security initiative. The data and payment information constituents share with the administration via GovPilot digital forms is stored in GovPilot's secure, cloud-based server, accessible only to those with express permission.

On the topic of access, GovPilot can also help resolve the pervasive issue of government website inaccessibility. GovPilot modules, mainly Report a Concern and Open Records Request, automate and streamline the public's access to information. GovPilot's geographic information system (GIS) map also improves transparency. A valuable tool for the discovery and analysis of trends when viewed internally, the map is frequently published on client sites, where it functions as a font of information for constituents curious about the status of projects, the locations of public transportation depots and other aspects of civic life. GovPilot's Marketing department works with clients to develop website banners, buttons and other collateral that help lead visitors to such assets, free of charge.

As studies, like ITIF's, continue to expose governments' deficiencies, GovPilot continues to develop the tools this sector needs to catch up to speed.

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Site Unseen: Major Website Flaws Most Governments Overlook *(continued)*

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) 222-155 or via email at alannah@govpilot.com.



NJAC SUMMIT ON ACTIVE SHOOTER PREPAREDNESS AND 911 SYSTEMS

December 14, 2018

9:30 a.m. – 1:30 p.m.

Trenton Country Club, Trenton, New Jersey

Please join us to examine the following critical public safety best practices.

- ◆ The actions one should take if faced with an active shooter event.
- ◆ Integration of preventative and response plans.
- ◆ The importance of cutting edge 911 systems and technologies.
- ◆ County governments role in upgrading public safety answering points.
- ◆ Federal and state funding for Next Generation 911.
- ◆ No fee to participate of public officials, but all attendees must register.

Please visit our website at www.njac.org for additional details about registering for this educational and informative event.

150 West State Street, Trenton, NJ 08608
Telephone: (609) 394-3467 Fax: (609) 989-8567

Phil Johnston Founder of Johnston Communications Retires

by Steve Mullen, President for Johnston Communications

Forty-one years ago, with a handful of employees and a focus on what was then the newly deregulated world of communications, Phil Johnston founded a company—Johnston Communications—that has grown to become one of the top providers of communications and networking solutions in the New Jersey/New York market.

Friday, September 21, 2018 after four decades of leadership, Phil retired.

For everyone at Johnston Communications, this was a bittersweet moment as they said goodbye to Phil's mentorship, partnership and friendship while excitedly looking ahead to the leadership of President Steve Mullen and Executive Vice President George Sode.

Both Steve and George have worked closely with Phil for years—for many of our clients, Steve and George are Johnston Communications. You can be sure that under their leadership, Johnston Communications will continue to maintain the standards, in-depth technical expertise and track record of outstanding performance that have always been the keys to our success.

Today, Johnston is known for its expertise in designing, installing and maintaining virtually every kind of communications solution—from traditional voice systems to the latest data networking technologies to solutions for security and video surveillance.

The Johnston team now numbers over 100, including some 60 technicians. Our clients include leaders in insurance, media, K-12 education, colleges and universities, government agencies and many others. And, because so many of our clients operate 24/7/365, we are available 24/7/365.

In short, when it comes to delivering communications, networking and security solutions in the New Jersey/New York area, we don't believe anyone does it better than Johnston Communications, and we intend to keep it that way.

After 40 years at the helm, we wish Phil much joy and happiness. Our time working for him was an unforgettable experience that we all cherish.

And now, on to the future.

We thank all our customers for your commitment and look forward to working with you as we embark on this exciting new era at Johnston Communications.



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**

2018 NJRA Redevelopment Training Institute CDBG Workshop Calendar

CDBG and HOME Funds Defined; Compliance, Monitoring and Implementation

Date: October 23rd & 24TH, 2018
Time: 9:30AM – 4:30PM
Location: Thomas Edison State University, 111 West State Street, Prudence Hall,
Trenton, New Jersey 08608
Cost: \$345

Information & registration link: <https://www.regonline.com/cdbghomefunds2018>

Credits Available

Brief Overview:

This two-day workshop is important for **all CDBG and HOME funds grantees and sub-recipients**, and those seeking to access these federal funds for community, housing and economic development initiatives. The training will provide participants with a comprehensive overview of the CDBG and HOME funds rules and regulations which are essential knowledge to administer and comply with the two programs. Participants will also learn important program definitions, and discuss eligible activities, and the role and responsibilities of grantees, sub-recipients and contractors.

Also, class participants will review framework for financially underwriting and selecting CDBG-assisted and HOME-assisted development projects and learn about internal controls procedures and documentation requirements and discuss program income and timely expenditure of funds under both programs. In addition, federal cross-cutting regulations related to procurement, Davis-Bacon and affirmative action will be thoroughly explained.

The workshop will also cover the rules and special benefits associated with CHDOs under the HOME program. In addition, participants will discuss eligible Owner-occupied Rehab and Homebuyer Assistance activities and Rental Housing Assistance using HOME Funds.

How to Maximize CDBG Funds for Optimal Benefit

Date: November 8th, 2018
Time: 9:30am – 4:30Pm
Location: Thomas Edison State University, 111 West State Street, Prudence Hall,
Trenton, New Jersey 08608
Cost: \$150

Information & registration link: <https://www.regonline.com/cdbgfunds2018>

Credits Available

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CDBG Workshop Calendar *(continued)*

Brief Overview:

The Community Development Block Grant (CDBG) program provides flexible capital for a variety of community development programs designed to benefit low-income families and communities. However, grantees must find ways to maximize the return on these limited and shrinking funds.

The How to Maximize CDBG Fund for Optimal Benefit workshop will provide CDBG entitlement jurisdictions, CBDOs, sub-recipients, and beneficiaries with Best Practices and Models for implementing CDBG eligible activities. This one-day course will also review the federal rules and regulations specifically related to the program eligibility test and national objective, and discuss approaches used to gather community-wide input, especially from low income residents, for the Consolidated Plan.

The workshop will examine various models to illustrate how communities created employment opportunities, microenterprise programs and other special economic development activities leveraging CDBG funds. Also, real estate development and infrastructure projects will be evaluated for financial feasibility, return on investment and cost reasonableness, and how they passed the public benefit test. The workshop will also discuss related regulation requirements, pertaining to relocation, environmental, procurement and Davis-Bacon. Participants will also discuss methods for tracking, documenting and monitoring CDBG funded programs for compliance.



JOB VACANCY ANNOUNCEMENT



Assistant County Counsel

The **Mercer County Counsel's Office** seeks an attorney with 3-5 years' experience in civil litigation (including Title 59, civil rights, labor & employment law). Experience in collective bargaining negotiations and working knowledge of New Jersey Civil Service system a plus. Must be admitted to New Jersey bar and United States District Court. Salary commensurate with experience. Mercer County residency required. EEO/AA/ADA Employer.

Please submit resume and writing sample in confidence to dloffredo@mercercounty.org; County of Mercer, Mercer County Counsel's Office, 640 S. Broad Street, Trenton, NJ 08650.



Countering The Critics - Responses to Common Arguments About Police Use of Deadly Force

by Chief (Retired) Michael Ranalli, Program Manager for Lexipol

Few incidents inflame a community more than a police use of force incident that, on the surface, appears unjustified. In the rush to judgment that often happens after such incidents, law enforcement leaders face a deluge of criticism over department policies and officer actions. In some cases, the outcry becomes loud enough to trigger proposed changes in the laws governing police use of deadly force, as with the recent introduction of [California AB 931](#).⁽¹⁾ Following are some of the arguments critics of the *Graham v. Connor* “objective reasonableness” standard use and talking points to consider in response.

Focusing only on the point of time of the use of deadly force ignores the officer’s actions prior to the use of force. The officer may have created a situation where force became necessary or at least appeared necessary. This begs the question: What does “created a situation” mean? How far back in the incident will this apply? Any time an officer intervenes to stop potentially criminal activity, they can create a situation that may lead to the need for use of force. And yet we rely on them to intervene.

In fact, the Supreme Court of the United States recently addressed this exact argument when it shot down the 9th Circuit’s “provocation rule” in [County of Los Angeles v. Mendez](#).⁽²⁾ The provocation rule held that an officer’s reasonable and lawful use of force is unreasonable as a matter of law if the officer intentionally or recklessly provoked a violent response and that provocation is an independent constitutional violation. In striking down the provocation rule, the Supreme Court recognized the rule’s inherent conflict with the *Graham* standard and further recognized the problems such a rule would create:

First, the rule includes a vague causal standard. It applies when a prior constitutional violation “created a situation which led to” the use of force. The rule does not incorporate the familiar proximate cause standard. Indeed, it is not clear what causal standard is being applied. Second, while the reasonableness of a search or seizure is almost always based on objective factors, see *Whren v. United States*, 517 U. S. 806, 814 (1996), the provocation rule looks to the subjective intent of the officers who carried out the seizure.

Let’s look at a hypothetical but predictable situation. Officers respond to a 911 call for a violent domestic at a residence. Upon arrival, the officers hear noise inside, but no one answers the door. The officers decide they need to enter based upon the [emergency aid doctrine](#) exception to the warrant requirement.

Upon entry, the officers see that a male has severely assaulted a female. The male becomes outraged that officers are in his house. He picks up a fireplace poker, refuses all commands to drop it and charges the officers, who fire their service weapons at him in defense.

The officers’ use of force would arguably be objectively reasonable, precluding a successful Fourth Amendment excessive force claim. But now the question becomes, did the officers create the situation and should they now be civilly and/or criminally liable? What if a court subsequently determines that at the time of the entry, the officers did not have enough facts to satisfy the emergency aid doctrine and their entry was illegal? Does that now cement the officers’ fate under a provocation or other “created a situation” rule?

Advocates for the provocation rule would likely protest, “That is not what we meant—the officers may have saved the female’s life by their actions! Besides, the suspect was violating the law!” The reality is that many of the persons shot by officers in high-profile cases were violating the law, but this gets overlooked—or just accepted—by the media and the public. Where do you draw the line—what criminal behavior is acceptable and what is not?

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Countering the Critics *(continued)*

Myriad questions would arise, leading to potentially crippling confusion and indecision on the part of police officers. This is what can happen when you change the rules based upon the results of a small number of cases that admittedly have questionable underlying facts.

The *Graham* standard works and results in the proper outcome in the majority of cases involving the use of force. Many of those cases do not wind up in court because the rules worked, and the officers acted reasonably. Or they are brought but the courts apply the proper standard and find the officers' actions to be reasonable. As the 7th Circuit Court of Appeals [once ruled](#), "Like the district judge, we think that Douglas should have thanked rather than sued the officers." ⁽³⁾

We should focus on the reasonableness of an officer's actions, not the reasonableness of their beliefs. The latter makes it too easy for them to say they believed their life was in danger. This is a topic I have discussed in [previous articles](#) and the core of this argument completely ignores the realities of human performance factors. Focusing on the reasonableness of an officer's actions will bring the full brunt of hindsight bias upon officers.

As a society, we openly accept the need for multiple officials and instant replay in nearly every professional sport. Having multiple angles and being able to review a play in slow motion and as many times as needed is a good system to make sure the officials get the call right. But why is such a system necessary in the first place? Because human attention is limited even under ideal situations and can be even further hindered by stress and environmental factors such as lighting and weather.

But wait, the police can take a life—how can you possibly compare that to sports? To determine the root causal factors of a problem you cannot just focus on the result, but instead must focus on the process—what the problem is and where it occurred. Both sports officials and police officers possess and are subject to the same limitations of human attention and perception, and therefore the analysis of the process is similar. For police officers, we also need to consider that a person can generally act faster than an officer can react, which can lead to time compression of the decision-making process.

While the results in the two situations are clearly disproportionate in impact, the causal factors are the same. To subject officers to criminal and/or civil liability for being wrong, even though their beliefs were reasonable, is to ignore the root causal factors and punish officers for being placed in dangerous and rapidly unfolding situations.

Officers in many use of force cases that go to trial or cause big media headlines are not criminally prosecuted, but they are fired. Those who are prosecuted are rarely convicted, but they may also be fired. Doesn't that show our legal use of force standards are out of line with the expectations we place on officers?

To effectively respond to this argument, it is necessary to set forth some basic premises of policing and liability—criminal and civil. Officers are subject to liability in three areas:

1. Criminal, which typically requires the highest level of culpability
2. Civil, which has different standards, rules and venues (federal and state) depending upon the type and nature of a claim
3. Administrative, which at the department level could lead to various degrees of discipline, including termination.

A use of force incident review may trigger liability in all three areas, two areas, one or even none. All have their own standards of review.

The next concept that must be understood is that police policy is typically very comprehensive and separated by topic.

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Countering the Critics *(continued)*

A use of force policy essentially covers a moment in time in an incident. During that moment, everything the officer is aware of and/or reasonably believes is taken into consideration in determining whether the use of force itself was reasonable.

Pre-force actions, however, may be covered by different types of policies. Let's say an officer races into a house with a lone suicidal subject inside, and that subject charges at the officer with a knife, resulting in the officer shooting him. This will probably be determined a reasonable use of force under the Fourth Amendment since the officer was under immediate risk of serious physical injury or death. Under New York law, the officer has the benefit of Article 35 to shield him/her from criminal prosecution. But, the officer may have violated *another* policy, such as the Crisis Intervention Policy, during the pre-force actions. This could lead to administrative punishment, which can include termination.

This is exactly what has happened in some recent high-profile use of force cases. There are layers of redress for citizens harmed by police actions, and the terminations of officers in such cases is an indication the system is doing what it is supposed to do. Such cases may also result in civil settlements or judgments, but for constitutional violations or state tort claims on issues separate from the use of force claim.

When officers are charged and are acquitted at trial, it may be because the jury is privy to what the general public is not—the actual facts. Expert testimony can put an officer's perceptions in proper perspective for the jurors and the jurors themselves can judge the credibility of the witnesses and the evidence. Our use of force standards are not out of whack, they are just part of a multilayered system to address the complexities of police-citizen encounters.

Officers should be required to use de-escalation measures prior to using force.

De-escalation techniques should absolutely be used, but *only when they are possible*. Many critics of police use of force assume all situations can be successfully de-escalated by officers. This is not true. A person who is in a severe emotional crisis or in what appears to be a state of "excited delirium" may not be able to comprehend or even hear any attempts at de-escalation, which is premised on the ability to communicate with a person. It is particularly applicable to persons in crisis situations with limited risk.

De-escalation involves effectively communicating with a person in situations where crisis communications are appropriate. Conflict communication, however, is more appropriate for dealing with criminal suspects who choose to refuse to cooperate with police officers. While beyond the scope of this article, the reality is the techniques used in each situation may be significantly different. Effective communications are critical regardless of crisis or conflict, but it is important to understand that in some situations the person will not listen or cooperate with officers no matter what they do or say. The police can only try, they cannot make the person comply.

For more on when de-escalation tactics are appropriate and when not, check out this on-demand webinar: <https://info.lexipol.com/webinar-deescalation-FSI>

It's easy to understand the dismay and even anger of members of the public who watch body-cam video of an officer involved shooting that, with the benefit of hindsight, was not exactly the way the officer perceived the situation. But this dismay and anger are hardly the basis for changing the established standards governing police use of force. Such feelings are borne out of a limited understanding of the law, the realities of policing and human performance factors.

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Countering the Critics *(continued)*

The correct response to public outcry following a use of force incident is to conduct a thorough and transparent investigation—not to rush to change laws or policies rooted in foundational legal and policing concepts. Police agencies must use the results of these investigations to continuously improve their policies and training.

To learn more about Lexipol, please contact Sarah Graham, Field Marketing Specialist, Lexipol at sgraham@lexipol.com.



1. The proposed legislation is comprehensive and would eliminate the current federal standard of objective reasonableness. Under the proposed legislation the use of deadly physical force must be “necessary” and would not be justified if the officer(s), through “gross negligence,” “substantially contributed to making [the force] necessary.” In other words, if the officer is wrong in his or her perception of the events, the force used would not, with the benefit of hindsight, have been necessary.

2. 581 U.S._____, 137 S.Ct. 1539 (2017)

3. *Bell v. Irwin*, 321 F.3d 637 (2003); Douglas was intoxicated, armed with multiple knives, threatened to kill any officer that came in the house and then would kill himself, opened the door and threatened to blow up the home with the propane tanks next to the house. He started moving toward the tanks and the officers fired bean bag rounds at him, causing injuries to his head.

Nationwide Economics

Weekly Economic Review & Outlook for September 17, 2018

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

Weekly Review

The Consumer Price Index (CPI) rose by 0.2 percent in August, a bit less than market expectations of 0.3 percent—despite a 3.0 percent jump in gasoline prices. As a result, the 12-month trend change in the CPI slowed to 2.7 percent—still among the fastest readings of the past six years.

The core CPI, after stripping out the volatile food and energy components, was also more tepid in August, increasing by only 0.1 percent. This reduced the trend rate of core inflation to 2.2 percent, down from an almost 10-year high in July. A sharp decline in apparel prices (the third consecutive month of decreases in this component) as well as modest drops in medical care commodities and service costs slowed the core CPI this month.

Although both the overall and core CPI gains decelerated in August, their trend growth rates are still up for the year and are above the Fed’s long-run inflation target from the closely related PCE price index. With labor and product markets continuing to tighten with above-trend economic growth, monthly inflation readings are likely to pick up in coming months—pulling trend inflation higher.

August’s slower CPI report is unlikely to keep the Fed from tightening at the September FOMC meeting, and we still expect the FOMC to raise the target federal funds rate by 25 basis points later this month. Moreover, the Fed is likely concerned that recent and prospective tariff increases could raise prices for consumers, at least temporarily.

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Nationwide Economics *(continued)*

Retail sales rose by a meager 0.1 percent in August, slower than expectations and the weakest monthly gain since February-although sales in June and July were revised higher so that the level of retail sales in August were close to expectations. Total sales fell to an annualized pace of 16.7 million in August. Retail spending excluding autos was a bit stronger, up by 0.3 percent for the month.

Despite the slowdown in August, the 12-month trend in retail sales was little changed at an elevated 6.6 percent. This growth rate is among the faster readings of the current expansion and is a little above the long-term average-suggesting that the pace of consumer spending remains robust this year.

Solid job gains as well as rising wages continue to boost consumer spending power. Consumer confidence rose to the highest level since 2000 last month, while consumer sentiment was up sharply in the first half of September. Befitting the optimistic state of consumers, we expect retail spending to speed up in coming months.

The economy remains on track for above-trend GDP growth in the third quarter, led by consumer spending and improved business investment. We expect growth to slow a bit from the rapid pace of the second quarter, but still at a strong 3.5 percent annualized rate. At this rate, growth for all of 2018 should set an expansion high of 3.0 percent.

The Week Ahead

Housing starts to rise in response to still-low inventories

Housing starts dropped sharply in June and were only a bit higher in July, mostly from weakness in the volatile multifamily sector. Demand for housing should move higher in response to the solid job market and improving demographics, despite higher mortgage rates and lower affordability. We project a rebound in housing starts for August, rising to 1.23 million units on an annualized basis, a solid increase after two weaker months. The upward trend in starts should be especially noticeable for single-family units.

Existing home sales remain challenged by inventories

The pace of existing home sales has edged lower for the last four months. The slower sales pace is mostly a result of near record low inventories combined with strong demand, rapidly rising prices and falling affordability. The National Association of Realtors Pending Home Sales index has been trending irregularly lower over the past year-suggesting that existing home sales should also be edging down on a trend basis. We project that existing home sales rose modestly to 5.35 million units (annualized rate) in August, given a jump in pending sales for June.

Jobless claims remain near historical lows

Businesses continue to find it difficult to hire qualified workers with the unemployment rate so low, and so continue to avoid layoffs of their existing workers. Recent weekly readings for new claims for unemployment insurance fell to lows not seen since the late-1960s-a remarkable feat considering that the economy employs more than twice the number of employees today. This trend is likely to continue with weekly jobless claims remaining low at around 208,000.

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



The Race to Take Advantage of Hybrid Cloud, and Other Major Takeaways From VMworld 2018

by Joshua Dunsky, Director, Strategic Partners—Enterprise for SHI International Corp.

Customers have been using [hybrid cloud](#) for a while now. Slowly but surely, however, customers are starting to realize there are more practical ways to utilize it – and they are more eager than ever to take advantage of all it has to offer. VMware is happy to oblige.

VMware recognizes that cloud, hybrid cloud, and application modernization are the biggest drivers for IT investors across the board. Therefore, it approached VMworld 2018 as an opportunity to help customers accelerate more widespread [adoption of hybrid cloud](#) in their businesses, rather than using it on a project-to-project basis.



A lot of exciting things happened at VMworld 2018. Here's a look at the biggest takeaways from the event.

VMware and AWS are committed to their partnership long term

Last year, at [VMworld 2017](#), VMware and Amazon Web Services (AWS) announced a strategic partnership through the creation of a new [hybrid cloud service called VMware Cloud \(VMC\) on AWS](#).

Based on the following announcements from VMworld 2018, it's clear the two companies are invested in the relationship.

- **Amazon RDS on vSphere** – Amazon Relational Database Service (RDS) is one of the top services used by AWS customers today. RDS gives database administrators a simple way to manage, provision, and scale several different types of databases like Microsoft SQL, Oracle, MySQL, and others. Previously, it has only been available for AWS cloud environments. This announcement means that [on-premises vSphere environments will now be able to leverage RDS](#).
- **VMC on AWS three-node minimum and 3-for-2 promotion** – To address cost-of-entry issues, a three-node VMC on AWS cluster was announced. Prior to this announcement, the minimum node (host) count for a VMC on AWS cluster was four (primarily because of the recommended minimum cluster size of vSAN). The three-node minimum is great news for smaller customers or organizations wanting to start small and address specific use cases like application migration. Additionally, a new promotion was announced, giving customers three nodes for the price of two. When combined with the new three-node minimum, this [reduces the entry price for VMC on AWS by 50 percent](#). The promo is valid from September 10 to November 2, 2018 and is applicable for on-demand and one-year subscriptions.

VMware announces its intent to acquire CloudHealth

VMware announced it's [signed an agreement to acquire](#) CloudHealth. CloudHealth helps organizations manage cost, utilization, security, and performance of apps running across multiple cloud providers. It's also the default platform for managed services providers to deliver solutions to the public cloud. There's not much more that can be shared at this point, but the acquisition is expected to close in Q3 of FY19.

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The Race to Take Advantage of Hybrid Cloud *(continued)*

vSphere Platinum is introduced

VMware announced a new edition of vSphere called [vSphere Platinum](#), which combines vSphere Enterprise Plus – VMware’s flagship product for virtualizing compute in the data center – and AppDefense on a single SKU.

vSphere Platinum provides a robust set of features designed to help IT environments automate and orchestrate virtual workloads. AppDefense is VMware’s endpoint security solution; it helps secure applications based on their “known good” state.

This new solution from VMware addresses several needs inside the data center related to application security. AppDefense can also integrate with other third-party security solutions, as well as VMware NSX, to automate remediation of threats and attacks targeting applications. This is more than just a bundle, as it includes a management tool for AppDefense built into the vSphere client.

Final thoughts

Customers are talking about the cloud more seriously than ever before. At this point, it’s not a matter of “if” companies will migrate to the cloud, it’s a matter of “when.”

At VMworld 2018, VMware reaffirmed its commitment to helping customers speed up the adoption of the cloud for their business. And as a leader in all things AWS and VMware, SHI is more than ready to help you handle any and all of your cloud-based needs.

For a deeper look at VMware’s latest offerings, intimate workshops, and keynote presentations from VMware executives, we welcome you to join us at one of our upcoming Customer Summits. Please contact John Minnella, Account Executive, NJ & PA Local Government, SHI International Corp. at john_minnella@shi.com or via telephone at (908) 421-2498.



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Legislation Would Stop Diversion of 911 Fees

by Mary Ann Barton, Senior Staff Writer for NACo County News

Since 2009, about \$1 billion in 911 funding intended to bolster counties' emergency response has been diverted by states into non-911 programs, according to Federal Communications Commission (FCC) reports. Some say the amount might even be higher because some states have opted not to report that information to the FCC.

A fix may be on the horizon. Rep. Chris Collins (R-N.Y.) has introduced The 911 Fee Integrity Act, legislation designed to prevent states from diverting 911 fees. The bill would require states to use the fees solely for 911 services.

"It is completely unacceptable that we have seen states diverting fees meant to make important and necessary improvements to emergency response systems," Collins said. "Diverting these important fees puts lives in danger, especially in rural areas."



Monmouth County, N.J. Freeholder Deputy Director Lillian G. Burry protests the diversion of 911 fees. Photo courtesy of Monmouth County, N.J.

In New York, 41 percent of all fees collected annually are diverted into the state general fund. The state collects more than \$180 million each year through its monthly surcharge of \$1.20 on cell phone bills. Last year, only \$10 million of \$185 million collected went to 911 call centers.

Once in the general fund, there are no restrictions on how the monies are spent. The state's Public Safety Communications Surcharge (originally classified as the "911 surcharge") sends \$25 million to the state police.

"The diversion of 911 fees in New York has been going on for a decade or so," said Stephen Acquario, executive director of the New York State Association of Counties. "County officials have long complained it was wrong and subjected the state to federal penalty and loss of grants to the state. We have made incremental progress with the state but have a long way to go."

In Niagara County, N.Y., the state collected more than \$10.2 million between 2013 to 2017 from county residents but only returned \$2.2 million to the county in those five years.

Earlier this year, the county hosted Collins and FCC Commissioner Michael O'Rielly to discuss the issue. Sheriff James Voutour pointed out how the diversion of the fees is impacting his county.

"In Niagara County and several other counties, the New York State Police have shut down their dispatch centers and rely on county centers for 100 percent of law enforcement dispatch," said Sheriff Voutour. "The New York State Police do not pay any expenses for this service."

The story is much the same in other New York counties. Residents in Monroe County, paid \$2.7 million in 911 fees last year but the county only received 8 percent or \$200,000 of that back in state grants.

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Legislation Would Stop Diversion of 911 Fees *(continued)*

Co-authors of the bill, Reps. Anna Eshoo (D-Calif.) and Leonard Lance (R-N.J.), vice chair of the Communications and Technology Subcommittee, have also seen 911 fee diversion in their home states.

In Lance's New Jersey, the legislative action comes after Monmouth County officials were trying to find out why they weren't receiving their share of 911 fees. They estimate county residents have paid \$5 million over the past 13 years; but only \$1.14 million of that has made its way to the county to help upgrade the emergency response system and communications center. And it's been eight years since they've seen any fees at all.

In 2016, \$122 million was generated in New Jersey for the 911 System and Emergency Response Trust Fund, in which an estimated \$108 million was used for other purposes.

In June, Monmouth County officials held a press conference after state lawmakers talked about raising the fee by 10 percent to 99 cents a month for landlines and cell phone bills. "We oppose any legislation that would call for the increase of 911 fees as the County has yet to rightfully receive any funding collected through the trust fund since 2010," Freeholder Deputy Director Lillian G. Burry said.

"Our residents have paid their fair share into the fund and should not be asked to contribute even more without seeing those monies come back to the County."

The problem isn't just in New York and New Jersey. The FCC has flagged a number of states for diverting 911 fees — including Rhode Island, New Mexico, Illinois and West Virginia.

For further information regarding this article please contact Mary Ann Barton via e-mail at mbarton@naco.org.



SAVE THE DATES

LEGISLATIVE CONFERENCE

March 2 - 6, 2019

Washington Hilton
Washington, DC

ANNUAL CONFERENCE AND EXPOSITION

July 11 - 15, 2019

Clark County/ Las Vegas, Nevada



NACo Upcoming Webinars

City and County collaboration for Jail Reduction

October 11, 2018, 1:00 pm – 2:00 pm

[Register](#)

As counties and cities across the country work to reduce their jail populations and increase public safety, many jurisdictions are realizing that intergovernmental coordination is essential. Although city and county criminal justice systems may be run separately, they are intertwined and have major impacts on each other. Join NACo and the National League of Cities for this webinar to learn about the benefits of city and county collaboration to drive overall jail reduction goals. Attendees will learn from examples of city-county collaborations and will have the opportunity to discuss collaboration challenges and successes.

Contact Vernon Smith (202) 661-8809 vsmith@naco.org



Stepping Up Four Key Measures #3: Increasing the Number of People with Mental Illnesses Connected to Treatment

October 25, 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 third webinar in the Four Key Measures series, which will provide strategies for increasing the number of people with mental illnesses connected to treatment in jails and in the community 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 Nastassia Walsh (202) 942-4289 nwalsh@naco.org

SAVE THE DATE!

MAY 8 - 10, 2019

NJAC ANNUAL CONFERENCE
CAESAR'S, ATLANTIC CITY

FROM THE EXECUTIVE DIRECTOR




John G. Donnadio, Esq.

NJAC commends Senator Declan O'Scanlon (R-13), Assemblywoman Betty Lou DeCroce (R-26), and Assemblywoman Holly Schepisi (R-39) for introducing **SENATE, NO. 1858/ASSEMBLY, NO. 3378**, which would make permanent the 2% cap on binding interest arbitration awards. As over 50 collective bargaining agreements eligible for binding interest arbitration are set to expire in 2018 at the county level alone, county executives and freeholder boards across the State are once again urging State leaders to permanently extend the 2% cap on binding interest arbitration awards. Between 2011 and 2017, the 2% cap on binding interest arbitration awards allowed counties and municipalities to live within their limited means while making sure that officials took care of and protected our most vulnerable residents. As has been well documented, the 2% cap on binding interest arbitration awards has kept public safety employee salaries and wages under control simply because parties have been closer to reaching an agreement from the onset of negotiations. Moreover, the 2% cap on binding interest arbitration awards has established clear parameters for negotiating reasonable successor contracts that preserves the collective bargaining process and takes into consideration the separate and permanent 2% tax levy cap on overall county and municipal government spending.

Failure to permanently extend the 2% cap on binding interest arbitration awards will inequitably alter the collective bargaining process in favor of labor at the expense of taxpayers. In addition to raising property taxes long-term, local elected officials will have no choice but to consider imposing employee furloughs; privatizing services; freezing salaries for non-affiliated employees; and, reducing or eliminating non-mandated services such as transportation for the aged and disabled, meals on wheels, mental health and addiction services, and more. Without question, the 2% cap on binding interest arbitration awards has proven to be a vital tool for controlling personnel costs; negotiating reasonable successor contracts; and, avoiding arbitration awards granted by third party administrators who are not accountable to taxpayers.

Moody's Investors Services, Fitch Ratings, and Standard and Poor's all agree and have issued stern warnings about allowing the cap to expire. Of note, Moody's submitted *"that salary costs are among the largest of municipal expenditures, the cost implications are obvious and considerable,"* and that *"the effect of this is, in most cases, unlikely to be rapid, but ultimately, the loss of the arbitration cap is likely to cause the public sector's credit quality to deteriorate."* Fitch Ratings concluded that *"the arbitration cap is beneficial to local government credit quality as it helps to align revenue and spending measures and supports structural balance in the context of statutory caps on property tax growth."* For these clear and convincing reasons, we're urging Governor Phil Murphy and the State Legislature to permanently extend the 2% cap on binding interest arbitration awards before it's too late for property taxpayers already struggling to make ends meet with the highest tax burden in the nation. Given the inaction on extending the cap, the sunseting of employee health benefit controls also implemented in 2011, county and municipal leaders are facing a perfect storm of uncontrollable property tax growth and substantial service cuts. S-1858 is currently in the Senate Law and Public Safety Committee awaiting consideration; and, A-3378 is in the Assembly State and Local Government Committee.

WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
<u>OCTOBER</u>	1	2	3 Veteran's Expo 4 p.m. - 8 p.m. County Human Service Building Westampton <i>Burlington County</i>	4 Heaven Hill Farm 12 p.m. - 4 p.m. Corn Maze Vernon <i>Sussex County</i>	5	6 Oktoberfest 10 a.m. - 5 p.m. Village Greene Historic Smithville <i>Atlantic County</i>
7 Jersey City Art & Studio Tour (JCAST) 10/4-10/7 Jersey City <i>Hudson County</i>	8 	9	10  10/12-10/14 County Fairgrounds Woodstown <i>Salem County</i>	 8:20 p.m. Giants vs. Eagles MetLife Stadium East Rutherford <i>Bergen County</i>	12 Live Jazz 10/13 6:30 p.m. - 10 p.m. Flemington DIY Flemington <i>Hunterdon County</i>	13 National Park Street Festival 2 p.m. - 6 p.m. National Park <i>Gloucester County</i>
14 NJSIAA Girl's Individual Championship 9 a.m. - 6 p.m. Tennis Center West Windsor <i>Mercer County</i>	15	16	17 The Tenors 7:30 p.m. Mayo Performing Arts Center Morristown <i>Morris County</i>	18 Halloween Egg-Hunt 7 p.m. Count Basie Park Red Bank <i>Monmouth County</i>	19 The Great Pumpkin Train 12:30 p.m. 2:00 p.m. 3:30 p.m. 10/20 & 10/21 Phillipsburgh Warren County	20 Strut Your Mutt FREE 12 p.m. - 2 p.m. Parade Hilltop Dog Park North Caldwell <i>Essex County</i>
21 The Magic of Bill Blagg Live! 2 p.m. State Theatres New Brunswick <i>Middlesex County</i>	22	23 Flower & Landscape Photography Autumnal Brilliance 9 a.m. - 11:30 a.m. Leonard J. Buck Garden Far Hills <i>Somerset County</i>	24	25  5:30 p.m. - 7 p.m. NJ Motorsports Park  Millville <i>Cumberland County</i>	26  7:30 p.m. - 10 p.m. Middles School Voorhees <i>Camden County</i>	27 Boo at the Zoo! 10 a.m. - 2 p.m. Cape May County Park Central Cape May Court House <i>Cape May County</i>
28 Fright Fest! All Day Six Flags Great Adventure Jackson <i>Ocean County</i>	29	30 Non-Profit Summit 8 a.m. - 2 p.m. Public Safety Academy Wayne <i>Passaic County</i>	31 Halloween—Free Concert & Program 7 p.m. - 8:30 p.m. Michael J. Mauri Gazebo Park Roselle Park <i>Union County</i>			

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