

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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Community Solar Pilot Program Now Accepting Applications

by Joseph L. Fiordaliso, President, New Jersey Board of Public Utilities (NJBPU)



As the cost of renewable energy continues to drop, “going solar” becomes a viable option for more New Jerseyans. Over 100,000 homes and businesses in our state now benefit from solar, many of which are seeing savings on their utility bills. Governor Phil Murphy and NJBPU are advancing renewables in the Garden State. However, not everyone is able put solar panels directly on their roof. To address that, New Jersey just launched its [first Community Solar Energy Pilot Program](#), and started accepting applications in April. This Pilot Program is intended to increase access to solar energy for New Jersey ratepayers.

The community solar model is being adopted nationwide because it provides more equitable access to the clean-air and money-saving benefits of solar. Unlike traditional solar installations, a community solar project does not need to be placed directly on a ratepayer’s own roof. As long as it is located within the subscriber’s electric utility service territory, the system of panels can be installed—for example—over a neighborhood parking lot, atop an apartment complex, or even on a municipal landfill or brownfield.

The power produced by the solar installation is divided among multiple participants, known as subscribers, who can choose either to purchase an ownership share of the system or sign up for a monthly subscription. Community solar subscribers – who can be residential, commercial, or industrial – receive a credit on their monthly utility bills equivalent to their share of the solar energy produced.

The flexibility of community solar makes “going solar” accessible for more customers, especially those who previously could not install solar for reasons like cost, roof unsuitability, or lack of roof control. This segment of customers often includes renters, apartment dwellers, and low-income households.

In New Jersey’s Community Solar Pilot Program, which is administered through NJBPU’s Clean Energy Program, each community solar project must have at least 10 subscribers. Landlords of master-metered multi-family buildings may apply, but must provide proof that they will pass the savings on to their tenants. Subscriptions are portable within the geographic limits of the project, and may be sold back to the project owner.

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Community Solar Pilot Program *(continued)*

New Jersey's program will allocate 40% of the program capacity – a number much higher than many other states' programs -- to projects that serve low- and moderate-income communities. This will allow underserved households and environmental justice communities to benefit from renewable energy while seeing credits on their electricity bills that are equal to or greater than the amount of their subscriptions.

More details about the Community Solar Energy Pilot Program and application forms are available on the [Clean Energy Program website's community solar information page](#). Applications will be evaluated for completeness, and scored based on the criteria found at the end of the application packet. The deadline for applications is Sept. 9. Questions and requests for more information may be [emailed to NJBPU's Clean Energy Program](#).



Johnston Announces New Name and Branding

Bringing Our 40-Year Track Record into a New Era

by Steven Mullen, President for JCT Solutions

Johnston Communications is proud to be a leader in today's technology marketplace in the Greater New York/New Jersey Metro area—one of the most competitive and dynamic locations in the world.

Founded more than 40 years ago to focus on what was then the newly deregulated world of communications, Johnston is known today 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—meeting the needs of leading businesses, government agencies and schools across the entire area.

To better reflect the wide range of solutions we deliver, we are updating our name—to JCT Solutions—along with a new logo and tagline.

Our new look signifies where we are coming from as well as where are going— to a future where our clients have everything they need to unlock the power of today's security, communications and networking solutions.

While the branding is new, inside we are the same. Our top management team –including President Steve Mullen and Executive Vice President George Sode—have been with the company for decades. You can be sure that under their leadership, JCT Solutions 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.

Stay tuned as we evolve our website and other communications to help tell our story and enable our customers to gain more value from the full range of digital capabilities that JCT Solutions is delivering today.



Permission to Lead

by Denise A. Katula, CPM, Manger of Leadership and Talent Development for Somerset County

An organization’s greatest asset is its employees. No county government in New Jersey can achieve its mission without its employees. But are we doing everything we can to make our county governments a place where employees have opportunities to grow, innovate, challenge processes, get outside their silos, and learn the skills they need to be better leaders and managers? Yes, these things take resources—resources we often don’t have. But more than that, they take vision and commitment. At the initiative of Somerset County Administrator Michael Amorosa, we have been developing leaders and investing in our workforce in three major ways.

Leadership Competency Model

With the assistance of a consultant, we reflected on the desired qualities of leaders within our organization and developed a leadership model that serves several purposes:

- Promotes consistency, fairness, and personal accountability for all county employees while building stronger and consistent leadership skills in our staff.
- Creates an objective process to identify future leaders and maintains a robust pipeline of strong leaders and talent.
- Makes it easier to identify and acknowledge high performers, support improvement, and personal development.
- Creates an objective performance standard for county employees.
- Demonstrates the philosophy that we believe in all employees' potential for change and growth.
- Aids in the recruitment and retention of leaders and talent.

The model (see image) consists of four leadership competency areas, with each competency further defined by characteristics, attributes, and specific observable behaviors that employees can strive to achieve, such as:

- *facilitates brainstorming with others to create forward thinking strategies*
- *takes ownership of work from beginning to end*
- *rigorously debriefs both positive and negative outcomes as a learning opportunity*
- *is personally committed to and actively works toward personal development*



The model is introduced to all employees on their first day of work. The leadership competencies are built into our performance evaluation process for all employees.

Leadership Development and Training

The Somerset County Leadership Model works in conjunction with custom in-house leadership development training. The goal of these programs is to give employees the tools they need so they are ready for the responsibility to be leaders in our organization. A development program for future leaders helps create a motivated, engaged, and capable group of employees who are ready to advance in this organization and it connects with our succession planning initiatives.

In addition to annual training classes focused on the leadership model competencies offered through Human Resources, we offer two in house specialized training program for staff identified as high potential and new supervisors:

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Permission to Lead *(continued)*

- Building Exceptional Leadership Talent (B.E.L.T.) Program - a cohort-based program of nine seminars over a 15-month period for high-potential employees.
 - After B.E.L.T., these employees continue their learning and maintain collaborative working relationships through the Reconnecting, Innovating, and Sustaining Excellence (R.I.S.E.) program.
- Building and Advancing Supervisory Excellence (B.A.S.E.) Program - a series of three seminars designed specifically for employees who have been promoted to or hired into supervisory positions.

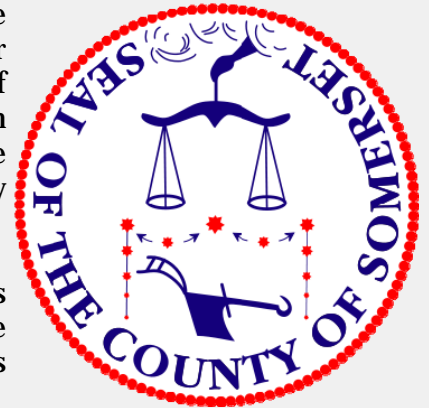
Getting Outside the Box

The county has embarked on an initiative to become an organization that emphasizes a focus on talents (strengths). Over 200 employees have taken the *CliftonStrengths* assessment and I am trained to lead this initiative in-house. We are also exploring microlearning opportunities (brief, bite-sized chunks, designed for quick consumption), recognizing that while classroom based training is important and necessary, it's both expensive and time-consuming.

Connections & Conversations is our book club. Each year we choose four books that connect to our leadership competencies. The book club gets people out of their traditional silos and it brings together millennials and Gen Z employees with more 'seasoned' employees. Likewise, it brings together senior level managers with frontline employees. And it gets people thinking—innovation and government need not be an oxymoron. We need to create more opportunities for ideas to bubble up from the front lines and ground levels of the organization.

Our *SERV* program allows employees the opportunity to volunteer in the community. Employees can select from a list of opportunities that occur during the work day and on weekends. The volunteer teams are a mix of employees—like the book club. One person from each volunteer team has an opportunity to serve in a leadership role. Opportunities like this increase engagement and break down silos. With 1,200 employees in 50 divisions, many rarely have the opportunity to interact with people outside their own division.

Somerset County government is an organization that encourages all employees to be leaders. It is an organization that is committed to providing the excellence and innovation in public service. It is an organization that makes vibrant connections every day.



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
(609) 394-3467
loren@njac.org**

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FPA Welcomes John C. Ritchey, PE to Lead the Water Resources Engineering Group

by Julia Moroney, Director of Marketing for French & Parrello Associates (FPA)

French & Parrello Associates (FPA) is proud to welcome John C. Ritchey, PE as leader of our Water Resources Engineering Group. Mr. Ritchey brings extensive experience in flood control and dam engineering and joins FPA from the New Jersey Department of Environmental Protection (NJDEP) where he served in various roles for the Department's Dam Safety Program for over three decades.



John C. Ritchey, PE

Over the course of his 34-year career with the NJDEP, Mr. Ritchey has participated in over 300 dam restoration projects and over 1,000 dam inspections. He has advised and counseled design engineers of methods and alternatives to optimize the design of new dams and the restoration of existing dams, and was involved in numerous high-profile projects throughout the state of New Jersey. In addition to his responsibilities directly related to the inspection and evaluation of dams, Mr. Ritchey was also a key player in the development of regulations, policy and guidelines for the State's Dam Safety Program, and was instrumental in the development and administration of state funding programs, overseeing \$200 million in state grants and loans for the rehabilitation of existing dams, flood control, lake dredging and stream cleaning projects. In his final two years at the DEP, he served as the Manager of the Bureau of Flood Control. In this capacity, he was responsible for the oversight of a staff of engineers responsible for assisting municipalities with their participation in the National Flood Insurance Program and the Community Rating System Program. Mr. Ritchey also oversaw the \$50 million Flood Hazard Risk Reduction and Resilience Grant Program funded through the US Department of Urban Development to fund projects that reduce damages from storm surge and flooding.

"It is with great pleasure that we welcome John Ritchey to the FPA team," said Steven A. Tardy, PE, Chief Operating Officer of FPA. "John's reputation and extensive experience in water resources engineering precedes him, and we are thrilled to bring his in-depth knowledge to our team of engineers so that we can continue to bring innovative solutions to our clients in the dam and water resources sector."

In his role at FPA, Mr. Ritchey will lead the Water Resources Group with his focus on dams and flood control in both the public and private sectors. FPA has provided technical training and dedicated leadership to the water resource community for over 40 years.

Additionally, Mr. Ritchey is active in the Association of State Dam Safety Officials (ASDSO) and for 15 years has been the Chair of the Association's Annual Conference Program Committee. He is active in the NJ-PA Council for Safety Dams, working on dam safety issues locally. He has also participated in the ASDSO's Dam Financing Solutions Committee which worked to identify the cost of addressing the nations dam safety needs and was a long-time member of FEMA's Interagency Committee on Dam Safety Research Workgroup. He had participated in the American Rivers/NOAA Mid-Atlantic Stream Barrier Task Force to identify and fund dam removal projects and on FEMA's Interagency Waterway Infrastructure Improvement Task Force (FEMA-1530 DR NJ) in response to the 2004 Burlington County Floods.

Mr. Ritchey co-presented with FPA Project Manager Chris Marx, PE, on the topic of dam ownership issues at the New Jersey Association of Counties (NJAC) Conference in Atlantic City last month.

Celebrating over 45 years of engineering and consulting excellence with over 150 professionals across multiple office locations throughout the Northeast, French & Parrello Associates provides innovative and effective multidiscipline engineering design and environmental services for clients in both the public and private sectors. To learn more, visit www.fpaengineers.com.



Using Analytics to Uncover Trends in Your Workforce

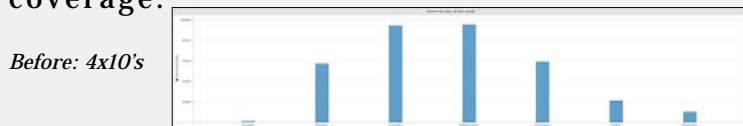
by Michael Galello, Industry Marketing Manager for Kronos, Inc.

Business intelligence tools are a valuable resource when trying to optimize a workforce. Many organizations are collecting vast amount of valuable data but do not have the tools or staff to use the data effectively. When used correctly, analytics can help increase productivity, reduce costs, and increase the effectiveness of resources designed to benefit constituents.

Through my time spent on a data-science team, I've uncovered interesting stories that customers have learned through their data. In this article, I'm going to focus on two examples that come to mind that I think many governments could relate to. The purpose of these short examples is to help inspire new ways of looking at workforce data to solve problems.

Using Labor Data to Optimize Schedules:

The transportation maintenance department in a mid-sized county was having issues. Employees had rallied around a 4/10 workweek, which means they worked 10 hours a day for just 4 days a week. Employees were happy, but the supervisors noticed that there was a large gap in coverage for Fridays and Saturdays. When the 4/10 schedule was introduced, employees were supposed to stagger their workweeks. It wasn't fully evident that this wasn't happening until analyzed and the graph of worked hours spiked on Mo/Tu/We/Th. There were 80% less hours-worked on Fridays compared to Tuesdays or Wednesdays. This fairly-simple analysis prompted the department to switch back to a 5x8 workday, and the problem was instantly resolved. Afterwards, there was less than a 10% variance in worked-hours for any given day of the week and they were able to benefit from even coverage.



Analyzing Sick Time

Unplanned absences are always top-of-mind for most employers. They can cause ripple-effects for entire teams and cause gaps in coverage and unplanned overtime. A mid-sized county that I've worked with had a department struggling with both these issues (coverage gaps and OT). If unplanned sick days are truly unplanned, one would expect the rate to be level month-to-month, except for higher rates in the winter and fall due to the flu.

When the whole county was analyzed, the unplanned absence rate was a near-constant 5%, which is in line with many comparable counties. They used analytics to dive deeper and visualize unplanned absence rates by specific departments. What they found was alarming: One department was ~5% every month, except for July, October, and December. Rates didn't just double in these months, they saw them *tripling* and *quadrupling!* This gave supervisors the data that they needed to take immediate action and drill down even deeper to figure out which employees were driving these high rates. Issues like this aren't hard to resolve, but the hard part is finding where they exist. Easily-accessible data can be a valuable tool for organizations trying to assess their sick and attendance policies.



To learn more about Kronos, please contact Wesley Witherington, Kronos Sales Executive State of New Jersey, Public Sector and Education, at wesley.witherington@kronos.com or via telephone at (973) 331-5465.





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Sprint's First 5G Devices Available May 31!

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

Sprint announced May 31 as the availability date for its first two 5G devices, LG V50 ThinQ™ 5G and HTC 5G Hub. Both devices will initially be available to customers in the first four expected 5G markets – Atlanta, Dallas, Houston and Kansas City. They will then be available in Sprint's other 5G markets – Chicago, Los Angeles, New York City, Phoenix and Washington, D.C. – in the next few weeks.

Pre-order for both devices begins for customers in Sprint's expected 5G markets on Friday, May 17 at www.sprint.com/sprint5G.

"There has never been a better time to be a Sprint customer as we bring on the next generation of wireless speed," said Michel Combes, Sprint CEO. "LG V50 ThinQ 5G and HTC 5G Hub are innovation marvels and they are ideal to be the first to bring the power of both Sprint 5G and 4G LTE Advanced to our customers. I am proud of the close collaboration with LG, Qualcomm and HTC that has brought us to this momentous milestone."

Limited time pricing for the inaugural 5G devices:

- [LG V50 ThinQ 5G](#)
- [HTC 5G Hub](#)

Both devices offer fully integrated mobile 5G and will deliver blazing-fast speeds when Sprint begins launching 5G service in the coming weeks. Sprint expects to launch the largest initial 5G coverage footprint in the U.S. across all nine market areas. Using a key 5G technology, dual-connectivity, Sprint will deliver LTE and 5G simultaneously to customers' devices, enabling faster speeds and a better overall experience. Visit www.sprint.com/sprint5G for more information on Sprint 5G coverage.

"We know our customers are excited to get their hands on these devices to experience 5G's power and speed," said Dow Draper, Sprint Chief Commercial Officer. "And because we want customers to enjoy the full potential of 5G, we will expand availability of these awesome devices to additional markets as our 5G coverage expands."

Unleash 5G Power with Unlimited Premium and Hatch

Powerful 5G phones deserve a robust rate plan and Sprint's [Unlimited Premium](#) doesn't disappoint. Built with features to get the most from mobile 5G, Unlimited Premium is the plan of choice for Sprint 5G phones with Unlimited data, talk and text nationwide, Hulu, Amazon Prime, Twitch Prime, Tidal HiFi and 100GB LTE mobile hotspot. As Sprint's best Unlimited value, it costs just \$80 per month for one line – a value of nearly \$150 per month.

Gamers, rejoice! Sprint is collaborating with cloud gaming pioneer [Hatch](#) to deliver an unrivaled game-streaming experience. With a three-month subscription to Hatch Premium's cloud gaming service included on Sprint 5G phones, gamers on Sprint 5G will be among the first in the United States to experience Hatch's mobile 5G cloud gaming service.

continued on page 13

Sprint Opens New 5G Experience *(continued)*

The Sprint Works Employee Incentive Program:

Sprint offers the program for Government & Public Safety Employees.

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

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Sprint offers the program for Higher Education employees or students:

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

Sprint offers the program for Healthcare employees:

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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.

[Click here for an application.](#)

GovPilot is Improving New Jersey, One County at a Time

by Alannah Dragonetti, Head of Marketing for GovPilot



Dylan Kaplan

GovPilot has named Dylan Kaplan the Director of County Relationships. Readers may remember Kaplan from the NJ Association of Counties' annual conference at Caesar's Hotel & Casino, in Atlantic City, NJ, which he attended with colleague, Tom McGrath.

The promotion comes after the Rutgers University School of Public Affairs and Administration graduate spearheaded the successful revamp of several Camden County, New Jersey services.

Recent projects include the deployment of Camden County's Digital Street Opening Permit application process, which allows officials to receive accurate and complete submissions and leave processing to an automated workflow that updates constituents of key steps in case progression.

County officials are pleased with the results.

"GIS-supported, web-based tools that initiate departmental workflows and government-constituent communication have been a huge improvement and time saver for county residents and our employees," says IT Director, Richard Behm.

GovPilot currently counts two of New Jersey's 21 counties as well as Jackson County, Mississippi among its clientele and anticipates securing more county customers.

"I'm looking forward to identifying and addressing county needs and using the capabilities of the GovPilot platform to bridge the gaps," Kaplan shares.

About GovPilot

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

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



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CentralSquare Technologies creates the broadest, smartest and most agile software platform for building safer, smarter communities. CentralSquare partners with more than 7,500 public sector agencies across North America.

For more information please contact Nikeisha Nickels, at nikeisha.nickels@centralsquare.com.



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To learn more about the services provided please contact Tim Lombardo, Senior Account Manager at tim.lombardo@sharpusa.com or call (201) 644-2836.

The Vista at Christian Health Care Center Earns First National Award

by Jennifer Gangeri, Director of Marketing for LAN Associates

Christian Health Care Center's newest addition, The Vista is already receiving national recognition; the project recently broke ground in March. Designed by LAN Associates and Merlino Design Partnership Inc., The Vista was featured in the 2019 Environments for Aging (EFA) Design Showcase, featuring a collection of outstanding senior living facilities.

The exclusive Continuing Care Retirement Community (CCRC) was designed to encourage future residents to live a wellness centered, active, independent, maintenance-free lifestyle. The design team focused on elements that supported this initiative to provide residents with a variety of health focused amenities and cultural, educational, and social programs to increase residents' activity.

"This senior living community will be one of the best in the area, it's been 15 years in the making," said **Kenneth Karle, President of LAN Associates**. "We incorporated spaces that will support the healthy lifestyle residents desire on a beautiful rustic site while reinforcing the idea of a community to promote social interaction that has been proven to improve life expectancies."

The Vista at [Christian Health Care Center](#) located in Wyckoff, New Jersey, will house 199 independent living apartments and include a variety of amenities throughout the 400,000 sf space. Amenities include a fitness center, a private space for yoga and group fitness classes, wellness center, pool, spa facilities, cultural arts center, craft rooms, and three different restaurant venues. These diverse amenities encompass a true state-of-the-art facility, offering residents access to an exclusive community with an emphasis on activity and connectivity.

"Architecturally, this project was special," said **James Chen, Project Designer at LAN Associates**. "The three-story Vista was designed to accommodate three resident wings that all converge and connect at a common level lobby."

With its modern designs, and luxury amenities, The Vista rightfully earned its spot on the [EFA Design Showcase](#) list. A jury appointed by The Society for the Advancement of Gerontological Environments (SAGE), The Center for Health Design, the International Interior Design Association, and the American Society of Interior Designers reviewed submissions and winners were recognized in EFA's Spring 2019 issue, as well as at the upcoming 2019 EFA Expo in Salt Lake City, Utah.

"After many years of careful planning and valuable discussions throughout our community, we are so excited to see The Vista begin and ultimately become a valued addition to the Christian Health Care Center," said **Douglas A. Struyk, President and CEO of CHCC**. "Our efforts were not just focused on building and design, but also on creating a community among future residents who are making The Vista part of their life plan."

The Vista broke ground in March 2019, marking the official start of construction and is expected to be completed by Fall 2020.

LAN Associates is a full-service engineering, planning, architecture, and surveying firm that services federal, state, county, and municipal governments, housing authorities, boards of education, Fortune 500 companies, religious facilities and private clients. The firm was founded in 1965, and is based in Midland Park, NJ, with offices in Goshen, NY, and Philadelphia, PA.



From Your Desktop to Your Datacenter, PKA Tech is Your Go-To Full Service Solutions Provider

by Marisa Migliaccio, Marketing for PKA Tech IT Solutions

Nationally Recognized

PKA Tech, a certified women-owned business enterprise (WBENC), has been supplying IT solutions since 1996. Located in the NY Metro area, PKA Tech forges strong alliances with Hewlett-Packard Enterprise, Intel, and other industry leaders to assure the highest levels of customer service and client success. Our mission to design and implement solutions that enable businesses to be agile and adaptive to the ever-changing market conditions, while taking cost out of infrastructure requirements.

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Nationwide Economics

Weekly Economic Review & Outlook for May 28, 2019

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

Weekly Review

Worsening tariff/trade worries continued to agitate financial markets as investors fear the impact of protracted trade disruptions for the global economy. The S&P 500 stock index dropped for a third consecutive week, falling by an additional 1.2 percent. Still, the recent declines have been modest so far with the index down by just over four percent from its peak at the end of April.

This risk-off sentiment in financial markets boosted demand for safe fixed-income assets, reducing yields on U.S. Treasury notes and causing another slight yield curve inversion. The 10-year Treasury rate dipped below 2.30 percent last week (on an intra-day basis) for the first time since October 2017, closing the week at 2.32 percent. This was slightly below the effective federal fund rate, causing the second small inversion in the past eight weeks. Since the yield curve has only been inverted for a few days, rather than the two-three months that is the usual recession indicator-it is not yet a signal of a downturn, but this bears watching in coming weeks.

As happened in late March, flight-to-safety flows caused by growth concerns lead a decline in long-term government rates across the globe. The German bund 10-year yield, for example, dipped below -0.1 percent last week for the first time since 2016. As long as rates remain this low abroad, there is likely to be continued downward pressure on U.S. Treasury yields.

While the U.S. and China are unlikely to reach a comprehensive trade agreement soon, we continue to expect a deal eventually-although perhaps not until toward year-end. In the meantime, equity markets could continue to be hit by tariff/trade headlines and there could be further flight-to-safety capital flows pushing Treasury yields downward.

Home sales weaker for April

Existing home sales surprised on the downside for April, falling to an annualized pace of 5.19 million units. This ran counter to pending home sales which climbed to an eight-month high for March, and were up by nearly four percent from the prior month. Usually pending home sales are a reliable indicator of movements in existing sales, leading by one-two months.

The reason for the differential behavior of pending and existing sales is unclear. It may be that there was a longer than usual lag between contract signings and contract closings, so the jump in pending sales from March may show up in May existing sales rather than in April. Mortgage rates fell further in recent weeks while purchase applications have climbed to their highest levels since the start of the Great Recession-suggesting stronger demand from homebuyers. Data from May should provide some clarity and we could see a significant gain as all of the underlying demand factors remain positive.

New home sales dropped sharply for April, down by nearly seven percent. But this was mostly from a huge upward revision for March. New home sales are often revised significantly, so it is better to look at the three-month average rather than the most recent month. On this basis, new home sales are at the highest level since 2007. As opposed to the lack of momentum for existing sales, demand for new builds continues to trend higher.

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Nationwide Economics *(continued)*

The Week Ahead

The holiday week will be lighter on economic data. April releases will focus on personal income and consumption, along with the price index for personal consumption expenditures (PCE) which provides the important core inflation measure that the Fed looks at closely.

Income growth to take a pause while spending edges up

While April employment data were generally positive, one factor in that report will weigh on income gains. The overwhelmingly positive report included increases in both payroll employment and average hourly earnings. Countering this was a drop in the average number of hours worked by employees. Additionally, rising tariffs have hurt farm incomes and this is likely to continue for a while. While the job trends are positive wage and salary income growth for the longer term, we forecast a contraction in **personal income** of 0.1 percent for April.

Limited signs of inflation in April

The Federal Reserve's preferred measure of inflation, the core price index for personal consumption expenditures (or core PCE), is on track for another modest gain. According to the Federal Reserve Bank of Cleveland's Inflation Nowcast, growth in the overall PCE price index is expected to slow to 0.2 percent for April, although the estimate is just below a 0.3 percent gain. But core inflation is projected to remain constrained, with an increase of 0.1 percent for the month and a chance this could edge higher to 0.2 percent. It is unlikely that we will see any rate hikes by the Fed until core inflation trends higher.

Employers continue to avoid layoffs

With tight labor markets, firms are finding it increasingly difficult to hire qualified workers, and so are unwilling to part with the workers they have. These conditions are unlikely to change in the near term and therefore we project that weekly jobless claims remained low at 213,000 for the week of May 25.

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



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Bergen County's Collaborative Model Reduces

Homelessness - HUD Recognized Bergen County, N.J. as the First Community in the Country to Reach "Functional Zero," for Chronic Homelessness

by Rachel Looker, Junior Staff Writer for NACo County News

New Jersey county has established a collaborative housing-first model that is making a difference in the fight to end homelessness.

Bergen County, N.J. was named the first community in the country to end, or reach "functional zero," for chronic homelessness in 2017, according to the Department of Housing and Urban Development (HUD). People who are chronically homeless have experienced homelessness for at least one year or repeatedly while struggling with a disabling condition, according to the National Alliance to End Homelessness.

"Functional zero" occurs when the number of people who come into the system every month is equal to or less than the number of people who go out of the system every month, according to Julia Orlando, the director of the Bergen County Housing, Health and Human Services Center.

Bergen County was also the first county in New Jersey to end veteran homelessness, according to HUD.

In 2008, the county received HUD funding and created a 10-year plan to end homelessness, Orlando explained. Part of the plan was to create a new homeless center. The idea for the center stemmed from interviews with 200 stakeholders who felt the county should consider a housing-first model and create a "one-stop" location where all services are offered in one building.

"Having a building where you can all work together and you're not playing phone tag because you can do face to face and you can triage immediately, that's a tremendous help," Orlando said.

The housing-first model focuses on putting individuals into stable housing and providing them with services before requiring sobriety or mental health compliance, she said.

"That's an important change over previous models because now you're literally taking people off the street in whatever condition they're in," Orlando said.

The 27,000-square-foot Bergen County Housing, Health and Human Services Center opened in 2009. It is open 24 hours per day and owned by Bergen County, Orlando said, which has a shared services agreement with the Bergen County Housing Authority. The facility also has a drop-in center open twice per day, seven days per week that's open to the public.

Orlando explained that the center is located in the county seat of Hackensack and provides for basic needs such as clothing, toiletries and food. It has 90 beds that can accommodate both males and females over the age of 18. In the winter, the center expands and can house 120 individuals.

The facility has provided nearly 300,000 people with shelter and has distributed over 675,000 meals since its opening.

Those who come to the shelter have access to a wide variety of services including a nutritional program that provides three meals per day. Medical services, veteran services and mail services are all located in the building.

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Bergen County's Collaborative Model *(continued)*

"It gives them the services they may need to get themselves back on their feet and that is done in many different ways," Bergen County Executive James Tedesco said. "To me, that's the model that makes this completely different than many others that have tried different models."

Other agencies, such as the Board of Social Services, help individuals enroll in the Supplemental Nutrition Assistance Program (SNAP), obtain food stamps and deal with applying for welfare or Medicaid.

"People are obtaining their benefits much more rapidly here because they're accessible right on site," Orlando said.

The center provides services for document and ID recovery because many individuals experiencing homelessness have difficulties obtaining an ID or driver's license, she said. Tedesco said this approach is an "all-encompassing model."

The Bergen County Housing, Health and Human Services Center has evolved over time with changing needs from the community. Orlando explained when the area experienced an uptick in heroin, the center received grant money to provide services for opioid addiction. Tedesco added that he thinks the mental health services and the addiction services are some of the most valuable services the center provides.

Since Tedesco took office, the county has tried to enhance the types of services to continue the "one-stop" approach.

"Even though we're all different agencies and we all have different philosophies and different missions, we all agree on the one thing that's consistently clear, which is our goal to house people," Orlando said.

The county has been able to sustain the functional zero for chronic homelessness and for homeless veterans.

In an effort to maintain functional zero, officials hold at-risk meetings where they review a list of everyone who is homeless in the county to see who should be assigned housing based on their vulnerabilities, according to Orlando. Individuals can fill out a two-page form available at hospitals, jails and other locations in the community to get on the list.

On average, it takes around 64 days to connect a homeless individual with housing, Orlando explained. Specifically, for those who are chronically homeless and for veterans, the stay at the center is typically under 90 days.

When it comes to homelessness among veterans, Tedesco said the county works with developers and landlords to secure apartments and have available housing placements.

The county also works with support services such as Supportive Services for Veteran Families (SSVF) or Project of Assistance in Transition from Homelessness (PATH). Additionally, subsidies or vouchers such as the HUD-VASH vouchers, which combines HUD housing vouchers with VA supportive services, are used to place homeless individuals in housing, Orlando explained. Once an individual receives a housing placement, supportive services are provided.

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Bergen County's Collaborative Model *(continued)*

Bergen County also uses a homelessness trust fund, which collects approximately \$250,000 per year, according to Su Nottingham of the Bergen County Department of Human Services. The fund was established in 2010 and authorizes the county clerk to collect a \$3 surcharge for documents like building permits or registrations for companies, among others.

For other counties hoping to create a similar model, Tedesco said the most important aspect is commitment. He added that bringing together county agencies and non-profit organizations has been helpful in reducing the number of individuals who identify as homeless.

"There's many people out there that want to help, they just don't know how or the way they've been asked to in the past just hasn't been as effective," he said.

Orlando advises counties to show the community the benefits of helping those who are homeless. After the center was built in Hackensack, the city went into a full-fledged revitalization and partnered with the center, Orlando said.

"Now, we have a community that embraces their services for the homeless," she said. The county plans to tackle youth homelessness next.

Tedesco established a Young Adult Task Force in September 2018. The task force includes a youth council which is headed by a young adult.

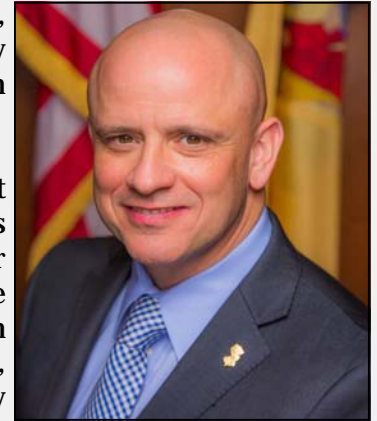
"I believe that the model we have if done correctly and replicated can be very successful with addressing this unfortunate problem," Tedesco said. "We're hopefully changing their lives, giving them a quality of life and giving them something to hope for in their life."



FROM THE EXECUTIVE DIRECTOR

On behalf of the Board of Directors of the New Jersey Association of Counties (NJAC), I would thank you for supporting us at our 69th annual celebration of county government, where I hope you had the opportunity to share resources and ideas with county and municipal leaders from across the State.

I would also like to thank you for helping us celebrate our 2019 award winners that include Gloucester County Freeholder Heather Simmons as the “Maurice Fitzgibbons Freeholder of the Year,” SHI International Corporation as the “Peter S. Palmer Business Associate of the Year,” and the inaugural Freeholder Hall of Fame class. Additionally, we were pleased to present county service awards to Camden County Jail Warden Karen Taylor, Hunterdon County Counsel Shana Taylor, Monmouth County Health Coordinator Chris Merkel, Ocean County Deputy County Administrator Mike Fiure for their hard work and dedication to county government. And, special thanks to Nick Acocella for hosting Pasta and Politics but no Pasta with Atlantic County Executive Dennis Levinson, Monmouth County Freeholder Thomas Arnone, Camden County Freeholder Jonathan Young, and Essex County Freeholder President Brendan Gill.



John G. Donnadio, Esq.

As expected, the 8th Annual County Vocational-Technical School Cook-Off Challenge once again stole the show as culinary art students from Bergen, Cumberland, Essex, Hudson, Mercer, Monmouth, Ocean, Passaic, Sussex, and Union counties competed for titles in taste, creativity, and food presentation. Cumberland County captured the coveted People’s Choice Award and a \$1000.00 scholarship, while Bergen County earned a silver medal, and Passaic County bronze. As equally inspirational were the incredibly talented Harmonious Hoots of Union County College and the high school students from the Donald Payne School of Technology in Essex County, who moved the audience with their amazing voices during 4th annual Acapella Sing-Off. Although I hope you enjoyed this year’s event as much as we did, we’ve already begun planning on how to make next year’s celebration even better.



WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
<u>JUNE</u>						1 Hop Sauce Festival 11:00 a.m. - 6:00 p.m.. Veteran's Memorial Park Beach Haven <i>Ocean County</i>
2 5th Annual Superhero & Fairytale 5K & Kids Dash 8:00 a.m.-11:00 a.m. Jewish Community Center Bridgewater <i>Somerset County</i>	3	4 Lambert Castle Concert Series 6/8 6:00 p.m. North Lawn Paterson <i>Passaic County</i>	5 Matt Duke: 2019 Sundown Music Series 7:30 p.m. Haddon Lake Park Haddon Heights <i>Camden County</i>	6 Colts Neck Community Band 7:30 p.m. FREE Thompson Park Theatre Barn Lincroft <i>Monmouth County</i>	 7 Stockton Seaview Resort Galloway <i>Atlantic County</i>	8 Xclusive Soul 7:00 p.m. DJ Bentz Memorial Soccer Complex Clayton <i>Gloucester County</i>
9 Earth Fair 10:00 a.m. - 4:00 p.m. Smithville Park Eastampton <i>Burlington County</i>	10 Pow-Wow 6/8 & 6/9 County Fair Grounds Bridgeton <i>Salem County</i>	11	12 Friday Flicks 6/14 7:30 p.m. FREE Kip's Castle Park Verona <i>Essex County</i>	13 Films of the 50's On the Waterfront 5:30 p.m. - 7:30 p.m. E. Jersey Old Town Village Piscataway <i>Middlesex County</i>	14 Health & Safety 1:00 p.m. - 4:00 p.m. Abarrotes Los Puentes Bridgeton <i>Cumberland County</i>	15 Family Weekend Series 10:00 a.m.-12:30 p.m. Liberty Science Center Jersey City <i>Hudson County</i>
 16	17	18	19	20 Annual Ole Towne Festival 6/21 & 6/22 6:00 p.m.-9:00 p.m. Shappell & Walters Parks Phillipsburg <i>Warren County</i>	21 NJ Symphony Orchestra 7:30 p.m. FREE Echo Lake Park Mountainside <i>Union County</i>	22 State Fair 2:00 p.m. - 1:00 a.m. Meadowlands East Rutherford <i>Bergen County</i>
23 Rustic Retail Market 6/22 & 6/23 9:00 a.m.-4:00 p.m. County Fairgrounds Augusta <i>Sussex County</i>	24	25 Music Beyond Borders 12:30 p.m. FREE Morristown Green Morristown <i>Morris County</i>	26 Hunterdon Symphony 6/27 7:00 p.m. - 9:00 p.m. FREE Deer Path Park Flemington <i>Hunterdon County</i>	 27 6:30 p.m. FREE Park Cape May Court House <i>Cape May County</i>	28	29 Freedom Festival 3:00 p.m. - 11:00 p.m. Park Festival Grounds West Windsor <i>Mercer County</i>
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