

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 111 - OCTOBER 2020

Monmouth, Ocean County Freeholder Directors Promote Extended Summer Season, Fall At Jersey Shore

Monmouth County Freeholder Director Thomas A. Arnone and Ocean County Freeholder Director Joseph H. Vicari are teaming up to promote the region as a viable destination to visit during an extended summer season. Both Directors serve as the tourism liaisons in their respective counties.

“There is no question on how different this summer season looked at the Jersey Shore due to the ongoing impact from Covid-19,” said Freeholder Director Arnone. “From social distancing guidelines and limited badge sales to restrictions placed on our restaurant and small business industries, summer 2020 was certainly a tough one for our merchants and towns. This is why it is important to spread the message that just because Labor Day come and gone, doesn’t mean summer is over in Monmouth and Ocean counties.”

While Labor Day may mark the symbolic end of the summer season, Freeholder Director Vicari encouraged both residents and visitors to embrace what has become known as “local summer” and the upcoming fall season at the Jersey Shore.



“Many of our beaches have extended their season and some continue to provide lifeguard coverage in September,” said Freeholder Director Vicari. “From the shore to the mainland, we have exciting attractions, events and natural wonders to explore, along with fall farm experiences and fun

Halloween frights! There is so much to enjoy as a local in Monmouth and Ocean counties.”

Both Director Arnone and Director Vicari encourage residents and visitors to take advantage of the area’s late summer and upcoming fall activities that include hayrides, pumpkin picking and other outdoor family fun activities through November. They also encourage everyone to check out the small businesses and restaurants throughout the area.

For additional information on Monmouth and Ocean counties, visit www.tourism.visitmonmouth.com and www.oceancountytourism.com to see a list of local attractions, events and more.



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NJ County Colleges And Vocational Schools Pledge Collaboration To Address Critical Economic Needs

by Judy Savage, Executive Director for Career Tech NJ

In the face of economic upheaval and rapid technological change, New Jersey's county-based community colleges and county vocational-technical schools are collaborating to expand high-quality educational opportunities to better prepare students for success in high-demand careers.

The New Jersey Council of County Vocational-Technical Schools and the New Jersey Council of County Colleges issued a white paper in August making specific recommendations for collaboration to maximize available county resources while helping more New Jerseyans launch affordable education pathways.

"Community colleges and vocational technical schools are all county institutions that work together to offer all students critical educational and economic opportunities. We are committed to sharing resources and expanding partnerships to meet the needs of students, employers, communities and New Jersey's economy," said Scott Moffitt, the president of the New Jersey County Council of Vocational-Technical Schools.

"Community colleges and county vocational-technical schools share a commitment to meeting labor market and employer needs with certificate and degree programs that prepare young people and adults for well-paying careers," said Aaron R. Fichtner, president of the New Jersey Council of County Colleges. "We will work together to map clear pathways to critical careers that require industry credentials and two-year degrees in health care, technology, wind and clean energy, advanced manufacturing, and global logistics."

The two organizations held an online convening on August 18 to highlight best practices and establish the imperative for increased collaboration.



The white paper makes four priority recommendations:

Community colleges -- with the support of county vocational-technical schools, four-year institutions, and key employers -- should launch Pathway and Skills Collaboratives in healthcare, advanced manufacturing and logistics, energy, and technology to map and align education and training programs with the needs of the labor market.

The two statewide organizations should lead an effort to identify fair and viable dual credit models between the county institutions that will offer more cost-effective and time-efficient pathways to credentials and degrees, swiftly moving graduates into the workforce.

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NJ County Colleges And Vocational Schools Pledge Collaboration To Address Critical Economic Needs *(continued)*

Each county and region should actively seek opportunities for shared facilities and services such as shops and labs, collaborative equipment purchases, shared faculty and staff, and joint use of classrooms and support facilities.

A subcommittee of community college presidents and vocational-school superintendents should provide leadership to their respective organizations regarding collaboration. The group should focus on promising strategies for making high-quality educational opportunities and pathways to employment available to all New Jerseyans, with particular emphasis on well-paying industries in which minority residents are underrepresented.

To read the full white paper, click [here](#).



Overview

This year's Digital Government Summit will be "digital" in every way! The conference is being held in a virtual format on Zoom for Government, a [FedRAMP-certified](#) infrastructure with advanced security controls, that is used for meetings and webinars by the Department of Homeland Security and numerous other federal, state and local agencies. Zoom for Government leverages one of the largest secured networks of government-specific datacenters in the country and meets high standards of security (Including: FedRAMP, CJIS, NIST, FISMA, SRG, FIPS, DFARS, EAR, IRS-1075).

Government Technology's passion is promoting best practices and spurring innovation in the public sector – more important than ever in challenging times like these. Please join us, over the course of two partial days, for a powerful series of sessions that provide inspiration, participation, education, and thought-provocation!

Please click on the link provided below to register free of charge.

<https://events.govtech.com/New-Jersey-Virtual-Digital-Government-Summit.html>

T-Mobile and Sprint Merge Together To Create The New T-Mobile!

by Francesca Rodriguez, Account Manager, Government Program, NJ for T-Mobile

Combining Sprint's network with ours, we'll have a single network with more towers, engineers, and bandwidth than ever before. That means our network will have the reliability for business needs and be available from rural communities to big cities and beyond.

Connecting Students Across the Country

T-Mobile is working with school districts in the country to quickly get internet access to students in need. With on-going concerns on how to keep educators and students connected outside of the classroom, T-Mobile for Education is committed to helping schools and school districts enable connectivity fast. The EmpowerED 2.0 program aims to narrow America's digital divide by providing wireless devices and service plans to eligible schools and their students.

Connecting Hero's Across the Country

The Un-carrier's 10-year commitment to provide free service and 5G access to first responder agencies - all public and non-profit state and local fire, police and EMS departments - saving them up to \$7 billion.

The T-Mobile Perks Employee Program:

Switch to T-Mobile and get the Unlimited Premium Plan discounted monthly!

T-Mobile offers the program for Government Employees.

Additional information may be found at this link:

<https://t-mo.co/39z4cQU> or
contact Francesca.Rodriguez70@T-Mobile.com



SHARE THE NEWS!

Let us know what educational or informational articles you would like published in the NJAC COUNTY BIZ.

**Contact
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Director of Business Development
(609) 394-3467
loren@njac.org**

NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES *Kick Off*

Crisis Management by County Leaders 10:00 a.m. 9/30

Thank You Workshop Sponsors:



This virtual workshop provided unique insights and valuable lessons learned on how county administrators lead throughout the COVID-19 public health crisis in operating test sites, managing the purchase of PPE equipment, negotiating with public sector unions, establishing shelters for the homeless and at-risk individuals, communicating policies and best practices with employees, and much more. The workshop also provided an overview of how county administrators plan to address projected revenue shortfalls, while still delivering essential services in an effective and efficient manner.

Speakers

Teri O'Connor, *County Administrator, Monmouth County*

John Bonanni, *County Administrator, Morris County*

Anthony DeNova, *County Administrator, Passaic County*

**CONTINUE TO PAGES 5, 6 & 7
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

COUNTY OFFICE OF EMERGENCY MANAGEMENT & PREPAREDNESS

10:00 a.m. October 7, 2020

This virtual presentation will focus on the vital role played by county emergency management coordinators during the COVID-19 public health crisis in managing emergency operations, serving as the conduit between the New Jersey Office of Emergency Management (NJOEM) and municipal emergency management offices, and distributing PPE equipment within the county. The presentation will also provide an overview on additional responsibilities in responding to and coordinating emergency responses with stakeholders to avoid the unnecessary duplication of services.

Speakers

Michael Oppegaard, *Emergency Management Coordinator, Monmouth County*

Vincent Jones, *Emergency Management Coordinator, Atlantic County*

Brayden Fahey, *Emergency Management Coordinator, Hunterdon County*

Matthew Tiedemann, *Emergency Management Coordinator, Bergen County*

COUNTY HEALTH OFFICER CRISIS CONTAINMENT

10:00 a.m. October 14, 2020

This virtual session will review the essential roles and responsibilities county health officers performed in containing the COVID-19 public health crisis by collecting data, assisting in contact tracing, managing test sites, providing valuable information to the public, and sharing resources with elected officials and the New Jersey Department of Health. The session will also demonstrate the importance for county health officials to proactively engage in preventing diseases, promoting public health, and protecting the safety and welfare of residents.

Speakers

Charlene Gungil, *Health Officer, Passaic County*

Daniel Regenye, *Health Officer, Ocean County*

Karen DeMarco, *Health Officer, Hunterdon County*

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NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES

HOSTING OPPORTUNITIES ARE AVAILABLE

Click [here](#) for registration information

COUNTY QPA EMERGENCY PROCUREMENT

10:00 a.m. October 21, 2020

This virtual seminar will analyze 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 will also review 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

CRISIS BUDGETING & FORECASTING FOR COUNTIES

10:00 a.m. 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

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NEW JERSEY ASSOCIATION OF COUNTIES COVID-19 VIRTUAL WORKSHOP SERIES

HOSTING OPPORTUNITIES ARE AVAILABLE

Click [here](#) for registration information

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

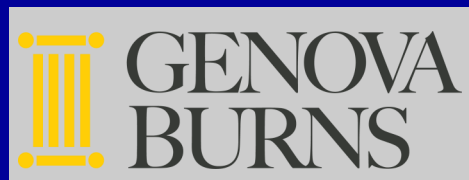
Kathy Lockbaum, *Director, Salem County Board of Social Services*

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

PUBLIC HEALTH EMERGENCY LABOR ISSUES FOR COUNTY EMPLOYERS

10:00 a.m. November 12, 2020

Thank You Workshop Sponsors



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

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Atlantic City Electric Recognizes Employees' Outstanding Volunteer Work—*Powering Communities* program recognizes employee volunteer efforts with charitable contributions to Hammonton Volunteer Fire Company, Bianca's Kids and Beautiful Gates Outreach Center

by Frank Tedesco, Senior Communications Specialist for Atlantic City Electric

Atlantic City Electric has recognized four employees, Ronald Mascola, Sean Newlin, Sharon Roach and Karen Stanford, for their community volunteer work at the company's virtual Powering Communities Employee Volunteer Awards. To recognize the employees' hard work, Atlantic City Electric's parent company, Exelon, announced a combined \$20,000 in charitable contributions to the local nonprofits that the award winners support. During COVID-19, when the need for support is greater than ever, Atlantic City Electric and its employees have continued to find innovative ways to continue volunteering efforts and supporting local nonprofits.

"Our employee volunteers are the heart and soul of our efforts to give back to the communities we serve," said Mellanie Kai Lassiter, senior manager of Corporate Relations for Pepco Holdings, which includes Atlantic City Electric. "Every year their contributions never cease to amaze and inspire, and I am so glad we can recognize them and their nonprofit partners through our Powering Communities program."

This year's Powering Communities Employee Volunteer Award winners were selected for their contributions to Hammonton Volunteer Fire Company, Bianca's Kids and Beautiful Gates Outreach Center.

Ronald Mascola, of Hammonton, N.J., a senior field engineering technician, has served with the Hammonton Volunteer Fire Company No. 1 for 34 years, currently leading as its president. In addition to being active in fire and rescue operations, Mascola manages the daily operations of building maintenance, fundraising and personnel. He is the liaison between the fire company and the community and works to build strong partnerships. When the community is told to seek shelter, ride out the storm and stay indoors, and when the roads are impassable, that's when Mascola and his team get to work.

Sean Newlin, of Clayton, N.J., a substation electrician, learned about Bianca's Kids, an organization that grants wishes to children in need, when Bianca, a local 11-year-old girl, went missing. The small community of Clayton, N.J. was overrun by media while residents frantically searched and later learned that she was murdered. Following the tragedy, Bianca's Kids was formed. The organization worked hard to get the community park renamed in her memory. With the success of that project, and from that moment on, Newlin did everything he could to support the organization. He organizes personal fundraisers, enhances social media efforts, hosts an annual toy drive, and plans the annual Adopt a Foster Child for Christmas program, which provides more than 1,000 children with Christmas gifts. In 2018, Newlin was asked to join the Board of Directors.

Sharon Roach, a business analyst, and **Karen Stanford**, a senior talent acquisition manager, both of Middletown, Del., work with Beautiful Gates Outreach Center to eliminate the spread of HIV/AIDS and improve the quality of life for those living with and affected by the disease. The duo can be found educating adults living with HIV/AIDS on transmission prevention strategies and outreach assistance and empowering them to become active members of the community. Roach and Stanford also prepare breakfast, purchase necessities and coordinate coat drives for members of the center. They actively participate in monthly trainings to enhance their knowledge of HIV prevention and serve as mentors to community members. In addition, they often present at HIV educational events geared toward women and girls.

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Atlantic City Electric Recognizes Employees' Outstanding Volunteer Work *(continued)*

This year, 24 employees across the Exelon family of companies were recognized for their efforts and their nonprofit partners each received grants from the company. An external selection committee, comprised of leaders from the nonprofit community, selected these dedicated individuals for their volunteer efforts. Since 2007, the awards program has recognized more than 240 employees and provided more than \$1.5 million to nonprofit partners.

Through the Powering Communities program, hundreds of Atlantic City Electric employees volunteer annually to support initiatives including arts and culture, community development, environmental sustainability, and education initiatives that align with the company's purpose of powering a cleaner and brighter future for its customers and communities.

In 2019, Atlantic City Electric contributed more than \$1.3 million to local nonprofits, while its employees volunteered nearly 20,500 hours—which is more than 2,500 work days—to benefit approximately 300 organizations throughout southern New Jersey. Together, employees at Atlantic City Electric and the Exelon family of companies volunteered more than 250,000 hours with a variety of organizations across the country in 2019.

Readers are encouraged to visit [The Source](#), Atlantic City Electric's online news room. For more information about Atlantic City Electric, visit atlanticcityelectric.com. Follow the company on Facebook at facebook.com/atlanticcityelectric and on Twitter at twitter.com/aceleconnect. Our mobile app is available at atlanticcityelectric.com/mobileapp.

Atlantic City Electric is a unit of Exelon Corporation (Nasdaq: EXC), the nation's leading energy provider, with approximately 10 million customers. Atlantic City Electric provides safe and reliable energy service to approximately 560,000 customers in southern New Jersey.



An Exelon Company

WELCOME TO OUR NEW MEMBER

OpenGov is the leader in modern cloud ERP software for our nation's cities, counties, and state agencies. On a mission to power more effective and accountable government, OpenGov serves more than 1,000 agencies across the U.S. Built exclusively for the unique budgeting, financial management, and civic services needs of the public sector, the OpenGov ERP Cloud makes organizations more collaborative, digitizes mission-critical processes, and enables best-in-class communication with stakeholders.

For further information please contact
Christine Spiel via e-mail at
cspiel@opengov.com.



Preparing For The New Normal: Telework

by Jen Dowd, Sr. Manager, Public Sector Marketing for Kronos for Government & Education

Employers across the public and private sector are assessing the return-to-work situation while still in the throes of the pandemic. Should things return to normal? If so, when? What should the transition look like? Can we adopt some of the flexibility we learned during quarantine in the long term?

There's no manual to consult and guidelines don't always provide insight into every unique scenario, so, why not ask the employees?

The State of Maine did recently and "[found 82 percent were satisfied with their current remote work situations.](#)" Further, the survey found that among "workers who remain in the office, however, 93 percent said they were satisfied, and a similar percentage said they were able to get their jobs done with fewer co-workers."

Working from home has a stigma. It's more of a perception problem, really. However, the perception that an employee who's not seated at their chair in the office is less productive has never been supported by data. That's not to say it isn't happening with some employees, but there are typically other signs to indicate that an employee's lack of productivity is due to more than just the fact they are working from home.

Expanding telework to become a more permanent part of the work environment has many short- and long-term benefits. To determine if this is a viable option for their organization, leaders and managers would do well to consider how they might answer these three critical questions:

- **Can a job be performed at the same service level, whether remote or in the office?** There is a big difference between working at home temporarily and working at home on a more permanent basis. Managers need to determine if the role, not the employee, can achieve the same results regardless of the setting.
- **Are telework policies in place—and are they easy for employees to follow?** Without rules we are setting managers and employees up for failure. Parameters need to be set so employees are clear on what is expected of them.
- **How is workforce productivity measured?** This is a big one. Perception has no place here. What was expected from an employee in the office should still be expected from them while they are working from home. If extra measures are needed, now is the time to implement those changes.

We have already learned (perhaps not by choice) that governments can indeed sustain with remote workers. But to determine whether or not it's necessary to bring the workforce back to the physical workplace full-time – or whether a hybrid approach is most appropriate – it is incumbent on leaders to continue listening to employees and evaluating options for optimal workforce arrangements

Telecommuting isn't likely to be completely phased-out anytime soon, and technology is what enables government organizations to continue business as usual with minimal impact to managers, employees, and the constituents that they serve.

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.



Two Gloucester County Institute of Technology Students Awarded NJAC Scholarships

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



Pictured Left to Right:

Brad Boyce, Freeholder Heather Simmons,
Emma Redmond, Taylor Nolen,
Freeholder Jim Jefferson, Michael Dicken

On September 8, 2020, Freeholder Heather Simmons and Freeholder Jim Jefferson presented Taylor Nolen and Emma Redmond with a scholarship award from the New Jersey Association of Counties (NJAC) Foundation and a certificate of achievement from the County of Gloucester.

“These scholarships are integral in providing education opportunities to Gloucester County students which is vital to their success in college and beyond,” said Freeholder Director Robert M. Damminger.

Investors Bank through the Investors Foundation awarded the NJAC Foundation a grant for county vocational-technical school graduates who plan on continuing their education at a county college of university.

“We are proud of these bright students and the future that is ahead of them,” said Freeholder Heather Simmons, liaison to the Department of Economic Development. “We appreciate the partnership between NJAC Foundation and Investors Bank for making financial awards available for Gloucester County students and beyond.”

“The Foundation is providing scholarships to well-deserving students in all twenty-one counties across the state,” said Freeholder Jim Jefferson, liaison to Health and Human Services. “Both Taylor and Emma are exemplary examples of students and are well-deserving of this award.

Freeholder Simmons and Freeholder Jefferson were joined by Brad Boye, Vice President of Investors Bank of Gloucester County, and Michael Dicken, Superintendent of Gloucester County Institute of Technology, to present the scholarship.

“Throughout my time working with Gloucester County Institute of Technology, I have been introduced to an inspiring group of students who are excited to learn and explore education,” said Freeholder Lyman Barnes, liaison to the Department of Education. “We’re always impressed by our students and they continue to represent the outstanding caliber of our vocational and technical school.”

“Congratulations to Taylor and Emma on this well-deserved honor. Their hard work and pursuit of academic excellence is inspiring,” said Michael Dicken, Superintendent of Gloucester County. “As recent graduates from the Class of 2020 from GCIT, they are excellent role models and we are proud to have had the opportunity to be part of their educational journey. On behalf of everyone at GCIT, we wish them continued success.”

Nolen and Redmond both graduated from GCIT and are currently studying at Rowan University this fall to study Biological Sciences and Mechanical Engineering respectively.

For more information please visit www.gloucestercountynj.gov.



Steven A. Tardy Named CEO at French & Parrello Associates

by French & Parrello Associates

French & Parrello Associates (FPA) announced that Steven A. Tardy, PE has been named Chief Executive Officer by the firm's Board of Directors.

Beginning his career with FPA thirty-three years ago as a summer intern while pursuing his Bachelor's Degree in Civil Engineering from Rutgers University, Mr. Tardy's work with the firm has been a key driver in FPA's growth over the past three decades, which now includes over fifteen disciplines, 170 employees, and eight offices. Most recently serving as the firm's Chief Operating Officer and Board Treasurer, his diverse technical skillset facilitated the coordination and effective management of multi-disciplinary design efforts, and his management responsibilities have included business development, staff oversight, quality control, client relations and project implementation.



"Twenty years ago, the founding shareholders recognized the need to establish a transition plan in order to ensure the future vitality of the firm and preservation of our legacy," state James B. Heller, current President and former CEO of FPA. "It was essential that at the right time, we would turn over our leadership to the next generation of talented and ambitious members of the firm. It gives me great pleasure to now officially pass along the title of Chief Executive Officer to Steven Tardy."

Mr. Tardy has also been fervently involved in providing support and guidance to the community of future engineering professionals. An active ambassador of his alma mater to the external business community, he has served as a member of the Rutgers University Civil Engineering Industry Advisory Board since 2011. Mr. Tardy is also a former Graduate School instructor, teaching Advanced Foundation Engineering at Rutgers University from 2002 to 2007. From 1995 to 2000, Mr. Tardy also served as Career Day Chairman for the New Jersey Society of Professional Engineers (NJSPE). His continued contributions to the Civil Engineering profession earned him the "Civil Engineer of the Year" award in 2012 from the American Society of Civil Engineers, New Jersey Chapter (ASCE NJ). Subsequent to receiving his Bachelor's Degree from Rutgers, Mr. Tardy earned a Master's Degree in Geotechnical Engineering from the University of California at Berkeley.

In assuming the role of CEO, Mr. Tardy will be stepping aside from his former role of COO, [which will be assumed by Andrew French, PE](#), the Organizational Leader of FPA's Land Development team and member of the Board of Directors.

Celebrating over 46 years of engineering and consulting excellence with over 170 professionals across eight locations throughout the Northeast & Mid-Atlantic, French & Parrello Associates provides innovative and effective multidiscipline engineering design and environmental services for clients in both the public and private sectors. To learn more, visit www.fpaengineers.com.



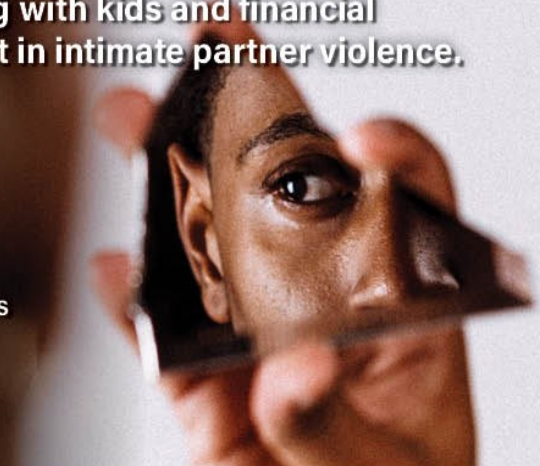
THERE'S NO EXCUSE FOR ABUSE

Social distancing, working from home, remote learning with kids and financial concerns may create stress and tension that can result in intimate partner violence.

Life circumstances might mean you can't leave, right now.

But, you can get help.

- Address Confidentiality
- Child Care
- Displaced Homemaker support
- Divorce
- Employment
- Housing
- Job Training
- Legal Assistance
- Mental Health and Wellness
- Single Parenting classes
- Social Services



Call 24/7/365

New Jersey Domestic Violence Hotline 1 (800) 572-SAFE (7233)

New Jersey Coalition Against Sexual Assault (NJCASA) Hotline 1 (800) 601-7200

New Jersey Address Confidentiality Program (ACP) Hotline 1 (877) 218-9133

Legal Services of New Jersey Domestic Violence Representation Project (888) 576-5529



Best Practices For Building An Effective Security Awareness Program

by Anne Grahn, CISS, Cyber Communications Manager for SHI International Corp.

People are the most critical element of an organization's overall security and risk posture. Verizon's 2020 Data Breach Investigations Report, which highlights insights from nearly 4,000 data breaches, found that 67% were caused by attacks targeting people — including credential theft and phishing — and 22% involved human error.

Cybercriminals and nation-state hackers are brazenly exploiting human vulnerabilities, and no one is immune to security slip-ups. Recent high-profile incidents involving Twitter, the Israeli defense industry, and cybersecurity training firm SANS Institute all resulted from social engineering techniques that successfully deceived employees.

Security awareness has never been more important. Since January, there has been a 30,000% increase in detected phishing, malicious websites, and malware designed to capitalize on the pandemic.

While organizations have been engaging in awareness activities for years, escalating threats and data privacy concerns require us to advance our efforts. According to Gartner, "by 2022, 60% of large/enterprise organizations will have comprehensive security awareness training programs, with at least one dedicated full-time equivalent (FTE) for fulfillment."

Traditional security awareness training often centers on compliance with regulations such as HIPAA, PCI-DSS, GLBA, and more recently, the GDPR and CCPA. But implementing a security awareness program is much more than a check-the-box compliance exercise. It's a business function designed to reduce business losses.

The global average cost resulting from insider threats — including negligent employees or contractors, malicious insiders, and credential thieves posing as insiders — is \$11.45 million.

If you don't provide users with specific information about how they should respond under certain circumstances and motivate them to practice behaviors that promote your security goals, the responsibility for any damage they cause lies with you.

Here are nine best practices for building an effective security awareness program.

1. Understand Your Starting Point

Before you can evolve your awareness training, you must first determine the strength of your existing security awareness program or security culture.

Resources like the SANS Security Awareness Maturity Model — which was developed through the coordinated efforts of over 200 awareness officers — help you identify how mature (or immature) your program is and where you can take it.

By taking baseline measurements related to current phishing susceptibility and cybersecurity knowledge levels, you can track your organization's progress. Record the number of employees falling prey to simulated phishing attacks, how many are reporting suspicious emails, the overall volume of security-related calls received by help desk analysts, and the rate of malware infections.

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Best Practices For Building An Effective Security Awareness Program *(continued)*

2. Take An All-In Attitude

Make it a company-wide program that includes buy-in from the top down, and secure enough funding for initial requirements and ongoing efforts.

Incorporate security into your organization's overall vision and mission. Let employees know what's in it for them; they'll be more invested if they understand awareness efforts extend beyond corporate security to protect against threats to their identity and livelihood.

3. Consider Your Corporate Culture

Work with senior management and employees to develop a strategy that blends your security awareness program with your existing corporate culture. Key considerations include your industry, workforce demographics, and what's relevant to different locations, departments, and roles.

4. Set Goals And Be Flexible

Work with stakeholders to identify the top concerns and risk factors in specific areas of the organization, and develop a calendar of activities to address them over time. Set reasonable, incremental goals and be prepared to make changes if initial approaches fail to produce positive results.

5. Keep Messaging Clear, Specific, And Persistent

Communicate the value and purpose of your awareness program early and often. Users should understand exactly what's happening, why it's happening, and what their role is.

Focus on content that catches their attention, is relatable, and can make an impact in their personal lives. Be repetitive in the reinforcement of key messages, but not in how they are delivered. Diversify media and determine what drives the most change.

Annual efforts will keep you in a constant state of rebuilding. Maintain ongoing awareness activities aimed at integrating training into day-to-day workflows. This will keep cybersecurity best practices top of mind, and better prepare employees to defend themselves and your business.

6. Operate Across People, Process, And Technology

Security awareness training works hand in hand with technical controls. In addition to solutions that help mitigate attacks and human error — such as data classification, email security, endpoint detection and response (EDR), data loss prevention (DLP), privileged access management (PAM), and user and entity behavior analytics (UEBA) — security awareness training platforms can help educate employees and assess their security readiness with both ready-to-use and customized interactive software modules.

They offer delivery via a variety of digital endpoints and provide content of different lengths (one- to two-minute microlearning lessons, interactive lessons, and episode-based, Netflix- like shows) in styles that can be tailored to the needs of specific roles or audiences. Delivering the same information in multiple forms increases your employees' chances of retaining it.

7. Consider Gamification

Incorporating gamification into your awareness program encourages active engagement and friendly competition. However, as security expert Ira Winkler points out, gamification isn't putting information in the form of a game in the hopes of changing behavior. True gamification is a reward system that positively reinforces learning.

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Best Practices For Building An Effective Security Awareness Program *(continued)*

Implementing effective gamification can motivate your employees not just to participate in training, but to take it seriously so that they have a chance of winning. What you reward them with depends on your corporate culture; it could be individual or team recognition, points, physical prizes, or even cash.

8. Prioritize Collaboration Over Punishment

Human error is inevitable, regardless of how strong your program is. So take a “more carrot, less stick” approach that encourages employees to share information and makes them feel like collaborators.

Security incidents should be treated as learning opportunities rather than cause for punishment. If users worry they’ll be blamed, reprimanded, or even fired for security-related mistakes, they’ll be far less likely to report them.

9. Measure Your Efforts

Put metrics in place to assess the impact of your program and demonstrate return on investment.

Don’t focus on likability when evaluating progress. Bringing fun into security awareness is helpful, but it doesn’t matter if survey results show that employees are enthusiastic about your program. It matters if their behavior is changing.

Behavioral change should be your goal; fortunately, it’s also measurable.

Compliance metrics that focus on employee participation and other requirements should be accompanied by behavior-related metrics that focus on whether you’re preventing more attacks, detecting more incidents, and ultimately reducing more risk over time.

Properly configured technical controls support tracking and reporting; UEBA provides insight into high-risk (and malicious) users, and endpoint security controls measure rates of malware infections and successful phishing attacks from the wild. Additionally, security awareness training tools test knowledge levels and segment user data to collect program metrics. They offer analytics to help identify areas that need improvement and employees who may need additional training.

Humans Are The Target And The Solution

The best security tools in the world can’t compensate for a lack of awareness. In fact, the stronger corporate security becomes, the more threat groups will target employees personally. By incorporating security into your overall vision and mission, focusing on behavioral change, increasing engagement, and operating across people, process, and technology, you can foster a culture of cybersecurity and transform awareness training from an annual event into a lifecycle that generates security returns.

David O’Leary contributed to this post

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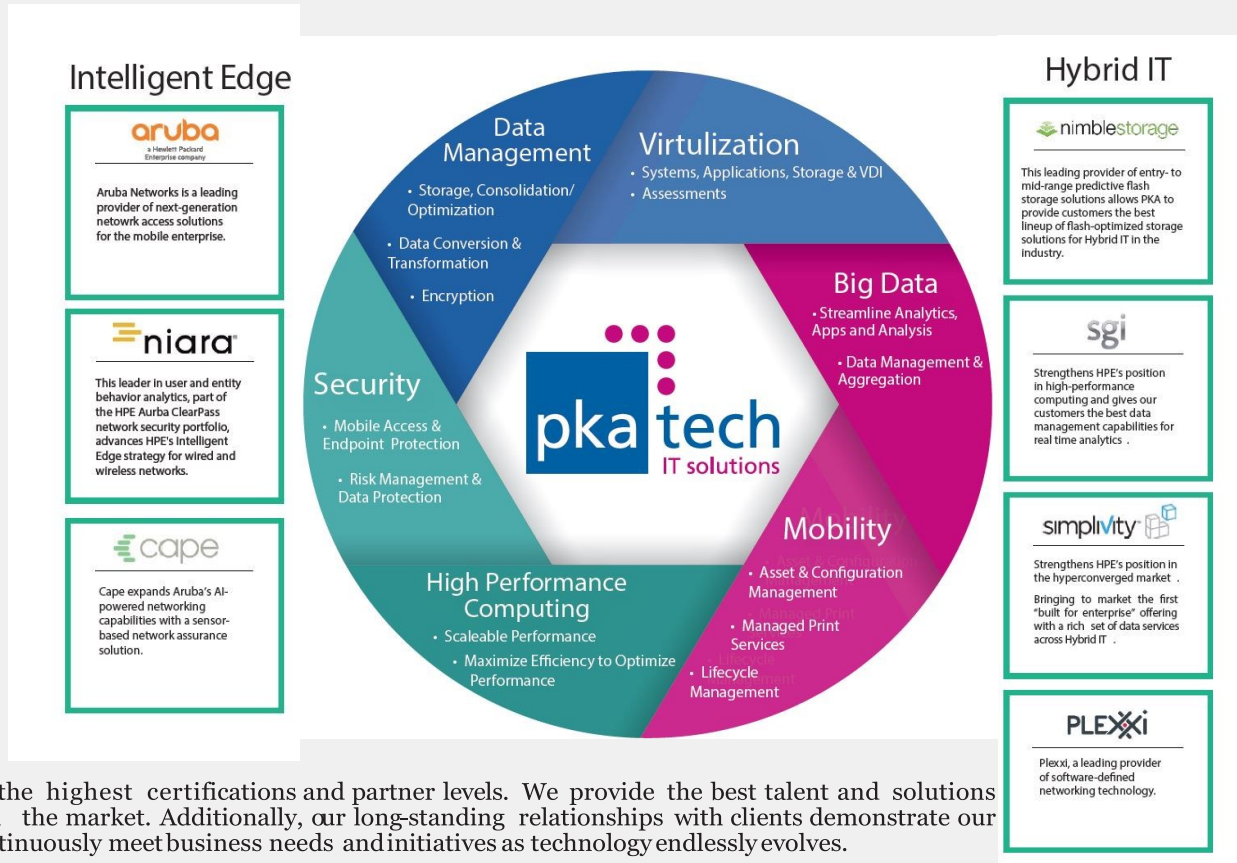
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NACo Webinars

COVID-19: Beyond Quick Wins - Safeguarding Your Financial Future

Oct. 6, 2020 , 2:00 pm – 3:00 pm

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

[Register](#)

COVID-19 has negatively affected the financials of many communities. These same communities have already implemented many quick wins such as eliminating travel and discretionary spend, cutting personnel costs, and pausing capital expenditures. Looking to the future, how can these same communities maximize CARES Act funding while continuing to address potential declining revenues and ongoing increased expenses? Join us to learn from your peers and Crowe's local government consulting practice leaders to discuss strategies and tools that can help you continue to navigate your path forward.



Fast Forward to Digital: Government Billing and Payment Trends by Generations

Oct. 7, 2020 , 2:00 pm – 3:00 pm

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

[Register](#)

Billing and payment preferences for citizens are evolving, a trend that was true before COVID and that has been accelerated by the pandemic. Now, with the push to move services online, local officials must understand how preferences and security concerns differ across generations, what new payment methods are emerging and how to serve all citizens within the county. This webinar, developed in partnership with ACI Worldwide and the National Association of County Collectors, Treasurers, and Finance Officers, will address these issues and share consumer research findings on each topic.

Quarterly DDJ Criminal Justice Peer Engagement Group Call: Spotlight on Johnson County, Iowa

Oct. 8, 2020 , 2:00 pm – 3:00 pm

Contact Charlotte Resing (202) 942-4229 cresing@naco.org

[Register](#)

The [DDJ Criminal Justice Peer Engagement Group](#) is composed of individuals whose primary responsibilities involve managing, coordinating or executing various aspects of justice administration and law enforcement, including police, courts, corrections, diversion and reentry. Engagement topics may include law enforcement and crisis response, implementing and evaluating interventions for frequent utilizers, cross-sector collaboration, data collection and sharing and diversion strategies, among other topics.

This quarter's call on Oct. 8th, 2-3pm ET will follow up on the [DDJ Virtual Panel Discussion: Lessons Learned from Pilot Projects for Serving Frequent Utilizers](#). Participants will hear more details about Johnson County's pilot project and have an opportunity to ask questions and engage in a discussion around these efforts.





OMNIA PARTNERS COVID-19 RESOURCES

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

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

OFFERINGS IN OUR PORTFOLIO



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



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



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



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



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



FURNITURE:
 Mobile Cubes & Walls
 Workspace Separation Screens
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Nationwide Economics

Weekly Economic Review & Outlook for September 28, 2020

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

Weekly Review

The housing market is on fire

The housing market extended its strong post-COVID surge into August. Demand continues to increase for owner-occupied housing, pushed up by record-low mortgage rates, a rebound in the job market, faster household formations, and an increased desire for “space.” Existing home sales rose by 2.4 percent to an annualized pace of 6.00 million units for August, while new sales climbed by 4.8 percent over an upwardly revised July figure to 1.01 million units (annualized). The August sales pace for both was the fastest since 2006.

Sales would likely have been even higher but for the continued lack of inventory of homes for sale. The number of existing homes on the market was 18.6 percent below year-earlier levels and were close to an all-time low (seasonally adjusted). The inventory of new homes was not much better following the surge in demand this year-down by 13.2 percent from August 2019. On the upside, single-family home constructions has climbed sharply over the past few months and should add to the supply of new homes later this year.

The combination of strong demand and limited supply continues to push up home prices, with the median price of an existing home sold climbing to an all-time high of \$310,600 – up by 11.4 percent from a year earlier. The median sales price for a new home surprisingly fell to \$312,800 in August, but this came mostly from a surge in sales in the relatively cheaper South region.

With mortgage rates expected to remain low for some time, strong job gains projected to continue (albeit slower than in recent months), and work-from-home or hybrid work models keeping “space” desire high, we expect that home sales will rise further over the course of this year and into 2021. The housing market would be healthier if the inventory of homes for sale increased significantly. Not only would this allow for more sales, but the recent sharp rise in home price appreciation would slow to more normal rates. Unfortunately the prospect of a jump in existing homes on the market is unlikely, while increased homebuilding can only do so much to offset the current demand surge.

Jobless claims still high

There were 870,000 initial jobless claims during the week ending September 19 as layoffs remain elevated several months into the economic recovery. Unadjusted claims have plateaued since the beginning of August with nearly as many claimants per week as during the entire month of February (prior to the pandemic). Claims in California and New York have increased on average and comprised 36 percent of total national claims during the week ending September 19 – about their combined share of the workforce.

Continued claims (workers receiving unemployment insurance) continued to fall but remained historically high at 12.6 million for the week ending September 12. The lack of progress towards further fiscal stimulus is a risk factor for the recovery with so many households getting unemployment insurance checks. This may cause some weakening in near-term consumer spending.

continued on page 22

Nationwide Economics *(continued)*

The Week Ahead

This is the big week of the month for economic data, including consumer confidence and sentiment, personal income and personal consumption expenditures (PCE), PCE inflation, ISM manufacturing, employment report.

ISM manufacturing index expected to climb for a fifth straight month

The August reading for the Institute for Supply Management (ISM) manufacturing index was the highest since November 2018, and growth likely continued for September. Recent data for factory orders have increased further while several of the regional ISM surveys increased again for September. Moreover, the flash estimate for the HIS/Markit Purchasing Managers Index (PMI) was little changed for the month. We project the ISM manufacturing index for September climbed to 57.3, a solid step up from August.

Light vehicle sales/consumer spending should both show slower but solid growth

Pent-up demand from the economic shutdown, record job gains, and financing rates have contributed to a strong recovery in vehicle sales. Recent weekly surveys from Evercore ISI show that auto demand remains solid. We project the annualized pace of light vehicle sales for September to rise to 15.5 million units. While up strongly from the 8.7-million-unit pace at the bottom of the COVID downturn, it would still be nearly 10 percent below the year earlier sales pace.

Personal income has been tossed around in recent months in response to job losses, job gains, and government transfer payments. We expect a large 1.5 percent drop for August as the income generated from a slower pace of job gains is more than offset by the end of the federal government increment to unemployment insurance payments. PCE should still move higher, however, based on the already reported jump in light vehicle sales and retail sales for August. We project a gain of 0.5 percent for August.

Job gains likely to slow, but remain historically strong

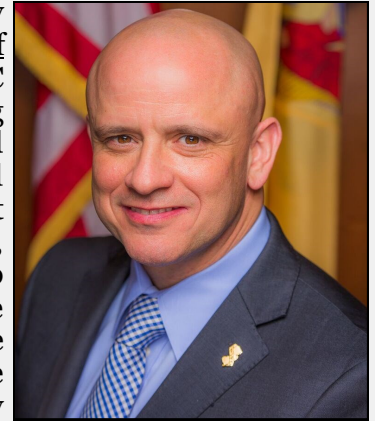
The economy has seen seven-figure job gains in each of the past four months, recovering nearly half of the record losses from March and April. But the gains have slowed over the past two months and weekly jobless claims have stabilized at a still-high level. This suggests another solid but slower gain in employment. We project an increase of 890,000 nonfarm payrolls for September, a number surpassed only twice prior to the current recovery. Additionally, we look for a small decline in the unemployment rate to 8.3 percent after last month's outsized drop. We also expect the strengthening labor market to drive an increase of 0.2 percent in average hourly earnings.

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

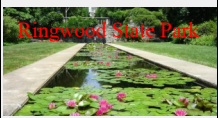

On September 21st, the Senate Community and Urban Affairs Committee favorably reported **SENATE, NO. 818** (*Lagana D-38*), which would permit the transmittal of certain proposed bond ordinances by electronic mail. Along the lines of similar NJAC legislative initiatives that were signed into law such as authorizing local governing bodies to pay employees by direct deposit and their bills by electronic fund transfer technologies, NJAC supports this important and timely legislation as it would streamline and modernize the antiquated bond notification process. Under current law, a board of chosen freeholders in a charter county (Atlantic, Bergen, Essex, Hudson, Mercer, and Union) must provide, by regular mail within one week prior to the date of a hearing on a proposed bond ordinance, a copy of the proposed ordinance to the clerk of each municipality within the county. As ordinances typically range from 10 to 25 pages with anywhere from 15 to 70 municipalities located within the above counties, this legislation would save valuable time, resources, and property taxpayer dollars. S-818 is on the Second Reading in the Senate and the companion version **ASSEMBLY, NO. 2284** (*Mazzeo D-2/Armato D-2*) is in the Assembly State and Local Government Committee awaiting consideration. Special thanks to Atlantic County Clerk of the Board Sonya Harris for coming up with the idea and to the sponsors for their leadership in introducing the measure on NJAC's behalf.



John G. Donnadio, Esq.

On August 24th, NJAC testified before the Assembly Community Development and Affairs Committee in opposition to **ASSEMBLY, NO. 844** (*Reynolds-Jackson D-15/Verrelli D-15*), which would require each county to appoint a county reentry coordinator to help navigate treatment services to inmates in a county jail who have been sentenced to a term of incarceration or are ordered detained pending trial following a pretrial detention hearing. Although NJAC certainly endorses the concept of A-844 at it reflects the recommendations and proposed legislation of NJAC, the NJ County Jail Wardens Association (NJCJWA), and the NJ Association of County Welfare Directors (NJACWD) collectively proposed to the initial sponsors in both houses earlier this year, the Association opposes the measure in its current form because it does not include a funding mechanism or appropriation as recommended and required by the State's Constitution in these matters. In general, Article VIII, Section II, Paragraph 5 of the Constitution and N.J.S.A. 52:13H-1(1)(b) prohibit State government from imposing unfunded mandates on local governing bodies. More specifically, NJAC submits that A-844 would in fact impose an unfunded mandate on county governments because it would require the use of direct expenditures in appointing a county reentry coordinator with substantial new roles and responsibilities; would not authorize resources other than property taxes to offset direct expenditures; and, would not fall within one of the limited and narrow exemptions. Additionally, NJAC maintains that making available critical reentry services as prescribed under the bill would provide individuals transitioning from a county jail with the resources necessary for a successful reentry into the community and that the State should make the investment accordingly. The Committee favorable reported the measure along partisan lines and the General Assembly passed A-844 by a vote of 52-25-1 on August 28th and the companion version **SENATE, NO. 374** (*Cyran D-20/Vitale D-19*) is currently in the Senate Budget and Appropriations Committee awaiting consideration. NJAC looks forward to working with the sponsors on establishing a State grant funded program that would help inmates navigate available social services, mental health programs, job training, and other resources upon release from a county jail under certain circumstances.

SPECIAL HOLIDAYS & THINGS TO DO!

SUN	MON	TUES	WED	THURS	FRI	SAT
				<p>1</p> <p>16th Annual Disability Awareness Day - Drive-In Reserv. Needed Appel Farm Music & Arts Campus 10:30 a.m.</p> <p>Elmer Salem County</p>	<p>2</p> <p>Country Line Dancing FREE Reserv. Needed</p> <p>Fairgrounds 7 p.m. - 10 p.m.</p> <p>Columbus Burlington County</p>	<p>3</p> <p>King & Country Together Concert</p> <p>Six Flags Parking Lot 7 p.m.</p> <p>Jackson Ocean County</p>
<p>4</p> <p>Jazz at Lincoln Ctr. Orchestra Septet With Winton Marsalis</p> <p>2 p.m. Blu Grotto Monmouth Park</p> <p>Oceanport Monmouth County</p>	<p>5</p> <p>NJ Botanical Gardens</p>  <p>Ringwood Passaic County</p>	<p>6</p> <p>Chitty Chitty Bang Bang Movie FREE 10/10/2020</p> <p>Fairgrounds 7 p.m. - 9:30 p.m.</p> <p>Lambertville Hunterdon County</p>	<p>7</p> <p>Career Fair & Business EXPO</p> <p>NJ Motorsport Park 3 p.m. - 6 p.m.</p> <p>Millville Cumberland County</p>	<p>8</p> <p>Von Thun's Country Farm Market</p> <p>Thursday & Friday 11 a.m. - 4 p.m.</p> <p>South Brunswick Middlesex County</p>	<p>9</p> <p>Vic DiBitto Drive-In Concert BegrenPAC</p> <p>Garden State Plaza Parking Lot 7 p.m.</p> <p>Paramus Bergen County</p>	<p>10</p> <p>The Company Men Drive-In Concert UnionPAC</p> <p>FREE - Reserv. Needed UPAC Main Stage Parking Lot 3 p.m.</p> <p>Rahway Union County</p>
<p>11</p> <p>Victorian Weekend Shows 10/8 & 10/9 @ 7 p.m. 10/10 & 10/11 @ 1 p.m. Please Visit Rev Theatre to Register For FREE Event</p> <p>Cape May Cape May County</p>	<p>12</p> <p>Rent Control 10/11/2020 2 p.m.</p> <p>Sitnik Theatre Lackland Performing Arts Center</p> <p>Hackettstown Warren County</p>	<p>13</p> <p>Duke Farms</p> <p>Monday - Friday 8:30 a.m. - 6 p.m.</p> <p>Hillsborough Somerset County</p>	<p>14</p> <p>Ultimate Frisbee 10/13/2020</p> <p>7:15 a.m. - 8:30 a.m. Sinatra Field</p> <p>Hoboken Hudson County</p>	<p>15</p>	<p>16</p> <p>American Symphony Orchestra's Quartet</p> <p>Morris Museum 6 p.m.</p> <p>Morristown Morris County</p>	<p>17</p> <p>Atlantic City Marathon (Virtual)</p> <p>10K & 5K 9 a.m.</p> <p>Atlantic City Atlantic County</p>
<p>18</p>	<p>19</p> <p>"A Fragment of the Day" 10/3/2020 10/4/2020 Drive-By Theatre</p> <p>2 p.m. - 4 p.m.</p> <p>Cherry Hill Camden County</p>	<p>20</p>	<p>21</p>  <p>Daily 9 a.m. - 5 p.m. Pick Your Own Pumpkins</p> <p>Princeton Mercer County</p>	<p>22</p>	<p>23</p> <p>Fall Fun Maze & Pumpkin Pick-Up</p> <p>Environment Center 2:30 p.m.-4:30 p.m.</p> <p>West Essex Essex County</p>	<p>24</p>
<p>25</p> <p>18th Century Field Day</p> <p>10 a.m. - 3 p.m. Red Bank Battlefield</p> <p>National Park Gloucester County</p>	<p>26</p>	<p>27</p>	<p>28</p>	<p>29</p> <p>EXPO 2020 3 p.m. - 4 p.m. Members 4 p.m. - 7 p.m. Public</p> <p>Crystal Springs Country Club</p> <p>Hardyston Sussex County</p>	<p>30</p>	<p>31</p> 