NJAC County Biz

An Educational and Informative Newsletter for Counties and Businesses

Streamline Pension Benefit Calculations and Reporting With Human Capital Management Solutions

by Timothy Diassi, Senior Vice President for Unicorn HRO

Let's face it, no one goes into local government work for the money, and working for a municipal entity is not always the sexiest or most thrilling work. While there are advantages and disadvantages to every job, there are certain benefits that make a career in municipal work desirable. Retirement benefits are a leading reason that employees work for local governments, and that puts a great deal of pressure on the payroll and pension staff to make sure the pension contributions are accurate and on-time. Your city's pension department must be able to calculate all employee pension benefits easily.

In addition to health insurance and paid time off, a comprehensive benefits package should include a pension and retirement plan. These benefits are extremely attractive to today's workforce as they provide a layer of security for employees and their families. As more and more Americans reach retirement age, an increasing number of people are using their pension as their main source of income.

Municipal employees want to be kept up to date and informed on the pension plan. It is critical to their financial well and planning. Sharing information with employees is key, as an engaged employee is 87% more likely to stay.

In June, the New Jersey State Legislature passed a historic $6.9 billion contribution to the public pension fund, up about 44% over the previous year. This marks the first time in more than 25 years that New Jersey is making the full Actuarially Determined Contribution to the Pension Fund. The increased pension payment will save taxpayers a total of $2.2 billion over 30 years.

As the pension funding gap begins to narrow, it's the perfect time for employers to adopt a more integrated benefits administration strategy. Pension calculations and reporting are becoming increasingly complex to manage, especially for county and municipal governments. However, human capital management (HCM) solutions can streamline pension payment reporting and create a more designated path to retirement for employees.

Streamline Pension Benefit Calculations and Reporting With Human Capital Management Solutions *(continued)*

As an all-encompassing applications suite that manages the entire employee lifecycle, a cloud-based HCM solution offers the unique capability to automate and centralize a wide variety of benefits administration including healthcare, retirement allocations, payroll, and pensions all in one platform. With an online benefit enrollment feature, a HCM solution can facilitate benefit plan changes that occur throughout the year and during annual open enrollment periods. To ensure a complete audit trail, system administrators can receive notifications of all adds/terms/changes and can even receive real-time census reports.

To give employees a sense of control over their benefits and help them reach their retirement goals, the ideal HCM solution will offer self-service options. This will allow employees to view their pension calculations at any time and have direct access to paychecks in order to make more informed retirement planning and saving decisions. Since cloud-based HCM solutions collect a wide variety of data about employees within a central platform, employers will also have greater insight into what employees really need from a benefits package and form a more cohesive benefits administration strategy.

Overall, employers must look for fresh approaches to managing benefits. Now more than ever, employees want to plan for the future and have supplemental income for unforeseen expenses. Taking a strategic approach to pension and retirement plans with a HCM solution can help companies track employee benefits, automate contributions, and simplify pensions payments to restore a sense of security and satisfaction for both employers and employees.

ABOUT THE AUTHOR

Timothy Diassi is the Senior Vice President of sales, marketing, and partnerships at Unicorn HRO. He is responsible for initiating and maintaining the most strategic company marketing alliances to create interest, demand, and recognition for Unicorn HRO and its products through the use of strategic relationships, channels, and online marketing. He joined Unicorn HRO in 1995 as a financial and human resources consultant and has since served as the company's director of product management, EVP and GM. Throughout the past, he has been responsible for reshaping Unicorn HRO from a software vendor to a SaaS based HCM platform supporting the human resources industry with a suite of solutions.

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Contact
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Getting To Know The NJHIN: The Healthcare Network Your County Needs

by Jennifer D'Angelo, SVP & General Manager, New Jersey Innovation Institute

In healthcare, interoperability is key. The New Jersey Health Information Network, referred to as the NJHIN, is the only state-wide information network that has been built specifically to facilitate the exchange of electronic patient data among healthcare providers across the entire state of New Jersey, aimed at increasing interoperability statewide and ultimately reducing healthcare costs and improving patient health.

Currently, all 71 New Jersey hospitals, health information exchanges (including regional health hubs), over 6,000 physicians and Care Teams, long-term care and assisted living organizations, and non-hospital facilities (Federally Qualified Health Centers, community clinics) are joining and/or have joined the NJHIN and are operating within its integrated network.

This is not a concept that's only found in New Jersey; there are currently more than 76 health information exchanges nationwide covering more than 92 percent of the United States population and 125+ organizations according to the Strategic Health Information Exchange Collaborative, which represents health information exchanges and associated organizations and business partners nationally. All these networks, including the NJHIN, share one common goal: to help disparate healthcare systems share vital health information enabling better care, better outcomes, and lower costs.

The NJHIN is unique in that it can connect directly to New Jersey's public health registries, allowing it to maintain a statewide patient identifying system. This means that patient health information can be easily identified from one facility to the next through the assignment of a unique patient ID. This system provides benefits such as the Master Person Index, Admission, Discharge and Transfer (ADT) Alerts, and Active Care Relationship Service (ACRS) to hospitals, medical practices and long-term care and assisted living facilities, and many other health organizations and providers.

So how exactly does it work? Many hospitals and large medical practices are connected to the NJHIN through their health information network, including state designated Regional Health Hubs. Others are connected directly. The NJ Department of Health (NJDOH) owns the NJHIN, and the New Jersey Innovation Institute (NJII) is the state designated entity assigned to manage it. Currently, there is no cost for eligible providers to connect to the NJHIN and/or send/receive ADT/CCDA alerts.

Ultimately, the goal of this information-sharing and increased interoperability is to reduce the cost of healthcare and improve patient health by leveraging the network for a variety of situations. The NJHIN is being utilized to reduce medical errors, improve data quality, make healthcare more efficient and ultimately, improve patient outcomes for all New Jersey residents.

To learn more, visit www.njii.com/njhin or contact the NJII team at njhin@njii.com with any questions.

LAN Assistant Vice President Jen Mannino Wins SMPS Marketer Of The Year

by Philip Rachlis, Marketing Coordinator for LAN Associates

Jen Mannino,
Assist. V.P., LAN Associates

Jen Mannino's seven-year journey from Marketing Coordinator to LAN Associates Assistant Vice President in charge of marketing was center stage on June 24th when SMPS New York honored her with their Marketer of the Year Award. The award was presented to Jen at the 2021 Annual Meeting and Liberty Ball, a ceremony hosted by the New York chapter of the AEC industry focused Society for Marketing Professional Services (SMPS). This award salutes a marketer's achievement, leadership, and significant contributions to their firm's marketing success during the past year.

In 2014, when Jen started working for LAN, the firm had no formal marketing department. Marketing was handled by employees in different departments occasionally placing an ad or sponsoring an event. Jen quickly started putting together formal processes and new initiatives that have reshaped LAN's perspective on the role of marketing and transformed LAN's voice in the industry.

Jen tackled projects one by one as she built LAN's marketing department from the ground up. Under her leadership and at her direction, LAN has completely overhauled the proposal process, implemented the use of a CRM to track and analyze data, rebuilt the company website, rebranded company collateral, formalized public relations processes, increased business development pursuits, and continually improved LAN's internal corporate culture. Today, LAN's marketing department has a staff of three that touches almost every aspect of LAN's nontechnical work.

"Jen has been a game changer for LAN Associates," said LAN Chief Operating Officer Steven Ramiza. "Her drive to push LAN forward with new ideas, approaches, and initiatives has not only transformed LAN's approach to marketing but has opened up new avenues for business development and even changed our internal culture."

The award is one of SMPS's highest accolades and was given to Mannino in recognition of achievements at LAN Associates and her commitment to marketing in the AEC industry. The winner of this award demonstrates their commitment to strategic planning, management, communication, innovation, education and training, and service.

Jen has been a member of the SMPS-NY Chapter for more than five years. Since joining, she has sat on the NJ-Affiliate Committee. She helps steer direction and planning of programs for professional development events and is one of the original founders involved with creating the recently launched [SMPS-NY sponsored podcast "The Marketing Department."](#)

"Jen Mannino epitomizes the phase leadership through marketing," said SMPS New York chapter board member and founding member of the organization's New Jersey chapter, Sharyn Yorio. "She leads with a passion for success for LAN, SMPS, and whatever she tackles."

This is not the first time Jen has been recognized for her commitment to professional service marketing. [In 2019, Jen was awarded with Generation Now Game Changer Award](#) from the Commerce and Industry Association of New Jersey (CIANJ) and COMMERCE Magazine.

Mannino's impact on LAN has been substantial and transformational. Her efforts have not only shifted public perception of LAN Associates but have impacted internal decision-making processes and the corporate culture of a firm with a 55-year plus history.

Jen Mannino Wins Marketer Of The Year Award *(continued)*

SMPS is a community of marketing and business development professionals who work in the AEC industry. The group is a valuable resource for networking, educational opportunities, and industry leading research. With chapters across the US and Canada, SMPS boasts a membership of 7,000 professionals from architectural, engineering, planning, interior design, construction, and specialty consulting firms. The New York chapter has 240 members.

LAN Associates is a full-service architecture and engineering design firm that primarily services K-12, higher education, municipal, commercial, ecclesiastical, 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.

It's A Seller's Market!
by Stacee Collier, Marketing Communications Specialist for GovDeals

This summer, with mostly all restrictions lifted or relaxed, many Americans have started to get back to their regular schedules. This means vacations, business travel, work commutes, school and sport activities are all back in full swing. Even many businesses that were heavily affected by the restrictions are starting to get back into their groove as well. With more people getting back out and about the demand for goods, most specifically vehicles, has seen an increase that proves it is a sellers' market and now is a great time to sell available vehicles for a considerable profit.

What does this mean for counties and other government agencies like yours? To put it simply, if your county has surplus inventory available now is the time to sell! According to Autoweek, used vehicles are currently at an elevated demand, now selling at about 30% above average prices. This is due to a lower than usual number of new vehicles being available on the market. As a result, used vehicle sellers are gaining more profit from their used vehicle inventory than ever before. This leaves an opportunity for government entities to capitalize on this unique circumstance.

Since 2008, GovDeals and the New Jersey Association of counties have partnered together to provide an avenue for New Jersey cities and counties to sell their surplus to a worldwide buying audience. GovDeals is a leading online auction platform for government, educational, and related entities to offer their surplus assets to our more than 3.8 million registered buyers. This year alone, New Jersey sellers on GovDeals have garnered more than $3 million in revenue from the sale of their surplus vehicles.

The current widespread demand for used cars, trucks, and other fleet is expected to continue through the end of the fiscal year, as repossessions have fallen tremendously low and used car dealers are paying significantly higher rates to their keep inventory robust.

If your county is interested in learning how to take advantage of the used car market with their surplus inventory please reach out to Mike Baker at (609) 713-7888 or mbaker@govdeals.com or visit GovDeals.com/becomeaseller.

We look forward to connecting with you.

NJ PRIMA (Public Risk Management Association)

For four decades, the national Public Risk Management Association (PRIMA) has been the one-stop resource for educational programming, risk resources and networking opportunities for public sector risk managers.

In March of 2020, the New Jersey chapter of PRIMA was created. Our goal is to:

- Increase the proficiency of risk management in governmental agencies, political subdivisions thereof and school districts;

- Strengthen the quality of risk management through continuing education;

- Be an educational and research organization for the benefit of governments, governmental agencies, political subdivisions thereof, school districts and other special district units through the State of New Jersey;

- Provide the members the opportunity to exchange ideas, to consult with one another, to meet persons in or associated with public risk management, and to supply members with information concerning their organization;

- Act in any manner which will further the best interests of governmental agencies, political subdivisions, schools and other special districts in their risk management activities.

**Please join NJ Prima for our free webinar September 29, 2021, 9:00 am to 12:00 pm.
Our topic will be:**

Clean & Green: Transportation

Introduction: Jon Rheinhardt, NJ PRIMA President

Moderator: Jon Rheinhardt

Session 1: Electric Transportation Federal Funding & PSE&G's Contribution

Speakers:
- Dawn Neville: PSE&G Clean Energy Engineer Representative
- Jennifer Schneider: Town of Secaucus Environmental Coordinator Environmental Department

* Where to search for Federal grants to get funding for charging stations
* DRIVE green NJ initiatives
* PSE&G initiatives to towns and municipalities
* Charging station awards
* How to get the most out of the available resources for clean and green transportation awards

NJ PRIMA (Public Risk Management Association) *(continued)*

Session 2: Hybrid Vehicles Fleet Services for Municipalities

Speakers:
- Rob Jaworski: Areas Sales Manager, Enterprise Fleet Management, Inc.
- Michael K Crilley: Senior Account Executive, Enterprise Fleet Management, Inc.

* Fleet management
* Hybrid vehicles
* Telematics

Registration Link: https://capehart.webex.com/capehart/j.php?RGID=r950cfa7704c2b425f55f318d5b2c5504

 Please visit our website at NJPRIMA.com to learn more.

New Jersey Counties Need Asset Visibility and IT Tool Optimization For Digital Transformation—*Before You Can Optimize IT Investments, You Need To Know The State Of The IT Assets You Already Have*
by Gary Buonacorsi, SLED CTO, for Tanium

The past year has undoubtedly been challenging financially and logistically for state and local governments in New Jersey and beyond. Fortunately, help is on the way in the form of new funding from the federal government.

The American Rescue Plan Act, signed into law in March 2021, promises a variety of organizations new federal funds for operating budgets and investments in cybersecurity. In a previous article, I pointed out that to make the most of these funds, state and local government organizations should:

- Take stock of what IT assets they have now.
- Rationalize their IT toolsets.
- Develop a plan for supporting endpoints in distributed environment.

In this article, I'd like to cover two aspects of this vital work:

Asset Visibility

Discovering all the endpoints (laptops, tablets, and other employee devices) in use, recording their hardware and software configurations, and monitoring these endpoints for security and performance issues. Does your IT organization have the asset visibility it needs, now that more employees are working remotely? When problems occur, do you have the real-time visibility you need to resolve them?

New Jersey Counties Need Asset Visibility and IT Tool Optimization For Digital Transformation *(continued)*

Tool and Cost Optimization

Re-assessing the tools that your IT operations and security teams rely on for monitoring and managing endpoints across all environments — on local networks as well as in remote locations. Can your IT tools help identify redundant software licenses, saving money that can be used for other IT investments and new digital transformation projects? Is there an opportunity to complement your IT investments with new tools that provide the visibility and real-time control you need to make all your IT investments more cost-effective? Before exploring both these points, though, I'd like to set the context for this work in terms of the shifting priorities of government organizations.

Building new IT Services for a Distributed World

In a recent survey of state CIOs by the National Association of State Chief Information Officers (NASCIO), CIOs reported that their investment priorities had changed as a result of the pandemic. As one CIO put it, "Remote work is here to stay."

The shift to an ongoing distributed workforce and customer base used to digital transactions is prompting state CIOs to emphasize online experiences and security over more analytical technologies such as artificial intelligence (AI) and big data.

In recognition of the data privacy and data security challenges inherent in e-government services and distributed environments, security has risen in priority for state CIOs, now ranking third instead of fourth overall.

And application development now ranks first after not even appearing in the list of top five priorities before the pandemic. That's probably because organizations need new software and self-service portals for a world where online rather than in-person experiences are the norm.

As of March 2021, the top priorities for state CIOs are:

- Application development
- Customer experiences/relationship management
- Security
- Vendor relationship management
- Cloud platforms and services

I suspect that the priority list for local government organizations isn't too different. After all, local government organizations depend more than ever before on online experiences, remote workforces, and the cloud platforms and services that support those remote workforces.

American Rescue Plan Act funding can help. But before you can transform or optimize IT investments, you need to know the state of the IT assets you already have.

Digital transformation begins with visibility. That's why we recommend starting any digital transformation work by asking questions about IT assets, tools and costs.

New Jersey Counties Need Asset Visibility and IT Tool Optimization For Digital Transformation *(continued)*

Questions about Asset Visibility

To lay the groundwork for any new IT strategy, begin by asking these questions:

- How many endpoints do we have?
- Where are they deployed?
- Which endpoints are being used and which can be decommissioned?
- Which services and applications are our endpoints running?

These seem like straightforward questions, but we find that many state and local government organizations have difficulty answering them. In part, because many endpoint management tools don't provide the comprehensive visibility they promise.

In our experience, we find that some endpoint management systems overlook anywhere from 10% to 20% of endpoint inventory, leaving government organizations with no way of monitoring and managing hundreds or even thousands of endpoints.

But other factors, including out-of-date records, manual data-collection processes, and the sudden displacement of so many endpoints as part of the rushed transition to a distributed model, have also contributed to government organization's reduced visibility into IT assets.

State and local government organizations need to overcome these blind spots. It's critical that they know what endpoints they have, including any bring-your-own-device (BYOD) endpoints that employees use at home to access internal applications and data.

Endpoints that aren't tracked can't be managed and secured. And they can't be figured into new plans for digital transformation.

Questions about Tools and Cost Optimization

Once you've answered questions about asset visibility, you're ready to take on questions about IT tools and cost optimization. Ask yourself:

- What monitoring systems do we have in place?
- How many tools do we use to see and control all endpoints across our environments?
- How do we identify our assets and measure software utilization?
- What's our strategy for patching endpoints when security incidents occur?

When you know what tools and third-party software applications you're using, you can explore questions about centralizing tools and eliminating redundancies from your IT investments:

- What are our long-term strategies for cost optimization?
- Which redundant IT investments can be centralized and streamlined?
- Are multiple departments running copies of the same software?
- Are departments using similar tools that could be standardized?
- Have we oversubscribed to certain software licenses?

New Jersey Counties Need Asset Visibility and IT Tool Optimization For Digital Transformation *(continued)*

We recommend centralizing and streamlining toolsets before you begin applying funds from the American Rescue Plan Act. After all, there's no point in applying new purchases to redundant hardware and software.

If you've improved your asset visibility to the point where you have a comprehensive understanding of which software and hardware products employees are using, you can deprovision unused products and eliminate redundant licenses. This will give you confidence that you're saving money without jeopardizing productivity.

There's no point in embarking on bold digital transformation projects while your IT organization is hobbled by redundant tools, a lack of centralization, and slow, complicated processes that result from a "swivel chair" approach to IT management.

Gaining Visibility is the First Step in Moving Forward

If you don't have a systematic solution for monitoring endpoints and analyzing their usage, now is the time to put one in place.

Once you can effectively inventory and monitor endpoints, you can begin rationalizing IT investments, making the best use of the software and hardware you want to keep, and removing underutilized or redundant investments.

By making your existing IT infrastructure as efficient as possible, you lay the groundwork for investing in new tools and services when American Rescue Plan funds arrive.

To learn more about Tanium, please contact Joel McManus, Director of Strategic Accounts—SLED, at joel.mcmanus@tanium.com or via telephone at (781) 929-9715.

SAVE THE DATE:

NJAC Celebration of County Government
October 12th thru October 14th
Caesars
Atlantic City
Sponsorship, Exhibit & Registration, Schedule of Events
Hotel Reservation Procedures

Approved Smart Energy Network Initiative to Deliver Improved Services and Experience For Atlantic City Electric Customers - *Energy System Upgrades To Drive Faster Power Restoration Following Major Storms, Meet the Evolving Needs Of Customers And Advance Clean Energy Programs And Initiatives*
by Frank Tedesco, Communications for Atlantic City Electric

Atlantic City Electric has received approval from the New Jersey Board of Public Utilities (BPU) to build a Smart Energy Network across the company's entire South Jersey service area, including upgrading the local energy grid and installing smart meters to enhance local energy grid reliability and resiliency and improve the customer experience.

The Smart Energy Network is a critical component in the company's efforts to create smarter and more resilient energy infrastructure to minimize the impacts of more frequent and powerful storms, and to connect more customers to a variety of clean energy choices, including installing solar energy, participating in robust energy efficiency programs and accessing charging infrastructure for electric vehicles.

"The Smart Energy Network is not only instrumental in providing our customers with new tools and resources to help them take control of their energy use, but will also enable much faster service restoration following powerful storms," said Gary Stockbridge, Atlantic City Electric region president. "We will continue to keep our customers informed about our progress to install the Smart Energy Network and look forward to bringing the benefits of the Smart Energy Network to communities across South Jersey."

Atlantic City Electric customers will benefit from the Smart Energy Network in several key ways, including:
- Enhanced reliability with faster and more efficient power restoration for customer homes or businesses, especially following increasingly common severe weather events.
- Improved bill management tools and new online features will enable customers to view their daily and hourly energy usage trends to help save money and energy.
- Programs to help customers take control of their energy use and reduce usage during peak savings days, earning credits on their bill and helping the environment.
- Better integration of new clean energy technologies and services, including clean electric transportation, rooftop and community solar, and battery storage.
- Better customer experience through upgraded technology will improve billing operations, nearly eliminating the need for estimated billing.

The Smart Energy Network will allow Atlantic City Electric to safely restore power to customer homes and businesses faster and more efficiently. In the event of a power outage, smart meters will alert the company and assist crews in identifying the cause and location of the outage. Using real-time data, Atlantic City Electric can better prioritize how to dispatch crews and plan restoration work, streamlining restoration efforts and restoring customers faster following major storms.

Atlantic City Electric anticipates beginning to build the Smart Energy Network in mid-2022. Meter exchanges would occur over the course of 24 months. The company will work closely with its customers and communities regarding the meter exchange process. The company will undertake a comprehensive customer and community outreach and education campaign to help ensure customer awareness of the planned work and the numerous benefits of the Smart Energy Network.

The Smart Energy Network is expected to create new jobs for field technicians and support personnel for meter exchanges, as well as project management personnel and IT technicians for the installation of specialized networking equipment. This work will help power the state's economic recovery and lay a foundation for building the nation's leading clean energy economy in New Jersey.

Approved Smart Energy Network Initiative *(continued)*

Similar to other energy services and investments Atlantic City Electric makes in the local energy grid, the cost associated with the implementation of the Smart Energy Network will be spread across the company's customer base over a period of many years in order to achieve the reliability, resiliency and efficiency benefits while maintaining affordability. Building the network is expected to cost approximately $212 million, or about $4.27 on the monthly bill for the typical Atlantic City Electric residential customer using 680 kilowatt hours per month. The company's rigorous cost-benefit analysis shows that these costs will be offset by $415 million in significant customer and operational benefits gained through operational efficiencies, energy efficiency and demand response programs, enhanced billing operations, voltage optimization, and other opportunities.

To learn more, visit atlanticcityelectric.com/SmartEnergyNetwork.

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/acelecconnect. 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.

How A Streamlined Workforce Management System Helps With Payroll

by Michael Galello, Industry Marketing Manager Public Sector for UKG

Modernization is beginning to transform the public sector workforce and the future of work includes more emphasis on employee experience, while also allowing leaders to make data driven decisions. The pandemic certainly shined a light on the fact that technology plays an important role in the future of work and how employees are interacting with their schedules, timecards, pay information, and time-off requests.

When you try on a "one size fits all" pair of pants and they don't fit are you really surprised? Unfortunately, that same approach to buying technology, like clothes, is flawed because it assumes all businesses and employees' function and do their jobs the same way.

As counties are looking for their ERP solutions to solve their HR, budgeting, procurement, and finance needs, certain agencies, such as Departments of Correction, Transportation, Health and Human Services may have very focused and specific requirements that can only be met by industry-specific applications. Payroll and time tracking are often overshadowed in these discussions, but their impact on employee engagement is tied to the perceived success of a project. When employees receive incorrect paychecks, that's when engagement dips.

Recent analysis by Gartner, IDC, and others have shown that an ERP solution, in and of itself, can rarely meet the needs of an organization in specialized areas like payroll and workforce management. The ERP solution typically lack key capabilities that are required, leaving those gaps to be filled with shadow systems, spreadsheets, paper forms, or manual entry – increasing the chance of compliance issues.

So, how does a streamlined workforce management and payroll solution affect an organization and its employees?

- **Employee Engagement**: When employees have peace of mind that their paycheck is accurate week-over-week, it's proven that retention is increased. Did you know that 24% of employees begin looking for new employment after just one payroll mistake? After two payroll mistakes, that number jumps to 49%.
- **Compliance:** Legal departments can take a sigh of relief knowing that their system is paying their employees fairly when it comes to audits. Did you know that the wage and hours division of the DOL found, on average, $1,120 for each employee due back wages in 2020 for each investigation?
- **Financial Accuracy:** Reporting on financials to the public is just part of being a government. Payroll errors that cause late tax-payments can mean penalties and repercussions. With tight budgets, ensuring that payroll is accurate means avoiding lawsuits, having accurate tax filings, and avoiding unnecessary spending on fines.

One of the most important steps in delivering a perfect paycheck every time is choosing the right vendor. Having a unified, end-to-end vendor that can deliver a perfect paycheck, as well as other components of HCM/WFM, such as recruiting, talent management, benefits administration, HR, and more is vital. Allow your payroll software to work for you, and not the other way around. Choose a payroll software that can streamline the payroll process for your government.

To learn more, visit UKG.com/government or contact Wesley Witherington, UKG Sales Executive State of New Jersey, Public Sector and Education, at wesley.witherington@UKG.com or via telephone at (973) 331-5465.

Nationwide Economics
Weekly Economic Review & Outlook for June 26, 2021

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

<u>**Weekly Review**</u>
Strong sellers' market for housing continues

Home construction picked up for June even as builders contend with rising costs, a lack of workers, and few buildable lots. Housing starts rose by a solid 6.3 percent, climbing to an annualized pace of 1.64 million units. There were gains for both single-family and multifamily units as households continue to show strong interest in all types of housing. While below the recent March peak, June's level of starts was the third highest monthly reading in the past 14 years.

Permits for future starts dropped for a fourth consecutive month, however, and reflect cost and labor pressures being felt by builders. This suggests that starts could struggle to move higher in the months ahead. Lumber prices have fallen sharply over the past two months, however (dropping from $1,670 per 1,000 board feet on May 10 to below $550 last week), and this should ease some of the higher costs for new construction—although it may take a few months for wholesale prices to show a similar decline. Moreover, the availability of labor should improve as more workers reenter the workforce over the next year.

Although mortgage applications for purchase have pulled back recently, market conditions suggest continued strong demand for new homes. Home builders remained confident based on the NAHB Housing Market Index for July, expected elevated sales over the next six months. Any additional pickup in home construction would be a welcome sign for buyers with the inventory of existing homes near a record low. We still expect growth in sales for new homes to be stronger than for existing homes given the relative supply situations.

Record prices for existing homes

Existing home sales edged higher for June to an annualized pace of 5.86 million unites, although this was weaker than implied by the jump in pending home sales from the prior month. While June's increase halted a four-month skid, the sales pace remained below than the recent peaks from October through January—but it was still well above pre-COVID sales. The supply of existing homes for sale didn't improve much for June as new listings continue to lag. There were 1.25 million units listed for sale during June, down by nearly 19 percent from a year earlier and only a tad higher than the record low after seasonal adjustment.

With supply extremely limited and demand solid, housing prices continue to climb sharply. The median sales price of an existing home sold soared above $360,000 for June and was up by more than 23 percent over the past year. Despite still low mortgage rates and improving economic conditions, demand from homebuyers has cooled a bit—likely in response to fewer available options and increasingly above-asking contract prices. The National Association of Realtors noted that 89 percent of the homes sold for June were on the market for less than a month. Mortgage applications for purchase in recent weeks were the weakest in more than a year.

We still expect existing sales to remain elevated into 2022 in response to strong demand drivers as the expansion continues at an above-trend pace. Still, purchases will likely be limited by the tight supply conditions unless more listings enter the market soon. Also, house price appreciation is expected to remain very strong for some time, reducing affordability for buyers.

Nationwide Economics *(continued)*

The Week Ahead

This week's economic data include new home sales, durable goods orders, consumer confidence, second quarter real GDP, personal income and spending, the PCE price index, and consumer sentiment. The Federal Open Market Committee meets this week, but no change in policy is expected.

Little movement expected in new home sales

While it remained well above pre-pandemic levels for May, the pace of new home sales has fallen significantly from the 14-year high seen in January. June's pace was likely strong historically due to positive housing demand, but new sales continue to be held back by supply constraints. We project the annualized pace of new home sales for June will edge lower to 760,000 units, a modest step down from May's number. Additionally, the median sales price for new homes likely continued its rapid ascent with demand exceeding supply.

Second quarter real GDP growth expected to be very rapid

Annualized first quarter real GDP growth was the second highest since 2003, lagging only behind the still amazing 33 percent gain in the third quarter of last year, but we expect that growth was much faster in the second quarter. Fewer COVID-19 infections and widespread vaccinations (particularly among the most vulnerable populations) resulted in the lifting of most COVID-related restrictions. More normal levels of travel and dining out resumed, and strong job growth and leftover stimulus money helped to drive up demand, which soared. We project second-quarter growth in real GDP of 8.1 percent, which would be the second highest since 1983 (again behind the third quarter of 2020). Without continuing supply chain disruptions and labor shortages, second-quarter growth in real GDP of 8.1 percent, which would be the second highest since 1983 (again behind the third quarter of 2020). Without continuing supply chain disruptions and labor shortages, second-quarter growth likely would have been in double digits.

Strong growth in consumer spending likely, but outsized price gains   continue

Personal income likely slipped again for June as average weekly earnings rose only modestly and there were 0 new stimulus checks. We expect a fall in personal income of 0.5 percent, but this is not expected to carry over to personal consumption expenditures (PCE) which were boosted by increased gasoline consumption, relatively normal levels of dining out, and the elimination of most in-person activity restrictions. With consumers mostly out and about, we project a rise in PCE of 0.9 percent. But the combination of strong economic activity and supply constraints likely resulted in another outsized gain in the PCE price index. We project a rise in the core PCE—which leaves out the volatile food and energy components—of 0.7 percent, bringing the 12-month trend rate up to 3.7 percent, the fastest pace since the start of 1991.

For further information please contact Emanuel Mahand, Program Director of DE/NJ/PA, at MAHANDE@nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com.

CONGRATULATIONS!!!

MOLLY ZHAO, MONMOUTH COUNTY

WINNER OF A 2021 NATIONWIDE/NACO COLLEGE SCHOLARSHIP

OMNIA Partners

OMNIA Partners is excited to announce new cooperative contracts you can access immediately. Drive efficiency, effectiveness and real savings within your organization by utilizing the below contract solutions.

Technology Solutions, Products, and Services

- Access to innovative technology products and services to participating agencies large and small.
- Includes a diverse portfolio of technology products, digital experiences, and technology solution agreements with numerous distribution partners.
- These industry-leading suppliers offer world class technology solutions.

VIEW SOLUTIONS

Pest Control Products and Services

- Pest control services now available from two nationally recognized brands, **Terminix Commeial** and **Orkin**.
- This contract includes pest control services such as inspections, cleaning and disinfection, wildlife removal, monitoring and more.
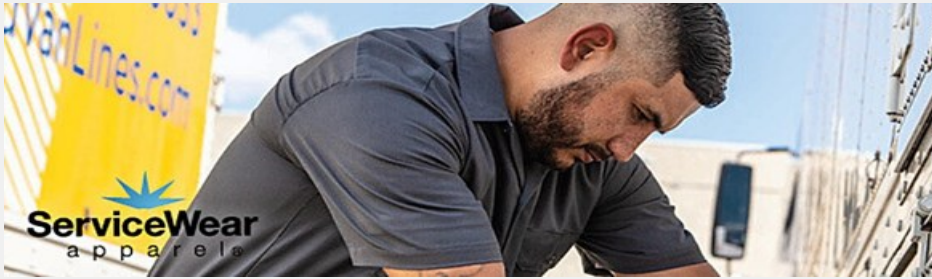- Exclusive pricing and value-adds for participants of OMNIA Partners.

VIEW CONTRACTS

OMNIA®
P A R T N E R S

OMNIA Partners *(continued)*

Apparel, Uniforms, Accessories, Products and Services

- This new contract with **ServiceWear Apparel** offers participants special pricing and discounts for all workwear needs with no additional charge for larger sizes.
- Contract offering includes stock, non-stock, and made to measure garment processes with over 6,000 customization options available, and a 14-business-day turnaround on stock garments.
- Participants will have access to enhanced support from dedicated account management and customer service representatives.

VIEW CONTRACT
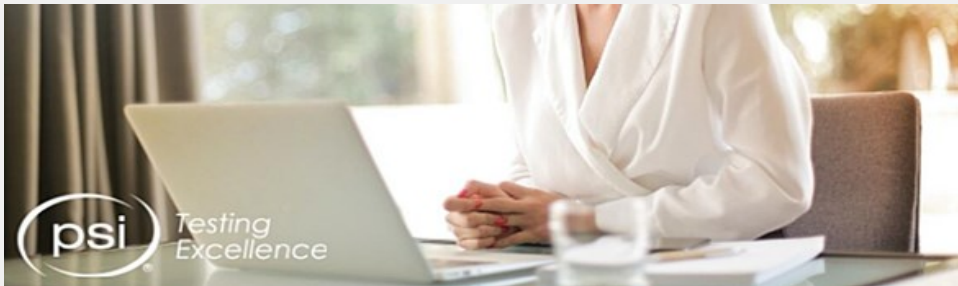
Proctoring Solutions: Live Online and Automated

- **PSI** provides participating agencies with access to an innovative and secure alternative to traditional in-person testing methods.
- Offerings include a range of solutions that seamlessly integrate with existing learning management systems and support every test development phase.
- PSI integrates the human aspect of proctoring with its online solutions, even when administering exams remotely.

VIEW CONTRACT

Interested in our entire portfolio? **View all contracts**.

Webinars

Understanding Eligible Uses of the Fiscal Recovery Funds:
Broadband Infrastructures

August 3, 2021 , 2:00 pm – 3:00 pm
Contact Alana Hurley(202) 350-2296ahurley@naco.org

REGISTRATION

As counties determine how to invest their ARP State and Local Fiscal Recovery Funds to respond to the coronavirus pandemic, NACo is hosting a series of information sessions digging into various eligible uses outlined in Treasury's Interim Final Rule (IFR) for the program. This session will focus on how counties can use their allocations to support critical investments in broadband to ensure residents have access to universally available, high-speed, reliable and affordable coverage. NACo members will also have the opportunity to ask questions and provide feedback on Treasury's IFR.

Leveraging ARPA Funds for Infants and Toddlers through State and Local Coordination

Aug. 4, 2021 , 1:00 pm – 2:15 pm
Contact Alana Hurley(202) 350-2296ahurley@naco.org

REGISTRATION

Through the historic American Rescue Plan Act (ARPA), states, counties and cities will receive direct, flexible aid to address the impacts of COVID-19, strengthen communities and support children and families. Programs like child care, home visiting, and the Child Tax Credit will receive new or increased federal investments. This new funding presents opportunities for families with infants and toddlers and stronger coordination among state and local government on policies and systems supporting young children. Join this webinar to hear from city, county and state leaders about strategies to leverage ARPA to support young children from prenatal to age three.

This webinar is part of the State and Local Government Prenatal-to-Three Collaboration in Action initiative, conducted in partnership with the National Association of Counties Research Foundation, National League of Cities, National Conference of State Legislatures and the National Collaborative for Infants and Toddlers.

Modernization of County Financial Operations –
Key to Resiliency & Continuity

Aug. 12, 2021 , 2:00 pm – 3:00 pm
**Contact Rita Reynolds**(202) 942-4248rreynolds@naco.org

REGISTRATION

Accuracy and risk mitigation have long been the primary focus of finance operations, but it's time to expand that horizon. County leaders can no longer afford to ignore inefficiencies around invoices and employee discretionary spend that are draining productivity in their organizations. Working in the finance department of a state or local government has always meant working under pressure. But now, when many are working from home, those pressures are greater than ever. Simply reducing a step here or automating a process there won't deliver the far-reaching optimization that organizations need to succeed today and in the future. Now is the time for Counties to invest in the people, processes and technology that will fuel their digital transformation. During this webinar SAP Concur will discuss how digitizing County finance operations can save money, increase productivity, and improve delivery of government services.

From the Executive Director

In cooperation with the Rutgers Center for Government Services, NJAC is pleased to present the 2021 "New Jersey County Administrators Basic Certificate Program. "This comprehensive two-day professional development training program is open to anyone who would like to advance their careers in public service or learn about the operations and functions of county government. *"We're very excited about the terrific opportunity to once again partner with Rutgers on this unique continuing education initiative that will equip our county professionals with the critical resources necessary to deliver essential services in an efficient and effective manner," said NJAC President and Mercer County Commissioner John A. Cimino.* Subject matter experts from across the State will cover essential topics such as public procurement, management challenges, county fiscal affairs, and ethics. Online courses will take place on October 29th and November 5th with additional information and registration details attached for your review.
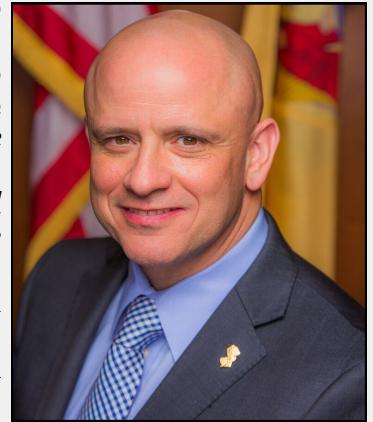
John G. Donnadio, Esq.

And, if you haven't done so already, it's never too early to register for our awesome annual celebration of county government set for October 12th through October 14th and featuring: the chance to hear from both gubernatorial candidates a few short weeks before the General Election; exclusive interviews with county leaders at the Nick Acocella County Leader Showcase; informative and educational workshops approved for continuing education credits; all major events and ceremonies hosted in the main exhibit hall; and, unique networking opportunities to share resources and ideas. Please visit our website at www.njac.org for the action-packed schedule of events, registration details, and hosting opportunities.

Finally, please let us know if you would like to learn more about the NJAC Foundation, which is committed to providing financial assistance to county vocational-technical school graduates who plan on continuing their education at a county or state college. Since 2011, the NJAC Foundation has awarded over $410,000.00 in scholarships to 705 students who continued their education at home in the Garden State. Through the generous grant funding from some of New Jersey's leading corporate citizens, such as Investors Bank, PSEG, New Jersey Manufactures (NJM), and SHI International, the Foundation has enjoyed the opportunity to provide some much -needed financial support to an impressive group of hardworking students.

Save The Date!

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

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
1 **Warren County Farmers' Fair** *July 31st - August 7th* *Phillipsburgh* *Warren County*	**2** MIDDLESEX COUNTY FAIR *5:00 pm - 11:00 pm* *8/2 - 8/8* *County Fairgrounds* *Fireworks* *East Brunswick* *Middlesex County*	**3** **Salem County Fair** *8/3 - 8/6* *County Fair Grounds* *No Admission* *Details here* *Sharptown* *Salem County*	**4** **National Chocolate Chip Cookie Day!!**	**5** **Movies Under the Stars:** **Trolls World Tour** *Dusk on Beach* *Bartram Ave.* *FREE* *Atlantic City* *Atlantic County*	**6** **Country Line Dancing** *7:00 pm - 10:00 pm* *County Fair Grounds* *Register here* *Columbus* *Burlington County*	**7** NEW JERSEY STATE FAIR *8/7 - 8/14* *10:00 am - 10:00 pm* *County Fairgrounds* *Augusta* *Sussex County*
8 **Sidewalks Sales Days** *8/5 - 8/8* *Downtown* *Haddonfield* *Camden County*	**9**	**10**	**11** **Acute Inflections:** **Is This Love?** *6:30 pm* *FREE* *Vail Mansion Plaza* *Morristown* *Morris County*	**12** **Groove on the Grove** *6:00 pm - 9:00 pm* *FREE* *Jersey City* *Hudson County*	**13** PASSAIC COUNTY FAIR *8/12 - 8/15* *6:00 pm - 11:00 pm* *Garrett Mountain Reservation* *Woodland Park* *Passaic County*	**14**
15 **Concerts at the Riverfront** *7:00 pm - 8:30 pm* *FREE* *Riverfront* *Bridgeton* *Cumberland County*	**16**	**17**	**18**	**19** BAREFOOT Country MUSIC FEST *8/19 - 8/22* *On the Beach* *Reg. here* *Wildwood* *Cape May County*	**20** **Fire Pit Fridays** **The Verdict** *7:00 pm - 9:00 pm* *69th St.* *&* *Ocean Beach* *FREE* *Brant Beach* *Ocean County*	**21** **Tri State** **Music Fest** *4:00 pm - 10:00 pm* *Mercer County Park* *Festival Grounds* *Reg. here* *West Windsor* *Mercer County*
22 **Journey Through The Decades - Summer Concert Series** *6:00 pm - 7:30 pm* *Duke Island Park* *FREE* *Bridgewater* *Somerset County*	**23**	**24** **Aladdin** **Live Action** *7:30 pm* *Rutgers Avenue Park* *FREE* *Hillside* *Union County*	**25** **Latin Splendor** *7:00 pm* *Riverfront Park* *FREE* *Newark* *Essex County*	**26** **Summer Craft Series** *11:00 am - 2:00 pm* *Bergen Town Center* *FREE* *Paramus* *Bergen County*	**27** **4-H & Agricultural Fair** *8/25 - 8/29* *County Fairgrounds* *Ringoes* *Hunterdon County*	**28** **Summer Concert Series** **Stained Glass** *7:00 pm - 8:30 pm* *Fasola Park* *FREE* *Deptford* *Gloucester County*
29	**30**	**31** **Sensational Soul Cruisers** *7:00 pm - 9:00 pm* *Asbury Park* *FREE* *Asbury Park* *Monmouth County*				