

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 103 - FEBRUARY 2020

Hudson County NJ, Register of Deeds Partners with Harris Recording Solutions

by Harris Recording Solutions

The Hudson County Register's office, is now live with the Acclaim recording system. With this implementation, Hudson County and Harris Recording Solutions (HRS) made a giant leap into improving the county's records management process. The transition from their previous system to Acclaim was smooth, and Hudson County is now happily enjoying all of Acclaim's many new features and functionality.

The Acclaim recording system enables county staff to record and process documents with fewer touchpoints, which vastly improves their time to record, and release documents to the public. Additionally, it also improves the county's visibility into their fees, focusing on easing the entry of deed taxes specific to New Jersey.

"Our concerns going into this implementation were gone as soon as this project kicked off. The knowledge and experience that Harris Recording Solutions brought to this experience, coupled with their care and patience, ensured a seamless transition to Acclaim," said Linda Hampton - Chief Clerk, Hudson County Register's Office.

HRS remains dedicated to delivering solutions that keep our clients at the forefront of process improvement, cost management, and revenue generation. "We are committed to providing the products clients need to carry out the recording responsibilities of their offices while providing an exceptional client service experience," explained Wayne Johnson – VP Sales and Marketing for Harris Recording Solutions.



"We are pleased beyond measure. Harris Recording Solutions has catapulted Hudson County into the 21st century. More importantly, we have a partner that we can build a future with. We thank the entire team for their tireless efforts during this project," said Diane Coleman -

Register of Deeds, Hudson County, NJ.

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Register of Deeds Partners with Harris Recording Solutions

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The county had a desire to leverage our innovative and cost-effective solution, and we are grateful to Ms. Diane Coleman and all of the talented and dedicated staff at Hudson County Register's office for their efforts in ensuring a smooth and successful implementation. "We look forward to a long and productive partnership with Hudson County," said Dan Shmukler – Regional Account Manager for Harris Recording Solutions.

Hudson County joins other jurisdictions who have recently implemented Acclaim, such as Pinal, Arizona and DeSoto, Mississippi as well as longtime HRS counties- Clark County, Nevada, and Broward County, Florida.

For more information, please contact R. Wayne Johnson at 404-895-4561 or via e-mail at wayne.johnson@harriscomputer.com.

About Harris Recording Solutions:

Harris Recording Solutions provides a full suite of revolutionary software for County Clerks, County Recorders, and County and Municipal Courts. These software solutions allow our customers to automate the recording process, delivering significant reductions in document handling/processing times. Time and again, we have provided our customers' tangible cost savings and revenue generation capabilities. We remain dedicated to delivering technology solutions that keep our clients at the forefront of process improvement, cost management, revenue generation, and customer satisfaction.

Harris Recording Solutions is a division of Harris Computer Corporation and its parent company, Constellation Software, which serves over 125,000 customers in over 100 countries relying on its innovative public and private sector software solutions. For more information, visit www.harrisrecordingsolutions.com.



HARRIS
RECORDING SOLUTIONS

Do you have educational or informational articles you would like published in the NJAC COUNTY BIZ?

Contact

**Loren Wizman, Director of Business Development, at
(609) 394-3467 or loren@njac.org.**

Cape May County Freeholder E. Marie Hayes Sworn in as 79th President



On Friday, January 24, 2020 the New Jersey Association of Counties (NJAC) held its Annual Board of Directors Reorganization Meeting in the Senate Chambers of the New Jersey State House, where Cape May County **Freeholder E. Marie Hayes was sworn in as the 2020 NJAC President by Senator Michael L. Testa, Jr.** The 2020 Board of Directors were also sworn in along with the following executive members:

- Brendan W. Gill, Essex County Freeholder President as the 2020 NJAC Immediate Past President
- John Cimino, Mercer County Freeholder as the 2020 NJAC 1st VP
- Teri O'Connor, Monmouth County Administrator as the 2020 NJAC 2nd VP
- Joseph Derella, Jr., Cumberland County Freeholder Director as the 2020 NJAC Secretary-Treasurer

NJAC Executive Director, John G. Donnadio, opened the meeting with remarks welcoming board members and honored guests. The brother of NJAC President Hayes performed the flag salute prior to Assemblyman Erik Simonsen, District 1 giving the invocation and later the closing was delivered by Honorable Antwan McClellan, Assemblyman, District 1.

Honorable Michael L. Testa, Jr. Senator, New Jersey Legislative District 1 provided the Oath of Office to NJAC's President E. Marie Hayes, prior to President Hayes addressing those in attendance.

Afterwards guests walked to the Historic Trenton Masonic Temple where Cugino's Italian Market catered a delectable luncheon. Cape May County Vocational-Technical School District students catered the desserts.



Maser Consulting Announces Leadership Transition

by Maraliese Beveridge Public Relations Manager for Maser Consulting P.A.



L to R: Leadership reorganization includes COO **Joseph A. Dopico**; CEO/President **Kevin L. Haney**; Executive Chairman, **Richard M. Maser**; and Executive VP/CAO, **Leonardo E. Ponzio**

Richard M. Maser, founder of Maser Consulting P.A., is pleased to announce the firm has made a strategic change in its leadership. While maintaining his role as Executive Chairman of the firm, he is passing the CEO responsibilities to company president **Kevin L. Haney, PE**. **Leonardo E. Ponzio** will retain his position as Executive Vice President and CAO while continuing to administer the firm's operational services.

The newest member added to the leadership team is **Joseph A. Dopico, PE**, long-time Division Director of **Civil and Site Development services** for Maser Consulting, who will assume responsibilities as Chief Operating Officer.

commitment to the Company and will continue seeking opportunities that will strengthen and provide long term stability while driving the Company toward success.”

“This is a planned transition to our leadership team,” stated Richard Maser. “I’m not reducing my

Known for its diversification of services, Maser Consulting has been expanding nationally with a focus on strategically hiring industry leaders to reinforce existing services and grow them into new territories. Offering a comprehensive suite of design disciplines and an expert staff of licensed engineers, planners, surveyors, landscape architects, and environmental scientists, Maser Consulting currently employs almost 1,000 professionals through its 34 offices in 12 states nationwide.



WELCOME TO OUR NEW MEMBER



Buell Kratzer Powell (BKP) was established in 1995. BKP is a Philadelphia based Architecture Firm.

To learn more about their services and discuss further please contact Joseph Powell, AIA, LEED AP, Principal via telephone at (215) 557-6509.

DOES YOUR SMALL BUSINESS HAVE WHAT IT TAKES TO WIN BIG?

Investors Bank is committed to helping small businesses grow and supporting those that share our key ideals of creativity, competitiveness and community.

The Investors Bank Movers & Shakers Small Business Competition was created to celebrate businesses that share these ideals.

From ten finalists, two grand prize winners* will be named and awarded prizes valued at over \$100,000.

Prizes Include:



VIP event experience at Prudential Center for the contest winner and 15 guests



\$10,000 in cash from Investors Bank



\$15,000 in advertising value on NewsRadio880



Exclusive New Jersey Devils corporate sponsorship assets

Who may enter? Businesses with \$2MM and \$20MM in revenue with 100 employees or fewer, and headquartered or doing a majority of operations in the NY/NJ Metro area.†

How to enter: Applicants must submit a short statement of up to 1,000 words describing how their business aligns with the Investors Bank key ideals of creativity, competitiveness and community.

To win, entries must be received by 2/28/2020. Enter today at SmallBizEntry.com

*One will be a certified minority-owned or woman-owned business.
†For rules and regulations please visit SmallBizEntry.com



MOVERS & SHAKERS

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prizing provided by



Building a Cybersecurity Roadmap: The Path to Success

by Andrew Lee, Senior Solutions Architect for SHI International Corp.

Faced with a fast-moving threat landscape and a serious shortage of talent, organizations are struggling to protect data and strategically align cybersecurity and business goals.

A [recent study](#) of more than 6,000 security professionals revealed 49% are kept awake at night worrying about their organization's cybersecurity, 58% are worried about their organization's readiness to deal with a global cyberattack, and 36% of those who haven't yet suffered an attack believe they're likely facing one [without knowing about it](#).

Cybercriminals are constantly changing their tactics, and it's no longer possible to prevent — or even detect — every attack. This makes traditional, reactive approaches to security inadequate.

Ad hoc efforts aren't enough

Many security teams address vulnerabilities on an ad hoc basis. They're so busy putting out fires that they fail to develop a cohesive strategy that moves beyond reacting to the latest threat. This approach is neither efficient nor cost effective, as the [average cost of a data breach](#) in the U.S. is currently estimated at \$8.19 million.

There's too much at stake not to make adequate security a priority.

While cyber insurance can help cover costs related to security incidents, it doesn't help organizations with lax security. Insurers require cyber-hygiene assessments and they can — and will — refuse to cover events that could have been avoided.

Effectively addressing cybersecurity challenges requires a workable plan of action.



Build a security roadmap

Developing a security roadmap helps you align security processes with business goals and optimizes your overall cybersecurity posture. With a solid roadmap, you'll know where you stand today, where you need to go to be more effective, and what you need to do to get there.

It's a powerful way to ensure security projects map to the business, stay in sync with IT initiatives, and gain the executive buy-in you need to enable success.

Assess yourself

You'll first need to evaluate your environment and the risks related to your data assets so you can identify areas that need attention and develop a path to achieving your goals.

Ask yourself the following questions: What do you have? Where is it? How is it currently being secured? Sensitive data needs to be located and classified along with assets including hardware, software, [IoT devices](#), and [cloud resources](#).

It's also important to address identity and access management concerns. Who has access to what? Is that access appropriate? What can employees and third parties do with their access?

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Building a Cybersecurity Roadmap: The Path to Success

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A risk assessment helps answer these questions; ensures a clear understanding of your legal, regulatory, and contractual requirements; and evaluates your security controls to identify any gaps in protection.

Many organizations leverage a [best-practice cybersecurity framework](#) such as ISO, NIST CSF, or the CIS Controls as the baseline for an assessment. These frameworks can help you gauge the effectiveness of your current solutions and set goals to improve the procedures used to protect sensitive data, perform change management, and provide access to critical assets.

Establish your objectives

Once the assessment is complete, gaps can be measured against the selected control framework and steps to address them can be defined. Depending on your objectives and risk acceptance, a visual representation of recommended initiatives can be detailed within a one-to-three-year roadmap.

The roadmap should ideally include a high-level summary of the investments in people, process, and technology required to align your capabilities with the selected control framework. Activities should be clearly sequenced to provide an effective implementation plan, with projects prioritized based on risk.

3 ways to improve the journey

Three critical elements should be built into your security roadmap process to enable success:

- 1. Make it iterative.** Building a roadmap is not a one-and-done project; it should be part of a continuous program strategy and operations cycle. As your organization's priorities shift along with the threat and regulatory compliance landscape, so must the course you've set. Regularly reevaluate your risks and plans. Once you've completed the initiatives highlighted within your roadmap, it's time to repeat the process and document new efforts that align with your adjusted posture and objectives.
- 2. Make it inclusive.** Take an interview-based approach that incorporates all stakeholders, including IT, HR, legal, and business unit leaders. This way, you gain comprehensive visibility into your organization's security and business objectives, as well as any ongoing technology-related projects, to ensure the roadmap is in alignment.
- 3. Measure success.** Before you begin executing projects in your roadmap, be sure you have a way to measure success. Extract key activities and deliverables from each project and use these as milestones, reflecting key dates by documenting the progress of each activity and the deliverables produced. Be prepared to regularly communicate the value of each project through security metrics developed during its progression.

Developing a well-considered roadmap is a significant undertaking. Many companies leverage a vendor-independent technology partner to provide an objective view of their security, facilitate collaboration with different business units, and help them build a cohesive plan of action.

From ad hoc to optimized

From reputational damage and lost business to regulatory fines and remediation costs, security incidents can have devastating consequences. You can promote cyber resilience by developing an understanding of gaps in your security program and taking the necessary steps to remediate them.

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Building a Cybersecurity Roadmap: The Path to Success

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Building an iterative, inclusive, and measurable roadmap allows you to prioritize security investments based on the goals and direction of the entire organization and chart a more effective course toward cybersecurity.

[Anne Grahn](#) and [Garth Whitacre](#) contributed to this post.

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.



Gerald M. Thornton Sworn-in as Longest Serving Freeholder in Cape May County

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



On January 3, 2020, Freeholder Director Gerald M. Thornton was sworn in to serve his 36th year as a Freeholder in Cape May County, New Jersey. In 1976 when Freeholder Thornton was elected to fill an unexpired term on the Cape May County Board of Chosen Freeholders, he had no idea that he would be the longest serving Freeholder in the County and the second longest serving Freeholder in New Jersey.

Since that time Thornton has served a total of 36 years as a Freeholder and has been a public servant in Cape May County for 43 years, in addition to a 36-year career in the wholesale wine business. From 1987 – 1995 he took an 8-year hiatus from his Freeholder position to serve as Chairman of the Board of Elections. In 1995, he was re-elected to the Board and has served as the Freeholder Director since 2012.

Over the years Thornton has been recognized for his many contributions to the residents of Cape May County. He is an 11-year Veteran of the U.S. Air Force and serves as the liaison of the County Veterans' Services. He was instrumental in the creation of the Cape May County Veterans Cemetery in 1980. When the 17.6-acre cemetery was officially opened it was the 2nd burial site for veterans in the state and 1 of 2 counties in the nation with a local cemetery for its veterans. He is an active member of many local organizations including American Legion Post 193. He is the recipient of the Seven Seals Award from the Employer Support of the Guard and Reserves (ESGR), presented for going above and beyond in his support of employees who serve in the military. This award is the broadest and most inclusive award given by that organization.

Currently, Thornton has taken the lead in an innovative economic development project that will create a mixed-use facility that combines government offices, a Veterans Clinic and private sector businesses from a nearly vacant strip mall. This project will not only create new jobs but serve to rehabilitate an area that was in decline.

He was the leading proponent in building a new and upgraded County owned and operated nursing home recognizing the need to protect low income elderly residents and provide care for them within the county, allowing them to remain close to their families.

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Longest Serving Freeholder in Cape May County

(continued)

Thornton was appointed in 2012 to represent the region on President Obama's Hurricane Sandy Rebuilding Task Force Advisory Group after that storm devastated the coast of New Jersey. Recovery efforts continue to this day.

He was selected to receive the Southern Star award from the Southern New Jersey Freeholder's Association in recognition of his distinguished service to Cape May County and fostering a cooperative spirit among the eight southern member Counties in New Jersey. He was named New Jersey's Freeholder of the year and was inducted into the New Jersey Association of Counties Hall of Fame in 2019 for his many years of exemplary service as a Freeholder.



The Government Workforce; More Than Just an Expense

by Linda Misegadis, Public Sector Business Consultant Director for Kronos

Workforce management is such a broad term and used frequently for a lot of different purposes. When we think about workforce management and specifically, when we think about it in state and local government, it has a much deeper meaning. Anyone who works for or in government understands that working in government means that you are working for a different purpose. The government workforce is responsible for delivering services to the taxpayers and the dollars used to pay for that workforce comes from taxpayer's dollars. One would assume that it is very important to track the time, activity, efficiency and effectiveness of that workforce and yet it is often overlooked. The reasons they are not are many and can come at a great expense to the state, city or county.

Over the many years that I have worked in the public sector it surprises me how an expense that can be as high as 60 – 80% of any organizations greatest expense is not tracked. There is a belief by many that tracking your time and activity somehow diminishes your role as a professional or implies a lack of trust. However, that couldn't be further from the truth. Tracking your time and activity emphasizes your role as a professional and enforces a culture of trust and accountability for both employees and employers.

When faced with a financial crisis we often look to the workforce to find ways to reduce our expenses; something that provides a quick fix. But what happens when we have already reduced the workforce and any further reductions will result in an inability to deliver important services? Or what if you haven't tracked your workforce effectively so you can't make informed decisions? These are the reasons that tracking your workforce is so important. For example, knowing what your overtime expenses are and understanding why you have them could be important during an economic downturn. But more importantly, knowing them before an economic downturn is much more valuable as it helps you to plan. Understand the patterns that create overtime. Why are my employees taking so much leave or maybe not enough leave?

During the Great Recession, government had to reduce headcount significantly and we all know that they will never get that full headcount back. With that being said, governments must find a way to truly do more with less. How can you effectively do more with less if you didn't know what your employees were doing in the first place? It seems that the only time we want this information is after it is too late. Proper management of your workforce can help you prepare before a financial crisis and perhaps help you to weather the storm a little better.

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.



NJACCHO Learning Session and General Membership Meeting

Keeping Children Healthy and Safe Highlighting the Importance of Childhood Lead Poisoning Prevention and Lead Abatement Activities in New Jersey.

February 27, 2020
Monmouth County Fire Academy, 1027 NJ-33, Freehold, NJ 07728

Agenda:

- 9:00am **Networking & Breakfast**
- 9:30am **Welcome**
Chris Merkel, NJACCHO Vice President and Program Chair
- 9:40am **Childhood Lead Program Updates**
Siobhan Pappas, Ph.D., Coordinator, Childhood Lead Program, NJDOH 10:30am
- Break**
- 10:40am **Overview of the Lead Hazard Evaluation and Abatement Code**
O. Tex Falajiki, Supervisor, Asbestos/ Lead Safety Unit, NJDCA
- 11:30am **NJACCHO Business Meeting**
- 12:30pm **Lunch**
- 1:30pm **Regional Lead Prevention Coalitions – Best Practices and Highlights**
Kelly McLaughlin – Southern Region Lead Coalition Chair Elizabeth Hernandez – Central Region Lead Coalition Chair
- 2:15pm **Lead and Drinking Water 101**
Patricia Ingelido, Bureau of Safe Drinking Water, NJDEP
- 3:15pm **Debrief and Evaluation**

To register for this event please see page 11.





The New Jersey Association of County and City Health Officials
 Present a Learning Session & General Meeting
Keeping Children Healthy and Safe
Highlighting the Importance of Childhood Lead Poisoning
Prevention and Lead Abatement Activities in New Jersey

February 27, 2020
 9:00am – 3:30pm

Monmouth County Fire Academy
 1027 NJ-33, Freehold, NJ 07728

REGISTRATION

Name: _____

Title: _____

Professional Affiliation: _____

Email Address: _____

Address: _____

Telephone #: _____

Continuing Education Credits for-
REHS, CHES, Nursing
will be offered

Cost:

\$50.00 for members
 \$75.00 for non-members

Please complete this form and Email info@njaccho.org , fax to 732-462-2340 or mail to NJACCHO, PO Box 6987, Freehold, NJ 07728

What Everyone Needs to Know About the SECURE Act

by Andrew S. Bluestone, CFP, Selective Benefits Group

Small-business owners secured a major recruitment tool and an enhanced tax credit offering with the passage of the Setting Every Community Up for Retirement (SECURE) Act by the U.S. Senate. The bill, signed by President Trump on Friday, December 20, 2019 is the most significant retirement savings reform legislation in nearly 15 years.

Many small-business owners have often faced hurdles-costs, administration, and compliance requirements-in establishing a retirement plan for employees.

“The tax credits this bill provides will allow virtually every small-business owner to put a retirement plan in place,” said Michael Majors, Senior Director of National Retirement Sales at Paychex. “This will not only help them attract and retain talent, it will make a difference in helping employers help employees retire with dignity.

What employers need to know about the SECURE Act

First off, businesses seeking to lower their tax liability have a major enticement with the higher tax credit, plus there are additional credits available that could help further.

There are close to two dozen provisions in the SECURE Act, some benefiting employers, others employees. Here are some highlights:

- [Tax-Saving Tips at Year-End for Employers and Employees](#)
- The maximum tax credit for employers who establish new retirement plans is now \$5,000, up from \$500.
- Small-business owners who implement automatic enrollment in the plan will be eligible for an additional credit of \$500, which could help offset the costs of 401(k) and SIMPLE IRA plan administration. This credit is available to employers newly adopting plans and employers who convert an existing plan to an automatic enrollment design. The tax credit is available for three years beginning with tax years after 2019.
- Employers will have additional time to adopt a retirement plan. Beginning in tax years after 2019, the legislation allows a plan to be adopted as late as the tax filing deadline, including extensions, for the taxable year rather than by the last day of that taxable year.
- There is a fiduciary safe harbor to 401(k) plan sponsors who include annuities in offerings to plan participants. The employer would not be able to be sued if the provider of an annuity chosen for the 401(k) plan defrauds the participant or ends up insolvent.
- An Open Multiple Employer Plan (MEP) would allow two or more unrelated employers to join through a pooled plan provider to create economies of scale. There are specific guidelines that must be followed, including requiring the pooled plan provider to register with the Department of Labor and the IRS, be a named fiduciary, and act as the ERISA Section 3(16) plan administrator. This provision begins in plan years after December 31, 2020.

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What Everyone Needs to Know About the SECURE Act *(continued)*

What employees need to know about the SECURE Act

Employees will also benefit from the SECURE Act, the biggest gain being the opportunity to save for retirement because their employer has new opportunities or financial incentives to offer 401 (k) and SIMPLE IRA plans.

Highlights include:

- Long-term part-time employees will be allowed to participate in an employer's retirement plan if they work more than 500 hours over three consecutive years.
- Maximum age for traditional IRA contributions repealed, starting with tax years after Dec. 31, 2019.
- Increases by 1½ years the age at which required minimum distributions (RMD) must begin, taking into account longer life expectancy. This allows plan participants who attain age 70½ after Dec. 31, 2019, to wait until age 72 to take their RMD.
- Waives the 10 percent early withdrawal penalty for withdrawals up to \$5,000 to cover expenses related to childbirth or adoption for distributions made after Dec. 31, 2019.
- Participants will have a clearer picture of their retirement readiness in the future, as benefit statements will be required to include a lifetime income disclosure at least once per year. Effective date is pending further guidance from the DOL.

What can businesses gain from the SECURE Act?

Tax credits alone are a huge incentive and can help small businesses in several ways; most notably, the ability to lower one's tax liability and increase cash flow. Additionally, the ability to add a highly sought-after benefit such as a retirement plan can help recruit and retain top talent.

With any new law or regulation, however, there are always additional compliance obligations or extra administrative work. Paychex understands and wants to help employers take advantage of these opportunities that could help grow their business.

Paychex is the nation's largest recordkeeper for retirement plans, with more than 84,000 according to PLANSPONSOR magazine. We understand the complexities that challenge business owners and can offer [retirement solutions and services](#) to help make administering a plan simpler.

The provisions of the SECURE Act are many, and Paychex will continue to provide updates as we receive additional published guidance from the DOL, IRS, or other affected agencies that will offer clarity on specific operation of these rules.

For additional information please contact Selective Benefits Group via telephone at 973-417-6880 or via e-mail at abluestone@sbggroup.com.



Sprint Rolls Out Free Service to Help Customers Stop Unwanted Calls and to Detect and Prevent Malicious Robocalls, Telemarketers and Spam - *Sprint Call Screener Basic Available to New and Existing Customers at No Charge*

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

Sprint now offers two solutions for customers who are tired of bothersome robocalls, unwanted telemarketers, and annoying scams. [Sprint Call Screener Basic](#) is a new, free service that identifies unwanted malicious calls and permits users to block them. Sprint also offers a more feature-rich [Sprint Call Screener Plus](#) service for just \$2.99 per month, per line.

Sprint Call Screener Basic includes the ability to identify and report the highest risk, unwanted callers such as fraudsters. Users can also choose to block these pesky calls.

"Illegal and unwanted robocalls are a real and growing problem with some estimates totaling 65 billion spam calls in 2019. Sprint Call Screener Basic service is an easy and convenient way to combat this growing annoyance and to filter out high-risk, unwanted calls – all at no cost to our customers," said Doug Smith, Sprint vice president of product marketing and product innovation. "Sprint Call Screener Plus provides even more call protection and the ability to see the name of callers, including unknown callers who are not in the contact list, all for just \$2.99 per month."

The Sprint Call Screener application is preloaded on all Android devices. All eligible Android customers automatically receive a free 10-day trial of Sprint Call Screener Plus at device activation. If you choose not to subscribe to Sprint Call Screener Plus at the end of the trial, you will be automatically enrolled in Sprint Call Screener Basic.

Eligible iOS customers should download and install the Sprint Call Screener application from the App Store after activating their device to receive the free automatic 10-day trial of Sprint Call Screener Plus. If you choose not to subscribe to Sprint Call Screener Plus at the end of the trial, you will be automatically enrolled in Sprint Call Screener Basic.

Sprint Call Screener service is an app available for both Android and iOS devices, and customers will receive a free 15-day trial of Sprint Call Screener Plus. At the end of the 15-day trial, customers will be automatically enrolled in the free Sprint Call Screener Basic, if they choose not to subscribe to the Plus version.

The Sprint Perks Employee Program:

Switch to Sprint and get the Unlimited Premium Plan for the price of the Unlimited Plus Plan!!

Sprint offers the program for Government & Public Safety Employees. Mention Corp ID code: **GRETL_ZZZ at the time of purchase.**

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

Sprint offers the program for Education K-12 employees: Mention Corp ID code: **GDVRT_ZZZ**

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

Sprint offers the program for Higher Education employees or students: Mention Corp ID code: **GVRT_ZZZ**

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

Sprint offers the program for Healthcare employees: Mention Corp ID code: **HCVRT_ZZZ**

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





Upcoming Meetings & Events

February 7, 2020

Annual Conference Seminar Proposals Due

Email your seminar proposals to Loren Wizman at loren@njac.org by close of business.

March 27, 2020

NJAC Board of Directors Meeting

10:00 a.m.

*State House Annex Building - Committee Room 6
125 West State Street, Trenton NJ 08625*

May 6 - 8, 2020

NJAC Annual Conference

*Caesar's Hotel and Resort
Atlantic City, NJ 08401*

June 26, 2020

NJAC Board of Directors Meeting

10:00 a.m.

*State House Annex Building - Committee Room 6
125 West State Street, Trenton NJ 08625*

September 11, 2020

NJAC Board of Directors Meeting

10:00 a.m.

*State House Annex Building - Committee Room 4
125 West State Street, Trenton NJ 08625*

December 11, 2020

NJAC Board of Directors Meeting & Summit

9:00 a.m.

*Trenton Country Club - Oakland Room & Grand Ballroom
201 Sullivan Way, West Trenton NJ 08628*

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.](#)

PKA TECH HEADQUARTERS:

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Suffern, NY 10901

NYC OFFICE:

One Penn Plaza, Suite 2108
New York, NY 11019

Office: 845.738.2300

www.pkatech.com

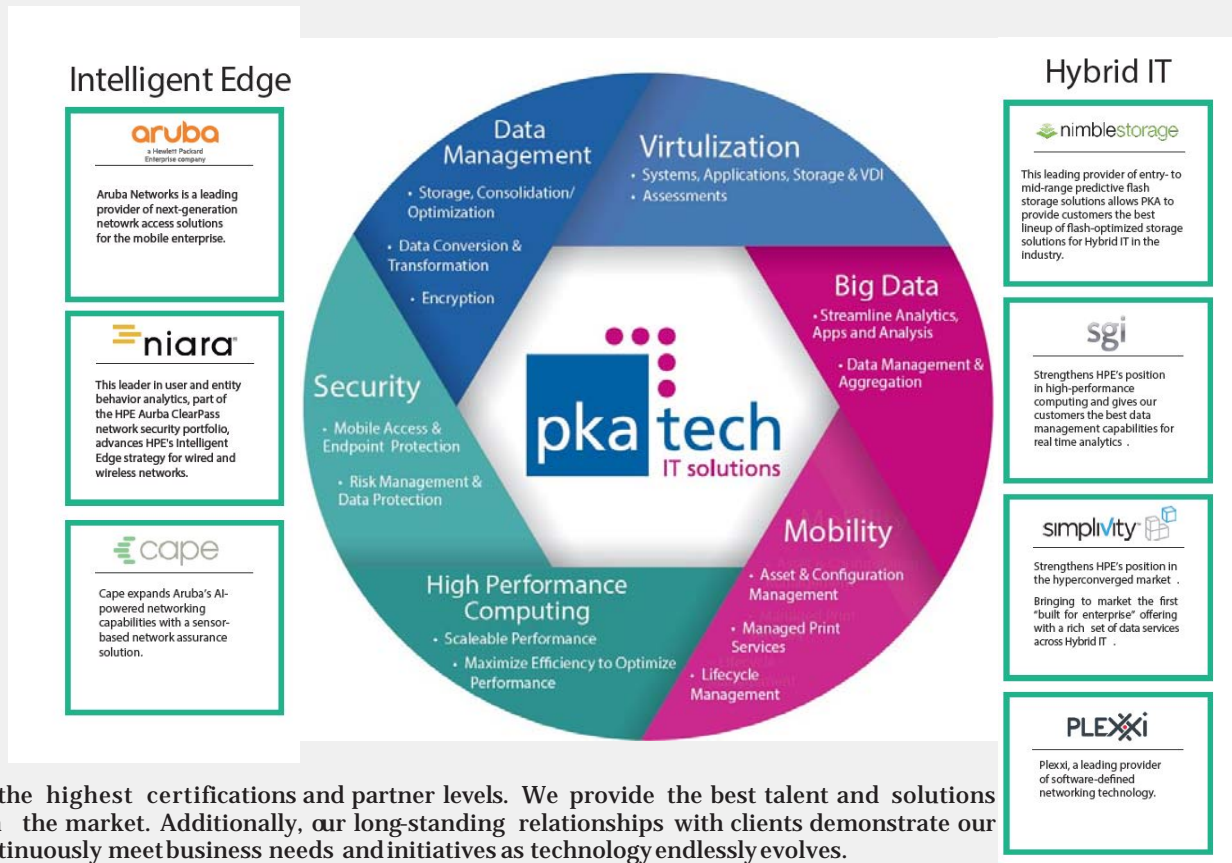
PKA Tech



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

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



NASPO (formally WSCA)

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

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NJ Certification
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NACo Apply now: U.S. Department of Transportation awarding up to \$906 million in grant funding for infrastructure improvement projects

by Zach George, Legislative Assistant for NACo

The U.S. Department of Transportation (DOT) recently announced up to \$906 million in available funds through the Infrastructure for Rebuilding America (INFRA) program. INFRA grants provide federal funding for transportation infrastructure projects aimed at addressing critical issues facing America's highways and bridges. The deadline to apply is February 25, 2020, and instructions for submitting applications can be found [here](#).

The Fixing America's Surface Transportation (FAST) Act of 2015 established the INFRA program, which awarded \$902.5 million to 20 projects in Fiscal Year 2019. In this round of INFRA funding, DOT intends to award both large and small projects. Large and small projects must meet a threshold of at least \$25 million and \$5 million, respectively, and no less than 10 percent of available funds will be made available for small projects.

Additionally, DOT will direct at least 25 percent of INFRA grant funding to rural projects. According to DOT, INFRA grants may be used to fund a variety of infrastructure projects, though shovel-ready projects that have a significant local match are typically favored. Eligible projects include: reconstruction, rehabilitation and acquisition of property (including land related to the project and improvements to the land), environmental mitigation, construction contingencies, equipment acquisition and operational improvements directly related to system performance.

2020 NACo Legislative Conference

February 29th through March 4th, 2020

Washington Hilton

Washington, D.C.

The National Association of Counties Legislative Conference brings together nearly 2,000 elected and appointed county officials to focus on federal policy issues that impact counties and our residents. Attendees have the opportunity to engage in second-to-non policy sessions, interact with federal officials and participate in congressional briefings and meetings. This is a one-of-a-kind advocacy opportunity you will not want to miss.

[Click here to Register](#)



Nationwide Economics

Weekly Economic Review & Outlook for January 27, 2020

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

Weekly Review

Housing ends 2019 on a hot streak

Existing home sales jumped by 3.6 percent in December to an annualized pace of 5.54 million units, the fastest monthly reading in nearly two years. This extended a pickup in sales during the fourth quarter in response to continued positive drivers of housing demand. As sales were weaker at the end of 2018 in reaction to higher mortgage rates then, existing sales in December 2019 were 10.8 percent above levels from a year earlier.

Despite the end-of-year surge, existing home sales for all of 2019 were essentially flat from 2018 at 5.34 million units. Extremely tight supply conditions continue to hold sales down and are driving more homebuyers to the new home market. Comparatively, new home sales through November were up by nearly 10 percent from the same period for 2018. For all of last year we project new sales for have climbed by 11.5 percent when the December data are released on Monday.

It was not all good news, however, as the supply of existing homes for sale dwindled further in December. There were only 1.4 million single-family homes and condos on the market in December, the lowest monthly reading ever and an 8.5 percent drop from the prior year. Even after adjusting for seasonality, the number of single-family homes on the market was the lowest on record (data back to 1982).

The lack of supply is also driving up prices, with the median price of existing homes sold up by 7.8 percent over the past 12 months—the fastest pace since early 2016. Broader repeat transaction indices place national house price gains around 4 to 5 percent, but clearly reaccelerating as well.

With rising incomes for consumers, more households being formed, and low mortgage rates, demand for housing should remain robust in 2020. Still, as occurred during 2019, existing home sales are unlikely to rise much with the supply crunch remaining. There should be further strong gains for new home sales as homebuilders offset the existing home inventory constraints by ramping up home construction.

Leading economic indicators decline again

The index of leading economic indicators (LEI) from the Conference Board declined by 0.3 percent for December, the largest monthly drop since January 2016. A temporary jump in jobless claims from the late date of Thanksgiving and a dip in building permits offset positive contributions from rising equity markets and a further steepening of the yield curve.

Despite December's decrease, the 12-month change in the LEI remained positive—but only barely so at 0.1 percent. The index has leveled off since mid-2018 as the pull back in manufacturing has been countered by positive data from consumers and financial markets. While not negative yet, the near-negative reading for the LEI is a warning sign that economic growth may wane from its above-trend pace, although a recession is still probably not likely in the near-term.

continued on page 19

Nationwide Economics *(continued)*

The Week Ahead

This is a busy week for economic news, including updates for new home sales, durable goods orders, GDP, personal income and spending, and the broad price index for personal consumption expenditures (PCE).

New home sales expected to rise as strong fundamentals continue

The housing market heated up in December, with existing home sales seeing their largest month-over-month jump since February and housing starts exploding for their largest increase in over three years. While starts were likely aided by warmer-than-usual temperatures, the fundamentals of housing demand remain strong: Household formations are up, unemployment and mortgage rates are low, and wage growth has been solid. Without the record low number of homes for sale, we would expect to see more growth in existing home sales. This supply constraint is likely pushing some buyers into the new home market, adding to demand from the positive fundamentals. We project new home sales for December to rise to an annualized rate of 741,000 units, which would top the previous expansion high set in September. For all of 2019, new sales should total around 688,000 units-the most since 2007.

No change in monetary policy expected

The Federal Open Market Committee (FOMC) will meet on Tuesday and Wednesday. The FOMC has noted in recent meetings that it was unlikely to change the federal funds rate target range unless economic activity or inflation deviated significantly from its expected path. With real GDP growth around trend, the unemployment rate at 50-year lows, and PCE inflation remaining below the Fed's long-term 2.0 goal, we expect the Fed to leave policy unchanged at the January FOMC meeting. The flattening of the yield curve in response to flight to safety flows from the coronavirus, however, could cause the Fed to ease again later this year.

Fourth quarter real GDP growth showed little changed from the prior quarter

Real GDP growth factors for the fourth quarter were decidedly mixed. Strength in housing and trade was likely offset by weakness in manufacturing and surprisingly sluggish retail sales. Taken together, we expect that real GDP growth for the fourth quarter will be around 2.2 percent, little changed from 2.0 percent in the second quarter and 2.1 percent in the third. This implies that growth for all of 2019 would slow to 2.4 percent on a Q4-to-Q4 basis, and 2.3 percent year-over-year. Despite this slowing growth remains modestly above most estimates of the long-term trend.

PCE inflation expected to remain modest and below the Fed's goal

Inflation, especially as measured by the broad PCE price index which the Federal Reserve prefers, has been surprisingly modest despite above-trend economic growth and historically low unemployment. We expect this to continue for December, with the overall PCE price index up by 0.17 percent and the core rate (stripping out the volatile food and energy components) edging higher by only 0.10 percent. This would bring the 12-month trend inflation rates up to 1.59 percent for the overall index and down to 1.54 percent for the core. Both measures remain below the Fed's goal of 2.0 percent PCE inflation and suggest that there is little likelihood of Fed tightening in the near-term.

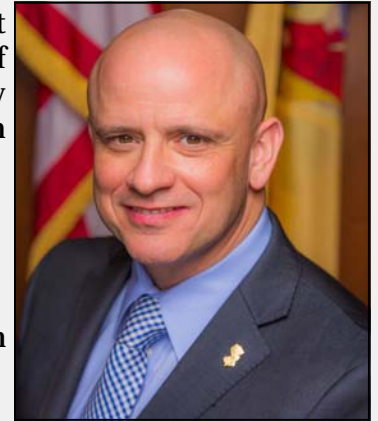
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FROM THE EXECUTIVE DIRECTOR

The New Jersey Association of Counties (NJAC) is pleased to announce that conference registration, hosting opportunities, and the action-packed schedule of events are now available on our website at www.njac.org. Don't miss the opportunity to be a part of our outstanding annual celebration of county government from May 6th through May 8th at Caesars in Atlantic City and featuring:

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



John G. Donnadio, Esq.

We're expecting well over 500 guests and 80 vendors for a terrific show that begins on Wednesday evening May 6th with the Meet and Greet Reception; kicks-off Thursday morning with a welcome by NJAC's Board of Directors; and, ends early Friday afternoon on May 8th with the incredible Cook-Off Challenge that just keeps getting better each year. And, we're once again awarding scholarships to the top three winning schools competing in the People's Choice category, which includes \$1000.00 for the Champion, \$500.00 for the silver medalist, and \$250.00 for bronze medalist. We're also honoring several county professionals with county service and lifetime achievement awards; inducting new members into the Freeholder Hall of Fame; and, presenting the prestigious Peter Palmer Business Associate of the Year and Maurice Fitzgibbons Freeholder of the Year awards – all of which are classified as top secret.

In addition, you'll have the opportunity to network with county and business leaders from across the State; enjoy the incredible harmonies of gifted and talented Acapella singers; hear exclusive interviews with county leaders; and, earn valuable professional development credits at our informative and educational workshops. For county professional groups and associations, please let us know if you would like to host a meeting as was the case last year with our county administrators, finance officers, public information officers, planners, welfare directors, improvement authorities, and jail wardens. For business associates, vendors, and sponsors, we're also providing these additional benefits: free Wi-Fi in the main exhibit hall and guest rooms; a late checkout of 2:00 p.m. on May 8th at Caesars's for all guests registered for NJAC's conference and staying at the hotel; cell phone charging stations in the main exhibit hall; and, discounted parking rates for NJAC conference guests.

SAVE THE DATE

May 6 thru May 8, 2020

NJAC Celebration of County Government
Caesars
Atlantic City

WHAT'S HAPPENING IN YOUR COUNTY?

SUN	MON	TUES	WED	THURS	FRI	SAT
						<p>1</p> <p>An Evening with Cowboy Junkies</p> <p>7:00 pm</p> <p>Scottish Rite Auditorium</p> <p>Collingswood Camden County</p>
<p>2</p>  <p>Creature Power The Exhibit Opens 2/1/2020 Liberty Science Center</p> <p>Jersey City Hudson County</p>	<p>3</p>	<p>4</p> <p>Love & Rock-n-Roll Exhibit</p> <p>2/1-2/29</p> <p>Library Lacey Branch</p> <p>Lacey Ocean County</p>	<p>5</p> <p>The Love Story That Created An Empire</p> <p>6:30 - 8:30 pm</p> <p>Smithville Lyceum</p> <p>Mount Holly Burlington County</p>	<p>6</p> <p>NMC Dinner Lecture</p> <p>5:30 pm</p> <p>Newton Med. Ctr.- Atlantic Health System Romano Conf. Ctr.</p> <p>Newton Sussex County</p>	<p>7</p> <p>Jimmy Dunn</p> <p>6:30 - 8:30 pm</p> <p>Salem Oak Vineyards</p> <p>Pedricktown Salem County</p>	<p>8</p> <p>Open Hockey</p> <p>2/7</p> <p>8:30 - 10:30 am</p> <p>Warinanco Sports Ctr.</p> <p>Roselle Union County</p>
 <p>1:00 pm & 4:00 pm</p> <p>BergenPAC</p> <p>Englewood Bergen County</p>	<p>10</p> <p>Marisol the Play</p> <p>7:00 pm</p> <p>The Little Theatre</p> <p>Hackettstown Warren County</p>	<p>11</p> <p>Ping Pong Tournament</p> <p>3:30 pm - 6:30 pm</p> <p>William Paterson University</p> <p>Wayne Passaic County</p>	<p>12</p> <p>Museum of Early Trades and Crafts— Glassblowing</p> <p>2/12-2/19</p> <p>12:00 pm - 3:00 pm</p> <p>METC</p> <p>Morristown Morris County</p>	<p>13</p> <p>Jersey Shore Influence: Craft Beer Edition</p> <p>7:00 pm - 10:00 pm</p> <p>iPlay America</p> <p>Freeholder Monmouth County</p>		<p>15</p> <p>Elite Dance Challenge</p> <p>All Day</p> <p>Investors Bank PAC</p> <p>Sewell Gloucester County</p>
<p>16</p> <p>Roller Skating</p> <p>1:00 - 3:00 pm</p> <p>Convention Hall</p> <p>Cape May Cape May County</p>		<p>18</p>	<p>19</p> <p>Community Blood Drive</p> <p>2:00 - 7:00 pm</p> <p>Lambertville-New Hope Rescue Squad</p> <p>Lambertville Hunterdon County</p>	<p>20</p>	 <p>7:00 pm</p> <p>Cure Insurance Arena</p> <p>Trenton Mercer County</p>	<p>22</p> <p>Free Rabies Clinic</p> <p>10:00 am - 2:00 pm</p> <p>Firehouse #3</p> <p>Manville Somerset County</p>
<p>23</p>	<p>24</p>	<p>25</p>	<p>26</p> <p>Wind Symphony/ Chamber Music Concert</p> <p>7:30 pm</p> <p>Rowan College South Jersey Theatre</p> <p>Vineland Cumberland County</p>	<p>27</p> <p>Jurrasic World</p> <p>7:00 pm</p> <p>Prudential Center</p> <p>Newark Essex County</p>	<p>28</p> <p>Masters of Illusion</p> <p>8:00 pm</p> <p>State Theatre New Jersey</p> <p>New Brunswick Middlesex County</p>	<p>29</p> <p>Kane Brown</p> <p>7:00 pm</p> <p>Jim Whelan Boardwalk Hall</p> <p>Atlantic City Atlantic County</p>

NJAC CONFERENCE MAY 6TH - 8TH @ CAESARS ATLANTIC CITY, NJ