

# NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 113 - DECEMBER 2020

## Reflecting On A Year Of Loss And Grief With A Path To Resilience

by Commissioner Christine Norbut Beyer, NJ DCF



As much as we tend to look forward to them, the holidays can be hard—especially this year.

Residents in your community may be struggling with more than the usual level of stress associated with seasonal, traditional, or religious celebrations. Many may be experiencing pandemic-related economic hardships or may be facing unemployment or reduced work hours. Some may have lost family or close friends to COVID-19 or may be grieving the absence of a loved one due to other reasons.

Others may be living in an unsafe environment as the result of child abuse or intimate partner violence, and because of social distancing, they are unable or unsure of how to access supports or services.

These personal crises, in addition to housing and food insecurity, addiction and mental health disorders, the feelings of isolation, depression, and uncertainty for the future—all have dampened spirits and challenged families and communities in unprecedented and significant ways.

The onset of the COVID-19 pandemic in New Jersey began just nine months ago, and in short order, it has changed so much of our daily routines. Rather than the typical festivities, the holidays this year will be a stark reminder of the health, economic and social effects we have endured, in a year like none we have experienced. The ongoing pandemic has changed our work, schooling, health, and social connections. Most of all, it has made us tentative. We are unsure about when, how, or if life will ever go back to “normal,” and whether we can survive – physically, financially and emotionally – until then.

At the Department of Children and Families, we know that there are people who have never needed government supports before, who are now looking for assistance, with little to no reference for how to take those first steps. New and perhaps unfamiliar concerns related to mental health, addiction disorders, behavioral challenges in children, and available and affordable childcare loom large for many families. In your role as elected or appointed community leaders, many of our State’s residents will turn to you for answers and help.

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## Reflecting On A Year Of Loss And Grief With A Path To Resilience *(continued)*

The state Department of Children and Families is a child and family serving system that works to keep all families safe, healthy, and connected. At this time, there are a number of services and programs offered by the Department to assist all families. We have a host of publications in English, Spanish and Korean that your offices can distribute or post online.

The word **resilience** refers to the process of adapting and overcoming in the face of adversity, trauma, tragedy, threats, or significant sources of stress. The American Psychological Association, states there are ways we can help strengthen our individual resilience, such as prioritizing relationships, fostering wellness, finding purpose, embracing healthy thoughts, and asking for help when needed. That last one is critical, because we often have a hard time admitting or even realizing when we need support.

No one exactly knows how this year will end, or what next year holds, but we can take steps today to ensure we remain safe, healthy, and connected tomorrow and into the new year.

Stay safe and be well.



## Tips And Tricks For A More Productive Remote Workforce Free Webinar

SHI International Corp. has put together an educational webinar focused on Microsoft Teams.

With many of our government customers forced to move to a virtual platform due to COVID-19 SHI International Corp. would like to share with the communities we serve, and are hopeful that this webinar will be beneficial to many users who are new to the platform. We will provide some tips and tricks to help with productivity, and hope that many of you take advantage of this opportunity and find value.



### Microsoft Teams: Tips and Tricks for a More Productive Remote Workforce

**Date:** December 10, 2020

**Time:** 10:00-11:00 am ET

**Registration Link:** <https://events.shi.com/MicrosoftTeams>



## The CPM - County Connection

by Jane Sharp, MPA, Director, Certified Public Manager Program, School of Public Affairs & Admin. for Rutgers-Newark

The New Jersey Certified Public Manager (CPM) Program, administered by the New Jersey Civil Service Commission and delivered by Rutgers University–Newark's School of Public Affairs and Administration, graduated 126 students in 2020. Even amidst the COVID-19 pandemic, graduates surpassed expectations and their "Commitment to Public Service," which was also the theme for this year's graduation. From first responders, to municipal leaders, county managers, and state government staff, all graduates had to face unprecedented journeys.



Of the 126 graduates, 27% were county employees. Attendees represented the diversity of county operations from administrative functions such as elections, finance, health, personnel, planning, and tourism; as well as various departments- 911 call centers, corrections, libraries, housing, public works, sheriff and prosecutors' offices. In addition to sending staff, Atlantic, Burlington, Monmouth, and Morris Counties provided training space to host the CPM cohorts. And we have recently added Essex and Passaic County locations.

CPM participants gain the knowledge needed to tackle complex organizational challenges, manage their day-to-day operations more effectively, and grow as leaders. Each student completes a capstone project to benefit their organization. In 2020 three county employees were nominated for the Askew Award for exemplary capstone projects: *Renee M. Bisson and Dennis L. Snyder Jr from the Morris County Department of Law and Public Safety and Chantannette C. Ketelaar from Ocean County Department of Corrections*. Sgt. Ketelaar's project on *Corrections Crisis Response Team, CCRT* received the award.

The CPM program is strengthened by our partnerships with county administrators and their staff. We would like to acknowledge the leadership, dedication, and noble service of each county over the past nine months. We look forward to our continued collaboration in 2021.

For more information on the CPM program, visit:  
[spaa.newark.rutgers.edu/cpm](http://spaa.newark.rutgers.edu/cpm)

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and Administration

## WELCOME TO OUR NEW MEMBER

**Amazon's** mission is to be Earth's most customer-centric company. Amazon is guided by four principles: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence, and long-term thinking. Customer reviews, 1-Click shopping, personalized recommendations, Prime, Fulfillment by Amazon, AWS, Kindle Direct Publishing, Kindle, Fire tablets, Fire TV, Amazon Echo, and Alexa are some of the products and services pioneered by Amazon.

For further information please contact Jillian Irvin, Public Policy via e-mail at [jilirvin@amazon.com](mailto:jilirvin@amazon.com).



## What Is Fiscal First Aid?

by Mike Mucha, Deputy Executive Director, Shayne Kavanagh, Senior Manager of Research, Katie Ludwig, Senior Manager, & Jamie Porter, Program Associate for GFOA

COVID-19 and the associated recession has presented immediate financial difficulties and has also harmed the long-term financial outlook for local governments.

To help local governments deal with the many short-term and long-term challenges, the GFOA has provided a program called Fiscal First Aid. Fiscal First Aid was actually created more than ten years ago to help local governments deal with the 2008 Great Recession. We have completely updated and revised it for 2020. Fiscal First Aid is the process of recognizing, arresting, and reversing a pattern of financial decline.

At the core of Fiscal First Aid is its **Three Stages of Recovery**. We have summarized the three stages below and provided links to some of the most essential resources at our Fiscal First Aid website ([gfoa.org/ffa](http://gfoa.org/ffa))

**#1 Bridge.** In the Bridging Stage, the government must get through the immediate crisis and create breathing room to make more sustainable reforms. Bridge includes:

- Averting immediate crises. You can do this by following the steps below.
- [Forming a team to lead the recovery](#). The finance officer can't do it alone. Help will be needed.
- [Slowing the flow of money out the door](#) with basic cost-cutting techniques that can be deployed quickly.
- Implementing a [Cash Flow Forecast to get forewarning of potential cash flow difficulties](#).

**#2 Reform.** The government carries out the short-term recovery plan and develops and implements long-term therapies in the Reform Stage. Reform includes:

- Balancing the budget without making things worse in the long run;
- [Diagnosing your causes of financial distress. Diagnosis must come before treatment](#).
- [Applying low-risk treatments](#). Some budget balancing techniques have little risk of adverse side effects. An example of an adverse side effect would be increasing your long-term costs, as would be the case with deferring maintenance on critical infrastructure. Treatments without such side effects should be your first choice.
- [Considering higher risk treatments. Low-risk treatments might not be enough. Consider higher risk treatments carefully](#).
- [Explore ideas for bigger reform](#).

**#3 Transform.** In the Transform Stage, the government institutionalizes long-term financial planning and becomes more resistant to future financial distress and adaptable to a changing environment. Transform includes:

- Increasing adaptability;
- Increasing resistant to future crises;
- Coming back better, stronger, and more resilient than before; and
- Building [a strong financial foundation and thriving community](#) for the long-run;



### Where should you go from here?

Visit [www.gfoa.org/ffa](http://www.gfoa.org/ffa) to get access to the following:

- A breakdown of the 3 stages of recovery in to a more detailed 12-step process.
- Diagnostic model. A full, ready-to-use diagnostic model is available to help find causes of financial distress that you can address
- Catalog of budget balancing techniques. The site highlights the most and least recommended techniques for providing short-term relief for financial distress.
- Catalog of long-term treatments. A number of strategies to improve financial condition over the long term are discussed.

## The Govvies - The Battle Of The Bizarre!

by Stacey Collier, Marketing Communications Specialist for GovDeals

For more than 20 years, GovDeals has served as a platform for state and local government agencies just like yours to sell their surplus or seized items to the public. In that time, the GovDeals team has run into some rather odd and peculiar surplus. With more than 100 categories to choose from, buyers often discover hidden gems, specialty items, and rare or bizarre finds throughout the GovDeals website. From these auctions, the Govvies were born!

Each year, the GovDeals account managers submit the most different, odd, strange, weird, and magnificent auctions their sellers have listed throughout the year for an annual contest. This contest, known as the Govvies, is a highlight of the year for the internal team, who vote and narrow down an extensive list of items to just four, from which the ultimate winner for weirdest auction of the year is chosen.

Some of the featured auctions this year included an autographed [Kobe Bryant jersey](#), a [1957 Ford Thunderbird](#), a [horse drawn vintage wedding carriage](#), a [1979 Boring 727 Cargo Plane](#), and [an old police station](#).

The top 4 contenders for this year's Govvies were also voted on by GovDeals' social media followers. One of the top auctions was a [fully functional water slide](#) located in Kentucky. The 200' foot slide was purchased for \$45,000 by a buyer in Ohio. The next item was a [mounted ceramic painted and decorated skull](#). This beautiful art piece was sold to benefit The Gallery at Lakeland in Kirtland, OH.

By far, the oddest of the top 4 auctions was a [fiberglass cow insemination trainer body](#), most often used for training and practice for the artificial insemination of cows. The GovDeals account management team chose this asset as the most interesting, unique, and odd asset of the year. The final entry, and winner of this year's social media vote, was a [Dinosaur Costume with a stand](#), sold by the State of South Carolina. This realistic looking costume stands 13 ft long and 6 ft high and was sold with an electronic monitor and camera inside.

As you may be aware, counties and other agencies like yours often come into possession of some vastly different surplus outside of vehicles, equipment, and tools. GovDeals, with nearly 1 million registered buyers worldwide, can assist counties in finding buyers for those special items.

If your agency is not already utilizing the GovDeals platform through our partnership with the New Jersey Association of Counties, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at [mbaker@govdeals.com](mailto:mbaker@govdeals.com) to find out more details. Or visit [GovDeals.com/BecomeaSeller](http://GovDeals.com/BecomeaSeller) to sign on as a seller.

You never know, your next weird surplus item could be a contender in the next GovDeals Govvies Awards.

**GovDeals.com**  
Online Government Surplus Auctions



# Streamlining The Public Sector Procurement Process

by Michael Galello, Industry Marketing Manager, Public Sector for Ultimate Kronos Group (UKG)

You've spent months researching the market, interviewing vendors, determining your needs, developing requirements, and securing dollars in your budget. You're ready to make a purchase but your spending thresholds require a competitive solicitation. Request for Information (RFI), Request for Quote (RFQ), Request for Bid (RFB), Request for Proposal (RFP), or simply RFX is your next step. The process ensures your agency is receiving the lowest price and/or best value and is an important step in fair and transparent public procurement.

Now you craft an RFP, publish it, wait for responses, evaluate the responses, negotiate contracts, wait for Board approval, and finally make the award. The industry average for the RFP process is more than three months, if not longer. This is on top of the time you've spent already!

## So why use cooperative purchasing?

In 2008 and 2009, public sector procurement departments were hit with pay cuts, hiring freezes, and staff decreases as a result of the Great Recession. More than ten years later some departments still have not fully recovered and procurement agents have to "do more with less." Goods and services for Cities, Counties, Schools, and Universities still need to be procured, so the experts have turned to more innovative methods.

Cooperative purchasing has become one of the more popular innovations in public procurement. A Lead Public Sector Agency completes the entire RFP process for a certain class of goods or services and makes a final award or awards to the most qualified vendors. This award (and the pre-negotiated contract) is now available for all eligible public agencies via 'piggybacking.' In most circumstances, piggybacking fully meets the needs of your competitive solicitation laws and policies, saves you time and labor, and often results in a lower price than if you had completed the solicitation yourself.

A vendor's average proposal preparation and submission cost is 2-5% of the total contract value. If a vendor can submit one proposal to a lead public sector agency, that then allows all other eligible public agencies to piggyback. This results in the vendor saving their company a significant amount of time and money. Those savings can then be passed on to your organization or reinvested to make their product or service even better for you.

## Additional Resources

As mentioned earlier, the RFX process is a crucial step in a fair and transparent public procurement. Cooperative Purchasing and piggybacking do not circumvent this process, but rather, combines the buying power of public agencies (such as yours) to ensure you have received the best price and/or value for your purchase. Many organizations choose to join the free [Professional Association for Cooperative Procurement](#) for discussion, advocacy and educational content on cooperative procurement.

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



# The State of Local Government In The Pandemic Era

by Stephanie Beer, Director of Customer Marketing for OpenGov

## How Local Governments Are Working and Where They are Investing Now for the Future

Want the good news first? Local governments have done commendable work addressing the most urgent challenges to the way they work and serve their communities in the pandemic even while facing revenue shortfalls, according to the over 500 respondents to OpenGov's State of Local Government Survey. As always, however, there is more work to be done beyond meeting urgent, first-order needs.

The other good news is over 60% of local governments represented in the survey are either using or considering CARES Act funding or other grants to upgrade their technology to better serve their community or improve workforce productivity.

What's clear is that given operational needs, local governments must move quickly to align around initiatives if they want to take advantage of federal and state grant funding that's available now to make needed investments.

### Absorbing a One-Two Punch with COVID-19

From small counties to large cities, COVID-19 has landed a one-two punch of a healthcare and economic crisis. In response, local government finance leaders have focused on short-term solutions to bridge their revenue gaps while delaying decisions on more permanent cuts or tax strategies.

One-third of respondents expect a 4-8% decrease in revenue and foresee moderate financial adjustments to their operations and another quarter expect their revenue to decrease less than 4% and expect minor adjustments. However, a third faces a revenue drop of at least 8% and expects significant or major financial adjustments. Local governments with larger budgets appear to face more looming budget challenges.

### First-Order Needs Focused on Getting Back to Work Virtually

Over half are taking important steps to modernize processes and technology to meet first-order needs of enabling remote work and virtual meetings. A third are also adopting cloud-based workflows in areas like permitting, licensing, code enforcement and, grants management to protect revenue streams and keep their local economies open for business.

While timelines have sped up for adopting cloud-based technology to keep governments open for business. We also see urgent demand for investments in modern technology and processes to support the changing needs of local government workers.

### When There is a 'Will', But Not a 'Way' for Change

While they have been busy building first-order resiliency, we see an "initiative gap", across local governments surveyed, where strategies are not aligned to stated needs.

To meet the next series of challenges, and take advantage of state and federal grants, local governments need a strategic vision for modernizing technology and processes to support the evolving needs of their workers and their communities.

Initiative gaps emerge where respondents report that they want to see upgrades in the **technology** they use, their **processes**, and the way their governments recruit, retain, and train **people**.

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## The State Of Local Government In The Pandemic Era *(continued)*

**Technology:** Respondents share that their existing technology underperforms in key areas such as: report building and sharing capabilities, remote accessibility, access to data, and integrations across solutions, but few say their governments are actively investing in upgrades in these areas.

**Processes:** Three-quarters report that they want to adopt modern technology that enables them to automate processes, but only 27% are investing to improve processes.

**People:** Experienced government workers are more concerned about the loss of leadership as “baby boomers” retire than their younger colleagues (46% compared to 24%), but both agree that there is a significant training (72%) and recruitment gap to effectively upskill and backfill against talent gaps (66%).

Even as nearly two-thirds of respondents and their colleagues continue to work remotely, only 12% say their government could support full-time remote work on a more permanent basis to retain talented employees and attract new talent.

We leave it to you to survey your population and reveal where you have gaps between needs and initiatives and investments. Also, consider asking your employees how they feel about remote work and what their future needs and desires may be for this option. Finally, consider CARES Act funding if you have not already. The clock is ticking down to the December 30 deadline, and early movers are already making significant investments in the way they work and serve their communities.

For a complete analysis of the survey, go to: [opengov.com/survey](https://opengov.com/survey)

About the State of Local Government Survey: Survey respondents represent 501 local governments, and they include: 113 elected officials and executive-level leaders, 238 finance leaders, and 149 finance staffers from small to large towns and counties across the U.S.

To learn more about OpenGov, please contact Stephanie Beer, Director of Customer Marketing for OPenGov at [Sbeer@opengov.com](mailto:Sbeer@opengov.com).



### ***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](mailto:loren@njac.org)**



## NJTPA Board Approves \$96 Million For Safety Projects

The NJTPA Board of Trustees approved more than \$96 million in federal funding for safety improvements to roads and intersections across the region at its meeting in November.

The [funding is for two programs](#), the Local Safety Program—11 projects totaling \$71.2 million—and the High Risk Rural Roads Program—two projects totaling \$25 million.

The NJTPA created the Local Safety Program in 2005 in partnership with the New Jersey Department of Transportation to advance improvements on county and eligible local roads identified as having high crash rates. Since its inception the program has funded over \$216 million in improvements. Typical projects include road diets to slow traffic and create room for other uses, such as bike lanes; leading pedestrian interval signals, which stop traffic in all directions to allow people to safely cross; and curb extensions or pedestrian refuge islands to shorten the distance for people crossing roads, among other safety upgrades.

The High Risk Rural Roads Program funds safety improvements on rural roads that have been identified as high risk and have crash rates that exceed the NJTPA region's average for this road type. Since its inception in 2009, the program has funded more than \$45 million in projects.

The Board approved the following projects at its meeting.

### Local Safety Program Projects

- **Essex County:** The county is receiving funding for two projects:
  - \* \$17 million for traffic and pedestrian signal upgrades at 25 intersections throughout the county, including leading pedestrian intervals, four new traffic signals, and curb-extensions and pedestrian refuge islands where feasible. The intersections are in South Orange Township, West Orange Township, Orange Township, Verona Township, Millburn Township, Bloomfield Township, Nutley Township, Newark City, Belleville Township, Montclair Township and Glen Ridge Township.
  - \* \$9.35 million for similar improvements to 14 intersections along two corridors — Valley Street and Springfield Avenue in Maplewood, South Orange and Irvington townships. This project also includes four new traffic signals.
- **Hudson County:** The county is receiving funding for two projects:
  - \* \$6.65 million for 20 intersections along three corridors in the Town of Harrison, Jersey City, Union City, North Bergen Township and Town of Secaucus. The improvements to Frank E. Rodgers Boulevard include leading pedestrian intervals, curb extensions, and a road diet feasibility analysis. Improvements to Secaucus Road include installation of signals, application of a surface treatment that creates friction to prevent crashes, and centerline and in-road rumble strips. This project also includes signal upgrades, road striping and drainage improvements along Paterson Plank Road.
  - \* \$4.22 million for 17 intersections along John F. Kennedy Boulevard in Union City, Town of West New York and North Bergen Township. This includes traffic and pedestrian signal upgrades, leading pedestrian intervals, Americans with Disabilities Act (ADA) improvements, curb extensions and ergonomic crosswalks where appropriate.
- **Jersey City:** \$8.35 million for 31 intersections along Garfield Avenue. This includes widening sidewalks and addressing driveway grades to meet ADA requirements, curb extensions, traffic and pedestrian signal upgrades, leading pedestrian intervals, lighting and high visibility crosswalks.
- **Monmouth County:** \$2.81 million for 10 intersections along Memorial Drive in Neptune Township, Borough of Neptune City, Bradley Beach and Avon by the Sea, including a road diet, installation of rectangular rapid-flashing beacons at pedestrian crossings, ADA improvements, upgraded traffic and pedestrian signals, signage, road striping and drainage.

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## NJTPA Board Approves \$96 Million For Safety Projects

(continued)

- **Morris County:** \$423,660 for traffic and pedestrian signal upgrades, including audible pedestrian signals; installation of a dedicated left turn lane and high visibility crosswalks; and ADA improvements at the intersection of Morris Street and Ridgedale Avenue in Town of Morristown.
- **Newark:** \$5.8 million for 11 intersections on Bergen Street, including traffic and pedestrian signal upgrades, curb extensions, in-road rumble trips, leading pedestrian intervals, lighting, bike lanes and left turn lanes where applicable.
- **Ocean County:** \$1.8 million for signal upgrades and installation of an additional right turn lane at the intersection of Hooper Avenue and Church Road/Kettle Creek Road in Toms River Township.
- **Passaic County:** \$8.56 million for 11 intersections along Lakeview Avenue in City of Paterson, including converting a traffic circle to a modern roundabout; converting a divided four-lane road into a divided two-lane road with dedicated left turn lanes in each direction; bicycle lanes; lighting; drainage and traffic signal upgrades.
- **Somerset County:** \$6.28 million for 26 intersections along Hamilton Street in Franklin Township, including a road diet, curb extensions, restricted parking, relocating crosswalks, traffic and pedestrian signal upgrades, leading pedestrian intervals, ADA improvements and pedestrian refuge islands where feasible.

### High Risk Rural Roads Projects

- **Monmouth County:** The county is receiving funding for two projects:
  - \* \$18.52 million for Stagecoach Road in Millstone and Upper Freehold townships including two modern roundabouts, application of a surface treatment that creates friction to prevent crashes, centerline rumble trips, installation of a safety edge, road markings, signs, breakaway road fixtures and removal of brush.
  - \* \$6.47 million for Siloam Road in Freehold Township including centerline and edge line rumble strips, mounted posts at curves in the road, edge line and other road markings, breakaway road fixtures, signs, surface treatments and lighting.

These projects are funded through the federal Highway Safety Improvement Program. Funding can be used for design, construction and construction inspection. It typically takes a few years after a project is approved for funding for the design and construction to be completed.



## BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join.

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

[Click here for an application.](#)

## FEMA Region II Upcoming Webinars

### Emotional Impacts of Infection Control Measures on Older Adults

*Tuesday, December 1, 2020 from 1:00 PM – 2:30 PM ET*



Please join the Region II National Preparedness Division for a webinar on the emotional impacts of COVID-19 control measures, such as quarantine and lockdowns, on older adults.

Guest speakers from Americares will discuss the main challenges faced by the older community during the COVID-19 pandemic. Learn strategies on how to support the emotional wellbeing of senior citizens who are affected by COVID-19 prevention measures and the changing circumstances of the pandemic.

**Who should attend?** Families with older adults, administrators of nursing homes, assisted living facilities, senior community centers, adult day care centers, and other organizations that serve senior citizens.

**Link to register:** <https://fema.connectsolutions.com/olderadultcovid19emotions/event/registration.html>

### Powerful Presentations: Deep Dive Session on Introductions

*Tuesday, December 8, 2020 from 2:00 PM – 4:00 PM ET*



FEMA Region II will be hosting a series of communications webinars covering techniques to improve public speaking skills on emergency management topics. Each session will take a deep dive into a presentation element in a fully interactive environment where the audience will have a significant role.

In this session, we will focus on opening a presentation with a well thought out introduction. The first impression is critical in establishing credibility and connecting with an audience. Setting a favorable tone will affect the way your messaging comes across and the impact it can have.

We will go over how to:

1. Pique interest with your first words
2. Improve delivery skills to sound confident and build credibility
3. Prime the audience for your messaging

Pre-selected volunteers will take the stage to work on their introductions with the help of the audience.

**Note:** This is a two-hour session; each volunteer will have enough time to practice and incorporate feedback from the audience. If you would like to volunteer, email [thomas.song@fema.dhs.gov](mailto:thomas.song@fema.dhs.gov) with the top three public speaking skills you want to improve upon.

**Who should attend?** This is open to the whole community, but would be most beneficial for communications, outreach, engagement and other similar staff.

**Link to register:** <https://fema.connectsolutions.com/powerfulintroductions/event/registration.html>

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## FEMA Region II Upcoming Webinars *(continued)*

### Disaster Preparedness for Small Businesses

**Tuesday, December 8, 2020 from 10:00 AM - 11:00 AM ET**



Please join the Region II National Preparedness Division for a webinar on helping small businesses prepare to be ready for 2021.

Small businesses need to be prepared for disasters of all shapes and sizes. Disasters can be more than hurricanes, floods and fires, like we've learned through COVID-19. During this presentation business owners will learn how to prepare for a disaster and what they should do in the event a disaster does happen.

**Who should attend?** Small business owners

**Link to register:** <https://fema.connectsolutions.com/disasterprepsba/event/registration.html>

### Influenza Vaccination During COVID-19

**Wednesday, December 9, 2020 from 12:00 PM – 1:00 PM ET**



Please join the Region II National Preparedness Division for a webinar on the importance of the seasonal influenza vaccination, especially during COVID-19.

This presentation will also review seasonal influenza vaccination coverage levels, including gaps in influenza vaccination coverage among racial and ethnic minority groups, and identify CDC priorities and resources for seasonal influenza vaccination during the pandemic.

**Who should attend?** Public health and emergency planners and seasonal influenza vaccination providers; General Public, whole community.

**Link to register:** <https://fema.connectsolutions.com/nivw2020/event/registration.html>



**FEMA**  
Region II



## JCP&L Conducting Inspections And Maintenance Prior To Winter Season



Jersey Central Power & Light (JCP&L), a subsidiary of FirstEnergy Corp. (NYSE: FE), is preparing for the winter season by conducting inspections and equipment maintenance on weather-sensitive equipment across its service area. These efforts are expected to enhance system resiliency and service reliability for customers throughout JCP&L's service footprint.

Winter's cold temperatures can increase demand for electricity, and heavy snow and wind have the potential to cause damage to poles, wires and substations, requiring crews to make repairs in difficult conditions.

Completing inspections and equipment maintenance now can help enhance system resiliency to keep power flowing to customers when the snow begins to fall.

"Our winter maintenance protocols help ensure that our system will be ready to perform once the cold weather returns and inclement weather conditions follow," said Alex Patton, vice president of Operations, JCP&L. "These proactive measures in advance of any severe weather conditions help keep the lights on for our customers and enhance overall service reliability."

The work includes inspecting heating equipment for substation components, such as capacitor banks, transformers and oil and gas-filled circuit breakers. Substation buildings that house remote-controlled relay equipment will be winterized and the heating systems will be checked.

Substation electricians also inspect batteries used to power relays that sense faults on the network and motors that automatically operate switches to isolate problems, helping to prevent or reduce service interruptions.

Company bucket trucks and other vehicles also are being inspected to help ensure safe operation during the winter season. Special emphasis is placed on the condition of tires and air braking systems, which can freeze up if moisture is present. In addition, snow removal equipment is being checked.

Helicopter patrols have been inspecting transmission lines located in the JCP&L service area to look for damaged wire, broken cross arms, failed insulators and other hardware problems not visible from the ground. Any potential reliability issues identified during the inspection can then be addressed.

JCP&L's tree contractors have completed trimming work along 2,950 circuit miles of electric lines to date this year, and they are on track to complete an additional 450 miles of tree trimming by the end of December.

In addition to preparing equipment and vehicles for winter, managers review cold-weather safety procedures with field employees, including how to traverse slippery conditions to avoid slips and falls. They are also reminded to hydrate and take frequent breaks in warm trucks to avoid frostbite and maintain sharp mental focus. Particular emphasis is placed on safe winter driving to ensure crews arrive safely to the work site. Employees are also taking extra precautions to work safely throughout the coronavirus health emergency, including social distancing, alternating shifts and splitting into smaller work groups.

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## JCP&L Conducting Inspections And Maintenance Prior To Winter Season *(continued)*

JCP&L serves 1.1 million New Jersey customers in the counties of Burlington, Essex, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, Union and Warren. Follow JCP&L on Twitter [@JCP\\_L](#), on Facebook at [www.facebook.com/JCPandL](http://www.facebook.com/JCPandL) or online at [www.jcp-l.com](http://www.jcp-l.com).

FirstEnergy is dedicated to safety, reliability and operational excellence. Its 10 electric distribution companies form one of the nation's largest investor-owned electric systems, serving customers in Ohio, Pennsylvania, New Jersey, West Virginia, Maryland and New York. The company's transmission subsidiaries operate approximately 24,000 miles of transmission lines that connect the Midwest and Mid-Atlantic regions.

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## National Association of Counties, FSC

by Kyle P. Cline, MPA, National Director of Strategic Partnerships for NACo FSC

The National Association of Counties (NACo) and the New Jersey Association of Counties (NJAC) would like to introduce cashVest® by three+one®, our newest Premier Partner. cashVest is a financial technology organization helping counties leverage new data capabilities to maximize the value of all financial resources using the power of liquidity analysis. cashVest complements current public finance practices and, because three+one is neither a bank, registered investment advisor, or financial advisor, it provides the confidence that your entity is receiving independent, unbiased data from a third-party FinTech provider.

Even more importantly, the three+one team is comprised of former public officials; we have been in your position, we know the difficulties facing counties, we have had to make the difficult choices you face and, because of all that, we share your commitment in working for the public good.

Here are some of the ways cashVest by three+one can help your county:

- Confidence your county is **maximizing all financial resources**. An objective third-party data provider can complement current efforts of your fiscal team.
- Peer benchmarking using liquidity data compiled across the country to ensure your county **performs at the highest possible level compared to peers**.
- Stress-testing on liquidity to show how **vulnerable cash positions are in worst-case scenarios**. Provide future forecasts that tell an entity where its cash position will be in the future.
- **Right-sizing of bank fee structures**, no matter the rate environment.
- The potential of a **higher credit rating**, as **advanced liquidity projections and cash flow capacity** now make up 10% of the framework for local GO ratings at S&P.

The NJAC partnership with three+one is in conjunction with the National Association of Counties and has been deemed as a best practice and COVID-19 resource. We are eager to provide this resource to the NJAC membership as cashVest is a proven solution that has brought over \$300 million back to the public entities it serves nationwide.

We will be hosting a webinar to provide the NJAC membership with an essential educational resource on cashVest; we hope you will join us.

In the meantime, if you would like a discovery call with three+one, please visit our website ([threeplusone.us](http://threeplusone.us)), email Garrett Macdonald ([GAM@threeplusone.us](mailto:GAM@threeplusone.us)), or call 585-484-0311, ext. 704.



## NACo Webinars

### Using Evidence to Make Strategic Budget Cuts

Dec. 3, 2020, 2:00 pm – 3:00 pm

Contact Ashleigh Holand (202) 942-4238 [aholand@naco.org](mailto:aholand@naco.org)

#### [REGISTER](#)

Counties across the country are facing a challenging fiscal situation: revenues are decreasing while the demand for services is on the rise. Relying on data and evidence to make spending decisions, which has proved useful in times of prosperity, is critical now. Results First, a Pew Charitable Trusts initiative born out of the Great Recession, has published a new brief on [How Public Officials can use Data and Evidence to make Strategic Budget Cuts](#). On December 3rd, Result First will discuss those strategies, provide examples of how jurisdictions have successfully applied them, and hone in on a practical first step to assessing current program expenditures. A representative from Santa Clara County will share how they have used program assessment in decision-making in times of financial certainty and how county decision-makers are using data and evidence in innovative ways in the face of budget cuts and planning for FY21.



### County Eviction Series: The Eviction Crisis Today and Projections for the Future

Dec. 4, 2020, 2:00 pm – 3:00 pm

Contact Katie Sullivan [ksullivan@naco.org](mailto:ksullivan@naco.org)

#### [REGISTER](#)

Housing insecurity and unaffordability has been a risk factor for poorer health outcomes and overall lack of economic mobility, particularly in the face of a global pandemic. Despite the unfolding crisis, lack of additional federal aid means that 30-40 million renters across the country are at risk of eviction in the coming months. County leaders are looking ahead at expiring eviction moratoria and other supports and exploring ways to support their residents struggling to afford housing during the COVID-19 pandemic. Join us to learn more about the status of eviction moratoria, possible actions counties can take to address housing insecurity during the pandemic, projections for evictions in 2021 and other concerns that are top of mind for counties.

### NACo Cyberattack Simulation

Dec. 11, 2020, 2:00 pm – 3:00 pm

Contact Rita Reynolds (202) 942-4248 [rreynolds@naco.org](mailto:rreynolds@naco.org)

#### [REGISTER](#)



The NACo Cyberattack Simulation is designed for cybersecurity managers, their teams, and others in the county responsible for risk defense, protection, and recovery (including managers in HR, policy management, finance, public safety, and emergency services).

Delivered through the High Performance Leadership Academy, the cyber simulation will be held the week of December 7, with December 7, 8 and 9 focused on about an hour of homework (readings)

December 10 from 2-3:30 p.m. EST: Peer-Team Meeting to share ideas, insights, issues, responses, and any planned updates to incident response plans and playbooks

December 11 from 2-3 p.m. EST: Cohort-wide simulation webinar wrap-up

To register for the week long simulation, you can go to <https://www.naco.org/naco-cyberattack-simulation>





## NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

At the Department of Children and Families, we know that people who previously have never needed government supports might now be looking for assistance, with little to no reference for how to take those first steps. New and perhaps unfamiliar concerns related to mental health, addiction disorders, behavioral challenges in children, and available and affordable childcare loom large for many families. DCF can help. There are a number of services and programs offered by the Department to assist families, including the below:

### FAMILY SUCCESS CENTERS

Family Success Centers are a statewide network of 57 neighborhood centers that provide a wide array of services, including information and referrals to social services, access to job training and readiness, parent and child activities, and much more. Due to the ongoing COVID Pandemic, these centers are open and currently providing virtual services and programs. **To locate an FSC near you, call 2-1-1 or Google: NJ DCF Family Success Centers.**

### CHILDREN'S SYSTEM OF CARE

Children's System of Care (CSOC) serves youth up to 21 years of age with emotional or behavioral health needs, including substance use, and youth with intellectual and developmental disabilities. CSOC also provides peer-to-peer supports for affected families. Through a single point of entry—PerformCare. **To learn more call (877) 652-7624 or visit [www.performcarenj.org](http://www.performcarenj.org)**

### DOMESTIC VIOLENCE/SEXUAL VIOLENCE

The Department's Division on Women, offers an array of county-level prevention programs and services to help prevent violence against women, support survivors of physical and sexual violence, and provide educational training opportunities for individuals looking to achieve economic self-sufficiency. Services include 24/7 crisis/counseling, housing, and the address confidentiality program, which provides victims of domestic violence a substitute and secure address to use to ensure their location is not revealed. Services are available to any resident, of any gender and age. Learn more about domestic violence resources in your county. **If someone you know is a victim of domestic violence or sexual assault, call the Domestic Violence Hotline at 1-800-572-SAFE (7233).**

### CHILD ABUSE HOTLINE

Everyone is a mandatory reporter of child abuse and neglect in New Jersey. Any person having reasonable cause to believe that a child has been abused or neglected has a legal responsibility to report it by calling the State's Child Abuse Hotline at **1-877-NJ ABUSE (652-2873): 24 hours a day - 7 days a week.**

### HELPLINES

If you're experiencing generalized anxiety or an overwhelming sense of hopelessness, or are contemplating suicide, the **New Jersey Hopeline is available 24 hours a day, 7 days a week, at 1-855-NJ-HOPELINE, that's 1-855-654-6735.**

If you're feeling overwhelmed and want to text message someone, rather than talk through it, the **National Crisis Text Line offers support. Text "NJ" to 741741** to be connected to a trained support person, any time, day or night.

For children and adolescents under stress, New Jersey's 2nd Floor program offers a host of resources to help teens who are struggling. **Call or text 888-222-2228, or visit them on the Web at [www.2ndfloor.org](http://www.2ndfloor.org).**

## Nationwide Economics

# Weekly Economic Review & Outlook for November 23, 2020

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

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### Weekly Review

#### **Consumer spending slowing**

Retail sales grew by a modest 0.25 percent for October, by far the slowest pace since the reopening of state and local economies in May. The slowdown occurred across many categories, led by large declines at clothing, furniture, and department stores. This was the sixth consecutive month of gains in retail spending, however, as total sales have more than offset their losses from March and April during the government-mandated lockdowns.

Despite the slower monthly increase, overall retail sales are up by 5.7 percent compared with October 2019, a strong pace especially given the severity of the downturn this year. The effects of COVID-19 on consumer buying preferences are clear in the data. Online shopping has soared by 29 percent over the past year with strong gains for grocery and home improvement stores, too. At the other end of the spectrum sales at restaurants and at gasoline stations are each down by 14 percent from a year earlier.

Some high-frequency data suggest that October's spending slowdown has extended into November. Daily consumer credit and debit card expenditures, which leveled off in October, dipped a bit in early November. Moreover, figures from OpenTable show that seated diners at restaurants have fallen off this month, partially in response to increased government restrictions to fight the spike in virus infections-although the Dallas Fed's broad mobility index has only flattened and has not fallen, yet. Going forward, reduced mobility by consumers, either voluntary or mandated by government actions, is likely to hold spending down in the near term-especially at service sector businesses which have struggled mightily during the pandemic.

#### **Housing's hot streak continues**

Existing home sales increased again for October, despite a small decline in pending sales. The annualized sales pace of 6.85 millions units was the strongest since February 2006 and up a remarkable 26.6 percent over October 2019. Even after the spring selling season was disrupted by COVID-19, sales this year are poised to soundly surpass 2019's total.

Inventory conditions are getting more severe, with only 1.4 million existing homes on the market during October - down by 23 percent from a year ago. Moreover, the number of available single-family homes dropped to the lowest level on record. The scarcity of supply is pushing up prices rapidly, with the median sales price on an existing home up by 15.5 percent over the past year.

Home construction continues to get a boost from the lack of existing supply. Housing starts rose by 4.9 percent for October to an annualized pace of 1.53 million units-the highest since February - on the back of a jump in single-family units. Single-family starts are now up by 29.4 percent from a year ago, with the demand for owner-occupied homes soaring. Moreover, the good news for builders continued into November, with the NAHB housing market index climbing to a record high— led by a jump in the present sales component. Until the virus wanes, it will be homebuilders who will have to meet this increase in owner-occupied home demand.

#### **The Week Ahead**

This week's economic releases include consumer confidence, durable goods orders, personal consumption expenditures (PCE) and personal income, PCE inflation, and new home sales.

*continued on page 19*

## Nationwide Economics *(continued)*

### Durable goods orders expected to rise for a sixth consecutive month

Durable goods orders rose again in September, marking the first time on record that orders have risen for five straight months (it has been 11 years since we saw gains for even four consecutive months). We expect that growth continued for a sixth straight month in October (although still held back by another month of negative net orders for Boeing). Still, the new orders component in the Institute for Supply Management (ISM) manufacturing index rose to its highest reading in nearly 17 years for October, suggesting a further gain in overall durable goods orders. We project growth of 1.1 percent for October.

### Another, but slower, rise in consumer spending

With rapid growth over the past five months, personal consumption expenditures (PCE) rose to within one percent of their year-earlier levels for September. Another month of strong job gains should lead to a solid increase in personal income and a rise in PCE for October. Growth in incomes and spending should both slow, however, as the effect of COVID-related government transfer payments is now mostly removed from consumer activity. We project growth in PCE of 0.3 percent for October, similar to the already reported growth in retail sales. Personal income is expected to grow by 0.5 percent.

We project the overall PCE price index rose by only 0.1 percent with the core rate flat, bringing the 12-month trend rates down to 1.2 and 1.4, respectively. These readings are well below the Fed's long-run average goal of 2.0 percent.

### New home sales should rise as demand factors remain strong

The pace of new home sales took a surprising step back for September, but a bounce-back is expected for October as demand factors continue to favor rising sales. Strong job gains, record-low mortgage rates, and a continued desire for "space" during a time when the pandemic has allowed many to work from home indefinitely all point to increasing housing demand. Additionally, a record-low number of existing homes for sale should push more homebuyers into the market for new homes. Plus the current sales component of the NAHB housing market index rose to nearly an all-time high for October (and then jumped to a record for November, which will help to boost next month's new home sales figure). We project that the annualized pace of new home sales for October climbed to 1.02 million units - the highest level in 14 years.

For further information please contact David Sarmir, Senior Retirement Specialist, at [Sarmird@nationwide.com](mailto:Sarmird@nationwide.com), or Bina Kumar, Managing Director - East Region, at [kumarb1@nationwide.com](mailto:kumarb1@nationwide.com).



**Nationwide**<sup>®</sup>

**Holiday Egg Nog**

Ingredients:

- 6 eggs
- 3 cups milk
- 8 tablespoons sugar
- 3 teaspoon vanilla
- 1/2 teaspoon ground nutmeg

Beat the eggs with an electric mixer in a large bowl. Add milk, then sugar. Mix until it thickens. Add vanilla & nutmeg. Cover & refrigerate until cold.

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New York, NY 10119

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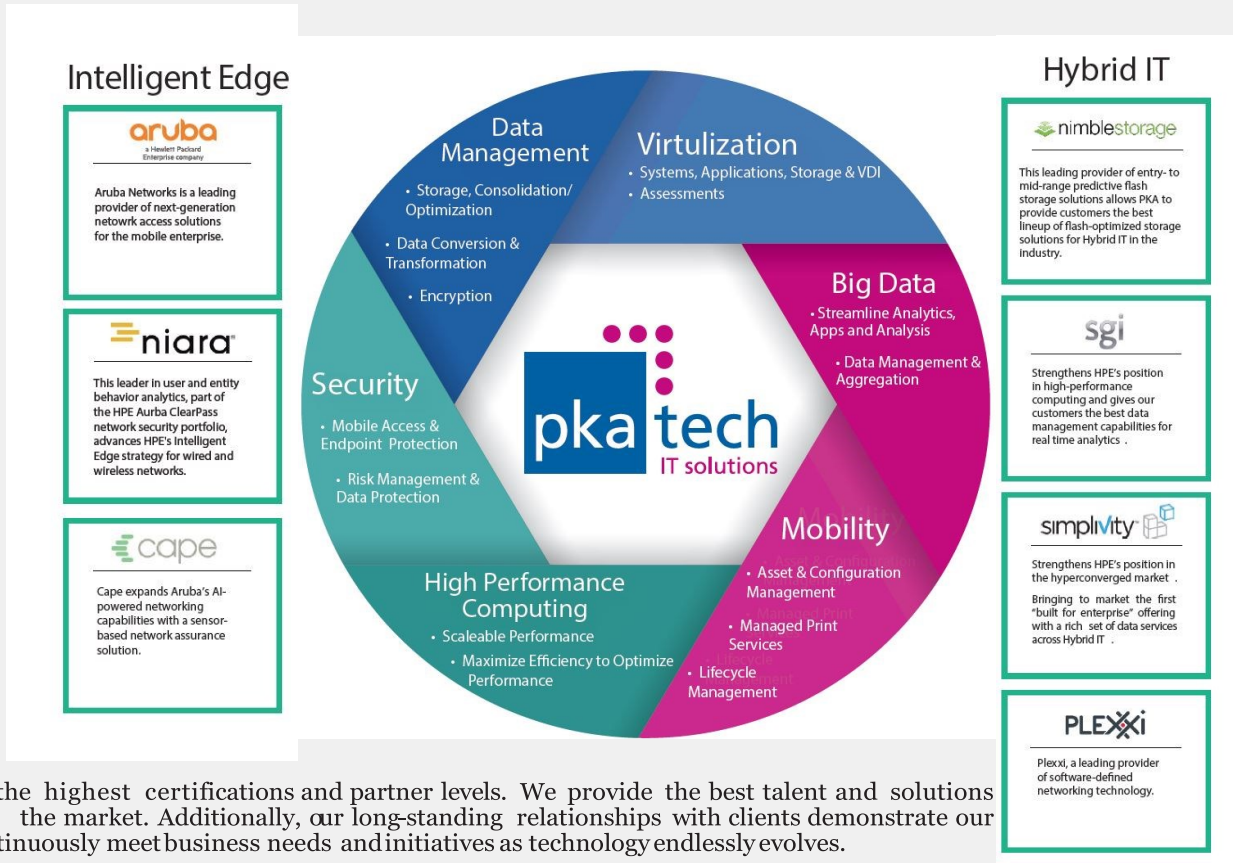
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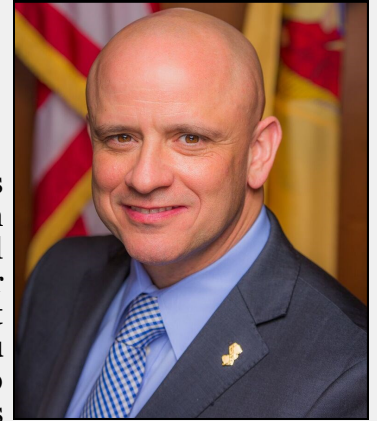
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# FROM THE EXECUTIVE DIRECTOR

We're pleased to announce this year's recipients of the NJAC County Service Awards where you're welcome to join us by video conference at 10:00 a.m. on December 11th as we celebrate our outstanding county leaders for their commitment as dedicated public servants and remarkable careers. We had planned to present the awards at our annual conference back in May and enjoy surprising the winners a great deal, but instead please contact [kim@njac.org](mailto:kim@njac.org) if you can join us and we'll make sure to send you the link for the video conference accordingly. In the meantime, congratulations to everyone for their well-deserved and long overdue recognition with the ceremony's agenda below.



John G. Donnadio, Esq.

## WELCOME REMARKS

Marie Hayes, Cape May County Freeholder & NJAC President

## PETER PALMER BUSINESS ASSOCIATE OF THE YEAR AWARD

AT&T

## COUNTY SERVICE AWARDS

Lisa A. Cerny, Gloucester County Director of Human Services  
Sandra J. Mueller, Ocean County Jail Warden

## COUNTY ADMINISTRATOR LIFETIME ACHIEVEMENT AWARD

John Bonanni, Morris County Administrator  
Anthony J. DeNova III, Passaic County Administrator

## NJAC SPECIAL RECOGNITION

Michael J. Amorosa, Somerset County Administrator

## NJAC BOARD OF DIRECTORS LIFETIME ACHIEVEMENT AWARD

Richard D. Gardner, Warren County Freeholder

## FREEHOLDER HALL OF FAME

Angel Estrada, Union County Freeholder  
Lee Ware, Salem County Freeholder

## MAURICE FITZGIBBONS FREEHOLDER OF THE YEAR AWARD

Jonathan L. Young, Camden County Freeholder

## NJAC BOARD OF DIRECTORS MEETING TO IMMEDIATELY FOLLOW AWARDS

# SPECIAL HOLIDAYS & THINGS TO DO!

SUN	MON	TUES	WED	THURS	FRI	SAT
		<p><b>1</b></p> <p><b>Giving Tuesday</b></p> <p><i>This is a Day Set to Give Back to Your Community</i></p>	<p><b>2</b></p> <p><b>National Hand Washing Awareness Week</b> December 1 - 7</p> <p><i>If We Weren't Aware of the Importance Prior We Definitely Are Now!</i></p>	<p><b>3</b></p>	<p><b>4</b></p> <p><b>Santa and the Christmas Ponies Party</b> <b>12/5/2020</b> 11:00 am - 3:00 pm TRC @ DREAM Park Logan Township, NJ</p>	<p><b>5</b></p>  <p><b>Six Flags</b> Holiday in the Park <a href="#">Reservation Required</a> Jackson, NJ</p>
<p><b>6</b></p>	<p><b>7</b></p>  <p><b>Online Socially Distanced Shopping</b> <b>Curbside Pick Up</b> in Totowa, NJ</p>	<p><b>8</b></p> <p><b>It's National Brownie Day!!</b></p> <p><i>A Good Reason to go Support Your Local Bakery!</i></p>	<p><b>9</b></p>  <p><b>Lunchtime Gallery Series</b> <b>1 pm - 2 pm</b> West Windsor Arts Council <a href="#">Registration Required</a></p>	<p><b>10</b></p>  <p><b>Happy Hanukkah</b></p>	<p><b>11</b></p> <p><b>Holiday Wreath Making</b> <b>12/12/2020</b> 1 pm - 3:30 pm Will be held outside so dress warm. Washington Crossing State Park Hopewell, NJ</p>	<p><b>12</b></p> <p><b>Hatfield Swamp Birding Walk</b> 8:30 am - 11 am <a href="#">Registration Required</a> West Caldwell, NJ</p>
<p><b>13</b></p>  <p><b>MAGIC of LIGHTS</b> PNC Arts Center <a href="#">SUN.-TH 5 pm -10 pm</a> <a href="#">FRI-SAT 5 pm -11 pm</a> Holmdel, NJ</p>	<p><b>14</b></p>	<p><b>15</b></p> <p><b>Bill of Rights Day</b></p> <p><i>Are Key Amendments to the U.S. Constitution, That Protect Our Individual Rights.</i></p>	<p><b>16</b></p>	<p><b>17</b></p> <p><b>DiDonato Family Fun Center Magical Holiday Express</b> <b>Dec. 1-23</b> <b>5 pm - 9 pm</b> Hammonton, NJ</p>	<p><b>18</b></p>	<p><b>19</b></p>
<p><b>20</b></p>	<p><b>21</b></p> <p><b>Winter Solstice</b></p> <p><i>Marks the Day With the Shortest Period of Daylight and the Longest Night of the Year (in the Northern Hemisphere).</i></p>	<p><b>22</b></p> <p><b>National Short Person Day</b></p> <p><i>A Day to Recognize Great Things Come in Small Packages! Own Your Shortness and Have Fun!</i></p>	<p><b>23</b></p>	<p><b>24</b></p>  <p><b>Christmas EVE</b></p>	<p><b>25</b></p>  <p><b>HAPPY HOLIDAYS</b></p>	<p><b>26</b></p>  <p><b>KWANZAA</b></p>
<p><b>27</b></p> <p><b>National Fruitcake Day</b></p> <p><i>This is a Day For Lovers of Fruitcake to Rejoice in the Delights of the World's Most Understood Fruit!</i> <i>Are You Nutty as a Fruitcake?</i></p>	<p><b>28</b></p> <p><b>National Call a Friend Day</b></p> <p><i>This Day Reminds Us All to Take a Few Minutes, Pick Up the Phone and Call That Friend You've Been Meaning to Get Back in Touch With!</i></p>	<p><b>29</b></p>	<p><b>30</b></p> <p><i>For all the Bacon Lovers Out There Please Enjoy!!</i></p> <p><b>International Bacon Day</b></p> <p><i>Everything With Bacon For You Today!</i></p>	<p><b>31</b></p> <p><i>New Year's Eve</i> <i>Let's Welcome and Embrace 2021 With Open Arms and New Beginnings!</i></p>		