

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 109 - AUGUST 2020

What Steps Local Governments Should Take to Protect COVID-19 Funds

by Steven Pasichow, Executive Managing Director, DeLuca Advisory Services

When the United States experiences disasters, including natural ones such as floods, hurricanes, tornadoes, and earthquakes, or man-made catastrophes, such as the 9/11 terrorist attacks on the World Trade Center and Pentagon, federal recovery aid flows in their wake. Disaster relief funds are vital in helping communities recover, but there is a dark side whenever millions – or billions – of federal dollars suddenly flow into a community: Fraud.

In our experience, the one common theme among disaster recovery efforts is the fraud perpetrated by individuals who seek to leverage disasters for personal benefit. Communities throughout the U.S. today are vulnerable once again. Because of the huge impact the Coronavirus (“COVID-19”) has had on the U.S. economy, Congress enacted the Coronavirus Aid Relief and Economic Security Act (the “CARES Act” or “Stimulus Funds”), providing more than \$2 trillion to individuals and businesses. An environment in which financial assistance is distributed quickly increases the vulnerability of risks to fraudulent activities.

While those government officials tasked with disbursing Stimulus Funds to other municipalities should be concerned with approving only eligible expenditures, and protecting their governing body by ensuring maximum reimbursement, they need to also give serious consideration to the risk of fraud. Here’s how to manage this increased risk.

Federal Oversight

From the outset of the pandemic, federal officials recognized that fraud, waste, and abuse of the relief funds was inevitable. The federal government implemented a robust oversight program to monitor, investigate and audit COVID-19 spending. This program includes: a new Special Inspector General for Pandemic Response; a Pandemic Response Accountability Committee comprised of 20 Inspectors General; a U.S. House of Representatives Select Committee on the Coronavirus Crisis; and the U.S. General Accountability Office. There are also state and local authorities (e.g., Comptrollers; Inspectors General; and prosecutors).

continued on page 2

INSIDE THIS EDITION:

- Pg. 1* What Steps Local Governments Should Take To Protect COVID-19 Funds
- Pg. 5* Creating the “New Normal” Workplace for county Government
- Pg. 6* GovDeals Saves Your County Money!
- Pg. 7* NJ Wireless Association-Wireless 5G
- Pg. 8* Fatigue In The Public Sector Workforce
- Pg. 10* Gloucester County Emergency Medical Service (GCEMS) EMT Training Academy Is Seeking Recruits
- Pg. 11* GovPilot Introduces Cloud-Based Mobile App For Building & Construction Inspections
- Pg. 13* NJ DCF Family Success Centers
- Pg. 14* Job Vacancy—Monmouth County
- Pg. 16* Simplifying Backups: How Organizations Can Optimize Their Data Protection Strategy
- Pg. 19* PKA Tech
- Pg. 20* NACo Webinars
- Pg. 21* OMNIA Partners
- Pg. 22* Nationwide Economics
- Pg. 24* Message from the NJAC Executive Director
- Pg. 25* What’s Happening Today?

What Steps Local Governments Should Take to Protect COVID-19 Funds *(continued)*

Make no mistake: The wave of enforcement is coming. Now is the time to prepare by strengthening your internal controls.

Local governments find themselves having to quickly distribute millions of dollars to third-parties whom they most likely never dealt with before. All the while, these governments must continue to provide essential services to their constituents, as they did before COVID-19. Therefore, they should be asking themselves: “Are we prepared?” If not, they risk losing COVID funding through audit disallowances, and/or criminal or civil prosecutions. The first line of defense for an agency or company responsible for quick delivery of emergency funding is effective management and strict accountability procedures.

Fraud on the Rise

Numerous investigations and prosecutions of COVID-19 fraud are ongoing. There are no limits to the schemes that are being utilized. For those in government distributing Stimulus Funds, it might be useful to have an insight into the schemes, so they know what to look for in their review of funding applications. The schemes range from contracting with government to provide COVID-related supplies and/or equipment, but failing to provide those items and/or providing inferior products, to applying for government assistance for businesses that either don't exist, or that misrepresents the size of the business and number of employees to maximize the financial assistance.

Becoming more aware of fraudulent schemes may assist in increasing mitigating controls and minimizing systemic problems that could infect any fastmoving government program and claims of neglect or carelessness in the execution of that program.

The important point is that local governments are on the front lines of fraud prevention, and they need to perform adequate due diligence in reviewing applications for assistance.

Prevention is Worth its Weight in Gold

In managing and disbursing large sums of federal money, you want to manage internal and external risks so that when auditors show up months or years later, you are able to minimize negative audit findings and retain full reimbursement. Sometimes during emergency situations, oversight controls may not be on everyone's mind taking a back seat to providing critical services to the public. But it is essential that you can demonstrate the mechanisms in place to prevent, detect, and mitigate risks associated with receiving federal aid.



A new or updated Financial and Operations Risk Assessment is critical to your preparation for receiving and disbursing the federal aid. As you do the risk assessment, nobody is asking for perfection, particularly in an emergency situation. Experience has shown that the federal government is often going to rely on the reasonableness of the expenditures you make, so long as they are transparent and have an audit trail.

continued on page 3

What Steps Local Governments Should Take to Protect COVID-19 Funds *(continued)*

Lessons learned from prior disasters suggest the following critical actions:

- Establish a clear structure in place that details roles and responsibilities, including oversight of third-parties. Impose basic rules of accountability.
- Have proper segregation of duties.
- Stand up a central database that tracks all third-party relationships and expenditures.
- Build a culture of integrity by having a code of conduct, reporting hotline, and training for employees and third-parties.
- Conduct due diligence on all third-parties.
- Monitor recipient usage of funds by monitoring their performance and financial status.
- Avoid applying for a duplication of federal assistance.
- Conduct independent audits, site visits and authentication practices.
- Code COVID-19 related expenses from the get go; avoid comingling of expenses and funds.

In making sure you are prepared for an audit, it might help if you look through the eyes of an outside auditor, and reverse engineer the audit, to determine what items that you might be expected to produce.

Documentation... Documentation... Documentation!!!

In the audit world, if it is not documented, it did not happen! Examples of good documentation include: time and payroll records; what staff worked on to reflect that it was COVID-related; third-party procurement solicitation documents; invoices to support the purchase of services, equipment, and supplies; and inventories of supplies and equipment, to whom they were distributed; and how they were utilized.

If you have no documentation to support an expense, document reasons why. Transparency might convince the auditors that the oversight is forgivable.



Takeaways

Prepare early. Don't wait for a scandal to occur. Perform your risk assessment and implement best practices to the greatest extent possible during a crisis. Maintain a culture of integrity. Mistakes will occur. Don't cover them up. Correct them in a timely fashion. Recover inappropriate or fraudulent claims before the funds are reconciled.

Adhering to the above guidance will minimize disallowances; claw backs due to fraud; systemic vulnerabilities; and possible civil liability and/or claims against your municipality. It will enable you to implement best practices; instill public confidence; avoid reputational damage; and establish a successful auditable environment.

continued on page 4

What Steps Local Governments Should Take to Protect COVID-19 Funds *(continued)*

Now is the time to decide whether you have the expertise and resources to respond effectively to protecting the federal funds you are disbursing to hundreds, if not thousands, of businesses and other entities. If not, and notwithstanding the controls that exist through the New Jersey Division of Local Government Services, and annual audits required by the New Jersey Administrative Code, then serious consideration must be given to engaging a private consulting firm with relevant experience to assist in the management and oversight of the funds. Federal grantors in the past, including FEMA, HUD and FTA, oftentimes require the services of independent overseers or monitors, and allow for reimbursement of their services.

For more information contact Steven Pasichow, Executive Managing Director at DeLuca Advisory Services, at spasichow@delucaadvisory.com.

DeLuca Advisory Services is an industry-leading expert consulting firm with decades of government and private sector experience in risk management, post-disaster response, investigation, forensic auditing, procurement best practices, internal controls, integrity monitoring, and ethics and compliance programs.



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.

[Click here for an application.](#)

Creating The “New Normal” Workplace For County Government

by Stephen White, Vice President Public Sector Sales for Yorktel

Covid-19 has forced government and private enterprises alike to rethink their use of office space, and to allow some personnel to work remotely for an indefinite future. Fortunately, a multitude of new products and services now available will help government agencies meet changing needs and new budget constraints. The opportunity to accelerate digital workplace transformation is a bright spot in otherwise difficult times.

While there will always be a need for custom AV design in some facility spaces, most conference workspace needs today can be met using an off-the-shelf unified communications and collaboration products. Products are available from several manufacturers, including: Cisco, Crestron, Logitech, Lenovo, Poly, and Microsoft. Savings come from “out of the box” integration of video, audio and control elements. A user experience consistent with one or more major service platforms (Cisco Webex, Microsoft O365/Teams and Zoom) increases adoption and reduces training and support costs.

The equivalent solution for remote workers typically combines a device (laptop), headset, camera and licensed access to one or more ‘cloud’ service(s). When paired with VPN access and a broadband connection, these provide a basis for secure access from home which is also portable to the office or ‘hoteling’ location.

In addition to gains in productivity and flexibility, digital transformation solutions deliver cost savings on maintenance, training, and energy use. Monitoring and Management (M&M) services are generally needed for enterprise-class IT service management. Look for best in class services that support open, multi-vendor environments providing actionable insights and automated incident management through the application of embedded BI and policy capability.

If looking for savings to justify investments in workplace transformation initiatives, savings can often be realized by greater use of licensed features. For example, use of voice (telephony) features available under a Microsoft O365 E5 licenses are often underutilized. To find out where you might find savings, engage a supplier with a Microsoft practice with Microsoft Modern Workplace specialists. Available Microsoft programs may even help defray consulting costs.

About Yorktel: Yorktel is a certified minority-owned small business headquartered in Eatontown, NJ. Visit us online at www.yorktel.com to learn about our company and the solutions available.

Yorktel is an authorized reseller for all major UC/Collaboration solutions: Cisco (Webex), Microsoft (O365/Teams) and Zoom, and we are authorized channel partner for Biamp, Crestron, HP, Legrand, LG, Logitech, Samsung and dozens of other AV/IT OEM's. Yorktel's professional services (which includes a Microsoft Practice with Modern Workplace specializations) supports the multi-vendor technology lifecycles. We offer comprehensive AV design-build capabilities, turnkey media services for meetings and events (live/virtual and hybrid). Our 24x7 Network Operations Center delivers advanced monitoring and management, maintenance, helpdesk, onsite assistance training and more.

Footnote: IT buyers and facility managers are advised to place orders as soon as possible as lead times on parts and installation labor are likely to increase in the fall. Note equipment ordered now can be warehoused at no charge pending installation, and OEM warranty start dates can be delayed to preserve warranty value.



GovDeals Saves Your County Money!

by Stacey Collier, Marketing Communications Specialist for GovDeals.com

Early 2020 will go down in the history books as one of the most trying and uncertain times we as Americans have faced in recent years. Despite the uncertainty and new normal so many of us have faced, many things still stand true. Online sales, transactions and auctions have proved secure against a shut down. While almost every other element of sales has been affected by social distancing and other safety practices, online auctions on GovDeals.com have seen very little change in the practices and procedures that were already in place.



ONLINE AUCTION

GovDeals.com is a leading marketplace for specialized sellers to offer their surplus assets to the public all over the US and Canada via the internet. Since 2008, GovDeals and the New Jersey Association of Counties have partnered together to provide an avenue for cities and counties all over the state to dispose of their assets. Our expansive buyer base gives our sellers the opportunity to offer a plethora of different items including but not

limited to things like office equipment, computer parts, and jewelry to larger items such as land, buildings, and residential homes.

Sellers affiliated with GovDeals often have several options for the disposal of assets in their possession. However, the reason why more than 14,000 sellers continue to choose GovDeals to sell those items, is our dedication to assisting in getting your asset in front of potential bidders that are interested in that product.

Mansfield Township, NJ, a client since 2015, had other disposal options for two residential properties that they recently sold on GovDeals. With the other disposal option, the Township would not have incurred any additional costs, but there was very little profit to be made. By choosing to list those same properties on GovDeals, Mansfield Township was able to both garner a significant profit for their municipality, while still not incurring any additional costs.

GovDeals goes above and beyond to assist our clients in saving money as opposed to incurring disposal costs. Oftentimes, if an asset owned by a county requires removal, or demolition, the agency can sell the item "AS IS", and the new buyer then becomes responsible for the asset. This course of action can help save a county thousands of dollars.

If your agency is interested in learning more about the many benefits and services at GovDeals.com, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at mbaker@govdeals.com.

Or visit [GovDeals.com/becomeaseller](https://www.govdeals.com/becomeaseller).

GovDeals.com
Online Government Surplus Auctions

Wireless 5G is Coming

Learn About Rf Emission Safety



and



Present a **FREE** Webinar

Featuring

Professor Kenneth R. Foster, Ph.D.



- Professor of Bioengineering
- University of Pennsylvania
- Author of over 170 peer reviewed journals
- Author of 2 books on technological risk and the law
- Member IEEE Committee Electro-magnetic Safety

Tuesday, August 25, 2020, 10:00am

- Explanation of Rf emissions
- Ionizing versus non-ionizing frequencies
- Over 50 years of scientific studies
- Radio spectrum used in 4G/LTE and 5G
- Rf emissions in everyday life
 - Home/business/school Wi-Fi
 - Infant Monitors
 - Home Security
 - Airport scanners
 - Auto anti-collision radar
- International and US Safety Standards

**Register at: www.newjerseywireless.org/events
or Zoom ID 995 5581 7697 Passcode 340241
or contact rivanoff@newjerseywireless.org**

Fatigue In The Public Sector Workforce

by Michael Galello, Industry Marketing Manager for Kronos for Government & Education

Every government decision falls under public scrutiny, and that’s why public sector organizations must maximize the services delivered by their workforces. Of course, they must do this while making sure they’re remaining compliant and that their staff isn’t getting burnt-out in the process. What are the risks of employee burnout and fatigue?

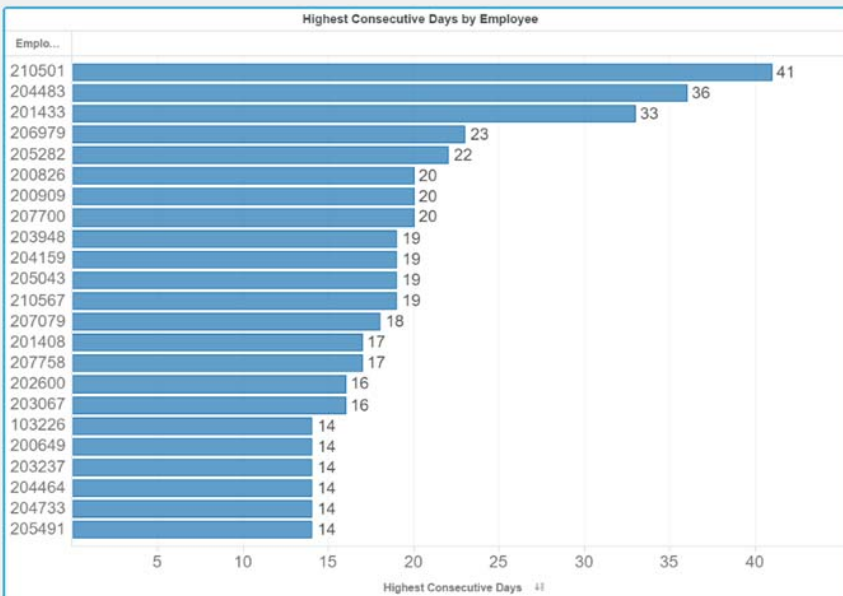
- 95 percent of human resource leaders admit employee burnout is sabotaging workforce retention (The Workforce Institute at Kronos Employee Survey)
- Worker fatigue **increases the risk** for illnesses and injuries
- Fatigue can cause lack of motivation and **impaired decision making**

Organizations have a wide base of information to guide cost-effective overtime and scheduling decisions that can benefit their staff by helping avoid fatigue and burnout. Workforce management solutions allow agencies to analyze the data behind overtime and understand who needs a break.

Our data-science practice team at Kronos has continually helped organizations analyze their workforce and discovered stories that surprised the folks they’ve helped! Below is a Q&A with Michael Tice, a strategic consultant on the data-science practice who helps organizations solve their workforce management issues.

Q: Mike, can you walk us through how you analyze fatigue in a public sector organization?

A: Sure, I’m happy to. Let’s take a look at the example below. This is a real local government with anonymized data samples, and as such, the detailed data has been deliberately left as unidentifiable.



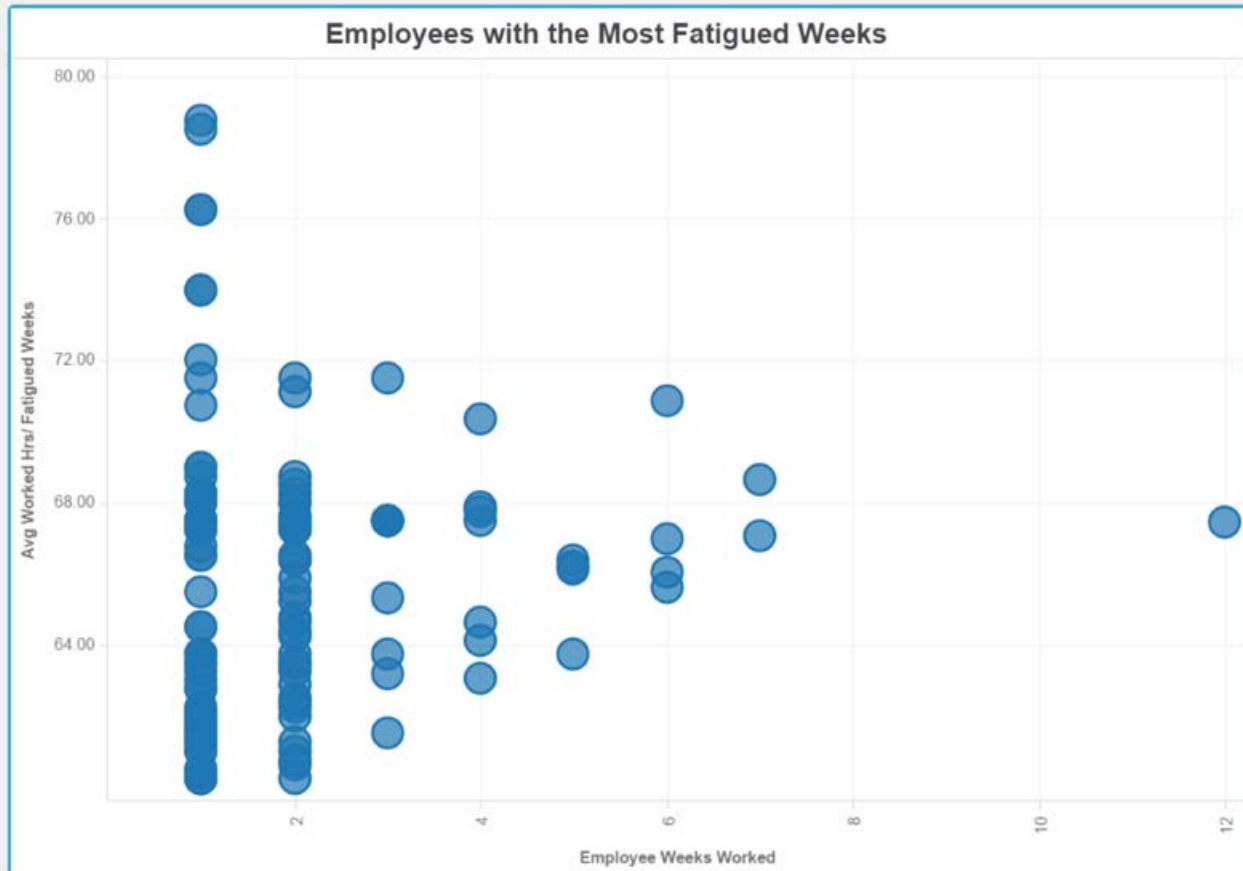
This graph is a straight forward way to analyze fatigue in the public sector. On the y-axis, we have employee IDs with the highest number of consecutive days worked for that employee on the x-axis. Consecutive days include weekends, so this means the top employee in the graph worked 41 days in a row during the time span of the analysis without a single day off. That’s over a month! This type of analysis can help us visualize employees who are working long stretches of consecutive days, enabling us to quickly help lead to more proactive solutions on giving these employees time off to break up these stretches.

Q: That was probably an eye-opener to that organization. What else did you help show them?

A: We recognized that the graph above didn’t tell the whole story. If the top employee who worked 41 days in a row also worked other stretches of consecutive days, those other stretches would be left out because this graph tells us only the highest number of consecutive days for each employee. We used the graph below to help shine a light on the full picture.

continued on page 9

Fatigue In the Public Sector Workforce *(continued)*



Each bubble represents an individual employee. On the vertical axis we are measuring the average number of hours worked in fatigued weeks by each employee and on the horizontal axis we have the number of fatigued weeks worked by each employee. While it fluctuates for different sectors, we define a fatigued week in public sector as a week in which an employee works more than or equal to 60 hours. For example, the right-most bubble tells us this employee **worked 12 weeks over 60 hours**, with an **average of 67 hours** worked in those 12 weeks.

Thanks, Mike. That’s a powerful example and something that organizations would act on very quickly if they had the tools to see what was going on.

Workforce data is an organization’s biggest asset, after their workforce of course. Using a workforce management solution with embedded analytics allows organizations to have a pulse on what their employees are doing and monitor people who might need a break. Fast, easy access to this kind of information leads to better engagement for the employee and helps organizations avoid messy compliance issues while also enabling them to drive down costs.

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.



Gloucester County Emergency Medical Service (GCEMS) EMT Training Academy Is Seeking Recruits

by Shannon O'Brien, Public Information Officer for the County of Gloucester

Gloucester County Emergency Medical Service (GCEMS) EMT Training Academy has developed a new standard of EMS education that will not only provide both New Jersey Licensure and National Registry EMT certifications, but it will also provide real-life EMS experience through its extensive internship and residency program.

The course and internship equate to 550 hours of education followed by a 144-hour residency ride-a-long program.

“The Gloucester County EMS is an amazing place to begin a career in emergency services,” said Freeholder Director Robert M. Damminger. “GCEMS consists of twenty-two of Gloucester County’s twenty-four municipalities participating in our regionalized EMS service. This training academy will provide initial EMS training, certification and licensure to motivated individuals as they serve our Gloucester County residents.”

Individuals interested in applying for the Gloucester County Emergency Medical Service EMT Training Academy must:

- * Hold a High School Diploma (or equivalent)
- * Be at least 18 years old at the time of application submission
- * Possess a valid NJ Driver’s License
- * Successfully complete the pre-admission testing
- * Successfully pass an American Heart Association BLS Provider course (provided by Gloucester County EMS)
- * Submit to PPD testing
- * Maintain a hair-free face for N95 fit testing & PPE use
- * Provide MMR, influenza, & hepatitis vaccination records
- * Attend every class session
- * Attend every clinical assignment
- * Complete all course work, assignments, exams, skills assessments, projects, etc.



“Gloucester County EMS is on the cutting edge of education and training. This program is a rigorous introduction to a career in emergency medical services,” said Freeholder Dan Christy, liaison to Emergency Response.

Academy graduates will possess the clinical, affective, and psychomotor skills and knowledge to begin the career pre-employment process at Gloucester County EMS.

Course schedule includes:

- * Classrooms sessions are every Friday, beginning on September 18, 2020 from 8 a.m. to 5 p. m.
- * Clinical assignment requirements are 12 hours per week, beginning at week 15
- * Clinical assignments include an Emergency Department Observation, Advance Life Support Observation and Internship at Gloucester County EMS
- * Residency program requires 12 hours of ride-a-long time at Gloucester County EMS per week

Tuition for the program is free with a 3-year service agreement.

Applications are available now at www.gcemstrainingacademy.org.

For more information regarding the GCEMS Training Academy, call (856) 307-7120 or email gcemsacademy@co.gloucester.nj.us.

GovPilot Introduces Cloud-Based Mobile App For Building and Construction Inspections - *GovInspect application digitizes and streamlines the inspection process for local governments*

by Evan Achiron, Director of Marketing & Communications for GovPilot

GovPilot, a Hoboken, NJ provider of cloud-based government management software specifically for local governments, today launched the [GovInspect app](#), available on iOS and Android. The application is designed to replace inefficient paper-based inspection processes and bring the efficiency of cloud-based software to the Construction and Code Enforcement Departments of local governments around the country.

Property inspections are a critical service provided by local governments that enable authorities to identify violations and certify the safety of a building or proposed construction project. Traditionally, on-site inspectors have used a clipboard with paper forms which then must be filed away at the office for record keeping, and transposed to a digital spreadsheet, taking up time and resources.

The *GovInspect* app solves these problems by enabling inspections and record keeping directly from mobile devices including smartphones and tablets. Inspectors will be able to use *GovInspect* for all construction related inspections - CCO Rental/Sale Inspections, and Code Enforcement Inspections, as well as the issuance of Violation Citations, and Work Orders.

“We’ve designed this application with input from inspection officials from around the country, with a goal of greatly improving the inspection process and providing an ability for records to be instantly available to all departments across a local government”, said James Delmonico, GovPilot’s Chief Product Officer.

Available on iOS and Android mobile devices, the *GovInspect* app has been designed to work for governments of all sizes - from small towns to large cities and counties. For instance, an inspector from a small town responsible for performing construction inspections, rental inspections, and writing property maintenance violations, will be able to utilize the app just as easily as an inspector at a large city tasked with performing only one of those functions within a sizable department.

GovPilot customers can now assign, track, and complete inspections. Records are updated in real-time at the parcel level via GovPilot's GIS Map and Property Profile. A simple one-click navigation feature provides inspectors instructions to their next assignment, eliminating the need to return to the office. Once on site, the *GovInspect* app puts GovPilot’s GIS and Property Profile at the inspector’s fingertips. Inspectors can search any address or tap an icon to display all associated historical records from across departments, and update them accordingly.

“The GovPilot team heard from customers that their inspectors had to return to the office to manually enter data, and to retrieve their next assignment. Their cross-departmental colleagues had to search through file cabinets for records which is incredibly time consuming and inefficient. *GovInspect* will bring inspections and record keeping for local governments of all sizes, into the digital age.” Added Delmonico.

The *GovInspect* app will join 120+ modules from GovPilot that have been designed to help local governments realize the increased efficiency, productivity, constituent satisfaction, and revenue generation afforded through digital transformation.

continued on page 12

GovPilot Introduces Cloud-Based Mobile App For Building and Construction Inspections *(continued)*

“Our mission is to enable local governments to operate at their full potential. We’re proud to continue to make innovative products available to local governments that have been designed with input directly from end users themselves. Around the country local governments are seeking to modernize their IT infrastructure, and GovPilot is providing the tools and support to make affordable, efficient digital transformation possible.” Said GovPilot Founder and CEO, Michael Bonner.

About GovPilot:

GovPilot - named a GovTech 100 company for three consecutive years - is the leader in digital transformation for local governments. GovPilot's cloud-based platform was built with the sole purpose of enabling local governments to operate at their full potential by standardizing, digitizing, and unifying more than 100 operational and constituent service processes on one system.

To learn more visit www.govpilot.com.
Follow @GovPilot on Social.



NEW JERSEY ASSOCIATION OF COUNTIES

70th Annual Celebration of County Government

October 27th - October 29th, 2020

Caesar's in Atlantic City

Visit www.njac.org for the action-packed schedule of events and details on how to register, advertise in the conference directory, and host an event.

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

DCF Family Success Centers help your family *THRIVE*

Family Success Centers are **OPEN** and they are providing **FREE** virtual programs and services, as well as safe deliveries to support and empower their neighbors with the essentials to get through these unprecedented times.

There are **57** Family Success Centers statewide, at least one in every county

- food distribution and family friendly activities
- child, maternal and family health services or referral
- economic self-sufficiency and job readiness classes
- life skills training and parent education
- housing assistance and referral to other social service programs



Call 2-1-1 or Google: NJ DCF Family Success Centers to find one near you.





JOB VACANCY

The County of Monmouth Is Seeking An Assistant County Engineer

PURPOSE:

The position of Assistant County Engineer assists in the direction of the Monmouth County Engineering & Traffic Safety Division by performing professional engineering and administrative/personnel responsibilities. The employee reports directly to the County Engineer and supports the planning, analysis, design, construction, operation and maintenance of the County's extensive transportation network and public building inventory, to include bridges & culverts, roads & highways, traffic signals, beacons, signs, striping, storm sewer systems and outfalls, and various building facilities throughout the County. Supervision is exercised over Engineering Unit (10 Sections), Traffic Safety Unit (4 Sections), consultants, clerical and subordinate supervisors. The work is performed under the general policies established by the County Engineer, as part of the Public Works and Engineering Department.

ESSENTIAL FUNCTIONS:

1. Manages the development of major County road, bridge and building facilities capital construction projects.
2. Supervises the management and technical personnel in the routine and emergency inspection, maintenance and repair of all existing County roads and bridges, and building facilities.
3. Assists the County Engineer with the general planning of difficult projects and with inspection and approval of plans and specifications.
4. Oversees the preparation of the Engineering & Traffic Safety Division's annual operating budget and monitors expenditures.
5. Prepares reports of construction expenses, time spent, and materials used.
6. Manages inquiries and/or concerns from the public or public officials.
7. Exercises considerable independent judgment and initiative in planning and implementing the work of the department.
8. Consults with general contractors on construction projects.
9. Sees that inspectors perform their jobs satisfactorily, and gives professional and other needed advice to subordinates whenever difficult and unusual problems arise.
10. Prepares specifications and plans for long-range County improvements in accordance with officials and civic groups.
11. Supervises 72 full-time employees.
12. Serves as the County Engineer in his/her absence.
13. Work closely with other departments to prepare proposals and resolutions for Board of Freeholders approval.

continued on page 15

The County Of Monmouth Is Seeking An Assistant County Engineer *(continued)*

EDUCATION/EXPERIENCE AND/OR TRAINING:

- Bachelor's degree in Civil Engineering.
- Minimum of five (5) plus years of progressively responsible work experience in the planning, design, construction, operation and maintenance of major roads, bridges, drainage structures, and building facilities.
- Minimum of five (5) plus years of civil engineering supervisory experience involving funding, contract administration, scheduling, cost analysis, and grant reimbursements for large-scale capital improvement projects.
- Five (5) years or more experience in NJ State, County and/or Local government.
- Ability to walk long distances over rough terrain as needed to inspect work projects.

LICENSES OR CERTIFICATIONS:

- Professional Engineer's (PE) License issued by New Jersey Society of Professional Engineers preferred.
- Valid New Jersey driver's license.

HOW TO APPLY:

In order to be considered, a Monmouth County [Application for Employment](#) must be completed. Go to visitmonmouth.com, and click on Employment and Job Vacancies. Resumes may be attached but are not considered as substitution for a fully completed job application form.

Applications may be submitted via:

Email: mc-humanresources@co.monmouth.nj.us - OR -

Mail: County of Monmouth, Human Resources Department, 1 East Main Street, Freehold, NJ 07728



Simplifying Backups: How Organizations Can Optimize Their Data Protection Strategy

by Kevin Kehoe, Presales Data Protection Systems Engineer for SHI International Corp.

Your data is one of your most valuable assets. It needs to be accessible and recoverable at any time, regardless of whether it resides on premises, in the public cloud, or both.

An outage or a data breach can make or break a business. To avoid becoming a statistic, you have to invest time and resources into determining the proper recovery point objectives (RPOs) and recovery time objectives (RTOs) needed to reduce the impact of any incident, and then develop a strategic disaster recovery (DR) plan around it all.

Oftentimes, however, businesses miss the mark. Some fail to effectively integrate backups into their DR plans, leaving gaps in their overall business continuity (BC) strategy. Some don't regularly test and update their plans. Others have legacy, and overly complicated backup systems that fail to meet the business' requirements.

There are many flavors of data protection solutions, and every company's needs are unique. However, you should keep in mind several common guidelines to simplify your backups and optimize your [data protection strategy](#).

1. When time is paramount, look beyond tape

You've likely heard the term "air gap" associated with a data protection strategy. Air-gapped data is traditionally offline and not capable of being accessed or held hostage by ransomware. In today's landscape, where there is a potential cyber-attack around every corner, having an air-gapped copy of your data has never been more important.

There are effective ways to achieve this and, in some cases methods, to avoid. When the recovery time objective is short, tape falls under the latter.

While tape technology is removable and provides you with an offline copy, it comes with disadvantages. First, it introduces complexities to your environment by adding more infrastructure. Secondly, without a proper tape management system in place, you risk increasing overhead. In addition, restoring backups from tape is more time consuming, especially if the tape needs to be retrieved from another location. If you have more aggressive RPOs and RTOs, this method may not meet the defined objectives of the business.

2. Avoid data protection silos

As technology has advanced, many organizations may have added on multiple point solutions to address their evolving data protection needs. Perhaps they started with a solution for physical backups. But then, as they moved toward virtualization, they acquired a new solution for virtual server backup because their older solution didn't support these needs. And so on and so forth.

The problem with this approach is that you now have an abundance of solutions for different workloads, creating unnecessary complexities and making it difficult to manage. If you combine this with managing additional storage mediums like disk, tape, or cloud, it becomes overwhelming.

continued on page 17

Simplifying Backups: How Organizations Can Optimize Their Data Protection Strategy *(continued)*

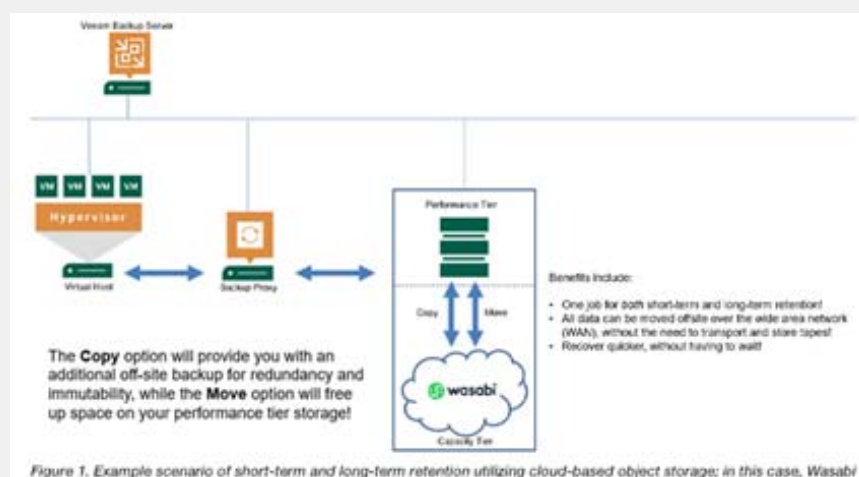
Instead of taking a silo-based approach to address different workloads, look to consolidate your backups under fewer panes of glass as part of your greater long-term plan. Focus on your business needs and applications, and choose solutions that fit accordingly.

3. Strategically combine data protection and cloud-based applications

The term “air gap” has another meaning. Today, air-gapped data can also refer to cloud data protected by “immutability” features that guard against malware, accidental deletion, and ransomware. Immutable data can’t be altered by anyone, even the cloud owner, for a pre-determined period. This form of air-gapping has further opened the doors to the cloud with business.

Cloud backups are obviously nothing new, but some organizations are finding new cost savings and simplifying their backups by combining complementary data protection solutions. The integration of Veeam and Wasabi is one such example that encompasses both on-premises and SaaS-based data protection as an end-to-end hybrid cloud solution approach.

With Veeam version 10, you can do more than “tier” your data off to the cloud for long-term retention; you can assign a “copy” storage policy as well. That copy is immediately sent to cloud-based object storage. This gives you with multiple copies of your backups – satisfying the industry standard 3-2-1 backup rule (3 copies, 2 types of media, 1 off-site) – without the need for tape infrastructure. This simplifies your data protection strategy while meeting the same industry standard for backups.

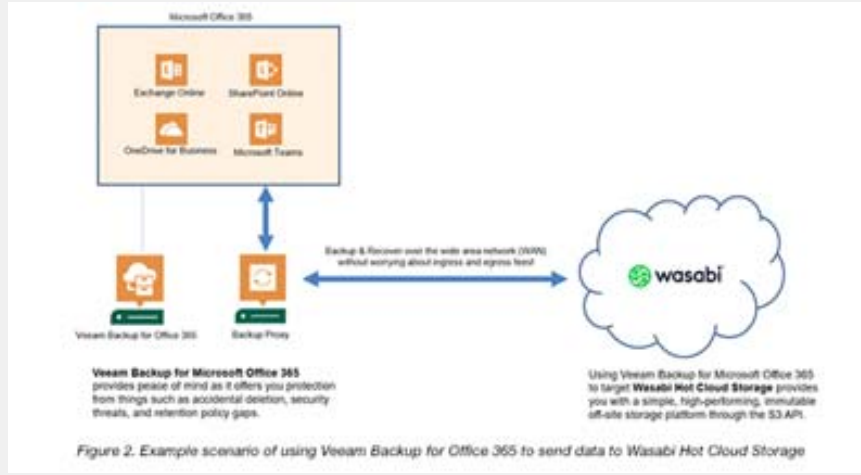


Wasabi’s off-site cloud-based S3-Compatible object storage gives you an additional storage medium, along with the air-gapped copy, for an extra layer of protection from ransomware, for example. Furthermore, with Wasabi you only pay for the data you use, with no fees for data interaction. Things like ingress, egress, GET/PUT API requests, etc., are all built in. Together, they also make it easy to pre-seed your storage buckets if you’re looking to send a large amount of data. Because Veeam is compatible with the Wasabi Ball seeding device, you don’t have to wait to send terabytes or even petabytes of data over the WAN, potentially saving weeks of time. Plus, there are no added costs beyond the transfer appliance rental fee.

continued on page 18

Simplifying Backups: How Organizations Can Optimize Their Data Protection Strategy *(continued)*

There’s no one-size-fits-all solution



The combination of Veeam and Wasabi is just one of the myriad possibilities out there. But it’s a good example of what you should be looking for as part of your data backup strategy.

Backups don’t need to be complicated. It’s possible to meet the same standards of data protection without piling up infrastructure or point solutions and while maintaining aggressive RPOs and RTOs. The right combination of solutions can support your long-term DR plans, control costs, and keep your most important data safe.

To learn more about SHI International Corp., please contact John Minnella, District Manager of NJ/PA/DE Government & Healthcare, via e-mail at John.Minnella@shi.com.



NEW JERSEY ASSOCIATION OF COUNTIES

September 11, 2020
10:00 a.m.

NJAC Board of Directors Meeting
*State House Annex Building
Committee Room 4
125 West State Street,
Trenton, NJ 08625*

Check our website for cancellations and/or changes by clicking [here](#).

PKA TECH HEADQUARTERS:

3 Paragon Drive
Montvale, NJ 07645

NYC OFFICE:

One Penn Plaza, Suite 2108
New York, NY 11019

Office: 845.738.2300

www.pkatech.com

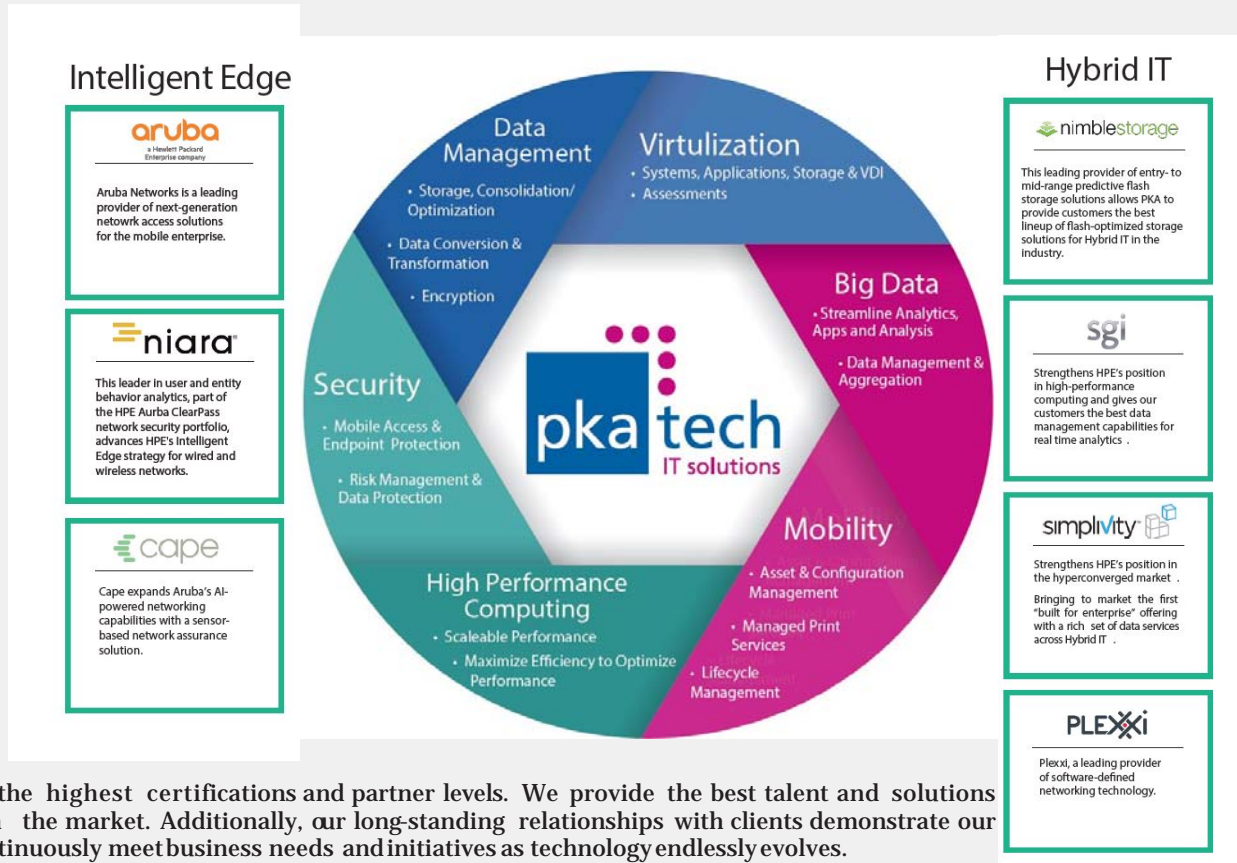
PKA Tech



Paul Cohen
Vice President, Sales
860-836-9331
paul.cohen@pkatech.com

Nationally Recognized Full-Service Solutions Provider

PKA Technologies, Inc., a certified, woman-owned business enterprise, has been supplying IT products and services for numerous organizations across diverse business sectors since 1996. Fortune 50 companies, K12/higher-education institutes, small to mid-size businesses, and state and local government agencies turn to PKA for next-generation servers, storage, networks and other enterprise-class technologies. We have forged strong alliances with Hewlett-Packard Enterprise, Intel, and other industry leaders, and are committed to providing the highest levels of customer service and our clients' success.



PKA holds the highest certifications and partner levels. We provide the best talent and solutions available on the market. Additionally, our long-standing relationships with clients demonstrate our ability to continuously meet business needs and initiatives as technology endlessly evolves.

An Authorized Subcontractor

NYS OGS

- HPE # PM20850
- HPI Umbrella # PM20860
- HPI Printer # PT66605
- SHARP# PC67454
- Triplite Umbrella # 20990
- VMWare # PM67310



NASPO (formally WSCA)

- HPE MMNVP-134 NJS PA # M-0483-E-40116
- HPE AR1464 NJS PA # M-7000-88130 DATACOMM
- HPI MMNVP-133 NJS PA # M-0483-89974

NJEdge | The Quilt | NJPA | E&I | PEPPM



NJ Certification
#55450-15

NACo Webinars

Ready to Quit Smoking? Learn How Your Healthcare Provider Can Help

August 5, 2020, 3:00 pm – 3:30 pm

Contact Pamela Mann (202) 661-8807 pmann@naco.org

- Facebook Live Link: www.facebook.com/jcpeats
- RSVP [HERE](#)
- More information [here](#)



Ready to Quit Smoking? Learn How Your Healthcare Provider Can Help

Community Supervision During COVID-19: Implications for Change

August 5, 2020 , 3:00 pm – 4:00 pm

Contact Kerwin Henderson khenderson@naco.org

[Register](#)

Counties play a critical role in supporting probation and parole services with approximately 4.5 million people under community supervision. The COVID-19 pandemic has put many of these services, the people who provide them and the people they serve at risk. To slow the spread of the virus while maintaining services, community supervision agencies are adapting traditional practices to reduce person-to-person contact, including increasing the use of video and telephone conference technology for essential business, reducing arrests and incarceration for technical violations, and reducing, postponing or eliminating fees associated with supervision in light of COVID-19's economic impact.

Join NACo on August 5th, 2020 at 3 PM ET as we highlight county probation departments' innovative policy and practice changes during COVID-19. Presenters will also discuss the short- and long-term implications of these changes, the impact these changes are having on communities and public safety and practical strategies county leaders can use to continue to reduce the use of supervision.

How Counties Are Using CARES Act Dollars to Support Local Economies and Workforce

Aug. 6, 2020 , 2:00 pm – 3:00 pm

Contact Eryn Hurley (202) 942-4204 ehurley@naco.org

[Register](#)

America's 3.6 million county employees provide critical services to lead COVID-19 response efforts. However, the latest jobs report shows that 800,000 local government jobs were lost in April (in part due to school closures). The economic and fiscal strain of the pandemic has forced many counties to furlough or lay off county employees – up to half of the county workforce in some areas. With the help of funding from the federal Coronavirus Relief Fund (CRF), counties across the country have created new program to support jobs and workforce training to help address the impacts of COVID-19 pandemic. Join NACo for a webinar to hear from county leaders about their CRF plans that work towards supporting those impacts by the pandemic obtain and maintain long-term and sustainable employment.





OMNIA PARTNERS COVID-19 RESOURCES

In this time of uncertainty, we know procurement teams are working tirelessly to address their school and public agency needs but are hindered by their availability to procure the necessary products and services, including personal protective equipment.

OMNIA Partners, a cooperative purchasing organization that provides government and educational institutions access to a large portfolio of competitively solicited contracts from industry-leading suppliers, has assembled a task force to address your evolving needs during this time. This task force is working with the executive teams of our supplier partners to assist in the deployment of their COVID-19 plans.

OFFERINGS IN OUR PORTFOLIO



CLEANING & DISINFECTING SERVICES:
 Deep Cleaning Services
 Surface Disinfectant & Sanitizer Spray Service
 Laundered Apparel
 Turnkey Emergency Services



PPE & FACILITY SOLUTIONS:
 Masks, Gloves, Gowns & Kits
 Thermometers & Digital Scanners
 Plexiglass Barriers
 Air Filtration Systems
 Modular Buildings
 Elevator/Escalator Sanitization



CLEANING & DISINFECTING PRODUCTS:
 Surface Cleaners
 Exterior Antimicrobial Disinfectants
 Touch-free Sanitation (Interior & Exterior)
 Spray Nozzles & Pumps for Hand Sanitizer



FOOD:
 Self-Contained Lunch Packages
 Single-Serve Condiments
 ToGo Packaging
 Culinary Sanitation



TECHNOLOGY PRODUCTS:
 Hardware/Software
 Audio/Visual
 Remote Learning/Working Solutions
 Educational Software
 Zero-Touch Devices
 Cloud Solutions



FURNITURE:
 Mobile Cubes & Walls
 Workspace Separation Screens
 Outdoor Classroom Solutions
 Flexible Seating
 Quickship Solutions

public.omniapartners.com • **866.875.3299** • info@omniapartners.com

Nationwide Economics

Weekly Economic Review & Outlook for July 27, 2020

by Ben Ayers, Senior Economist of Nationwide Mutual Insurance Company and
Daniel Vielhaber, Economist of Nationwide Mutual Insurance Company

Weekly Review

Home sales storm back in June

Existing home sales soared by 20.7 percent in June as homebuyers rushed back into the housing market post-lockdown. Aside from the extreme lows for April and May, the 4.72 million unit annualized sales pace was still the weakest since September 2012 as low inventories of homes on the market and continued virus concerns dampen sales. Still, given the surge in demand over the past few months, it look increasingly likely that the bottom in housing activity for this economic downturn is in the rear-view mirror.

New home sales also jumped for June, rising by 13.8 percent to an annualized pace of 776,000 units—the strongest sales figure since mid-2007. The continued surge in new sales (which are counted at contract signing) is a positive sign for existing sales that will close during July, which should rise further.

The housing market over the rest of the year (and into 2021) will likely be dominated by divergent trends between the supply and demand of homes. Led by the recovering job market, positive demographics, continued low mortgage rates, and a desire for “space,” homebuyer demand should continue to outpace the new supply coming on to the market, especially among existing unites. The total number of existing homes available for sale in June was a mere 1.57 million units, down by 28.2 percent from the already low level of a year ago.

The supply of new homes is less dire than that for existing units but still below the level needed to balance the market. There were only 307,000 new builds for sale in June, down by 7.0 percent over the past year. Fortunately, home construction has rebounded from the recession as homebuilders look to take advantage of the surge in demand. Single-family housing starts rose by 17.2 percent in June while building permits (a sign of future activity) have moved up sharply since the shutdown.

The continued lack of supply is expected to limit gains for home sales this year despite the surge for June. This imbalance between supply and demand suggests that house prices are unlikely to fall in response to the recession, with annual price appreciation projected to be between 3-4 percent over the next few years.

Leading indicators show improvement

The index of Leading Economic Indicators (LEI) from the Conference Board rose by a further 2.0 percent for June—the third largest monthly increase for the index since 1959 (following the largest gain ever for May). Improved labor market measures and stock market gains led the charge for the month as key indicators steadily rebound from April’s lows. While the 12-month change in the LEI of –8.6 percent remained squarely in recession territory, it was up sharply from the –13.2 percent reading from April and is another signal that the COVID-19 recession has ended.

Maintaining this degree of positive momentum may prove difficult in coming months as the rise in virus infections has sapped some energy from the economic recovery. During the week ending July 18, initial jobless claims climbed for the first time since the pandemic started (although non-seasonally adjusted claims moved lower, and this may be a better indicator in the current environment), showing that while the job market may be recovering, it is far from strong. The end to the expanded unemployment insurance benefit from the CARES Act scheduled for July 31 also adds risk to the near-term consumer outlook.

continued on page 23

Nationwide Economics *(continued)*

The Week Ahead

This is a busy week for economic data and news. Among other updates, it includes durable goods orders, consumer confidence and sentiment (July), GDP (Q2), consumer spending, and PCE inflation-plus the next regularly scheduled FOMC meeting.

Durable goods should see another month of recovery

Durable goods orders experienced their third largest monthly increase in May, yet they remained nearly 18 percent below year-ago levels. This illustrates both the severity of the drop due to the economic shutdown as well as the fact that there is still plenty of room for growth. The durable consumer goods component of the industrial production index (driven mainly by automotive products) showed record growth in June, suggesting that orders likely jumped last month. The expected increase will be tempered by another slow month for Boeing, however, which had one new order and 60 cancellations for a total of -59 net new orders. Taken together, we project durable goods orders to be up by a strong 8.5 percent for June.

GDP will show a near-record decline for Q2

GDP is likely to show a near-record-shattering contraction for the second quarter. Retailers, restaurants, and virtually any place where people could gather (and spend money) were closed throughout most of the country for all of April and some of March and May-with spending plummeting and unemployment jumping. While June's economic indicators have shown a quick recovery, overall economic activity was still far below average levels for the first quarter. We project annualized GDP growth to plummet by -34.5 percent, nearly as bad as the worst readings from the Great Depression.

FOMC unlikely to change policy rates, but could detail other economic support

The Federal Open Market Committee (FOMC) - the policy-making arm of the Fed—meets on Wednesday and, per recent comments, will not announce a change to the federal funds rate. But watch for comments to touch on the possibility of increasing the magnitude of lending programs already put in place as well as possible future responses to aid liquidity if the economy takes a turn for the worse.

Amid further re-opening, consumer spending likely to show strong growth in June

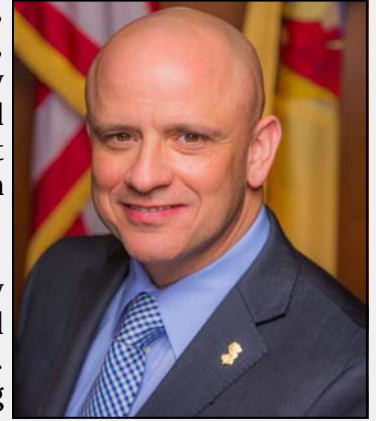
Consumer spending should show significant growth for a second straight month in June. State and local governments began re-opening their economies in May, making June the first month without large-scale economic shutdowns since February. Additionally, with the continued re-opening came another month of record job gains-increasing disposable income-and likely a decline in the person saving rate from an unsustainably high 23 percent in May. Consequently, we expect that consumer spending rose by 4.3 percent in June, which would have been a record prior to May. Retail sales were already reported as skyrocketing by 7.5 percent for the month.

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.



FROM THE EXECUTIVE DIRECTOR

Along with Atlantic, Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Mercer, Morris, Salem, Somerset, Sussex, and Warren counties, the New Jersey Association of Counties (NJAC) is urging Governor Murphy to reimburse these 12 counties with federal monies from the Coronavirus Relief Fund (CRF) under the Coronavirus Aid, Relief, and Economic Security (CARES) Act for the extraordinary expenses incurred in combating the COVID-19 public health crisis.



John G. Donnadio, Esq.

During this once in a generation pandemic, county governments have led the way on the front lines and played a vital role in providing essential services and protecting the public health, safety, and welfare of residents across the Garden State. As a result, county governments have also incurred substantial costs in responding to and managing the COVID-19 public health crisis by operating test centers, purchasing and distributing personal protective equipment, hiring public nurses and health professionals, implementing mitigation measures, disinfecting county facilities, collecting and sharing public health data, sheltering homeless and at-risk individuals, managing correctional facilities, administering welfare and social service programs, conducting elections, and much more.

Unfortunately, under the CARES Act, these 12 counties did not receive direct federal aid from the CRF simply because their populations fell below 500,000 residents but continue to spend millions in limited property taxpayer dollars in battling the COVID-19 public health crisis. Moreover, although the United States Department of Treasury authorized states to provide much needed relief for local governing bodies that did not meet the above noted population threshold, the State of New Jersey has yet to release any CRF monies for COVID-19 related expenses under the \$250.0 million allocated by the Treasurer to the Local Government Relief Fund in the Department of Community Affairs (DCA). For these reasons, NJAC is once again urging Governor Murphy to release this critical funding in a timely manner to help alleviate the daunting fiscal burden imposed on local governing bodies and property taxpayers. Please contact us at (609) 394-3467 with any questions or concerns.

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**

SPECIAL HOLIDAYS & PLACES TO GO!

SUN	MON	TUES	WED	THURS	FRI	SAT
						1 Yoga in the Zoo 8:45 a.m. - 10 a.m. Cape May Court House Cape May County
2 Thompson Park Canoe Rentals 10 a.m. - 3 p.m.  Lincroft Monmouth County	3 Schooley's Mountain County Park  Enjoy a Bike Ride Washington Township Morris County	4 Lake Hopatcong Go Fishing on Liffy Island via James Leach Boardwalk Trail at Prospect Point Lake Hopatcong Sussex County	5	6  Reservation Required Open Daily Jackson Ocean County	7 Camden County Driving Range Open Daily 8 a.m. - 10 p.m. Cooper River Park Pennsauken Camden County	8  W-TH 12 - 8 p.m. F-Sun 12 - 9 p.m. M-T Closed Mount Laurel Burlington County
9 Campgaw Mountain Reservation Campground Take the Family Camping Mahwah Bergen County	10  N2 Track Days Sportbike Riders of All Levels 9 a.m. - 6 p.m. Millville Cumberland County	11	12  Member Late Night Wednesday 5 p.m. Click here for Reservations West Orange Essex County	13 Music Under the Stars 7 p.m. - 9 p.m. Deer Path Park Flemington Hunterdon County	14	15 Bedminster Farmers Market 9 a.m. - 1 p.m.  Bedminster Somerset County
16 Forest Bathing Walk 8 a.m. - 10 a.m. Garret Mountain Reservation Woodland Park Passaic County	17	18 Rutgers Gardens S-TH 8 a.m. - 7 p.m. Current Operating Status Click here New Brunswick Middlesex County	19	20 Mercer County Tennis Center  Hours & Rules Have Changed Please Visit Here West Windsor Mercer County	21 Hudson County Chamber Breakfast Club 7:30 a.m. - 9 p.m. The Halifax W Hotel Hoboken Hudson County	22 Cowntown Farmers Market  NOW OPEN INDOORS & OUTDOORS! EVERY TUESDAY & SATURDAY 8:00AM - 4:00PM Woodstown Salem County
23	24	25  GALLOPING HILL GOLF COURSE Open With Adjustments Click here Kenilworth Union County	26	27  Tours are 10:30 am. & 4:00 p.m. Book Online Columbia Warren County	28 Walk on the Boardwalk  Atlantic City Atlantic County	29 Stained Glass Band 1:30 p.m. Fasola Park Deptford Gloucester County
30	31					