

# NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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## CASA Volunteers Help New Jersey's Neediest Children

by Helen L. Davis, Statewide Volunteer Sourcing Coordinator for CASA of NJ, Inc.



New Jersey's State child welfare agency placed Lucy (not her real name) and her younger sister in the State's care after allegations of physical abuse by their mother were substantiated. The Family Court Judge asked for a Court Appointed Special Advocate (CASA) for these sisters and Abbey a CASA volunteer accepted the assignment.

Abbey visited with the sisters every few weeks and worked with the foster parents and the child welfare agency to determine if there was a home that could accommodate both children. The sisters were eventually placed with their grandmother after receiving the necessary educational support services and occupational therapy that was so desperately needed.

CASA volunteers like Abbey help children like Lucy and her sister find stability, permanency and loving, stable homes. Since 2000, CASA of NJ, Inc. part of a national network of non-profit programs that advocate for children removed from their families because of abuse or neglect, has been successful in its mission.

CASA of NJ promotes and supports a statewide network of local CASA programs (Affiliates). CASA programs operate in all 21 counties in New Jersey. CASA Affiliates recruit and train community volunteers to be a "voice in court" for children. These advocates "speak up" for these children, helping them get the services they need and ensuring that they find safe, permanent homes. CASA volunteers recruits a myriad of volunteers from the business community – all that's required is a bit of time and training to make a difference in the life of a child in foster care.

For additional information, visit: [www.CASAforchildrenNJ.org](http://www.CASAforchildrenNJ.org) or contact Helen Davis, CASA Statewide Volunteer Sourcing Coordinator at [hdavis@casaofnj.org](mailto:hdavis@casaofnj.org)



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## Get to know your County Official.....

### How many years have you served as Mercer County Freeholder?

I was appointed to the freeholder board in October of 1998. I ran and was elected in January 2000 and have served as a Mercer County Freeholder through the present.

### What was the first public position you held?

Prior to the appointment to the freeholder board I had served on the Ewing Township School Board.

### Why did you choose to run for Mercer County Freeholder?

After having a school board budget voted down and the local town council review it, I knew there were economies of scale; we could find items in both budgets where we could cooperate to create a savings to taxpayers. I taught myself to read budgets, attended public meetings, read public notices and learned all I could about how local government worked. I realized many decisions being made at the county level impacted my community of Ewing Township, so I began to gather information about issues at the county level. I worked with and for local, state, and county candidates. When a seat opened up on the freeholder board, I ran for it and then stepped aside at the county convention. When another seat unexpectedly became available, I put my name before the convention a second time and, this time, I was chosen for the appointment. I wanted to work to improve county government, add a level of honesty and transparency, make sure all our resident were considered when any decision was being made, and ensure that decisions were fiscally and environmentally sound.

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

I often use a quote that says, "If you're afraid of getting tackled, don't pick up the ball." To date, the most difficult decision I have made was to close the youth detention center. It made fiscal sense, but would it serve the young persons in our care? As a teacher of students with various disabilities, I have a special place in my heart for young people, and I have worked with students who have found themselves adjudicated. I knew this decision would, for years to come, impact these young people, their families and the many people who worked with them. I worried about the education, drug program, health care, and behavioral modification that were needed for these youths to return ready to participate positively in our communities. I struggled with the fact, although many transfers would occur, some employees would lose their positions. Looking back, I think the plan found a balance that made it the right decision. Today the building is being repurposed as the site of our extension services, which is positive for the neighborhoods surrounding it.



Lucy R. S. Walter  
Freeholder  
Mercer County



*continued on page 3*

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

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

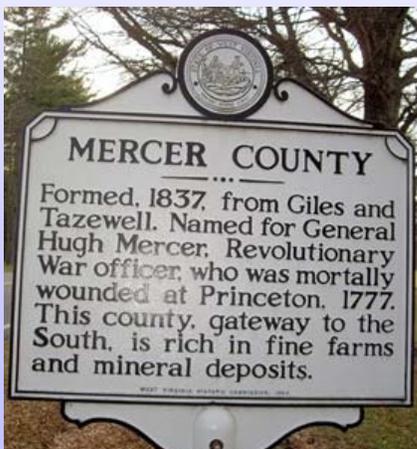
Although my good friends know this, many other people would be surprised to know that I am a huge fan of competition. When I have a few spare minutes, you will find me watching the NFL combine, Olympic channel, or whatever is showing on ESPN. I enjoy wrestling, football, curling, tennis, golf, skiing, boxing, basketball, swimming, baseball and ice hockey. I even enjoy watching sumo wrestling, biathlon, and archery. I also enjoy competitions like robotics, Odyssey of the Mind, and a good game of Scrabble.

### Who is your role model?

I have three role models. Congresswoman Bonnie Watson Coleman because she taught me that a seat at the table was worth fighting for if you want to be able to effect change. Congressman Rush Holt because he showed me the importance of reading and gathering all the information on every issue in the hopes that I might be able to demonstrate the kind of well-thought out and conscientious decisions I saw him make time and time again. And last but not least, my former colleague, Tony Carabelli, who tried to teach me that there are times in governing when patience truly is a virtue, and civility is possible in all situations. I still have a lot of work to do if I am to live up to their examples, especially when it comes to patience, but I feel lucky to have such incredible role models in Mercer County.

### What do you love about Mercer County?

Mercer County is like a small town; people truly care about each other and work with each other to improve their communities. Although we have world-renowned businesses, colleges, hospitals, and recreational facilities, it is the thousands of hours put in by our faith communities, volunteers, and non-profits that make Mercer County a special place to live and to raise children. With a diverse population, Mercer County is as welcoming as anywhere in the nation. I have personally been invited to take part in many varied cultural events, religious events and traditions that are beautiful and deepen the fabric of our communities by increasing our awareness of each other as individuals united by a common caring. This willingness to share with others is what I appreciate about Mercer County. Our children experience historical farms, cutting edge technology, rolling hills, marshlands, hiking trails sporting facilities, and historical sites that are some of the best in the state. Education is accessible from pre-school through doctorate, and our technical schools are award winning. So why do I love Mercer? The best thing about Mercer County is that here within every community, there exists a universe of people who will support you in your dreams and work with you to achieve them. That's why I love Mercer County.



## Essex County Freeholder President Brendan W. Gill Sworn in as 78<sup>th</sup> President



On Friday, January 25, 2019 the New Jersey Association of Counties (NJAC) held its Annual Board of Directors Reorganization Meeting in the Senate Chambers of the New Jersey State House, where Essex County **Freeholder President Brendan W. Gill was sworn in as the 2019 NJAC President by Governor Phil Murphy**. The 2019 Board of Directors were also sworn in along with the following executive members:

- Mary H. Melfi, Hunterdon County Clerk as the 2018 NJAC President
- E. Marie Hayes, Cape May County Freeholder as the 2019 NJAC 1st VP
- John Cimino, Mercer County Freeholder Chair as the 2019 NJAC 2nd VP
- Teri O'Connor, Monmouth County Administrator as the 2019 NJAC Secretary-Treasurer

NJAC Executive Director, John G. Donnadio, opened the meeting with remarks welcoming board members and honored guests. The children of NJAC President Gill performed the flag salute prior to Father Benny Prado of St. Teresa of Calcutta Parish from Montclair, NJ giving the invocation and later the benediction to close the ceremony.

Essex County Executive Joseph DiVincenzo, Jr., who once served as NJAC President in 1997, provided encouraging and endearing remarks to not only his very own Freeholder President Gill but also to all the NJAC Board of Directors.

Afterwards guests walked to the Historic Trenton Masonic Temple where Cugino's Italian Market catered a delectable luncheon. Essex County Vocational-Technical School District students catered the desserts and the outstanding choir provided musical entertainment for our guests.



## “My Sprint Rewards” Program Thanks Sprint Customers and Celebrates with Valuable Perks and Deals!

by Isabel Mejia, Client Director of the Sprint Works Program for Sprint

Sprint is sharing the love with customers to celebrate the launch of [My Sprint Rewards](#). The app-based program puts perks on products and services customers love right at their fingertips. Best of all, there is no additional cost to sign up – My Sprint Rewards is simply our way of saying thanks for choosing Sprint.



My Sprint Rewards boasts exclusive deals from Sprint and a large variety of well-known brands in apparel, auto, beauty, electronics, health, home, sports, travel and more.

"Without a doubt, you get the best value by being a Sprint customer with our better-than-ever network, money-saving Unlimited plans and this new rewards program," said Dow Draper, chief commercial officer, Sprint. We are giving customers great perks – discounted movie tickets etc – on their own schedule. This is our way of saying thanks for being a Sprint customer. At Sprint, we deliver.

My Sprint Rewards is simple and easy to use:

1. Download the My Sprint Rewards app on the [Apple](#) or [Google Play](#) stores.
2. Enter the phone number associated with your Sprint account.
3. You will receive a one-time text message with a four-digit PIN. Enter that PIN and your brief registration information, including your name, email address and ZIP code.
4. Start searching for rewards and discounts to redeem!

My Sprint Rewards can be used any time, day or night, to fit your schedule. New deals will be added regularly from a variety of different brands – so check the app often. The program also features Cash Back Rewards, where customers can earn 3 percent to 20 percent cash back on select purchases.

And, if you're not a Sprint customer yet, sign up today. For a limited time, new customers may sign up for [Unlimited](#) Basic Plan. That means new Unlimited Basic customers will get unlimited talk, text and data.

For more information, visit [www.sprint.com/rewards](http://www.sprint.com/rewards).

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.**

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.**

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

Sprint offers the program for Healthcare employees:

Mention Corp ID code: **HCVRT\_ZZZ.**

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



## Southern New Jersey Freeholders' Association Install 2019 Officers

by Diane Wieland, Director of Department of Tourism and Public Information for Cape May County

The Southern New Jersey Freeholders' Association (SNJFA) installed its 2019 Officers on Monday, January 14, at their annual meeting held at the Camden County Boathouse on the Cooper River in Pennsauken, New Jersey. Freeholders sworn in for the 2019 term included; Jonathan Young, President, from Camden County; E. Marie Hayes, Vice-President, from Cape May County; Carol Musso, Treasurer, from Cumberland County; and, Virginia Haines, Secretary, from Ocean County.

The Officers were sworn in by NJ Senator Troy Singleton (D7) who also congratulated the Directors for their work and dedication to public service. Outgoing President Gerald M. Thornton, congratulated the new slate of officers and thanked the organization for their continued service and commitment to work together for the good of all the counties and the State.



The annual Southern Star award was presented at the annual meeting to John G. Donnadio, Esq., Executive Director of the New Jersey Association of Counties (NJAC), for his continued work on behalf of issues facing counties statewide. In previous years, the nominee has been a Freeholder for outstanding service, but this year the Association made an exception for Mr. Donnadio's tireless efforts and commitment to County Government.

SNJFA is comprised of the eight southern counties and include, Gloucester, Burlington, Camden, Ocean, Salem, Cumberland, Atlantic and Cape May Counties.

# REGISTER TODAY!

## May 8 - 10, 2019

### NJAC's 69<sup>th</sup> Annual Conference

### Caesars in Atlantic City

[EVENT HOSTING & DIRECTORY OPPORTUNITY](#)

[INDIVIDUAL & EXHIBITOR REGISTRATION](#)

[GENERAL CONFERENCE SCHEDULE OF EVENTS](#)

# Modernization Strategies to Attract and Keep Talent

by Jennifer Dowd, Marketing Director for Kronos, Inc.

State Governments are facing increased pressure to modernize what they offer their prospective and current employees. Younger generations are demanding better technology, better work/life balance, and more opportunities for growth, but the public sector has been slow to react. In a recent report released by the [Center for State and Local Government Excellence](#) (SLGE) titled [Workforce of the Future: Strategies to Manage Change](#), it stated that “as a greater number of younger and more diverse workers enter the job market, local and state governments are adapting their recruitment strategies to reach them. They participate in job fairs and use social media, YouTube videos, and infographics in their advertising.”

Improvements made to modernize state government and the way they view the workforce can come in a variety of scenarios.

For example:

- **Employee Engagement** – Attracting a younger generation is difficult for the public sector because they can't pay them the same high salaries that private sector does. However, many still are interested in a career in serving their community. Getting creative in other ways, such as implementing mobile policies, can be an added driver. According to Mike Brinker, global Deloitte Digital leader, [Deloitte Consulting LLP](#) in a recent article called [The Untethered Workforce](#), “For most people, technology in their personal lives is actually better than the technology they use at work.”
- **Streamline Processes with Technology** – Too many workforce management processes are still being done manually. The days of outmoded pencil & paper aren't over yet for many organizations. Government is struggling with keeping up with demand while their antiquated systems hold them back. Check out how Denver's time-off request process went from 21 steps to 10 in the whitepaper “[Achieving a Lean Government Workforce](#)”. It's unrealistic to think you can attract a younger, tech-savvy workforce when your processes for simple requests are complicated.
- **Recruitment & Retention Strategies** – A recruitment and retention strategy forces government organizations to think outside the box to keep staffing levels where they need them. Gone are the days of attractive pensions. Governments are adopting modern policies like telecommuting, additional paid leave (some are adding parental leave), and flexible work schedules/hours to name a few.

One example in the Workforce of the Future research done by SLGE from Johnson County, Kansas is around present-day recruitment and retention efforts. *“Johnson County features positions on the county's Facebook and Twitter accounts, and the Sheriff's Office has hosted an online career fair to recruit for hard-to-fill positions... Having a reputation as a learning organization also enhances a government's brand. Johnson County is well known as an organization that is responsive to employees and that offers educational opportunities.”*

Looking at modernizing all aspects of your entire workforce is impractical. A more sensible approach is to look at best practices, like the one in Johnson County, and identify two or three to adopt for your organization.

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](mailto:wesley.witherington@kronos.com) or via telephone at (973) 331-5465.



## Mercer County Clerk's Office Hosts Meeting With NewVision Systems

by Paula Sollami-Covello, Mercer County Clerk

On January 9, the Mercer County Clerk's Office hosted a meeting with NewVision Systems and nine other New Jersey county clerk offices to update the offices on new features in the land records management system. Mercer's land records management system is the computer system the Mercer County Clerk's Office uses to record county property information. Through this system, you can search property records for all Mercer properties dating back to 1955. The search system is getting easier to use as new search features are continuously added. In addition to offering an online search system, the Clerk's office also offers a property alert system. This allows property owners to sign up for free e-mail alerts whenever someone tries to record a lien or another item impacting your property. There is no cost to sign up and you can do so by contacting (609) 989-6465.



The Mercer County Clerk's Office also offers a property information portal (PIP). This is a unique system to Mercer County that was designed with several other Mercer County offices to allow information to be searched in one click. You can check on a property and find out mortgage, tax information and other land use information through one site. You can visit the site at [pip.mercercounty.org](http://pip.mercercounty.org) and sign up for free today.

Of course, you can also visit our public records room at 209 South Broad Street, Trenton, to search property information in person. The office contains books and property maps dating back to 1838.

In the New Year, the Clerk's offices will be adding even more features to assist constituents and property searchers. We will be providing escrow holders the ability to look up their statements online, thereby eliminating paper and postage in our ongoing effort to go green.

For more information on how to search for property records throughout the Capital County, please call the number listed above or visit



### *Save The Date!*

**NIGHT AT THE BALL PARK  
THURSDAY, JULY 18, 2019  
7:00 P.M.**

**ARM & HAMMER PARK, TRENTON, NJ**

# Valentine's Day, Be Damned: 3 Reasons to Break-Up with Your Current Local Government Software Provider

by Alannah Dragonetti, Head of Marketing for GovPilot

Breaking-up is hard to do, but not as hard as staying in a relationship that is no longer serving you. If you're a County Administrator on the fence about ending things with your local government's current management software provider, this piece may give you just the push you need to leave them once and for all.

## 1. Not all of Your Needs are Being Met

The Clerks' Office processes permits and licenses. Code Enforcement resolves resident issues. Each government department plays a different, but equally important, role in your district's day-to-day. If your current management platform only supports one department, something is lacking.

Sometimes, you don't realize how dysfunctional a relationship is until you see a functional one. What if we told you a single platform can automate and streamline tasks and communication across all departments? [No secrets](#). No misunderstandings.

## 2. They Won't Answer Your Calls

In any relationship, you want to feel as if your partner would drop everything to help you if you reached-out for support. If your software provider takes 4 to 5 business days to respond to an email or employs a robot to take your call, you are settling for a one-sided dynamic.

A human voice and/or a timely email is not too much to ask for. You deserve an Account Manager who tailors support to your unique needs and makes time to answer any questions that arise in a prompt and thorough fashion.

## 3. Moving On is Easier than You Think!

Though you acknowledge your relationship with your current provider is less than ideal, you've already spent thousands of dollars and countless hours of training trying to make things work. You can't just back out now! To that, we say, don't stand by a mistake just because you spent a long time making it.

Look, we understand that you have given your current relationship your all, but it doesn't have to be this way. Partnering with a government management software provider can and should be an enjoyable experience that requires minimal work on your part. A user-friendly interface and in-depth training process make adoption a breeze. When you realize the long-term benefits, you'll wish you had made the jump to this type of provider sooner.

There's a reason you're reading this article. You're dissatisfied with your current local government software provider and weighing the pros and cons of making the switch to a comprehensive platform. A few months from now, when your employees have more time, your administration has more room in the budget and you have peace of mind that things are running smoothly and efficiently, you'll wonder what you ever saw in your current provider.

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## Valentine's Day, Be Damned *(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) 222-1155 or via email at [alannah@govpilot.com](mailto:alannah@govpilot.com).



## WELCOME TO OUR NEW MEMBERS

**Asphalt Paving Systems, Inc.** was started by Bob Capoferri in 1985 in Hammonton, NJ. Mr. Capoferri continued to develop and grow a strong construction company with highly skilled crews, state of the art modern equipment and produces a quality line of asphalt emulsion products. His work has spanned the globe from ports overseas to the Azures in Portugal to the Mid-Atlantic and Southeast regions of the United States.

Now in it's fourth decade in business Asphalt Paving Systems, Inc. is active in micro surface installation and road construction projects in New Jersey, New York, Pennsylvania, Delaware, Maryland, Georgia and Florida, and they are a Pavement Preservation Contractor, and producing and supplying Asphalt Emulsion Producer.

To learn more and discuss further please contact Walter Percy IV, Project Manager, at [wpercy4@asphaltpavingsystems.com](mailto:wpercy4@asphaltpavingsystems.com) or call (609) 790-6440.



**Ion Wave Technology's, Inc.** software applications annually transact billions of dollars in procurement spend. Ion Wave Technologies, Inc. (IWT) was formed in May 2002 after purchasing the key assets of Way2Bid, another electronic procurement company. As part of Way2Bid, IWT's founders were responsible for technology that facilitate the first Internet based, interactive electronic bid events in August of 1997. IWT specializes in electronic bidding, bid evaluation and scoring, contract management, and supplier management.

For more information please contact Dek Prentice, Sales Executive at [dprentice@ionwave.net](mailto:dprentice@ionwave.net) or call (417) 823-7773.



## LAN Associates Commits to Stay in Midland Park Headquarters - Management Signs New Lease and Office Renovations Plan

by Jennifer Gangeri, Director of Marketing for LAN Associates

Amongst the various design projects that LAN Associates has in the works, the next project sits very close to home. Officials at LAN Associates have committed to a long-term lease, keeping the company in the historic Godwin Avenue, Marlow Park building with plans for an office renovation.

“Following a strategic search considering all qualitative, operational and economic parameters, the partners (of LAN) made the decision to remain in Midland Park,” said Marc Trevisan, Executive Managing Director of Cushman & Wakefield, who along with David Sherman and Mark Zaziski represented LAN Associates.

Dating back to 1871, the building includes a rich history; once home to a cotton and silk mill. Since moving to the historic space in 2001, the company has experienced a significant amount of growth and accomplishments, including recognition at the local and national level and the opening of two additional offices in Goshen, NY and Philadelphia, PA. These company milestones have created special opportunities in the Midland Park community for LAN, which ultimately led to the decision to sign a 10 year lease extension to remain in their current space.



“This was a big decision for LAN,” said Steven Ramiza, PE, Vice President of LAN Associates. “We have considered many options for the company’s future and are thrilled to announce we are staying. Our success comes as a result of our staff and the community.”

LAN’s long-term commitment brings an opportunity for a new office layout to the 20,000 square foot space. Plans include renovation of their existing space. Over the past 17 years, the company has expanded three times in their current space to accommodate it’s growing team. The renovations will bring a new design and layout to the office to create a more interactive, open flexible workspace.

“The renovations will allow us to create an updated layout with a more open space floorplan that maximizes natural light within the space,” said Laura Schluger, Associate, AIA, LAN Architect overseeing the renovations. “As transformation plans have begun, our team is focusing on the current needs of the office while also making accommodations for continued growth.”

While these updates will visually transform the office, the firm is most excited to provide employees with a new work environment. With over 70 employees in their Midland Park headquarters, the new office space will support LAN’s local commitment to their employees, the majority of which reside in neighboring towns.

Design work is now underway, and construction is expected to begin early in the new year, with hopes to complete all renovations in 2019.

For more information about this topic, please contact Jen Gangeri by telephone at (201) 447-6400 or via email at [Jennifer.gangeri@lanassociates.com](mailto:Jennifer.gangeri@lanassociates.com).



## Nationwide Economics

# Weekly Economic Review & Outlook for January 28, 2019

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

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### Weekly Review

With the economic expansion in the middle of its tenth year and close to record length, typical warning signs for the next economic downturn are being closely watched. The yield curve (the spread between short-term interest rates) has historically flattened late in the cycle before inverting about 12-18 months prior to a recession. The inversion of the 2- and 5-year Treasury rates in recent weeks fed rising investor concerns about an oncoming recession.

Still, an inversion needs to be sustained for several months to be a clear signal and the yield curve has not yet even inverted over its full length. This suggests little chance of recession during 2019 and likely for much of 2020, as well. Moreover, other leading indicators continue to show positive economic conditions.

The Conference Board's Index of Leading Economic Indicators (LEI) has been little changed over the past four months, but this is far from predicting an economic downturn. The 12-month change in the LEI (which is a good recession signal once it turns negative) was still solid at a positive 4.3 percent in December. Historically, the trend rate in the LEI has tended to turn negative well in advance of recessions. As with the yield curve, the slower gains in the LEI do not suggest a near-term drop for the economy.

Led by a surge in payroll employment during the fourth quarter, the labor market continues to be a source of strength for the economy. Weekly jobless claims, which can signal a pullback in hiring ahead of an eventual downturn, remain at historic lows. During the week of January 19, claims fell below 200,000 for the first time since 1969 and suggest no letup in the demand for labor from employers. While downside risks to the economy are building, the indicators that have warned about a recession in the past remain positive for the near-term growth.

### **Home sales down, but the future may be brighter**

Existing home sales dropped by a sharp 6.4 percent in December to an annualized pace of 4.99 million units, the lowest level in more than three years. For all 2018, existing sales were down by 3.0 percent. Higher mortgage rates are likely culprit for these declines. Yields on 30-year fixed-rate mortgages (FRMs) rose from a low of 3.95 percent at the start of the year to a high of 4.94 percent in November – almost a 10 year peak in financing rates.

There could be better news on the horizon for the housing market in 2019, however. Mortgage rates dropped in December and into mid-January, falling to 4.45 percent, and should provide a boost to demand from potential homebuyers. The purchase applications index in the weekly Mortgage Bankers Association survey has been elevated for three consecutive weeks and is near the highest level in nine years. This should translate into a pickup in pending home sales for January and/or February – increasing existing home sales for the first quarter.

### **The Week Ahead**

Economic data releases this week will focus on the January employment report, the ISM manufacturing survey, light vehicle sales, and consumer sentiment/confidence surveys. The end of the partial government shutdown may allow release of additional economic data this week.

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## Nationwide Economics *(continued)*

### The Week Ahead

#### **Despite the shutdown, employment should still grow**

Thus far in this expansion total nonfarm payrolls have increased by the third most in any expansion since World War II, at more than 18.7 million. December's 312,000 surge was unexpected and is unlikely to be repeated for January. Often unexpectedly large increases or decreases are followed by more modest moves, and this is likely to slow the gain for January. Additionally, uncertainty surrounding the end of the shutdown probably reduced hiring at private sector firms that provide goods and services to the federal government.

Together, these factors will likely slow **nonfarm payroll gains** to 175,000 for January. Despite the employment survey week occurring during the shutdown, the nearly 800,000 federal government employees who were directly impacted but were still working, even without a paycheck, will be counted as employed. The **unemployment rate** will likely climb to 4.1 percent, however, due to the furloughed workers. This increase is expected to be reversed in next month's employment report, after the government reopens. Had the shutdown not been in place, the unemployment rate likely would have declined.

#### **ISM manufacturing still pointing to expansion**

The drop in the ISM Manufacturing index in December was the largest since the Great Recession. This decline was led by a sharp drop in new orders, although some falloff was expected given that the new orders component has been extremely strong in every month but one since May 2017. Last month's precipitous drop is not likely to persist, however, as inventories levels are low, and business will need to expand to meet demand. With mixed data coming from regional Fed bank manufacturing surveys for the month, we expect the **ISM manufacturing index** to edge down to a still-positive level of 53.3 for January.

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



## 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.

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

[Click here for an application.](#)

## Essex County Mourns the Loss of Freeholder Lebbly C. Jones



It is with a heavy heart that Essex County announces the passing of their dear friend and colleague Freeholder At-Large Lebbly C. Jones.

The Honorable Lebbly C. Jones was a leader on the Essex County Freeholder Board, as well as in the communities, and meant a great deal to everyone she touched.

Born and raised in the South, Freeholder Jones came to Essex County and settled in Irvington, New Jersey. The city and community became her home. She served on the Irvington Municipal Council from 1994 through June of 2014 and served on the Irvington Board of Education as the Board's President from 1993 to 1994.

Whether Lebbly was sacrificing for freedom during the Civil Rights Movement or championing the rights of the people through her governance she was a fighter, and the essence of her spirit will live in everyone's hearts forever.



With our deepest condolences and sympathy, we keep her family in our thoughts and prayers.

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## Kapsch Accelerates Commercial Introduction of V2X Communication - *Kapsch, working closely with Qualcomm Technologies, is showcasing the latest generation of roadside ITS station platforms, fostering deployment for Cooperative Intelligent Transport Systems (C-ITS).*

*by Alexandra Vieh, Head of Marketing and PR, Global for Kapsch TrafficCom AG*

Kapsch recently introduced the first configurable roadside ITS station platform for C-V2X direct communication, the RIS-9260, at the Consumer Electronics Show (CES) 2019. CES will take place from Tuesday, January 8 through Friday, January 11 at the Las Vegas Convention Center. Based on the Qualcomm® 9150 C-V2X chipset solution, the new C-V2X-based intelligent transport system (ITS) station platform, also known as a roadside unit (RSU), is designed to connect vehicles with their environment, while enabling traffic infrastructure to support vehicles with the information needed to improve safety and efficiency and support autonomous driving. The Qualcomm 9150 C-V2X chipset solution is a product of Qualcomm Technologies, Inc., a subsidiary of Qualcomm Incorporated.

To effectively run Cooperative ITS (C-ITS), road operators rely on the data transmitted by the vehicles. With automakers using different vehicle communication technologies, the implementation of different roadside ITS station platforms is needed. To help, Kapsch extends communication capabilities of its RIS-9x60 roadside ITS station platform with C-V2X technology capabilities utilizing the Qualcomm 9150 C-V2X chipset solution. The RIS-9260 is a configurable roadside ITS station platform.

*continued on page 15*

## Kapsch Accelerates Commercial Introduction of V2X Communication *(continued)*

Kapsch believes the availability of RIS-9260 will accelerate the commercial introduction of V2X communication and will be of special interest to road operators and cities as it unlocks the C-ITS deployment. Alexander Lewald, CTO of Kapsch TrafficCom says, “Our RIS-9260 roadside ITS platform is for our connected road solution. Beyond its use for roadsides, the solution comprises of V2X edge-computing and is a collaborative mobility platform, as well as an intuitive software development kit that allows road operators to develop V2X applications in a fast and agile way.”

“With its superior performance, C-V2X will offer significant improvements in road safety and support for future autonomous vehicles and smart transportation systems,” said Nakul Duggal, senior vice president of product management, Qualcomm Technologies, Inc. “We look forward to continuing our work with leading RSU providers like Kapsch to help accelerate the commercialization of the C-V2X direct communications using the 9150 C-V2X chipset solution. The automotive industry is innovating at an extraordinary rate and Qualcomm Technologies’ C-V2X chipset solution is helping to lead the way.”

Kapsch has long-term experience in deploying V2X roadside solutions and fostering intelligent transportation around the globe and has been instrumental in trials and deployments across Europe, North America, Asia and Australia.

RIS-9260 will be available for C-V2X deployments as of Q2/2019.

**Kapsch TrafficCom** is a provider of intelligent transportation systems in the fields of tolling, traffic management, smart urban mobility, traffic safety and security, and connected vehicles. As a one-stop solutions provider, Kapsch TrafficCom offers end-to-end solutions covering the entire value creation chain of its customers, from components and design to the implementation and operation of systems. The mobility solutions supplied by Kapsch TrafficCom help make road traffic safer and more reliable, efficient, and comfortable in urban areas and on highways alike while helping to reduce pollution.

Kapsch TrafficCom is an internationally renowned provider of intelligent transportation systems thanks to the many projects it has brought to successful fruition in more than 50 countries around the globe. As part of the Kapsch Group, Kapsch TrafficCom has subsidiaries and branches in more than 30 countries. It has been listed in the Prime Market of the Vienna Stock Exchange since 2007 (ticker symbol: KTCG). Kapsch TrafficCom currently has more than 5,200 employees, and generated revenue of approximately EUR 693,3 million in fiscal year 2017/18.

Further information: [www.kapsch.net/ktc](http://www.kapsch.net/ktc)

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*Qualcomm 9150 C-V2X chipset is a product of Qualcomm Technologies, Inc. and/or its subsidiaries.*



**kapsch** >>>

# An Engaged Workforce Helps Your Bottom Line and Your Community

By Mike Mucha, Deputy Executive Director of GFOA



A local government's staff deliver the day-to-day services that provide for the health, safety and welfare of the community. Employee engagement is the degree to which an employee is passionate about and committed to their job and organization.

If staff are fully engaged in their jobs, then they will put in the extra effort needed to provide the best services possible. If they are disengaged they will, at best, put in the bare minimum effort necessary to satisfy their job description and, at worst, will actively seek to undermine the organization.

The difference in work quality for engaged and disengaged employees is not trivial. One study found the following differences between work units in the top quartile in employee engagement versus work units in the bottom quartile:

- 17 percent greater productivity
- 41 percent less absenteeism
- 10 percent higher customer satisfaction
- 40 percent fewer defects in work products

Research from Gallup has shown that about 70 percent of state and local government employees are not engaged in their jobs. Further, about 17 percent are “actively disengaged” and are sabotaging the good work of their colleagues. Though this is not much different from the degree of engagement found in private companies, the consequences could be more severe given the critical role public services can play in a community.

Learn More

[GFOA report: Realizing the Best of Both Worlds: An Engaged Workforce and More Satisfied Citizens](#)

What's missing from the statistics above is how it feels to be disengaged and how employees get there. Consider this quote from an employee in local government finance:

“I graduated from college during the onset of the Great Recession and considered myself very lucky to have landed a permanent, full-time government job in the finance department at the city after three long years of part-time work. A government job with all the great features people usually look for: security, stability, regular hours and great benefits. I was ready to arrive on time, behave professionally, learn my job and do it well to become a great employee. I didn't hate it and I didn't love it, and I thought that was normal... However, it didn't take long for the job to become perfunctory to a fault. And as the novelty of the new job wore off, became totally disengaged and I couldn't wait for the next 5:30 p.m., the next weekend, the next vacation. Was this what full-time work was all about? I didn't want to believe it... We know government has many advantages in the long term, but if this is what the short term feels like, then is it really worth it? ... I knew my feelings were not exclusive to me. The sad thing was that I didn't think it was even possible to change an age-old institution like municipal government, and I was going to have to either surrender my life to this humdrum reality or look for opportunities elsewhere.”

*continued on page 17*

## An Engaged Workforce Helps Your Bottom Line and Your Community *(continued)*

This story not only highlights the lower productivity associated with disengagement while people are still employed with the organization, it also shows that disengaged employees are more likely to leave. Replacing employees is an expensive proposition, especially in a tight labor market. In fact, estimates place the average cost to replace an employee cost between 20 percent and 30 percent of annual salary, but it could be much higher for higher skilled, higher paid positions.

Over the past several years, surveys conducted by the Government Finance Officers Association (GFOA) indicate that employee turnover, employee engagement and ability to attract qualified finance candidates for open positions rank in the top five issues facing local government finance offices. As a large percentage of workers near retirement, this is an issue that has implications for local governments, their ability to provide necessary services and maintain a financially sustainable organization.

GFOA recently released a research report that attempts to show how local governments can improve employee engagement, thereby improving productivity and reducing turnover. More importantly, it shows how to make a difference in the lives of staff members like the individual quoted above and, thereby, make a difference in how your local government serves its community. While the report focused on improving engagement within the finance office, lessons learned can be applied across local government.

The first part of this report is about getting the right people in the job. If the job is a good match to the person to start with, it will be easier to engage them. Second, it addresses how to engage employees after they are hired. Here, it shows how the culture of the organization can be shaped to encourage engagement and managerial tactics that can be used to bolster engagement.

Highlighted in the report are results from various surveys GFOA conducted with finance staff from across the United States. In addition, GFOA interviewed staff at local governments that had recently taken on efforts to improve employee engagement including stories from King County, Wash.

King County and its finance and business operations division rely on “lean” process improvements as the basis for an engaging culture. Lean is a method for continuous improvement in how work is performed and uses value stream mapping to address challenges and improve operations. Staff has also found that thinking about work as value streams helps employees see how they fit into the larger purpose and process. [Download the full report here.](#)

If you have any questions on the report or are looking for more information about how to engage employees or find out more about the benefits of an engaged finance staff, please do not hesitate to contact GFOA at (312) 977-9700 or at [research@gfoa.org](mailto:research@gfoa.org). Mike Mucha is the deputy executive director for the Government Finance Officers Association.



**SAVE THE DATE**

**LEGISLATIVE CONFERENCE**

March 2 - 6, 2019  
Washington Hilton  
Washington, DC



## NACo Upcoming Meeting & Webinars

### What's Next for Waters of the United States and the Federal Clean Water Act?

February 4, 2019 1:00 p.m. – 2:00 p.m.

Contact Lisa Soronen [lsoronen@naco.org](mailto:lsoronen@naco.org)

[Register](#)

“Waters of the United States” is a controversial regulatory term used in the Clean Water Act (CWA) to define the geographic scope of federal jurisdiction over rivers, lakes, streams, wetlands, and other aquatic features. The U.S. Environmental Protection Agency and the U.S. Army Corps of Engineers recently proposed a new regulation that seeks to withdraw the 2015 definition finalized during the Obama Administration and replace it with a new and narrower definition of “waters of the United States.” The public comment period on this proposed rule will be opening soon and Samuel Brown, a partner with Hunton Andrews Kurth LLP and a former attorney with the U.S. Environmental Protection Agency, will provide a summary of the proposed regulation and the potential practical implications on state and local governments.



### Evidence-Based Policymaking Part 3: Delivering Effective Programs & Monitoring Outcomes

February 7, 2019 2:00 p.m. – 3:15 p.m.

Contact Kathy Rowings (202) 942-4279 [krowings@naco.org](mailto:krowings@naco.org)

[Register](#)

Join NACo and The Pew Charitable Trusts for a three-part webinar series, Evidence-Based Policymaking, that will focus on strategies county leaders can use to create evidence-based practices and programs in their jurisdiction to better serve residents. This webinar will highlight strategies on how county officials can enact program implementation oversight, monitor and support service providers and measure program outcomes effectively. Webinar participants will also have the chance to learn about and discuss these strategies with county officials utilizing evidence-based policymaking in their work.

### “Stepping Up” Your Efforts to Reduce Mental Illness in Jails

February 14, 2019 2:00 p.m. - 3:00 p.m.

Contact Nastassia Walsh (202) 942-4289 [nwalsh@naco.org](mailto:nwalsh@naco.org)

[Register](#)



Since May 2015, more than 450 counties have joined the national Stepping Up initiative to reduce the number of people who have mental illnesses in jails. Counties have shown significant progress on impacting this goal, but many still struggle with how to get started or how to keep their team motivated and moving toward their priorities. The Stepping Up partners have released a number of tools to help counties at various phases of their efforts to get to the next level. On this webinar, hear from the national Stepping Up partners and your peers about how to best leverage the resources available through the initiative to help your county meet your goals.

### ***SHARE THE NEWS!***

***Let us know what 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](mailto:loren@njac.org).**

*Save The Date*  
*March 7, 2019*  
*10 a.m.-2 p.m.*

*Invitation to Follow*

**Election Technology  
 for  
 Now and Tomorrow  
 OPEN HOUSE**

*See and test the latest innovations  
 in Voting Equipment and  
 Electronic Poll Books*

**Sponsored by:**  
**Constitutional Officers Association of New Jersey  
 and  
 NJ Association of Election Officials**



Trenton War Memorial  
 One Memorial Drive  
 Trenton, NJ

Light Lunch Will Be Served



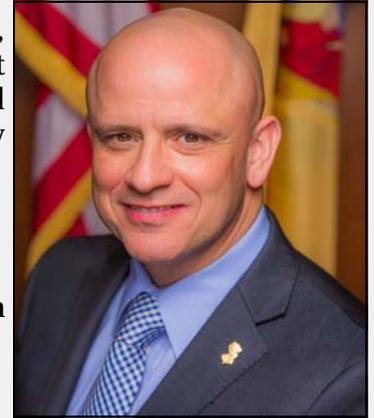
For more information, contact:

Shona Mack-Pollock (973) 225-3674 • shonam@passaiccountynj.org  
 Mary H. Melfi (908) 788-1214 • countyclerk@co.hunterdon.nj.us

## FROM THE EXECUTIVE DIRECTOR

We're pleased to announce that NJAC conference registration, hosting opportunities, and the action-packed schedule of events are now available online on our website at [www.njac.org](http://www.njac.org). Don't miss the opportunity to be a part of our outstanding annual celebration of county government scheduled to take place from May 8<sup>th</sup> through May 10<sup>th</sup> at Caesar's in Atlantic City and featuring:

- A one-of-a-kind County Vocational-Technical School Cook-Off Challenge
- An inspirational County College and Vo-Tech Acapella Sing-Off
- Informative and educational workshops approved for continuing education credits
- All major events and ceremonies hosted in the main exhibit hall
- Unique networking opportunities to share resources and ideas
- County service awards for professionals and elected officials



**John G. Donnadio, Esq.**

We're also pleased to announce that for the first time, we're honoring all freeholders who have served in that capacity for at least 20 years with a Freeholder Hall of Fame Award at the President's Luncheon and are asking NJAC board members to introduce all conference workshops. We're expecting well over 500 guests and 80 vendors for a terrific show that begins on Wednesday evening May 8<sup>th</sup> with the Meet and Greet Reception; kicks off Thursday morning with a Board of Directors meeting in the main exhibit hall; and, ends early Friday afternoon on May 10<sup>th</sup> with our amazing Cook-Off Challenge. And, for the first time, we're awarding scholarships to the top three place winning schools competing in the People's Choice category at the Cook-Off as the top school will earn a scholarship of \$1000.00, the silver medalist \$500.00, and bronze \$250.00. In addition, you'll have the opportunity to network with county and business leaders from across the State; enjoy the incredible harmonies of some gifted and talented Acapella singers; and, earn valuable professional development credits at one of our informative and educational workshops. For county affiliate groups, please let us know if you would like to host a meeting as was the case last year with our county administrators, finance officers, public information officers, planners, welfare directors, improvement authorities, and jail wardens. For business associates, vendors, and sponsors, we're also providing the additional benefits:

- Free WiFi in the main exhibit hall and guest rooms
- A late checkout of 2:00 p.m. on May 10<sup>th</sup> at Caesar's for all guests registered for the conference and at the hotel
- Cell phone charging stations in the main exhibit hall
- Opportunities for sponsors to showcase their business at several events
- Discounted parking rates for NJAC conference guests

Thank you as always for your time and consideration, and please do not hesitate to contact us with any questions or concerns.

# WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
<b><u>FEBRUARY</u></b>					1 NJAC WORKSHOP PROPOSAL DEADLINE	2 
3 Zorro: The Musical 2:00 p.m. Kelsey Theatre West Windsor <i>Mercer County</i>	4 Reasons to be Pretty 7:30 p.m. The Little Theatre Hackettstown <i>Warren County</i>	5  7:30 p.m. bergenPAC Englewood <i>Bergen County</i>	6 First Wednesday Luncheon 2/7/2019 11:30 a.m.-1:30 p.m. Queen of Apostles Pennsville <i>Salem County</i>	7 Leann Rimes 8:00 p.m. The Newton Theatre Newton <i>Sussex County</i>	8 To Kill A Mockingbird 1:00 p.m. 2/8 & 2/9 Mainstage Center for the Arts Blackwood <i>Camden County</i>	9 Mark Nizer: 4D Comedy & Juggling Show 1:00 p.m. & 7:00 p.m. Broadway Theatre Pitman <i>Gloucester County</i>
10 The Drew Forum Presents John O. Brennan 7:00 p.m. MAYO PAC Morristown <i>Morris County</i>	11 Manny Montanez: Concert Series 2/10/2019 3:00 p.m. Public Library Passaic <i>Passaic County</i>	12 <b>Lincoln's Birthday</b> 	13 Youth Art Workshop Mixed Media 3:30 p.m.-4:30 p.m. Public Library Barnegat <i>Ocean County</i>	14 	15 Breakfast Club Hudson Chamber 7:30 a.m.-9:00 a.m. The Halifax Hoboken <i>Hudson County</i>	16 Brady vs. Abdul Hakim 6:00 p.m. Estess Arena Hard Rock Atlantic City <i>Atlantic County</i>
17 Roy Orbison Rock n'Roll Show 2:30 p.m. Hunterdon Hill Playhouse Hampton <i>Hunterdon County</i>	18 Jack Hanna's into the Wild Live 10:00 a.m.; 12:30 p.m.; & 3:00 p.m. State Theatre New Brunswick <i>Middlesex County</i>	19  7:00 p.m. Prudential Center Newark <i>Essex County</i>	20 Annual Chamber Music & Wind Symphony Showcase 7:30 p.m. Luciano Theatre Vineland <i>Cumberland County</i>	21 Wildlife at Sunset 4:00 p.m. - 6:00 p.m. Fairgrounds Mount Holly <i>Burlington County</i>	22 Arts & Culture 7:00 p.m. - 9:30 p.m. duCret School of Art Plainfield <i>Union County</i>	23 Law Enforcement United-Wine & Spirits Fest 7:00 p.m. - 10:00 p.m. Convention Hall Cape May <i>Cape May County</i>
24  7:30 p.m. Count Basie Center for the Arts Red Bank <i>Monmouth County</i>	25	26	27	28 The Unauthorized Biography Series 12:00 p.m. RVCC Arts Theatre Branchburg <i>Somerset County</i>		

**NJAC CELEBRATION OF COUNTY GOVERNMENT  
MAY 8<sup>TH</sup> - MAY 10<sup>TH</sup>  
CAESARS  
ATLANTIC CITY**