

NJAC COUNTY BIZ

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Taking CARES: How Middlesex County, NJ Is Leading In The Recovery

by Stephanie Beer, Director of Customer Marketing for OpenGov



The Ant and the Grasshopper, one of Aesop's Fables, describes the risk of putting off for tomorrow what can and should be done today. With winter approaching, the fable has resonance for local government leaders who worry they haven't invested sufficiently in workflow technology to enable their teams and support their communities through the next season of uncertainty.

"Local municipalities are struggling because they have not made critical investments in technology," says John Pulomena, County Administrator for Middlesex County, NJ.

Still there is an opportunity for many local governments to act before the end of the year to modernize technology under the federal government's COVID-19 Coronavirus Aid, Relief, and Economic Security Act ("CARES Act"). [State and local leaders across the country are validating the use of funds for technology upgrades.](#)

Meeting an Urgent Need in Middlesex County

You're never properly prepared for a risk event when it hits, since risk is by definition an unanticipated outcome. Yet, New Jersey counties that were hit by Superstorm Sandy may have been better prepared since they could anticipate the magnitude and urgency of needs that would follow.

Learning from its recent past, Middlesex County made decisive moves early to lead its communities to recovery. The County received \$144M in CARES Act funding for local businesses and municipalities, and it's using funds to cover financial shortfalls and bridge technology gaps.

When its main street businesses (generally 1-20 employees) were shut down for nearly 60 days, Middlesex adopted workflow software to efficiently award competitive grants of \$30k to help those who were not utilizing federal programs.

One important goal was simplicity. "Making it simple and straightforward, but maintaining a sophisticated back-end to meet strict audit standards enabled us to efficiently process 175 applications in just 14 days," says Gerry Mackenzie, Head of Community Services, Middlesex County, NJ.

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The screenshot shows the Middlesex County website interface. At the top, there is a search bar with the text "I'm looking for..." and a magnifying glass icon. To the right of the search bar are several service icons: "FIND SERVICES", "STAY CONNECTED", "EVENTS", "ENG", "TEXT SIZE", and "CENSUS". Below the search bar is a green navigation bar with the following menu items: "About Middlesex", "Residents", "Business", "Visitors", "Government", and "How do I?".

Below the navigation bar, there is a section titled "Ready to Apply?" in green. The text below this section reads: "Start your application for the Middlesex County CDBG-CV Small Business Grant. Applications must be submitted by **Wednesday, June 17 at 5PM.**" Below this, it says: "For more information, please contact CDBGCV@co.middlesex.nj.us or call 732-745- 3950."

Below the text is a screenshot of a web browser showing the "Statement of Ownership Disclosure" form for the "Middlesex County, NJ CARES Act Grant Fund". The form includes fields for "Name" (Maria Test), "Address" (75 Royal), and "Ownership %". It also has several dropdown menus for "Has the business owner(s) or any officers of the company" with options like "Been convicted of a felony?", "Been convicted of or enjoined from any violation of state or federal securities law?", "Been a party to any contract under or entry with respect to an alleged state or federal securities law violation?", and "Been a defendant in a civil or criminal action?". There are "Select your option" buttons for each dropdown. At the bottom of the form, there is a "Check" button and a "Save" button. A "Having trouble viewing this video? Click here." link is located below the screenshot.

In addition to Community Development Block Grant (CDBG) applications, Middlesex made CARES Act Municipal Fund Applications available through its use of the OpenGov platform.

Anticipating the need to shore up critical technology infrastructure to weather the COVID storm, Middlesex County is instructing its local municipalities to be expansive with their reimbursement requests to help them invest in workflow technology and critical technology upgrades.

Building for a Better Future State

One of the attributes of “home rule” in New Jersey may help municipalities overcome collective action challenges to adopting new technology to fit their needs; however, the result can be 25 towns doing many of the same functions in 25 different ways and using any number of different solutions that may or may not be up to the task, and without a good way to benchmark data to see where there are shortcomings.

“The one thing we realized is that though we have business applications across the enterprise, we didn’t have one to handle something as complex as CARES Act funding... We wanted to be proactive, and we wanted an application that was flexible and served our needs and the needs of our local municipalities,” says Joe Pruiti, CFO & Treasurer for Middlesex County, NJ

When even the very near future remains uncertain, OpenGov provides both near- and long-term value to municipalities across Middlesex County. “We can expand the platform to support other initiatives — distributing additional funding or more straightforward planning and permitting processes,” explains Middlesex County Administrator John Pulomena. The ability to surface data with OpenGov makes it a truly effective economic development tool.

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Taking CARES: How Middlesex County, NJ Is Leading In The Recovery *(continued)*

More Powerful Together

Middlesex County was able to move quickly to anticipate the needs of its communities because the team had faced a similar crisis with Superstorm Sandy. While the County is leading to recovery, they are also looking to protect against long-term, IT-related risks regionally.

County Administrator Pulomena suggests that counties across New Jersey look to adopt a regional technology strategy to benefit towns across the state. "When it comes to technology, many don't have the wherewithal to make smart investments, and even if they do, they may lack the expertise to implement new solutions effectively," Pulomena points out.

A regional technology strategy would provide cost savings, time savings, and a network of experts across municipalities adopting a common solution. "Municipalities need to come together to reduce costs, risk, and reactivate urgently needed economic growth for their towns, cities, and counties," advocates Pulomena, "and now is the moment to create a regional enterprise and capture savings and efficiencies."

Excerpted from an OpenGov case study

About OpenGov

[OpenGov](#) is the leader in providing our nation's state agencies and local governments with modern cloud software to help power more effective and accountable government. Built exclusively for the unique budgeting, financial, and community development needs of the public sector, OpenGov solutions help our more than 1,000 customers plan effectively, increase efficiency, and improve engagement through better collaboration and transparency.

To learn more about OpenGov, please contact Stephanie Beer, Director of Customer Marketing for OPenGov at Sbeer@opengov.com.



WELCOME TO OUR NEW MEMBER

Ciena Corporation is an American telecommunications networking equipment and software services supplier based in Hanover, Maryland. The company is driven by a relentless pursuit of network innovations - ending customer to adapt within ever - changing environment to deliver richer, more connected experiences for users.

For further information please contact Kristin Frensley, Enterprise Account Manager via e-mail at kfrensle@ciena.com.



Monmouth County Freeholders Launch Financial Recovery Initiative

by Teri O'Connor, Monmouth County Administrator

In response to COVID-19's devastating effects on its residents, the Monmouth County Board of Freeholders recently launched the [Monmouth ACTS Financial Recovery Initiative](#) (FRI). The Initiative educates and communicates financial programs and services available to Monmouth County residents who are facing financial strain due to the pandemic. FRI intends to serve the newly unemployed who have never needed government assistance and the historically more vulnerable, at-risk residents who have been disproportionately impacted by COVID-19.

The Financial Recovery Initiative builds upon Monmouth ACTS, a public/private partnership, and the work of its existing Financial Empowerment Hub.

"Without question, the financial needs caused by the pandemic have been far-reaching," said Freeholder Deputy Director Kiley. "Monmouth County residents are feeling the financial strain. They are facing unemployment – some for the very first time – and wondering how they are going to feed their families, afford child care, pay utility bills and so much more. Families are faced with real challenges – like going back to work, transitioning their children to virtual or hybrid education, and managing the child care crisis."



The structure of FRI includes five key components:

- Task force of 22 local community and business leaders who provide guidance
- "Clearinghouse" – an online route to assistance for information sharing and access to financial recovery support
- Monmouth ACTS Financial Recovery Network which includes six service areas and a growing collaboration of service providers, of over 30 community organizations working together: Financial Assistance and Support, Financial Coaching and Income Tax Assistance, Housing Assistance, Workforce Training and Employment Assistance, Nutrition Assistance and Child Care
- Dedicated "warm line" phone number
- Coordination of local, state and federal resident recovery efforts

"We're taking a dual approach to help Monmouth County residents and businesses get through these tough times through the Financial Recovery Initiative for residents and Monmouth County CARES Assistance Grant Program for businesses," said Freeholder Director Thomas A. Arnone.

Residents can connect with the Financial Recovery Initiative by visiting www.MonmouthACTS.org/FRI. Residents can also call 732-683-8959 to be connected with a dedicated member of the Financial Recovery team, who will assess their needs and direct them to the best resource for their situation.

Monmouth ACTS (Assisting Community Through Services) was created by the Monmouth County Board of Chosen Freeholders in 2018 to carry out recommendations of a Human Services Needs Assessment. This innovative public-private partnership brings together County employees from the Department of Human Services and community partners on the Human Services Advisory Council (HSAC) to enhance access to services for County residents. For more information, visit www.monmouthACTS.org.



Fall Into Some Surplus Sales!

by Stacey Collier, Marketing Communications Specialist for GovDeals

The start of fall means football, warm sweaters, cool temperatures, and the holiday season. The start of fall is also the time of year where many city and county governments are coming to the end of their current fiscal year and are preparing for their new fiscal year and all the possibilities a new year can bring. To have the most successful year ever, many of these governments will begin to implement new procedures and policies to ensure a profitable year.

One area that poses a possibility for growth is within the management of surplus assets. Now more than ever governments have very limited budgets, staff, and options. Many governments all over the country are still attempting to recover and recoup after the unprecedented events that halted so many procedures, they previously depended on to distribute surplus to the public. With that in mind, it is critical that every dollar that can be reclaimed, is reclaimed and an online government surplus auctions website like GovDeals.com can provide the solution to help your agency do just that.

GovDeals, a partner with the New Jersey Association of Counties since 2008, has spent the last 20 years providing a platform for state and local government agencies to offer their surplus goods to the general public. The online auction site currently has more than 900k registered bidders and buyers worldwide, meaning sellers on GovDeals can offer their surplus to interested buyers all over the world.

Every year more buyers are turning to the internet to make their purchases. This year, online auctions saw an incredible increase as Americans looked for alternative purchasing options. Online auctions have significantly changed the way equipment is bought and sold, offering a level of convenience previously impossible for both buyers and sellers. Buyers now have the luxury of bidding on their own time, instead of a specified bidding time, and they don't have to incur extra costs for traveling to inspect or purchase an item. Online auctions have provided a global platform for equipment to be resold, allowing for you, the equipment owners to take advantage of the steady demand.

Whether your goal is to increase revenue, increase transparency, or a combination of both, GovDeals.com has a dedicated team that can help your county maximize its surplus asset revenue for years to come.

For more information on how to get started maximizing your surplus dollars with GovDeals.com, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at mbaker@govdeals.com or visit GovDeals.com/becomeaseller

GovDeals.com
Online Government Surplus Auctions

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**

I-Bank Supports To NJ Communities . . . Funding For Transportation Infrastructure

by Robert E. Fernandez, COO-Transportation, for I-Bank

The New Jersey Infrastructure Bank (I-Bank) has been serving New Jersey communities for over 34 years, partnering with the NJDEP to offer financing for water infrastructure projects to municipalities, counties, and utility authorities at below market interest rates. In 2018 the I-Bank received expanded authority, along with annual state appropriations from the TTF Program, to finance local surface transportation projects. The I-Bank partnered with the NJDOT to form the Transportation Bank, now offering low-cost financing for transportation projects with these funds. Through these partnerships, the I-Bank facilitates the construction and remediation of New Jersey's aging transportation and environmental infrastructure, in turn creating good-paying construction jobs, improving the environment, decreasing traffic congestion, and implementing safety measures.

The program offers upfront financing for 100% of eligible project costs, including soft costs such as planning & design, and provides the flexibility to jointly fund with Local Aid grants. Borrowers pay level debt service throughout the life of the loan, with no repayment of principal or interest due generally until construction completion. The maturity of the loan is based on the certified useful life of the project, up to 31 years. In its first three years of operations, the Transportation Bank has loaned/allocated over \$86 million to 21 projects, each set to receive 50% of its long-term loan funds at a zero-percent interest rate.

The debt service savings provided by the Transportation Bank's loans enables communities to leverage spending power and increase their number of projects within the same budget. Combining Transportation Bank loan funds with funds from NJDOT's Local Aid Grant Program provides superlative savings compared to borrowing all or a portion of these funds independently.

The benefits of the Transportation Financing program have been utilized by many sponsors ranging from large, high traffic communities to small, rural towns. Projects that have received funding include bridges, roadways, pedestrian facilities, streetscapes, and signal/lighting projects. Additional eligible projects include freight assets, congestion relief projects, and certain ROW acquisitions.

Funds are allocated on a quarterly basis to projects which are high on the Project Priority List as determined by the DOT Commissioner's ranking methodology, and which satisfy the Transportation Bank's construction readiness requirement. Both requirements can be found in the January Report at <https://www.njib.gov/nj/Transportation+Bank+Program+Publications.27>.

The Transportation Bank recently completed its funding allocations for the second quarter of SFY2021, totaling \$13 million. The projects include two county bridges, a street paving project for a rural borough, and a street paving/reconstruction project for a county in South Jersey that is being co-financed with Water Bank funds to remediate a combined sewer system. The next allocation of funds will occur in January 2021, however applications can be submitted at any time through the I-Bank's application portal at www.NJ-Moves.com.

New Jersey's transportation infrastructure is a critical component in meeting the daily needs of residents, businesses, and visitors across the state.

If you are considering undertaking a transportation project, please contact the I-Bank at (609) 219-6584.



How Maryland's Statewide Broadband Network Was Born

by Daniele Loffreda, Sr. Advisor, Industry Marketing for Ciena

Former Howard County CIO Ira Levy recounts how he and other Maryland leaders shepherded the completion of the One Maryland Inter-County Broadband Network

How did the Inter County Broadband Network (ICBN) get started?

As the Howard County CIO, I worked on ways to share resources and collaborate better with other jurisdictions. Howard county was struggling with challenges in procuring and upgrading leased line circuits. In some cases, even when circuits connecting buildings were upgraded, they didn't gain the quality of service, or were unable to efficiently run certain key apps.

That's when we decided to explore evolving our existing fiber backbone into a full fiber optic ring. This would enhance fault tolerance and increase the ability for counties throughout the state to collaborate, and share services as needed. The concept caught on, and we were able to build our case for state-wide broadband interconnectivity – the One Maryland Broadband Plan, and the ICBN.

What were the primary goals of the ICBN initiative?

We worked to gain a set number of fiber optic miles that would interconnect a minimum of 1,000 anchor institutions. In total, we were able to identify approximately 2,000 existing miles of fiber already in place and built connectors into them. We also ensured each jurisdiction had a level of autonomy for the network assets within their respective jurisdictions. We also needed to ensure that every county/region had a voice in defining its own priorities for using the ICBN.

As CIO for Howard County, what were your priorities?

It was our goal to connect schools, libraries hospitals, public safety, and primary government agencies. Other regions chose to focus primarily on public safety, or schools. Howard County also had the responsibility of ensuring that the federal funds granted were used to help each jurisdiction achieve its priority goals.

And how well has Maryland done in achieving those goals?

Based on state-wide adoption, the ICBN investment has been deemed an overwhelming success. Spanning 4,200 square miles, the network connects 1,070 anchor institutions and passes potential customers that include 71,000 businesses and 1.8 million households. It's also estimated the region will save \$30 million per year by moving off of more expensive platforms and leased lines.

And there are opportunities to share resources, do joint procurements, gaining better pricing for key services. Counties can work with other jurisdictions on new applications and services that simply weren't plausible in the past.

What should other County CIO's do if they want to boost collaboration and implement similar state-wide network initiatives?

Begin by assessing and documenting what fiber optic networking assets are already in place. Next, it's crucial to set goals. How many houses, businesses and/or government facilities do you want hooked up, at what speed and by what timeframe? It's important to develop a plan that includes private industry and government working together. By working closely with partners, it's possible to leverage powerful tools and capabilities to help find new ways to improve public safety, education, healthcare and economic development

<https://www.ciena.com/insights/videos/one-maryland-statewide-broadband-network.html>



NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES

COUNTY QPA EMERGENCY PROCUREMENT

Held October 21, 2020

Thank You Workshop Sponsor



This virtual seminar analyzed the many obstacles faced by county qualified purchasing agents (QPA) in procuring vital PPE equipment and other emergent goods and services in a timely, efficient, and decisive manner during the COVID-19 public health crisis. The seminar also reviewed the many laws, rules, regulations, and Local Finance Notices (LFN) county QPAs must master in navigating the State's Local Public Contracts Law in addition to complying with federal procurement guidelines pursuant to FEMA grant programs.

Speakers

Gerald T. Reiner, *QPA Purchasing Agent, Bergen County*

Anna Maria Wright, *QPA Purchasing Agent, Camden County*

David DeWoody, *QPA Purchasing Agent, Cumberland County*

**CONTINUE TO PAGES 9 & 10
TO LEARN MORE ABOUT
UPCOMING COVID-19 WORKSHOPS!**



NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES

HOSTING OPPORTUNITIES ARE AVAILABLE

Click [here](#) for registration information

CRISIS BUDGETING & FORECASTING FOR COUNTIES

Held on October 28, 2020

Thank You Workshop Sponsors



This virtual workshop will examine the importance of informed decision making in budget forecasting by county finance officers and treasurers in accurately planning, preparing, and projecting county budgets in the wake of the COVID-19 public health crisis. This workshop will also discuss how implementing prudent fiscal strategies and utilizing innovative financial planning tools will help county finance officers and treasurers with managing substantial revenue shortfalls, unanticipated expenditures, and restrictive budget cap calculations requirements.

Speakers

Gerry Seneski, *County Treasurer/Chief Financial Officer, Cumberland County*

Jon Rheinhardt, *Chief Financial Officer, Borough of Wharton*

Joseph Luppino, *Chief Financial Officer, Bergen County*

SOCIAL & HUMAN SERVICES DELIVERY DURING A PUBLIC HEALTH CRISIS

10:00 a.m. November 4, 2020

This virtual presentation will review how county boards of social services and welfare departments provided resources throughout the COVID-19 public health crisis by administering programs such as Temporary Assistance to Needy Families (TANF), General Assistance (GA), Supplemental Nutrition Assistance Program (SNAP), and more. The presentation will also consider how county departments of human services managed to maintain a network of community-based organizations necessary for assisting the State's most vulnerable population and those in need.

Speakers

Kathy Lockbaum, *Director, Salem County Board of Social Services*

Debbie-Ann Anderson, *Director, Union County Director of Human Services*

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NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES

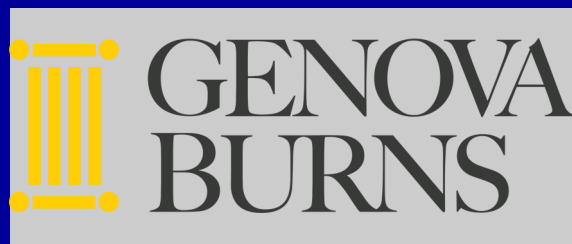
HOSTING OPPORTUNITIES ARE AVAILABLE

Click [here](#) for registration information

PUBLIC HEALTH EMERGENCY LABOR ISSUES FOR COUNTY EMPLOYERS

10:00 a.m. November 12, 2020

Thank You Workshop Sponsor



This virtual workshop session will explore how the COVID-19 public health crisis has impacted planning for personnel matters, negotiating with collective bargaining units, working remotely from home, revising job descriptions, implementing workforce reductions through furloughs and layoffs, and more. The session will also provide guidance on understanding the multitude of requirements imposed on employers by the federal Family Medical Leave Act (FMLA), the Families First Coronavirus Response Act (FFCRA), and other policy mandates imposed by the State.

Speakers

Joseph M. Hannon, Esq., *Counsel, Genova Burns & NJAC Labor Counsel*

Interested In Hosting Opportunities? Contact loren@njac.org

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

Partnering With Communities To Keep Children And Families Safe, Healthy, and Connected During COVID-19

by Christine Norbut Beyer, MSW, Commissioner for the New Jersey Department of Children and Families

At the New Jersey Department of Children and Families, we have a vision for New Jersey – that all residents, children, youth, and families can and should be safe, healthy, and connected.

But with the onset of the COVID-19 public health emergency, our Department's vision is being tested like no other time in our State's history.

Families that may have been struggling before the onset of the pandemic in New Jersey are being pushed to the breaking point as they negotiate job and wage losses, health care concerns, a lack of social and recreational outlets, a lack of adequate and affordable child care, remote learning, and so much more.

Working parents are struggling to find balance between professional and family responsibilities, with many children throughout the State engaged in full-time or at least partial remote learning. Childcare providers are operating at reduced capacity to ensure compliance with CDC safety guidelines, but with fewer childcare spots available finding that balance becomes an even harder proposition.

We know that when families are faced with increased stress, anxiety and social isolation, the family system can become destabilized and incidents of child abuse and neglect are more likely to occur or become more frequent.

At a time when we believed we would see more calls to the state's child abuse hotline, just the opposite occurred. In March, reports to the child abuse and neglect hotline were 27% less than they were the same time last year. By April, that figure had fallen to 60% less than the previous year. We quickly concluded that because children and families were cut off from their natural support systems (teachers, coaches, primary health care physicians), possible incidents of abuse and neglect were left unseen and unreported.

And in addition to the pandemic, we're seeing the fight for racial justice play out in our streets, as protestors demand, that all Americans receive equitable treatment in the eyes of the law.

All of these stressors, working in concert, challenge a family's ability to remain a cohesive, loving, and supportive unit. With so much of every day spent in crisis mode, it can be difficult to preserve family connections and provide children with the love, compassion and support they need to thrive. With parents facing their own daily stress, worry and anxiety, it can result in an environment in which children are not provided with the emotional safety, physical health, and connectedness to their communities that they need and deserve.

At DCF, we understand that the most effective intervention to prevent child maltreatment is to nurture the family's natural resiliency and connectedness, to ensure that they are supported and empowered. We want to help families prevent a crisis, rather than intervene after an incident has already occurred.

Now, more than ever, it's important to nurture strong families to combat the stress brought on by the pandemic and other problems facing the Garden State.

New Jersey already has a robust network of prevention programming that's available to all families – not just those families with involvement in our Division of Child Protection and Permanency. In fact, most of our work is in the community, with 98% of families being served intact, through local contracted agencies and organizations. We have a statewide network of Family Success Centers that focus on reinforcing parental resilience and developing protective factors for the family.

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Keep Children And Families Safe, Healthy, and Connected During COVID-19 *(continued)*

We offer Home Visiting, a proactive intervention that connects with new parents to ensure that the parents and their children are supported with access to health care, education and training beginning at birth.

New Jersey’s Children’s System of Care provides for mental health and behavioral health services for children, as well as services for children living and thriving with intellectual and developmental disabilities and children and youth fighting to overcome addiction and substance use disorder. Through a single phone number – 1-877-652-7624 – families can get triaged into the appropriate services for their children. Using that same phone number, families can gain 24/7 access to mobile crisis response to help children and youth who are experiencing emotional or behavioral crises, and someone will respond to the family’s home to help stabilize the child and support the family.

DCF oversees Family Support Organizations in each county that are family-run organizations to provide direct family-to-family peer support, education, and advocacy.

All of these services and more are available to families when a need arises and without ever having to place a phone call to our Child Abuse Hotline. However, they’re only effective if families know they are available. We hope that you’ll help us in connecting families to these vital services.

To better meet families’ needs, we’re building bridges between our prevention-based programming and our partners throughout the State – those who are traditionally engaged in the work of child welfare as well as those with an interest in the health and wellbeing of children and families – to create a 21st Century model that puts families at the center of all that we do.

Local elected leaders are uniquely positioned to support our efforts to serve New Jersey’s children and families. Through your community activism, you know the unmet needs of your residents, whether it’s job readiness training, parenting classes, recreational opportunities for children, mental health services or more. With your assistance, we can work together to act locally, in order to provide supports and services to families where they live.

The work of child welfare isn’t limited to one single agency or one single program. It takes all of us, collaborating together – State agencies, elected leaders, the business community, first responders, our courts, nonprofit services providers – to create a true, comprehensive, and effective family- and child-serving system. Families need and deserve our support and collaboration, now more than any other time in our State’s nearly 250 years of existence. I look forward to partnering with you to ensure that we come through the COVID-19 crisis a fairer, stronger New Jersey – one in which every resident can become and remain safe, healthy, and connected.



NJCCIC NJ Cybersecurity & Communications Integration Cell



About Us

The New Jersey Cybersecurity & Communications Integration Cell (NJCCIC) is the State's one-stop shop for cybersecurity information sharing, threat analysis, and incident reporting. Located at the Office of the Regional Operations Intelligence Center (ROIC), the NJCCIC brings together analysts and engineers to promote statewide awareness of local cyber threats and widespread adoption of cybersecurity best practices. The NJCCIC engages in close partnership with federal homeland security and law enforcement authorities, as well as sector-specific information sharing and analysis centers.

Information Sharing

Cybersecurity is a collective responsibility and New Jersey's digital density demands close and constant collaboration across sectors and industries. The goal is to promote shared and real-time awareness of cyber threats for New Jersey citizens, local governments, businesses, and critical infrastructure owners and operators. The NJCCIC bridges the information sharing gaps between local, state, federal, public and private sector organizations to reduce our members' cyber risk and respond to emergent incidents.

Cyber Threat Analysis

The NJCCIC fuses technical and non-technical sources to analyze New Jersey's local cyber threat landscape and reduce the State's virtual vulnerabilities. In addition to cyber tips, alerts, and mitigation techniques, the NJCCIC produces sector-specific threat analysis based on member requests and recent cyber activity. Our analysis correlates both historical and current data and reflects our collaborative relationship with local, state, federal, and industry partners.

Cyber Incident Reporting

We encourage our members and all New Jersey citizens to report cyber incidents to the NJCCIC's Cyber Liaison Officers..

www.cyber.nj.gov/report

njccic@cyber.nj.gov

1-866-4-SAFE-NJ

Interested in Membership?

The NJCCIC derives its strength from the diversity and breadth of its membership network. Joining is free and carries no obligations.

Visit www.cyber.nj.gov to learn more.

Connect with Us!

Follow the NJCCIC on Twitter @NJCybersecurity and on Facebook, www.facebook.com/NJCCIC, for the latest news, updates, and alerts.





VOTE.
YOUR
VOICE
MATTERS.

We would like to extend our thanks to our County Clerks, for being a critical and necessary part of successfully conducting the upcoming 2020 Election.

Administering successful elections requires dedication and getting things done in a timely manner. Your dedication, commitment and hard work are greatly appreciated!



JOB VACANCY

The Sussex County Municipal Utilities Authority (SCMUA) Is Seeking The Following:

Wastewater Assistant Maintenance Foreman

The Sussex County Municipal Utilities Authority (SCMUS) is seeking a Wastewater Assistant Maintenance Foreman.

Salary dependent upon experience.

Duties include, but are not limited to:

Maintenance of SCMUS wastewater treatment plants, interceptor lines, force mains, collections systems, sludge disposal facilities, mobile and stationary equipment and related duties.

Requirements:

Knowledge and understanding of the processes and equipment involved in wastewater treatment and collection. Wastewater treatment license (S2), Collection system license (C2), CDL Driver's license and JetVac experience preferred.

Applications are available at the SCMUA Administrative Office at the Solid Waste Facility located at 34 South Route 94, Lafayette, NJ 07848, between 9:00 am and 4:00 pm or at www.scmua.org or you may email your resume along with the SCMUA employment application to mnemeth@scmua.org.

Accepted until 11/20/2020. EOE

Wastewater Chief Operator Sussex County Municipal Utilities Authority

Grade 12, \$48,972-\$87,500.

Duties include:

Assign daily work schedules, evaluate plant operating records, provide training to staff, adjust plant equipment and processes as needed, assist the Superintendent with construction and start-up of new facilities, be available for emergencies, and serve as Superintendent in his absence.

Requirements:

S-3 and C-3 licenses and 5 years of experience at a wastewater treatment facility requiring these licenses; thorough knowledge and understanding of the processes and equipment involved in wastewater/sludge treatment; ability to supervise staff; ability to perform duties of staff.

Apps can be obtained online at www.SCMUA.org or at the SCMUA Admin Building located at the Solid Waste Facilities, 34 South Route 94, Lafayette, NJ 07848, 9 am—4 pm.

Submit Application and Resume via e-mail to mnemeth@scmua.org.

Accepted until 11/20/2020.

How To Be An Effective Remote Team Leader: 4 Keys To Creating A Cohesive Virtual Work Environment

by Kevin English, Director of Mobility Solutions for SHI International Corp.

Prior to COVID-19, roughly 30% of employees had performed their job remotely at least on some occasions, according to a [recent Gartner survey](#). That number grew considerably since the pandemic began.

Per the same report, half the organizations surveyed now say at least 81% of their workers are remote, while 65% revealed that at least 61% of their staff is working remotely.

For organizations making this transition for the first time, it was a daunting task, as they quickly turned their attention to getting their employees the tools, equipment, and technology needed to work productively. However, in the mad rush to set their employees up to work remotely, many companies overlooked an important piece of the puzzle: how to effectively manage a remote team.

As a potentially first-time remote team leader, how do you communicate, guide performance, and create work relationships with employees who may be hundreds or thousands of miles away?

Using J. Richard Hackman's research on "[enabling conditions](#)" as a framework, here are four critical steps to create a reliable and effective virtual working environment.

1. Lay the foundation

Team members often learn about things like the company mission statement during onboarding. However, in a remote setting, while removed from places that help reinforce culture, it's easy to lose sight of how their individual work is part of the larger mission and vision.

As leadership, it's your responsibility to make sure everyone is driving toward the same goal and that each employee understands how their job fits the company's overall vision.

Constant communication is the key to getting over this hurdle and developing a greater connection. Have more regular meetings, daily touchpoints, or town halls with your team. Deliver individual feedback more consistently so employees receive more one-on-one interaction. Talk to your team members about things outside of work, like their family or hobbies.

Once you've established more frequent communication, set clear and consequential goals for your team members to work toward. To encourage your team members to meet these goals, and to *care* about meeting them, create a rewards system. This can include anything from recognition and promotions, to compensation.

2. Create a strong structure

With so many employees working outside the physical confines of the office, it becomes even more important to implement clear guidelines and boundaries.

As a team leader, it's your job to make sure everyone knows how they're going to work together to achieve their goals.

Start by defining individual roles. Determine how the role is to be performed and its path for delivering a particular outcome. Then, identify how these individual roles fit and work with other members of your team to achieve the same outcome.

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How To Be An Effective Remote Team Leader *(continued)*

To make sure everyone is staying on task, introduce a system that creates visibility and accountability for the work in progress. There are many available work management platforms that can help you identify what needs to be done, when the task is being worked on, and who is responsible for completing the assignment.

It's also vital to make sure you're keeping close control over the amount of work being assigned. While you want to ensure your team is staying on schedule, you also don't want to overwhelm them.

3. Develop a trusting relationship

In a remote setting, leadership can't just pop into a team member's office when they want to have a conversation. At the same time, in this environment, being able to deliver feedback in an effective manner is that much more important to your team's success.

So, the question is, how do you build a trusting relationship in the absence of proximity? It begins with creating vehicles and opportunities to give your team feedback.

Introducing weekly meetings can help motivate your employees. It gives them a space to talk openly about what's going on in their lives, but it also gives you an opportunity to gauge their needs and see how you, as a leader, can better help them do their job. In a remote environment, it may behoove you to offer your team even more feedback opportunities throughout the week.

Aside from establishing trust with the group, you must also build trust with each individual. In a remote setting, this may require you to reevaluate different trust currencies – quality currencies, task currencies, visibility currencies, and personal currencies – to learn how to best approach each team member.

This doesn't happen overnight. But, by deducing what your team members need, how they respond to feedback, and what motivates them, you can develop the trust required to complete the task.

4. Cultivate a shared mindset

Due to globalization, cultural differences play a new role as well. As a result, you must be cognizant of how communication varies across countries, regions, races, genders, and professions.

Therefore, it's important to consider *who* you're speaking to and *how* you're speaking to them, as your messaging will be received differently depending on the recipient.

For example, high-context cultures tend to focus on the needs of the collective and the goals of the group as a whole. They also tend to be more indirect and non-confrontational. On the flip side, low-context cultures prioritize the individual and respond better to more direct approaches.

While everyone is working toward the same goal, your team members are all different. They have different mindsets, different cultural values, and they come from different places. By factoring in these various characteristics, you'll have an easier time getting your message across and making sure everyone feels comfortable.

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How To Be An Effective Remote Team Leader *(continued)*

Become a better remote manager

When COVID-19 arrived, some organizations already had the pieces in place to [support a wide-scale remote workforce](#). Other companies quickly scrambled to get their employees the tools they needed to do their jobs from home.

While the right technology enables your employees to do their jobs from home, succeeding in this environment goes beyond devices and apps. It requires effective communication between team leaders and their staff.

By laying the foundation, creating a strong structure, developing a trusting relationship, and cultivating a shared mindset, first-time remote team leaders will have the framework in place to build an effective and reliable virtual environment.

For more suggestions and discussion on building and managing a remote team, watch our presentation from the June 2020 virtual summit below.

Joe Love and Ryan Huffine 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.



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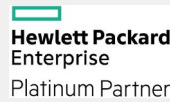
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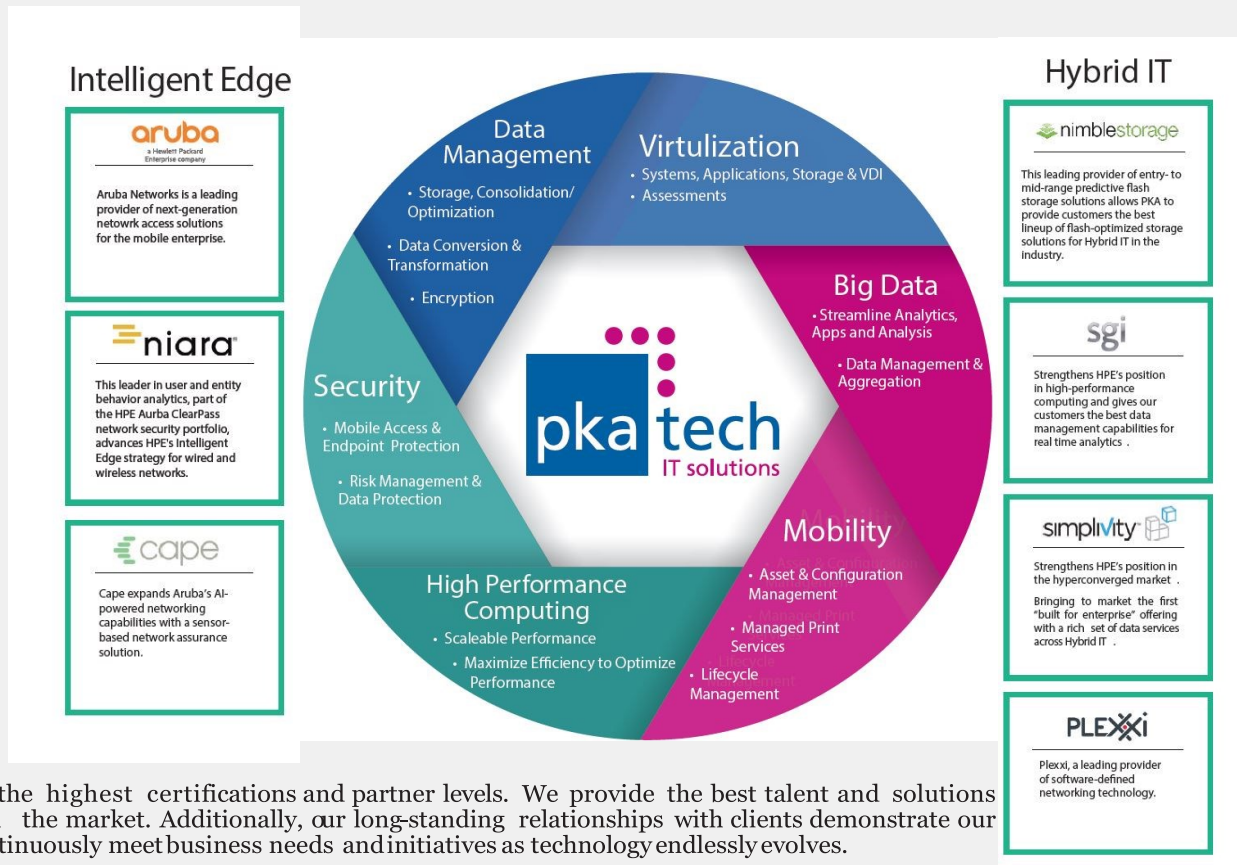
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NACo Webinars

Coronavirus Relief Fund Updates: Spending Strategies Under Multiple Deadline Scenarios

Nov. 6, 2020 , 2:00 pm – 3:00 pm

Contact Jack Peterson (202) 661-8805 JPeterson@naco.org

[REGISTER](#)

COVID-19 relief funding allocated through the Coronavirus Relief Fund (CRF) is authorized for spending by states and counties through December 30, 2020. As this deadline approaches, counties must ensure funds are spent appropriately, reporting requirements are met and contingency plans are made. In addition to sharing best practices and lessons learned related to these issues, this webinar will also feature a discussion on how to quickly pivot and reevaluate spending plans in the event of deadline extension, as well as strategies for navigating subrecipient relationships within your county. NACo will be joined by Witt O'Brien's for this discussion, who is helping many counties across the country track and manage their CRF allocations.



Veteran Suicide Prevention: Strategies for County Leaders

Nov. 9, 2020 , 2:00 pm – 3:00 pm

Contact Rachel Mackey (202) 661-8843 rmerker@naco.org

[REGISTER](#)

The high rate of veteran suicide remains an urgent public health crisis in the U.S., with an estimated 20 veterans dying by suicide each day. This tragic epidemic requires a comprehensive prevention strategy encompassing all levels government as well as partners in the community. Join NACo for a Webinar featuring national experts, Congressional staff, and county leaders who will discuss evidence-based strategies that counties can implement to reduce veteran suicide in our communities and federal policies that can strengthen our efforts on the ground.

Supporting National Defense and Strengthening Local Communities: County and Military Partnerships through the REPI Program

Nov. 10, 2020 , 2:00 pm – 3:00 pm

Contact Jack Morgan (202) 942-4274 JMorgan@naco.org

[REGISTER](#)

The Department of Defense's (DoD) Readiness and Environmental Protection Integration (REPI) program facilitates cost-sharing partnerships between the Military Departments, local governments, other federal agencies, and private conservation organizations to help relieve or avoid land use conflicts near military installations.

Join us for this educational webinar to learn more about the REPI program and county-military planning partnerships to maintain military readiness, while preserving open space and working lands, protecting natural resources, and building resilient economies and communities.



NJ 211 Is For Everyone

When the caller started our conversation she said quietly, “I’ve never needed this kind of help before.” That is something we are hearing more often than ever these days. NJ 211 is an information and referral service that connects people in need with existing social service programs that can help. A subsidiary of United Ways of NJ, the organization has been answering the call for help since 2005. That’s never been more true than since the pandemic took hold of our state in March. (From March 18-April 30 our call volume more than doubled and while it has slowed since then, it still far exceeds last year’s calls at this time.)

NJ 211 is always open (24/7/365). People can make contact with live assistance by dialing 211; texting their zip code to 898-211; or chatting online at www.nj211.org. Regardless of how they contact us, they will be met with an empathetic listener who knows all about community resources and can help. The 211 database includes over 10,000 programs and services created to address the need for things like transportation, healthcare, affordable housing, food, utility assistance and so much more.

As municipal, county and state government strains to help residents during these trying times, NJ 211 offers a place to turn for information about existing community programs administered through non-profit and faith-based organizations as well as state and local government. Staff answering the calls for help are taught to find the most appropriate resource for referral, but are also trained to brainstorm with callers to ease other stressors they might be experiencing.



“You can really feel the power of 211 at times like this,” executive director Melissa Acree exclaims. “We’ve heard from so many people that they just didn’t know what to do and they’ve been so grateful to receive the guidance that we have been able to provide.” Recently a caller contacted us because she didn’t know how she was going to feed her family now that she had lost her job. We were able to connect her with [NJ Helps](#), an online screening tool that can be used to determine eligibility for existing programs that help with food, finances, housing, childcare and healthcare. We talked with her about SNAP (Supplemental Nutrition Assistance Program) and provided referrals to local pantries in her area. We also shared information about food drives that were taking place that weekend. But we didn’t stop there.

Even though she called with a request for assistance with food, we talked with her about the home energy assistance programs that are available. Knowing from experience that money saved in one portion of your family budget, can be used to help with another need.

Last year NJ 211 responded to over 560,000 requests for help. Services are free, multilingual and confidential. NJ 211 is for everyone, even those who have never needed it before now.



Nationwide Economics

Weekly Economic Review & Outlook for October 26, 2020

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

Weekly Review

Home sales soar despite even less supply

Existing home sales jumped by 9.4 percent for September as demand for housing remains hot this year in response to record low mortgage rates, the improving job market, and a desire for “space” with more employees working remotely. The 6.54 million annualized sales paces was the strongest since May 2006 and is up by an astounding 21 percent over the past 12 months. Aside from the housing boom period from 2004 to 2006, this was the highest monthly level for single-family sales ever (data back to 1968).

The main area of concern for the housing market remains the record low inventory of homes for sale. The number of existing homes on the market dropped to a mere 1.47 million units in September, down by 19.2 percent from a year earlier. The typical spring and summer jump in homes for sale did not occur this year, likely owing to COVID concerns. For potential homebuyers, the few homes that did enter the market disappeared quickly-with nearly half of listings under contract within two weeks according to data from Redfin.

The imbalance between supply and demand is pushing up prices rapidly as bidding wars from homes have ensued. The median price of an existing home sold was up by 14.8 percent over the past year for September, the steepest pace of increase since October 2005. It is likely that the lack of supply is holding sales down.

In reaction to surging home sales and relatively low existing supply, home builders are ramping up home construction. Housing starts rose by 2.0 percent for September to an annualized rate of 1.42 million units, held back by a decline within the volatile multifamily segment. Single-family starts, on the other hand, soared by 8.5 percent to annualized rate of 1.11 million units-the strongest pace since the middles of 2007. The NAHB Housing Market Index rose to its highest reading ever in October as builders have seen record levels of current sales, expected sales for the next six months, and traffic of prospective buyers.

Even with the pickup in construction, total single-family home construction remains below underlying demand-especially given the surge seen this year. The number of new homes for sale during August was at the lowest level in three years as sales have spiked. Completed and under construction single-family homes have moved higher recently, but it takes at least several months to finish a new home-meaning that near-term supply will be far short of demand even as builders boost activity.

As a result of this continued imbalance between housing demand and supply we expect above-average price gain for some time. Sales of existing homes, while still trending higher, could be constrained by the low inventory. More homebuyers will likely turn to the market for new homes, pushing up new sales rapidly and boosting housing starts. And with mortgage rates unlikely to move significantly higher in the near term despite the economy growing at an above-trend pace, next year is shaping up to be even stronger for housing than 2020.

The Week Ahead

This is a big week for economic data/news, including new home sales, durable goods orders, consumer confidence and sentiment, third quarter GDP, and personal income and spending.

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Nationwide Economics *(continued)*

New home sales should climb again

After rising to their highest point since September 2006, we expect that new home sales rose again last month—continuing a string of hot housing market indicators. Demand factors continue to be very strong, with mortgage rates at all-time lows, rapid gains in employment, and a continued desire for “space.” Additionally, the dearth of existing homes on the market grew more severe in September, setting a new record low and pushing more homebuyers into the market for new homes. With the present home sales component of the NAHB Housing Market Index rising to a then all-time high in September (surpassed in October), we look for the annualized pace for new home sales in September to rise to 1.06 million units. This would be the fastest pace since June of 2006 and nearly 50 percent above the level from a year earlier.

A record-breaking jump in GDP

Following the largest decline in real GDP since the Great Depression in the second quarter, GDP is expected to show record-shattering growth in the third quarter. Increasing reopening of state and local economies beginning in May, a surge in federal government spending, and the easiest monetary policy ever combined to alight a fuse under the economy. We project annualized real GDP growth of 33.5 percent for the third quarter, twice that of any other quarter in the post-WWII era—but still leaving the economy about 3.5 percent below its fourth quarter peak.

Solid growth in consumer spending, rising incomes, and slower inflation

Personal consumption expenditures (PCE) should grow strongly for a fifth straight month in September, in line with the already reported jump in retail sales. Moreover, we expect strong job gains plus rising wages to more than offset declines in government transfer payments. We project real PCE growth of 1.6 percent for the month, with personal income growing by 0.7 percent. Personal saving rates well into double digits allow for faster spending than income gains.

Both overall and core PCE inflation are expected to moderate after three months of strong increases, both rising by just under 0.2 percent—bringing the 12-month trend rates up to 1.5 and 1.7 percent, respectively (there was very little gain in prices a year earlier). These are still well below the Fed’s long-run average goal of 2.0 percent.

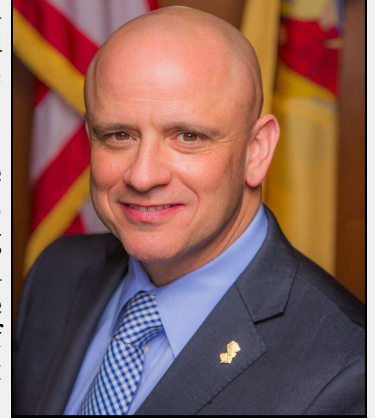
For further information please contact David Sarmir, Senior Retirement Specialist, at Sarmird@nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com.



FROM THE EXECUTIVE DIRECTOR

On October 23rd, the Senate Budget and Appropriations Committee amended and favorably reported **SENATE, NO. 1017** (*Gopal D-11/Lagana D-38*), which would provide for an additional category of service retirement for a member of the Police and Firemen's Retirement System (PFRS).

NJAC joined the New Jersey State League of Municipalities (NJLM) and the Government Finance Officers Association of New Jersey (GFOA) in opposing this legislation as it will increase the reliance on property taxpayer dollars by enhancing member benefits, accelerating pension payments, and increasing the unfunded accrued liability of PFRS. Under S-1017, a member of PFRS may retire after the legislation's effective date, regardless of age, upon attaining 20 or more years of service credit. The member would receive a retirement allowance equal to 50 percent of the member's final compensation. As such, a police officer hired at the age of 20 could retire at the age of 40. Conservatively assuming this police officer retires as a patrolman at a salary of \$120,000.00 per year and lives until the age of 80, taxpayers would be responsible for paying this police officer in retirement \$2,400,000.00 ($\$120,000.00/50\% = \$60,000.00 * 40 \text{ years}$) with \$300,000.00 in accelerated payments by taking retirement 5 years earlier than required under current law.



John G. Donnadio, Esq.

Although the Committee amended the bill to limit the time frame in which a member may take advantage of the early retirement benefit to two years after the measure is signed into law, NJAC remains opposed to the legislation because it would still cause fiscal harm to the pension system and beleaguered property taxpayers. Moreover, we have no doubt that the proponents of the bill will pursue eliminating the two-year restriction once it expires. Importantly note that funded entirely by property taxpayer dollars, county and municipal governments across the State will spend over \$1,000,000,000.00 in 2020 to subsidize PFRS, an amount that equals approximately 71.0% of the total annual contributions to the fund. Moreover, as a defined benefit plan, property taxpayers bear the risk of loss for poor investments, a decline in the stock market, a decrease in the assumed rate of return for long-term investments as is the case in 2020, and benefit enhancements as is the case under S-1017. The companion version **ASSEMBLY, NO. 2562** (*DeAngelo D-14/Dancer R-12*) is currently in the Assembly Budget Committee awaiting consideration.



SPECIAL HOLIDAYS & THINGS TO DO!

SUN	MON	TUES	WED	THURS	FRI	SAT
1 	2	3 	4 	5 <p>National Men Make Dinner Day</p>	6 <p>Nachos Day</p> 	7 <p>Play Outside Day</p> 
8	9 	10 <p>Celebrate Young Readers Day!</p>	11 	12	13 	14 
15	16 <p>International Day For Tolerance</p>	17 	18 	19 	20 <p>UNIVERSAL CHILDREN'S DAY</p>	21
22 <p>Humane Society Day</p>	23 	24	25	26 <p>Wishing you a HAPPY THANKSGIVING!</p> 	27 <p>FLOSSING DAY</p>	28 
29	30 					