

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 117 - APRIL 2021

Helping New Jersey's Counties Meeting Their Grant Challenges

by Rory Costello, Principal, KPMG Government Services Practice



For decades, KPMG has been assisting New Jersey's public sector entities as consultants, auditors and even tax advisors. As a firm that provides a wide range of services to most states and many prominent municipalities nationally, we understand the fiscal challenges resulting from COVID-19.

One area we follow closely for our clients is grant funding. From helping comply with federal compliance standards to meeting the challenges of administering state and federal funds timely, KPMG helps governments manage the breadth of their grants process. This often means a range of technology-enabled activities such as enrollment and eligibility, case management, program design and management, as well as oversight monitoring and reporting.

At \$1.9 trillion, "The American Rescue Plan" is one such initiative for which we are helping governments better understand and explore their funding options.

The following areas may impact New Jersey's counties:

- **SNAP:** \$1.15 billion to extend administrative funding for the costs of State administrative expenses associated with carrying out SNAP programs.
- **WIC:** \$390 million intended to carry out outreach, innovation, and program modernization efforts, including appropriate waivers and flexibility, to increase participation in and redemption of benefits.
- **Emergency Rental Assistance:** \$20.25 billion in additional funding to all States, Territories, and eligible local jurisdictions that were allotted ERA funding in December. Fund uses remain the same; however, grantees can now provide financial assistance to eligible households for up to 18 months.
- **Homelessness Assistance Services:** \$5 billion for qualifying individuals or families in the form of rental assistance; affordable housing, housing counseling and homeless prevention services; as well as the acquisition and development of non-congregate shelter units.
- **Homeowner Assistance Fund:** \$10 billion for qualified mortgage assistance; reinstatement financing, principal or interest rate reduction, utility and insurance aid, etc.

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Helping New Jersey's Counties Meet Their Grant Challenges

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- **Vaccine Distribution, Testing & Contact Tracing:** \$53.5 billion to aid in vaccine distribution among states and local jurisdictions and to establish and expand testing and contact tracing capabilities.
- **Community Health Centers:** \$7.6 billion in funding for community health centers and community care available until expended.
- **Water Utility Rebate Aid Program:** \$500 million to States to assist low-income households that pay a high proportion of household income for drinking water and wastewater services, by providing funds to owners or operators of public water systems or treatment works to reduce.
- **Medicaid:** \$500 million to continue investment in COVID vaccines, vaccine distribution and testing. The funding also specifies the implementation, administration and planning services for programs, including mobile programs.

If you have questions about your funding issues, feel free to reach out. We are committed to the long-term success of New Jersey's counties.

Rory Costello leads KPMG's Government Services to state agencies and counties in New Jersey. Rory can be reached at rcostello@kpmg.com.



Cisco Bridges Digital Divide

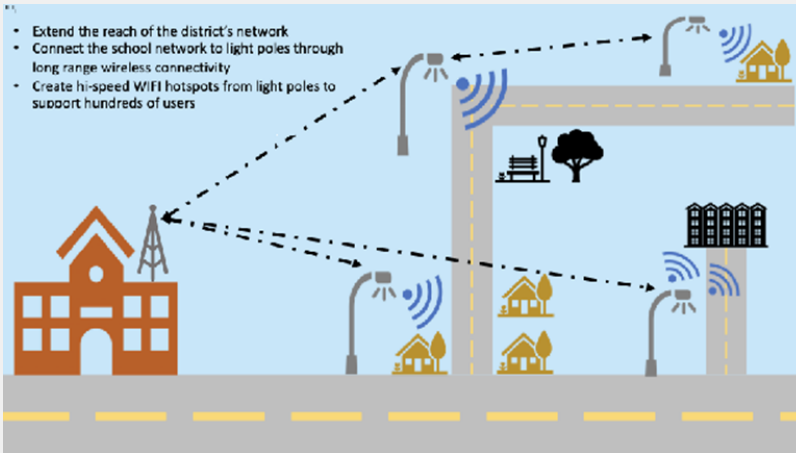
by Arun Dharan, Territory Account Manager, US Public Sector—PA, NJ, DE for Cisco

There seems to be no end to the financial challenges from this pandemic, and it can be very difficult for state and local government institutions to fulfill their missions. While funding continues to shrink, populations continue to rise, and citizen expectations of speedy service and response times have dramatically increased. There is intense pressure to do more with less and to make the right decisions about how information is managed, and government resources are utilized. The challenges are huge, but so are the opportunities --to improve the quality and effectiveness of services, to better engage citizens, to increase the productivity of government personnel, and to break down the barriers between agencies. Of course, none of this can be accomplished by sticking to the status quo.

At Cisco Systems, our charter is to reimagine and redesign public service through technology. We're here to help make governing more efficient and effective for building essential services and functions securely, flexibly, and at scale. We are committed to improving the human impact of technology by providing end-to-end intelligent networking, integrated security, and personalized collaboration experiences that enhance the productivity of government operations by ensuring residents and employees effectively have access to the right information, at the right time, for whatever they might need. Simply put, Cisco brings together your workforce and workplace - no matter where they are - for a secure, trusted Connected Experience for the organizational and operational resiliency to power an inclusive future where people, society, and the planet all thrive.

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Cisco Bridges Digital Divide *(continued)*



The pandemic has exposed the challenge of the Digital Divide many cities face in providing adequate internet connectivity to those who have no regular internet access at all, at home or elsewhere. Bringing seamless wireless connectivity to the most challenging sites and environments is traditionally an expensive and complicated endeavor in the best of conditions. Just this year, Cisco has introduced a groundbreaking technology that can provide a Fiber-Free backhaul network to extend Wi-Fi availability at a much lower cost to citizens in need.

will be here to help every step of the way. Cisco brings our government customers resiliency to adapt to continue to meet their mission. If you have any questions or want to learn how Cisco can help, please reach out.

Out of the global pandemic, governments will continue to be tested by constant change and we

To learn more about Cisco, please contact Arun Dharan, adharan@cisco.com.



County of Monmouth Job Vacancy



Job Title: Department Director
Division/Dept: Health and Human Services
Reporting: County Administrator
FLSA Status: Exempt
Supervise: Staff
Date: February 19, 2021

Purpose:

Under the direction of the Monmouth County Administrator, functions as the Director of Health and Human Services, taking the lead in the planning, organization, and coordination of all functions, programs and activities of the Department and other related duties. Responsible for management of activities within the Department, including but not limited to: coordination of activities of all divisions within Health and Human Services, private sector agencies and not-for-profit organizations; interaction with other County departments and divisions as they relate to the functions of the Department, for example, budgeting, purchasing, contract negotiations, monitoring and evaluation, grant management and other related duties as required. Also serves as Co-Chair of the Monmouth ACTS Advisory Council (MAAC), with responsibility for all related activities.



To review the full job description and essential functions please click [here](#).

Design Underway For Most Blessed Sacrament Church Rebuild

by Jennifer Mannino, Director of Marketing for LAN Associates

On December 11, 2019 tragedy struck Most Blessed Sacrament Church in Franklin Lakes, New Jersey, when the structure was set ablaze, leaving the beloved building in ruins. The heartbreaking event prompted an outpouring of local support and a collaborative vow from the community to ensure parish life continues for the local congregation.

The nearly 60-year-old parish was commonly referenced by its prominent location near the Franklin Lakes round-about. It was a local institution, and the community reacted in the church's time of need with a series of fundraising initiatives. Businesses and townspeople alike offered donations to aid in the rebuilding of this iconic structure.

"The loss of Most Blessed Sacrament Church was a shock to the community, but the outpouring of local support was heartening," said Frank Bivona who is the head of the Church Building Committee as well as the Mayor of Franklin Lakes. "Rebuilding would not only require artistic vision from the architect, but a dedication to logistical coordination and due diligence. Working with the Church Building Committee, Foresight and LAN Associates have come through on all fronts. We are excited for the day parishioners can attend services in the new building."

By early January 2020, a plan had formed to start the process of rebuilding. Church leaders hired Foresight Architects to work in partnership with full-service architecture and engineering firm LAN Associates, who together are designing and overseeing the rebuild. LAN is a local firm with strong connections to the Franklin Lakes and Most Blessed Sacrament Church community, with an office only a few miles from the project site. The LAN design team alongside Foresight Architects brings extensive experience in ecclesiastical architecture.

"Most Blessed Sacrament Church was, and will once again be, an iconic structure. The project is unique for northern New Jersey, offering a large, flat, and open piece of land in the heart of the community," said LAN President and Project Executive Kenneth Karle when asked about the project. "We set out to do justice to the history of Most Blessed Sacrament Church by providing an updated yet traditional facility at a landmark location. After sharing the design concepts with the parish community, the positive reaction confirmed that we hit that mark."

By March 23, 2020, cleanup had begun at the church site. Crew members worked carefully while clearing the debris to ensure retrieval of any intact sacred and liturgical items. Since May of 2020, LAN and Foresight have been in full swing with the schematic design phase. Discussions about the final design are still underway, but some major determinations have already been made.

- The new church will be built to accommodate a main worship space with increased seating, which will match the original church layout and include a patterned circular design.
- The layout accounts for overflow capacity to accommodate holy days when heightened attendance is common.
- The rebuild will also include a daily chapel that can seat 80-100 people and a community gathering space.
- The church's connection to the community and visual presence will be increased, not only by the structure's welcoming design but also its placement, which will be closer to the nearby traffic circle.
- The style of the church will have a more traditional design in lieu of a modern aesthetic.
- A variety of building materials, like stone, slate, wood, and glass will be used to achieve a warm and inviting atmosphere.

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Design Underway For Most Blessed Sacrament Church Rebuild *(continued)*

- The historic bells from the surviving bell tower will be integrated into the design of the new building.
- The baptismal font will be in the front near the entrance with a direct line to the altar symbolizing the path to life.
- The Marist Brothers of the United States Province generously donated a statue of the Blessed Mother which used to be a centerpiece at Marist High School in Bayonne, New Jersey. This piece will be integrated into the new building.

The project team will continue to work on the design and documentation throughout the coming months. Church leadership, LAN Associates, Foresight Architects, and everyone involved in the project is determined to rebuild the house of worship in a timely and respectful manner. The project is in beginning stages for construction document planning, with hopes to begin construction within a year.

LAN Associates is a full-service engineering, planning, architecture, and surveying firm that services boards of education, higher education, multi-family housing, state and municipal governments, commercial, religious facilities, and private clients. The firm was founded in 1965, and is based in Midland Park, NJ, with offices in Goshen, NY, Voorhees, NJ, and Bethlehem, PA.



To learn more about LAN Associates please visit WWW.LANASSOCIATES.COM

Nationwide Retirement Solutions (NRS)

If you have not already discovered the many different features on the NRS website landing page please visit the link today, and share with all your county employees. It could be very useful for everyone. **The best part is that you do NOT need to be a participant with Nationwide to make use of these resources!** In fact, we encourage everyone to use these educational tools to help your employees understand the importance of saving for retirement. **Please feel free to share this with your employees and encourage them to register for webinars of interest, view the quick on-demand videos on various topics and make use of the other resources available! There are no strings attached – we just want you and your employees to have resources at their fingertips.**

Here is a link for your convenience <https://www.nrsforu.com/rsc-web-preauth/index.html> (be sure to scroll down when you reach the landing page), and below are some pictures of resources being offered – share away!



Register for these live events

In English

Avoid Emotional Investing	Register
Retirement Myths and Realities	Register
Investment Basics	Register
Basics of Personal Finance	Register

En Español

Evita las inversiones emocionales	Register
Mitos y realidades del retiro	Register
Retiro 101	Register
Principios básicos de la inversion	Register

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Nationwide Retirement Solutions (NRS) *(continued)*

Register for these one-time events

March 18, 2021	Planning for Health Care Costs in Retirement	Register
April 22, 2021	Social Security: The Choice of a Lifetime	Register
May 20, 2021	Women & Retirement	Register
June 17, 2021	Planning for Long Term Care Costs	Register
July 15, 2021	Health Savings Accounts	Register
August 19, 2021	Planning for Health Care Costs in Retirement	Register
September 16, 2021	Social Security: The Choice of a Lifetime	Register
October 14, 2021	Managing the Taxes on Your Retirement Income	Register
November 18, 2021	Planning for Long Term Care Costs	Register
December 16, 2021	Legacy Planning	Register

Watch webinars on-demand



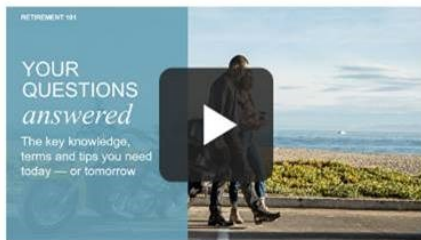
Basics of personal finance
Principios basicos de las finanzas personales



Cyber Security
Principios basicos de seguridad cibernetica



Investment basics
Principios basicos de la inversion



Retirement 101
Retiro 101



Avoiding emotional investing
Evita las inversion emocionales



Save, grow and guard your money
Formas inteligentes de ayudarte a ahorrar, hacer crecer y proteger tu dinero

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Nationwide Retirement Solutions (NRS) *(continued)*



[Retirement myths & realities](#)
[Mitos y realidades del retiro](#)



[Women & retirement](#)
[Las mujeres y el retiro](#)



[Contributing to your retirement account](#)
[Como contribuir a tu cuenta de retiro](#)



[Health Savings Account](#)
[Ahorros para cuidados medicos](#)



[Health care](#)
[Cuidados medicos](#)



[Social Security](#)
[Principios basicos del seguro social](#)



For further information please contact Dave Sarmir, ChFC, CRC at sarmird@nationwide.com or Jerome Mosley, CRC at mosleyje@nationwide.com



Setting Up A COVID-19 Vaccination Site: How Essex County Tackled Tech Challenges To Get The Job Done

by John Turba, Account Executive for SHI International Corp.

The approval of multiple COVID-19 vaccines had many seeing the light at the end of the tunnel. But there's still a long road ahead.

We're now in a critical phase where vaccines need to be distributed in a safe and effective manner. To handle the sheer volume, we're seeing many points of dispensing (PODs) open across the country. These temporary sites in the community enable healthcare professionals to quickly administer vaccines in large numbers.

While this is good news for millions of Americans, there's a big difference between planning to implement one of these PODs and doing it successfully. And one of the biggest hurdles standing in the way is technology.

Enter: Essex County, New Jersey, where five of these PODs are not only up and running, but with SHI's help, outfitted with the technology needed to create and maintain a smooth and seamless vaccination process from start to finish.

What's behind the county's success? Here are three tech requirements organizations and agencies need in place to set up vaccination sites.



1. All-encompassing website

We've all seen the stories of countless [Americans struggling to sign up for vaccinations](#).

According to a Kaiser Family Foundation survey from January, [60% of Americans don't know when or where to receive a COVID-19 vaccine](#). Whether they crash, they're confusing, or there are simply too many to choose from, the main culprit remains the same: shoddy websites.

If you're going to set up a POD site, you need a single website that's all-encompassing and

easy to use. This website should streamline the scheduling process, making it simple to book and cancel appointments, as well as sign up at the most convenient location. It should also be able to accept scanned images of insurance cards and record healthcare information ahead of the appointment to expedite the process.

Essex County was ahead of the curve in this respect, testing its website as early as October. Its website consists of both a vaccination and a COVID-19 test site scheduling portal, built by Kesz1. The website uses an insurance claim software-as-a-service (SaaS) platform to process claims on the back end, and registers individuals to sites based on their zip code.

2. Robust call center

What happens if the portal isn't letting patients schedule an appointment? What if it won't let them reschedule an existing appointment? What if a snowstorm or power outage hits on the day they're supposed to receive the vaccine?

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Setting Up A COVID-19 Vaccination Site *(continued)*

If any of these issues arise, you need an easy way for people get in touch with your POD. That's why you must build a strong call center – one that can also function remotely.

Essex County outfitted its call center workers with laptops to take home if they have to work remotely and installed softphones on these devices. That way, if they face a weather emergency, for instance, they can use this equipment to log in and work from home, and the call center can continue to operate effectively.

3. Backup connectivity

Each vaccination site is going to have a lot of devices running at the same time. There'll be phones, tablets, laptops, medical carts designed specifically for vaccinations, and, of course, printers.

Now, what happens if the power or internet go down? How will you continue registering people? How will you continue the vaccination process?

You need to have a secondary form of connectivity.

To ensure its vaccination sites were prepared for this scenario, Essex County implemented Cradlepoint routers that can support 250 to 300 PCs. On top of that, it made sure that the laptops used in the sites all had SIM cards that could power them for eight hours. That way, if a site lost both forms of connectivity, the laptops could still function with the SIM cards.

Hitting the ground running

Even before the vaccines were approved, Essex County saw what was coming down the pike. It wanted to make sure it could hit the ground running from day one – and that meant putting the right technology in place.

With SHI's help, Essex County didn't just have the devices it needed – it was able to identify and implement a simple and powerful website, a flexible call center, and backup connectivity to ensure the success of its POD sites, while putting its citizens on the path to COVID-19 vaccination.

Carl E. Hunte, Assistant County Administrator/CIO for Essex County, NJ, 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.

BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

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

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

[Click here for an application.](#)

WELCOME TO OUR NEW MEMBERS

Cisco shapes the future of the Internet by creating unprecedented value and opportunity to our customers, employees, investors, and ecosystem partners. Cisco Systems is an American multinational technology that develops, manufactures, and sells networking hardware, software, telecommunications equipment and other high-technology services and products.

If you would like to learn more about Cisco please contact Arun Dharan, Territory Account Manager, US Public Sector—PA, NJ, DE via e-mail at adharan@cisco.com.



kemp powers the secure, always-on application experience [AX] that enterprises and service providers demand. Kemp's load balancing network performance monitoring and network detection and response solutions deliver maximum value through simplified developments, flexible licensing, and top-rated technical support. Kemp is the world's most popular virtual Load Balancer.

If you would like to learn more about kemp please contact Patrick Statler, at (631) 345-5292 or via e-mail at pstatler@kemp.ax.



Tanium is on a mission to reduce complexity, improve efficiency and align IT teams for companies and government organizations of all sizes. Our unified endpoint management, security, and risk platform closes IT gaps and changes the way organizations manage and secure their information systems with unparalleled speed, visibility, and control. We have an exceptional focus on customer success and support to ensure this is achieved.

If you would like to learn more about TANIUM please contact Joel McManus, Director of Strategic Accounts SLED, via e-mail at joel.mcmanus@tanium.com.



It Is Not A Cost Center: How New Jersey Government Organizations Can Reduce IT Costs

by Gary Buonacorsi, SLED Chief Technology Officer, Chief IT Architect for Tanium

State and local governments in New Jersey and beyond continue adapting to a long-term distributed workforce – and education institutions are focused on efforts to ensure in person learning resumes as soon it's possible. These ongoing shifts bring an increased need for digital services, IT infrastructure and training. At the same time, the pandemic has triggered budget cuts and furloughs within state and local government and education institutions across the country.

We've always asked the government to "do more with less" and it continues to be the case going forward. Consider, **88 percent** of city leaders expect a budget shortfall, and approximately half of state and local CIOs **expect IT funding** to drop. While federal stimulus funds are expected to provide much needed relief, public sector organizations still have a responsibility to recoup as many dollars as possible to offset budget shortfalls and temporary workforce reductions – and meet new needs. Short-term, cost-cutting efforts are easy, but longer-term cost optimization planning via collaboration across teams is more difficult.

Against this backdrop, the IT organization offers a significant potential for cost savings as well as an opportunity to drive long-term efficiency by eliminating outdated technology and processes, gaining better visibility into the organization's resources and centralizing/consolidating operations and security.

Understand and Simplify the IT environment

Too often, an organization will purchase a new product to solve each new problem. The approach results in redundancy, waste and a complex environment, often with silos of data stuck in applications that do not communicate with one another. Leaders end up with incomplete visibility into the overall environment, which leads to more overspending.

Teams need the ability to find the technology tools they own, and more importantly, understand IF and HOW the organization is using those technology tools. An agency or educational institution can usually save significant dollars on an ongoing basis by consolidating similar tools and eliminating tools they no longer need – saving on license costs, upgrade costs and maintenance and support costs.

In addition, as government and educational institutions grapple with increased demands but fewer people, teams will need to add service automation and optimization. This might mean creating digital workflows that streamline and simplify routine tasks. For example, it might mean offering the capability to easily restart, repair or re-install other tools for a distributed workforce without a ticket or operator assistance. IT teams can then focus attention on priority projects. As digital services are put in place using a common platform, leaders gain an understanding of the trends and ability to identify new opportunities to improve workflows and reduce costs.

Consolidate and Centralize Operations

As state and local government and educational institutions consider the path forward (given budget pressures and new demands) many will restructure to survive. For example, today if a state university system has 13 campuses – there are usually 13 IT departments.

This means they are likely running 13 Human Resources Information Systems. Thirteen different email systems, hundreds of collaboration tools – and very likely – software and hardware procured by a department other than IT that no one knows about.

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IT IS Not A Cost Center: How New Jersey Government Organizations Can Reduce IT Cost *(continued)*

The same holds for state and local technology purchasing – very decentralized.

In all cases, there is significant opportunity for cost savings by improving visibility into technology tools and infrastructure, eliminating unused tools, and reducing the use of redundant tools across departments or campuses. A simpler, centralized environment is easier (and costs less) to manage.

Consider the State of North Carolina's centralized Integrated Budget Information System (IBIC). The IBIC provides a common workspace for state agencies and the Office of State Budget Management to perform budget planning, development and execution activities.

The State of Ohio migrated 90 percent of its IT infrastructure to the cloud and increased the adoption of shared services in fiscal year 2012. As a result, over the past several years the state has achieved more than \$162 million dollars in documented savings.

The University of Wisconsin System President Ray Cross recently announced a proposed restructuring strategic plan that would streamline duplicate degree programs at all state-run campuses before fall 2021 and centralize IT, human resources and business functions to create a system-wide online education model.

Strengthen Security

As we know, the newly distributed workforce also brings increased cyber risk. More endpoints mean more potential points of failure.

In a traditional, decentralized environment, leaders typically have limited visibility of their endpoints, as well as (usually) data overload from a daunting amount of security alerts. Operations and security teams need a platform to break down the data and information silos and help ensure both teams are using consistent and accurate data across the board.

Leaders need the ability to quickly identify and address the most pressing threats. Lack of visibility into the network creates unknown vulnerabilities and makes risk assessments more difficult for IT teams – increasing the likelihood of a breach. Risk scores are living, breathing things, and especially in the new distributed workforce environment, must be based on real-time data to protect the organization's environment and overall vulnerability.

Getting from here to there

Tanium provides unified endpoint management to help organizations gain the visibility needed to drive IT cost efficiencies, consolidate operations and IT security and improve business value. Unlike older tools and narrow point solutions, Tanium provides extensive, accurate data in real time. As a result, state and local governments and educational institutions can:

- **Reclaim Underutilized Assets:** Help find and control hardware and software assets quickly and create a comprehensive inventory to monitor and optimize software needs and help reduce unnecessary spending.
- **Consolidate and Save with a Modern Platform:** Help eliminate old technology and reduce unnecessary point tools and the infrastructure required to support them. IT leaders can unify endpoint management and security onto a single console and offer budget offices and other key stakeholders accurate, and actionable data to help maximize efficiency, minimize risk and take control.

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IT IS Not A Cost Center: How New Jersey Government Organizations Can Reduce IT Cost *(continued)*

- **Reduce Support Costs:** Help deliver proactive monitoring and resolution of end user performance issues, lessening the burden on IT support resources. IT teams can improve IT decision-making around critical software change initiatives, smartly manage hardware lifecycles using historical data to assess the need for hardware refreshes and reduce mean-time-to-repair and the number of tickets, improving workplace productivity.

Successful IT and security strategy starts with the basics: visibility and control across your environment. But getting the basics right is not easy, and IT and financial decision makers need a modern environment to help save time and money while reducing disruption.

To learn more about how Tanium can help, please visit: [Tanium - IT Cost Optimization Brief](#)

Included is useful information if you'd like to learn more about our work with counties across the U.S. on many of these same initiatives:

[San Joaquin County - Securing the Distributed Workforce](#)

[How Salt Lake County Gained Visibility and Control of Distributed Endpoints](#)

[How the City and County of San Francisco Improved IT Operations and Security](#)

If you're interested in a free trial of Tanium's platform you can get additional details and sign up here, [Get Hands on with Tanium - 14 Day Free Trial](#)

For further information on Tanium please reach out to Joel McManus, Director of Strategic Accounts – SLED at joel.mcmanus@tanium.com or (781) 929-9715.



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
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loren@njac.org**

COVID-19 Virtual Workshop Series 2021

Workshop Summaries

- Vaccine Distribution by County Governments 10:00 a.m. 02/24
- Federal Funding and Capitol Hill Update 10:00 a.m. 03/03
- Mandatory COVID-19 Vaccination and Testing by Employers 10:00 a.m. 03/10
- Medication Assisted Treatment Services at County Jails 10:00 a.m. 03/17
- Vote-by-Mail and other Election Challenges 10:00 a.m. 03/24
- Mental Health Resources during a Public Health Emergency 10:00 a.m. 03/31
- The Future of Foreclosure Sales 10:00 a.m. 04/07

Thank You to Workshop Sponsors



THE FUTURE OF FORECLOSURE SALES

10:00 a.m. April 7, 2021

(Qualified for CEU & CLE Credits)

This virtual workshop session will explore how sheriff offices and county counsels may proceed with conducting foreclosure sales on vacant and abandoned properties in compliance with executive orders that impose restrictions on indoor gatherings. The session will also address the challenges the court system will undoubtedly face when executive orders that prohibit landlords from evicting tenants during a declared public health emergency expire and the future of conducting online auctions through a web-based platform.

Please make sure to complete the general registration form, by clicking [here](#), and note that prior to the workshop, NJAC will send directions on how to access the session to all registered individuals.

Preventing Child Abuse Requires Focus On Preserving, Supporting and Restoring Families

by Christine Norbut Beyer, MSW, Commissioner for New Jersey Department of Children and Families (NJDCF)

April is Child Abuse Prevention Month. Every year, child advocates from across the nation, and in every county across New Jersey, come together to raise awareness about child abuse and neglect and to promote the best strategies to ensure that children grow up safe, and families thrive. While this important national observance has taken place for close to forty years, child abuse remains a public health crisis, particularly throughout the pandemic.

According to the Center for Disease Control and Prevention, at least 1 in 7 children have experienced abuse or neglect in the last year. In 2018, nearly 1,770 child fatalities occurred nationwide, due to abuse and neglect.

The New Jersey Department of Children and Families' Division of Child Protection and Permanency (CP&P) works to protect children, and strengthen and preserve families. In fact, for 97% of the cases in which CP&P is engaged, services are provided to the children and family in their own home, with children never having to be removed. If/when a child is found to be in imminent danger, however, a child is removed and our priority then is to identify kin, relatives, a family friend or familiar face, to be licensed as resource parents, that can care for the child. This helps to preserve the child's social and familial connections and reduce trauma. We also rely on our existing strong network of licensed resource parents. In both scenarios, the child is safe while we provide supports and services to the family, and work toward reunification with the biological parents.

Years of child welfare research, field experts, training, case practice experience and engagement with families has demonstrated that often times, abuse and neglect occur when families are under tremendous stress and are struggling. Most often, families are destabilized by a wide range of issues, unaddressed generational abuse, toxic trauma, mental or behavioral health challenges, lack of access to educational and economic opportunities, systemic racism, poverty, and financial instability. In fact, [statistics](#) show that that the rates of child abuse and neglect among children in families with low socio-economic status are five times higher when compared to children in families with higher socio-economic status.

We recognize that to truly prevent child abuse and neglect; we must address the root cause. We must go beyond the surface and address the needs of the entire family. We must shift from the old child welfare perspective, from blaming families for their circumstances and the challenges they face, to providing the necessary resources and supports to help a family overcome trauma, foster healing, and build resilience.

Today, in NJ—we are working to transform the Child Welfare System—not to focus solely on the prevention of child abuse and neglect, or protective services, but to prevent the root cause of abuse and neglect from ever taking form. It's about reaching struggling families before they reach a crisis and require state intervention.

At DCF, we are following this new path forward, while remaining committed to implementing evidenced-based prevention programs and initiatives, based on the Strengthening Families [Protective Factors](#), such as our [early childhood programs](#), with a focus on families with children ages 0-to 5, offering families services in their homes or in their own communities.

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Preventing Child Abuse Requires Focus On Preserving, Supporting and Restoring Families *(continued)*

For instance, through a partnership with our sister agencies, the Departments of Health and Human Services, young families are provided additional supports through the New Jersey Maternal Infant and Early Childhood Home Visiting Program.

The program, which has three core Evidence Based Home Visiting models, provides individualized support in the home setting to pregnant women, parents and other caregivers in families with infants and young children.

We also use programs such as the [Parent Linking Program](#), in which we support expectant and parenting teens by reducing the barriers that can impede their ability to complete their education, learn parenting skills, and safely care for their child.

Our network of 57 [Family Success Centers](#), provide community led services and supports to uplift families, with programs ranging from referrals to services, resume writing, language classes and child and parent activities. While the centers had to shift to virtual service delivery during the COVID-19 pandemic, they continued linking families to much needed supports, many helping to coordinate local food and diaper drives.

By contracting with a wide range of system partners, such as [NJ Child Assault Prevention](#), [Prevent Child Abuse NJ](#) School Based Youth Services, or Family Success Centers, we are able to provide year-round prevention education and support services for youth, in primary, middle and high schools.

With these efforts and so much more underway, this new strength-based path forward is keeping families together, safely. But we also know that it isn't the work of one sole agency. Only together, as partners can we continue to keep New Jersey's families safe, healthy and connected.

To report Child Abuse and Neglect

If you do suspect child abuse or neglect, you must call the child abuse hotline: 1-877-NJ-ABUSE (1-877-652-2873). Remember, all New Jersey citizens are mandated reporters.

To help families access the agency's supports/services

The Division of Child Protection and Permanency can also offer voluntary support and helping services to families. If a parent, or someone on their behalf, calls the State Central Registry and describes their family situation and current needs, information on those various helping resources will be provided. The call center number is 1-877-652-2873.

To access Child Abuse Prevention publications/resources, visit

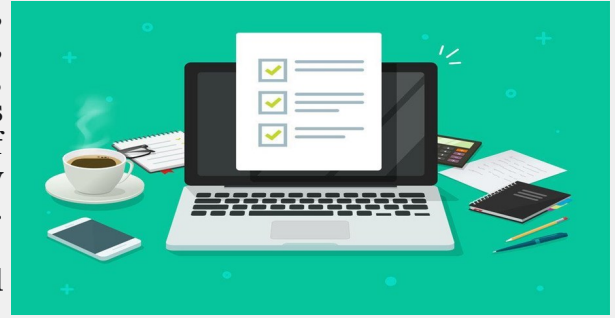
<https://www.nj.gov/dcf/news/publications/covid19.html>



ePermitting vs. Cloud Permitting: What’s The Difference?

by Kelsey Price, Marketing and Events Manager for OpenGov Inc.

A lot has changed since ePermitting, or electronic permitting, started going mainstream in the 1980s—everything, it seems, except for ePermitting software itself. Now, thirty years later, many communities are still struggling to ‘digitize’ their processes with ePermitting software in order to ditch the clunky legacy of paper forms. What they may not know is that in 2020, they should actually be asking for cloud permitting software.



- What’s the difference between ePermitting and Cloud permitting?
- Why is the latter the better option for modern governments?

Let's dive in.

ePermitting	Both	Cloud Permitting
Created in the 1980s		‘Cloud’ computing began in 2006
Runs on desktop	More sustainable than paper forms	Runs on a web-browser
Stores data directly on the computer hard drive	Digital in the sense that they rely on a computer	Stores data off-site on secure servers (aka the ‘cloud’)
Often relies on outside programs to complete a start-to-finish approval	Goal of use is to increase the efficiency of approving permit and license applications	Programs can be integrated directly into the cloud software Intuitive software interface
Basic software interface		

ePermitting

At the most basic level, **ePermitting** simply means electronic permitting—**relying on a computer to digitally complete at least a portion of the typical receive-intake-review-approve sequence that governments go through** to approve residents’ permitting and license applications.

When it comes down to actually defining what ePermitting software should do, we often see a divergence in both the terms that officials use, and subsequently, the capabilities they expect ePermitting software to provide. For some, ePermitting means putting required forms on their local government website for residents to access as PDFs at home.

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ePermitting vs. Cloud Permitting: What's The Difference?

(continued)

PLEASE PRINT BUILDING PERMIT APPLICATION *For Office Use Only*

Initials: _____ Code #: _____ Building Permit #: _____ Issue Date: _____ Grade: _____ Insurance OK:

Date of Application _____ CBYD# _____ Call Before You Dig # 1-800-922-4455

Address of Work Site _____ Street _____ Town _____ Work Cost Est: \$ _____

Owner of Property _____ Phone # _____ Residential Commercial

Applicant's Name: _____ Phone: _____ Fax: _____

Address: _____ Street _____ City, State, Zip _____ License #: _____

APPLICANT'S SIGNATURE: _____ DATE: _____

2ND APPLICANT'S SIGNATURE: _____ DATE: _____

TENT(S): NAME OF EVENT _____ EVENT DATE(S): _____

EVENT TIMES: _____ AM/PM TO: _____ AM/PM DATE TENT(S) ERECTED: _____ COOKING TENT: YES NO

NO. OF TENT(S) & SIZE: # _____ # _____ # _____ # OF PEOPLE IN TENT: _____

New Homes, Additions (Ext of footprint) Sheds, Decks & Pools require FVHD approval if you are on septic and/or well.

New Home Electric Plumbing HVAC Pool: In-ground Above-ground Sewer/Water: Public or Private

Addition/Alterations Fire Sprinklers Shed: Size _____ Deck: Size _____ Basement Finish

Tenant Improvements Generator: Size _____ Water Heater Furnace: Size _____ Fuel _____

Re-Roof: Brand Name & Type of Shingle _____ Yrs _____ Stripping Dumpster Over 1 Layer

Gas Log Insert: Natural Gas Propane Tank: Underground Above Ground Size: _____ Porch

Wood Stove Pellet Stove In Masonry Fireplace Siding: Type _____ Fence (over 6') Sign

Oil Tank-Underground Above Ground Size: _____ Demolition: Utility Ltrs >75 yrs old? Yes No

An example paper application form to apply for a building permit.

For others, ePermitting allows residents to submit electronic versions of their permitting applications via email or through a portal. But for the majority of governments, **ePermitting software should bridge the resident application and government processing ability into a single solution**; meaning after a resident submits either a paper-based or electronic application, government employees can use ePermitting software to track the approvals process electronically instead of relying on paper.



Traditional ePermitting software was built with the intention of digitizing government processes, but often still relies on manual entry, multiple programs, and ad-hoc reporting.

Not only do these variations confuse the overall understanding of how communities can and should be using ePermitting to modernize their approvals processes, but also what they should look for in ePermitting modernization technology. This not only complicates the search for a good ePermitting solution, but also the anticipated outcomes governments expect to see post-investment.

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ePermitting vs. Cloud Permitting: What's The Difference?

(continued)

Cloud Permitting

Cloud permitting software relies on, you guessed it, the 'cloud,' which essentially negates the need for a network-connected desktop computer. Instead, this software depends on internet-based networks, and data is stored offsite in secure, digital storage hubs. If you max out your computer storage with traditional ePermitting software, your options are to buy new hardware: Either a new computer with greater capacity or a new server to support your data needs. With cloud permitting software, you simply purchase more online storage, which is why modern cloud-based software has the reputation for being more scalable and a cheaper investment long-term.

Cloud permitting is the next generation of ePermitting software that actually solves for both process inefficiency and duplication of efforts in the often complicated approvals process for municipal permits and licenses. Cloud permitting software provides all of the same basic benefits of a unified, front-and-back-end ePermitting solution, but in a much more user-friendly and intuitive way.

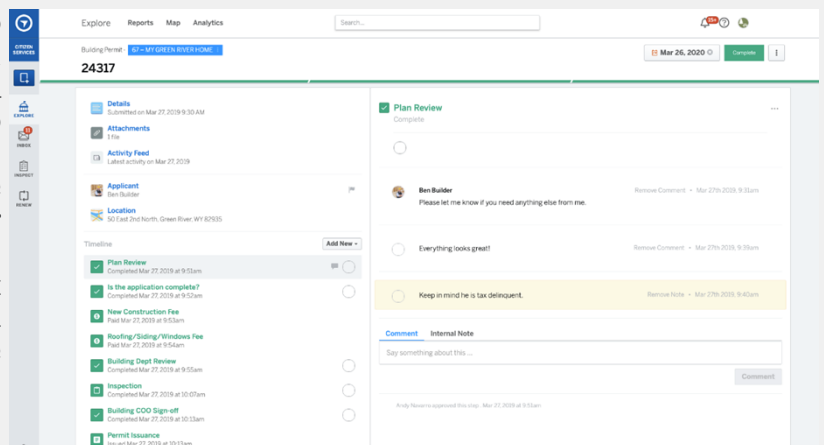
If the primary driver of adopting ePermitting is to move away from paper, the primary driver of implementing (or upgrading) to cloud permitting is to **integrate all permitting-related technology into a single platform that is accessible to the entire team**, with varying user permission levels to restrict or enable access as needed.

Cloud Automation Tools

The even bigger improvement for governments is the introduction of workflow automation tools into cloud permitting software like [OpenGov's Citizen Services](#) platform. Workflow automation does what it sounds like—it automates any start-to-finish process with multiple steps, with helpful features like reminders and alerts that trigger upon completion of the previous step to ensure whoever is in charge of the next step, knows exactly what to do, when.

What these backend workflow automation tools look like for government staff is that post-submission, employees can easily review and track permit and license applications through each incremental step of the approvals process. Within the platform, governments can assign each staff member as a user to facilitate online collaboration. They can see when new applications are submitted, create efficient inspection routes each day, tags their colleagues when they've finished a building plan review, and also digitally alert citizen applicants when additional information is occasionally required—all online.

And just like TurboTax has figured out how to make filing taxes easier for the public based on an individuals' specific circumstances, Cloud permitting also allows governments to set up guided application wizards to help citizens correctly identify the right form they need, on the very first try. Depending on the conditions of their project (say, for example, a deck extension that is 10x20 ft), the total cost of their building permit will be correctly tallied in their application, and they can pay online with a credit card from the convenience of their own home.



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ePermitting vs. Cloud Permitting: What's The Difference?

(continued)

City of Norwalk, CA Search Login Sign Up

Build a Home

Answer the questions below to determine what you need to get started.

Have you taken your project to the Planning Dept?

Yes

No

Are you starting a building from scratch?

Yes

No

Is this a residential building?

Yes

No

Will there be a pool onsite?

Yes

No

In 2020, when government leaders effectively provide the convenience of at-home permitting and licensing services and make their department heads, clerks, and inspectors happy with helpful tools, only then can they say they've achieved true permitting modernization—not with ePermitting, but with cloud permitting software.

Ready for Cloud Permitting?

Local governments looking to bring citizen services online in 2020 should be investing in [Cloud permitting](#) solutions. Our

complete guide details the start-to-finish process of researching, testing, and implementing no-code solutions that match your community's specific approvals process.

Download this free guide to learn more: [Which Permitting Software is Right for You?](#)

Looking for more info? [Contact Us](#)



The FBI recently issued a [press release](#) to raise awareness about Ransomware, a form of cyber-attack to which County Governments - with their hundreds of applications often running in smaller private data center servers and virtual machines –have been especially vulnerable. Hundreds of ransomware attacks are documented each year. Counties have ended up paying hundreds of thousands of dollars in ransom, or millions to rebuild systems after refusing to pay. Don't be the next victim. Here are some steps County Administrators can take with their staff to protect against ransomware and other security concerns:

1. Download the National Cyber Investigative Joint Task Force fact sheet on ransomware https://www.ic3.gov/Content/PDF/Ransomware_Fact_Sheet.pdf
2. Call (732)413-6000, press '1' and then '2' to request a free one hour practical security briefing from a cyber security expert at Yorktel
3. Follow up your security briefing with a workshop to review current practices and identify gaps
4. Plan and execute a migration of county applications to a secure cloud data center.
5. Learn how to protect your county and save money by using security features of Microsoft O365 you are likely paying for may not be using!

The first two steps cost nothing and will put you on the path to a better night's sleep!

To learn more about Yortel, please contact Steve White, VP Government Programs, at swhite@yortel.com.



Grant Opportunities

[The Bank of America Charitable Foundation](#) works to advance pathways to economic mobility in order to build thriving communities. The Foundation provides grants to nonprofit organizations that serve specific states and regions in the United States. In 2021, the Foundation will issue two requests for proposals that address the following focus areas: The Economic Mobility Focused on the Needs of the Community category provides support for affordable housing, neighborhood revitalization, and small businesses. **Applications will be accepted from May 31 through June 25, 2021.**

[Dept. of Health and Human Services - Emerging Issues in Maternal and Child Health](#) This notice announces the opportunity to apply for funding under the Emerging Issues in Maternal and Child Health Program. The purpose of this program is to strengthen the capacities of state- and/or local-level organizations to respond to emerging public health issues affecting maternal and child health (MCH) populations. **Application Due Date: April 9, 2021.**

[Dept. of Health and Human Services – HRSA Behavioral Health Workforce Education and Training \(BHWET\) Program for Paraprofessionals](#) - The BHWET Program for Paraprofessionals develops and expands community-based experiential training to increase the supply of students preparing to become peer support specialists and other behavioral health-related paraprofessionals while also improving distribution of a quality behavioral health workforce. A special focus is placed on the knowledge and understanding of the specific concerns of children, adolescents, and transitional-aged youth in high need and high demand areas at risk for behavioral health disorders. **Application Due Date: April 12, 2021.**

[Dept. of Health and Human Services – HRSA Rural Communities Opioid Response Program-Psychostimulant Support](#) - This notice announces the opportunity to apply for funding under RCORP-Psychostimulant Support (RCORP-PS). RCORP-PS will advance RCORP's overall goal by strengthening and expanding prevention, treatment, and recovery services for rural individuals who misuse psychostimulants to enhance their ability to access treatment and move towards recovery. Over the course of a three-year period of performance, RCORP-PS award recipients will implement a set of core psychostimulant use disorder prevention, treatment, and recovery activities. **Application Due Date: April 21, 2021.**

[Dept. of Agriculture – National Institute of Food and Agriculture – Rural Health and Safety Education Competitive Grans Program \(RHSE\)](#) - Funds community-based outreach education and extension programs at land-grant colleges and universities that provide individuals and families in rural areas with information on health, wellness, and prevention. Includes programs providing training for health service providers and volunteers to carry out health promotion and outreach services. Supports community efforts to prevent or reduce opioid misuse as well as initiatives to prevent and mitigate transmission of the SARS-CoV-2 virus, including strategies that utilize telehealth, telemedicine, and distance learning. **Application Due Date: April 29, 2021.**

[Dept. of Agriculture – National Institute of Food and Agriculture – Food and Agriculture Service Learning Program](#) - Awards grants to enhance or expand existing farm to school initiatives and other experiential learning initiatives related to food and agriculture, especially in underserved areas. Promotes engagement between parts of the food system, farms, and schools in order to increase understanding of agriculture and improve children's nutritional health. Aims to increase low-income children's access to school meals, while improving the quality of food served in schools. **Application Due Date: May 3, 2021.**



FEMA
Region II





As you return to the office or classroom, we know your procurement teams are working tirelessly to address your agency and school needs. Have you considered all the essentials you and your staff need to stay safe?

OMNIA Partners COVID-19 task force is available to address your evolving needs during this time. Let us help you navigate what is needed and connect you with suppliers who have the resources to support those needs.

A quick snapshot of COVID-19 products and services that we offer

<p>Cleaning & Disinfecting Services</p>  <ul style="list-style-type: none"> • Deep Cleaning Services • Surface Disinfectant & Sanitizer Spray Service • Laundered Apparel • Turnkey Emergency Services 	<p>PPE & Facility Solutions</p>  <ul style="list-style-type: none"> • Masks, Gloves, Gowns & Kits • Rental Vaccination Stations • Thermometers & Digital Scanners • Plexiglass Barriers • Signage • Modular Buildings • Elevator/Escalator • Sanitization 	<p>Air Filtration</p>  <ul style="list-style-type: none"> • Scalable HVAC Systems with Funding Solutions • Commercial Grade Air Purifiers • Indoor Air Quality Assessments • Air Filtration Products 	<p>Cleaning & Disinfecting Products</p>  <ul style="list-style-type: none"> • Surface Cleaners • Exterior Antimicrobial Disinfectants • Touch-free Sanitation (Interior & Exterior) • Spray Nozzles & Pumps for Hand Sanitizer 	<p>Furniture</p>  <ul style="list-style-type: none"> • Mobile Cubes & Walls • Desking • Workspace Separation Screens • Outdoor Classroom Solutions • Flexible Seating • Quickship Solutions
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For a comprehensive listing of solutions, visit our [COVID-19 Resource](#) page.

Have an immediate need?

Want to browse our full contract portfolio?

CONTACT US

VIEW SOLUTIONS

OMNIA Partners | 840 Crescent Centre Drive, Suite 600 | Franklin, TN 37067 | United States
 You received this email because you are subscribed to Marketing Information from OMNIA Partners.
[Update your email preferences](#) or [unsubscribe](#).

NACo Webinars

Building Bridges to Advance Equity: A Peer Exchange with the Healthiest Cities and Counties Challenge Communities - *This event is hosted by the American Public Health Association for National Public Health Week*

Apr. 6, 2021 , 12:00 pm – 1:30 pm

Contact Nastassia Walsh
(202) 942-4289 nwalsh@naco.org

REGISTRATION

We welcome interested public health professionals, local organizers, advocates, and community members interested in public health to learn about and share approaches for addressing racial equity in community health initiatives. On April 6th from 12:00-1:30 PM ET, we will convene a two-part panel and peer exchange discussion led by local project leaders of the Healthiest Cities & Counties Challenge. This session is part of APHA's National Public Health Week, which will feature various sessions on racial equity. Following a lively panel discussion, participants will join the conversation in smaller interactive discussion groups to share ideas, challenges, and resources.

Questions? Contact Brittany Perrotte at brittany.perrotte@apha.org.



Reducing Child Poverty through the Child Tax Credit

Apr. 6, 2021 , 3:00 pm – 4:00 pm

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

REGISTRATION

The American Rescue Plan Act of 2021 includes a historic temporary investment in the Child Tax Credit, expanding both its size and its eligibility guidelines in 2021. As a result, an estimated 27 million children will qualify for new levels of direct income support which could cut child poverty in half this year. Join this NACo Webinar for an overview of key outreach and tax assistance strategies to ensure vulnerable families in your county can access these new benefits.

Educating for American Democracy

Apr. 14, 2021 , 2:00 pm – 3:00 pm

Contact Alana Hurley
(202) 350-2296 ahurley@naco.org

REGISTRATION

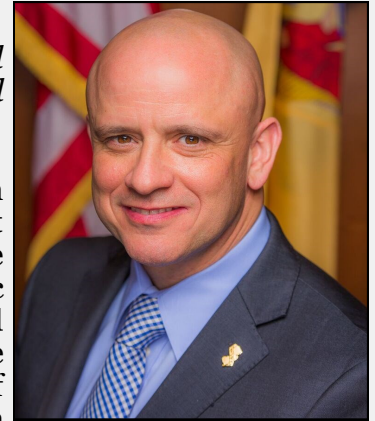
Join NACo and Adam Seagrave of the Arizona State University Center for Political Thought and Leadership for a session on civic education and civil discourse in American Constitutional democracy today. Learn more about ASU's Educating for American Democracy project and learn how county leaders can advance civic education and discourse at the local level.



FROM THE EXECUTIVE DIRECTOR

NJAC recently testified before the budget committees in both houses on the Fiscal Year 2022 State Budget concerning in-person early voting, 9-1-1 funding, and local government pension payments as summarized below.

Although NJAC appreciates Governor Murphy's plan to fully fund the pension systems in the FY 2022 State budget for the first time in 25 years, it's unclear if that level of funding is sustainable once federal monies are no longer available and the State does not have the ability to issue new debt in response to the COVID-19 public health emergency. Separate, but related, NJAC supports recently introduced legislation by Senate President Steve Sweeney in S-3522 as it would protect the long-term health and viability of the pension system by establishing a new board of trustees for the Local Part of the Public Employees' Retirement System (PERS). In short, S-3522 would provide the new board with the ability to determine or modify member benefits, direct policies and investments to achieve full funding, and serve as the fiduciary of system.



John G. Donnadio, Esq.



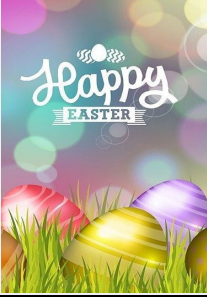
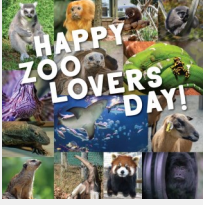





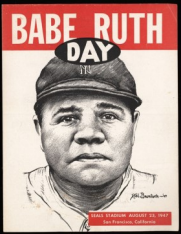
For more than a decade, counties and municipalities have met their pension obligations as employers while the State of New Jersey has continued to underfund the pension systems in varying degrees since 1996 creating one of the worst publicly funded retirement systems in the nation. Despite fulfilling their fiduciary duties, local governments across the State will experience double digit percentage increases in total employer pension contributions in 2021 as determined in figures recently published by the Division of Pension and Benefits in the State Department of Treasury at www.state.nj.us/treasury/pension. Even more alarming for local government employers is the fact that the funded ratio of PERS decreased in 2021 for the Local Part to 65.4%, the State Part to 31.2%, and the combined rate to a disconcerting 52.2% far below the target funded ratio of 75.0%. As such, NJAC has long argued that the State of New Jersey must take proactive measures to reform the pension systems with real solutions that pay off existing deficits and do not affect, dilute, or divert local pension system assets.

NJAC is working with several stakeholder organizations that represent local governing bodies and management professionals across the State to retain an actuary who will, in part, review the tables and footnotes below and examine the 32.7% - 42.3% average increases in normal cost contributions for 2021, which may, in part, be explained by underperforming investments, a reduction in the assumed rate of return for long-term investments, and other relevant factors. Additionally, the actuary will analyze the 6.0% - 13.6% average increases in unfunded liability for 2021, particularly since local governing bodies as employers have long met their pension obligations as previously noted. As such, the unfunded liability should theoretically be decreasing but it instead appears that the State is using property taxpayer dollars to subsidize its long mismanagement and underfunding of pension system.

SAVE THE DATE!

**NJAC Annual Conference
October 12 - 14, 2021
Caesars in Atlantic City**

SPECIAL & UNIQUE HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
<p>April's Birth Flower is the Daisy!</p> 	<p>NATIONAL COUNTY GOVERNMENT MONTH</p>			<p>1</p> <p>This is no April Fool's it's National Burrito Day too!</p> 	<p>2</p> <p>International Children's Book Day!</p>	<p>3</p>
<p>Happy EASTER</p> 	<p>5</p> <p>Read a Road Map Day! <i>Depending on your age this could be somewhat difficult.</i> <i>What's a road map?</i></p>	<p>6</p> <p>NATIONAL STUDENT ATHLETE DAY</p>	<p>7</p> <p>It's World Health Day <i>so get out for National Walking Day and go an extra mile because it's No Housework Day!</i></p>	<p>8</p> <p>HAPPY ZOO LOVERS DAY!</p>  <p>Visit a County Zoo today!</p>	<p>9</p> <p>This is going to be a tough day for many of us it's Day of Silence!</p>	<p>10</p> <p>It's National Siblings Day <i>and don't forget the family dog on National Hug Your Dog Day! Last don't forget to enjoy Golfer's Day!</i></p>
<p>Pets leave PAW PRINTS on our HEARTS. HAPPY NATIONAL PET DAY</p> 	<p>12</p>	<p>13</p> <p>National Library Workers Day!</p>	<p>14</p>	<p>15</p> <p>National D.A.R.E. Day!</p> 	<p>16</p>	<p>17</p> <p>HAPPY HUSBAND APPRECIATION DAY!</p> 
<p>18</p> <p>To all the employees out there happy International Jugglers Day! <i>After all many of you are multi-taskings and keeping several "balls" (projects) going at the same time.</i></p>	<p>19</p>	<p>20</p> <p>Volunteer Recognition Day!</p>	<p>21</p>  <p>Happy Administrative Professionals Day!</p>	<p>22</p> <p>Earth Day</p>  <p>April 22nd</p>	<p>23</p>	<p>24</p>
<p>25</p> <p>National East Meets West Day! <i>Commemorates the day the Eastern front of the Allied forces met the Western front on the River Elbe. Also known as Elbe Day, this day marked an important step toward ending World War II.</i></p>	<p>26</p>	<p>27</p> <p>Babe Ruth Day!</p> 	<p>28</p>	<p>29</p>	<p>30</p> <p>National Honesty Day! <i>Encourages us to be honest today, and everyday.</i></p>	