

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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A Glimpse Into Bergen County's COVID-19 Vaccine Distribution Plan

by Commissioner Chairman Steven A. Tanelli, County of Bergen and 2021 NJAC Board of Directors



Commissioner Chairman Tanelli
County of Bergen

In early March 2020, Bergen County became “ground zero” in the battle against coronavirus with the first reported case and first reported death in New Jersey. The County administration coordinated with Bergen New Bridge Medical Center, FEMA, and the Army Corps of Engineers to build a 100-bed temporary hospital in Paramus, New Jersey. The two self-contained acute care facilities were built in just two weeks. While they were intended to serve as an overflow facility for COVID-19 patients, it was thankfully never put into full operation for patient care.

Instead, the Bergen New Bridge Alternate Care Facility Annex now serves as Bergen County's primary vaccination site. Since late December 2020, Bergen County in partnership with Bergen New Bridge Medical Center, has used the 13,450-square-foot structures as a “large” vaccination point of dispensing (POD) for the Moderna vaccine. The vaccination site has grown from administering 300 doses of the vaccine per day to having the capacity to administer 1,000 first and second doses per day. It has the ability to expand to even greater numbers.

The vaccination site is available to Bergen County residents as well as healthcare workers and first responders working in Bergen County. Eligible vaccine recipients can register to make an appointment at BergenCovidVaccine.com. The portal allows residents to monitor appointment availability and register for one. Appointments are available Monday through Saturday based on vaccine supply.

Upon arrival to the Annex, residents are checked in. They are separated into socially distanced groups of 10 known as a pod. As per CDC guidelines, after they receive their shot, each pod is moved to a socially distanced room to be monitored on site by medical professionals. They are also automatically scheduled for their second appointment in 28 days' time.

Yet the biggest obstacle remains, which is a nationwide shortage of vaccines. While Bergen County is working tirelessly with the State to increase vaccine supply, it has simultaneously taken the proactive step of purchasing two ultra-cold freezers. The freezers provide the County the ability to store up to 1 million doses of vaccines, which is not only enough storage capacity for every single Bergen County resident, but large enough to assist municipal partners.

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A Glimpse Into Bergen County's COVID-19 Vaccine Distribution Plan *(continued)*

As more vaccines become available, the bigger challenge will be overcoming the public's hesitancy to getting the vaccine. COVID-19 vaccine data shows that there is a disparity in the rate of vaccinations among communities of color. In order to address this, the County of Bergen partnered with Bergen New Bridge Medical Center and Greater Bergen Community Action to launch the COVID-19 Vaccination Equity team. The program aims to provide equitable vaccine access and education to black and brown communities across the county. We are hopeful that this along with vaccine success stories within their communities will help individuals feel more confident about the process.

While Bergen County was one of the hardest hit areas in the United States, it has never wavered and will continue to fight until every single resident is vaccinated and protected from this deadly virus.



New American Rescue Plan Recognizes Need For “Resilient Infrastructure” for Local Governments

by Mike McCann, Vice President of Government Finance for OpenGov



"I'm going to act, and I'm going to act fast," President Biden said last Friday at the White House after meeting with congressional Democrats on his \$1.9 trillion American Rescue Plan. "We need an answer that meets the challenge of this crisis." The plan is intended to fund programs that include federal unemployment insurance and **financial assistance for state, local and tribal governments** according to the National Association of Counties's (NACo) analysis released February 10.

This legislation is in markup as this is being written. At this stage, it is authorizing a total of \$1.9 Trillion in new spending, with \$65 Billion allocated to cities and another \$65 Billion to counties. The city funds are to be distributed

under CDBG formulas, while the county distribution is to be on the higher of per-capita or CDBG formulas, and will include every county in the country. By the author's math that is something **over \$200 per resident to the counties**, city formulas are more complex.

After helping my city fight through the Great Recession of 2008-09 I have followed the federal response to this pandemic and resulting economic crisis closely. Last year I wrote an ebook, [CARES Act Funds for Cloud Technology](#), encouraging governments to leverage cloud technology to **build more resilient infrastructure, manage subrecipient grant issuance programs and serve sheltered-in-place residents more effectively**. Now I am closely following the developments in the new administration's effort to pass the American Rescue Plan, and trying to help everyone keep up with this rapidly developing federal action.

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New American Rescue Plan Recognizes Need For “Resilient Infrastructure” For Local Governments *(continued)*

Congress is moving quickly to match the President’s pace to bring the country out of the grip of this pandemic. Early Friday morning, the Senate approved the funding for Biden’s plan and the House of Representatives signed off hours later. On February 9th, the Chief Financial Officers and Finance Directors of 30 of America’s largest municipalities wrote to the President. Their three-page letter said in part:

“ . . . Throughout this pandemic and accompanying economic crisis, cities have taken an outsized leadership role in the design and implementation of measures and programs to aid our residents and maintain a strong economy. . . the pandemic and economic crisis have disproportionately affected our most vulnerable residents. Local governments, which work with these populations most directly, are in great need of additional resources.

As you are aware, the crux of the challenge facing cities is that demand and need for core local government services has increased significantly over the last year. At the same time, cities have realized unprecedented levels of revenue loss due to the economic impact of the pandemic and measures required to maintain public health. Funds allocated to local governments from the Coronavirus Relief Fund helped to ease some of this burden and to address our most urgent needs in fighting this crisis. However, significant challenges remain.

Given the long-term reality of the pandemic, flexible, sustained, and direct funding is paramount – particularly, funding for local governments. . . The stress placed on cities’ operating budgets over the last year has been nearly entirely due to the economic fallout of the pandemic. These budget shortfalls . . . have real and serious consequences . . . We would like to offer several recommendations as you work to develop existing and future program guidance. . . .

Funding Economic and Equitable Outcomes. . . stimulating local economies. We strongly support providing local governments additional flexible funding in the following areas, including a small amount for future-focused innovation funding: education support; public health management; resilient infrastructure needs; small business aid; direct assistance to individuals and families; food security; housing and homelessness assistance programs; and tourism and visitor industry aid.”

I would note that OpenGov is in the business of resilience. Our cloud ERP Platform operates outside the government’s IT infrastructure, It is maintained, secured, and supported by OpenGov experts, It can be operated anywhere the Internet reaches, facilitating internal operations and public interfaces with local government technical support.

At OpenGov we are excited to see these municipal finance leaders, as well as NACo and the Government Finance Officers Association (GFOA), actively engaging on this critical Covid-19 pandemic and economic relief legislation. Both organizations issued guidance to their member governments today. They are encouraging local legislators to contact their congressional representatives and express their support for this important bill as it moves through markup and passage in the House, then the Senate, and hopefully presidential signature by March 14.

Last year we saw many OpenGov customers use Covid Relief Fund (CRF) monies from the CARES Act to put the advanced capabilities of our modern Cloud ERP Platform to work. The OpenGov ERP Cloud played a mission-critical role in meeting the sudden and unanticipated demands placed on local governments in these difficult times:

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New American Rescue Plan Recognizes Need For “Resilient Infrastructure” For Local Governments *(continued)*

Our customers are:

- Helping their local economies rebuild: Middlesex County, NJ [manages programs awarding CRF grants to local cities and non profits](#); Hempstead, NY [built virtual permitting workflows to support business owners](#); and St. Pete’s, FL [deployed \\$6.2 Million in individual and business grants](#) with OpenGov Citizen Services.
- Building resilient budgeting infrastructure: [Harford County, MD stayed on track with its budget even with a move to virtual](#) with OpenGov Budgeting & Planning
- Conducting virtual city council meetings (like [Daly City, CA and many more](#)), community surveys (like [Gilpin County, CO](#)), and posting real-time updates to their stakeholders and communities with OpenGov Reporting & Transparency.

NACo and GFOA are encouraging legislators and the Treasury to simplify the administrative rules and allow broader use of the new round of relief funding, including emergency response costs, replacing lost revenues, and countering negative economic impacts. The draft legislation includes direction to distribute funds within 60 days and the elimination of a legislative end date on the funding. Access is to be a simple application to Treasury - not a complex spending plan or narrative process.

We encourage local governments to begin planning now for this funding. The pandemic is not over, and the economic recovery may be stalling. Millions of families are out of work, food-insecure, and at risk of homelessness. Residents look to their local government leaders for help. Your teams need every advantage you can offer them in operating efficiency, responsiveness and community alignment.

About OpenGov

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



WELCOME TO OUR NEW MEMBER

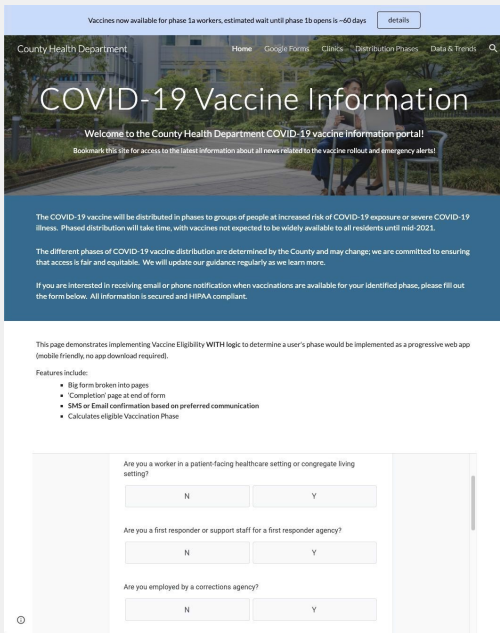
KPMG LLP is a Consulting and CPA firm focused on helping state and local government respond to their challenges related to technology, compliance, grants and more.

If you would like to learn more about KPMG LLP please contact Rory Costello at (518) 729-7159 or via e-mail at rcostello@kpmg.com.



Google Cloud Vaccine Response Solutions

by Joseph Lei, Customer Engineer for Google



Cities and counties across the country are the front lines for the largest vaccine distribution every attempted. Constituents are seeking information on availability, eligibility, registration and scheduling. This information is ever changing and incredibly important to get correct for every visitor.

The Google Cloud Vaccine Information Portal (GC-VIP) provides local governments with a scalable, secure, and easy to update site that answers constituent questions with updated and consistent information.

The solution can be extended to enable constituents to determine their phase eligibility, express interest to be notified upon vaccine availability, and schedule vaccine appointments.

How It Works:

GC-VIP utilizes **Google Workspace for Government** as the service foundation, which scales to handle unprecedented levels of traffic, while also focusing on site usability and ease of administration.

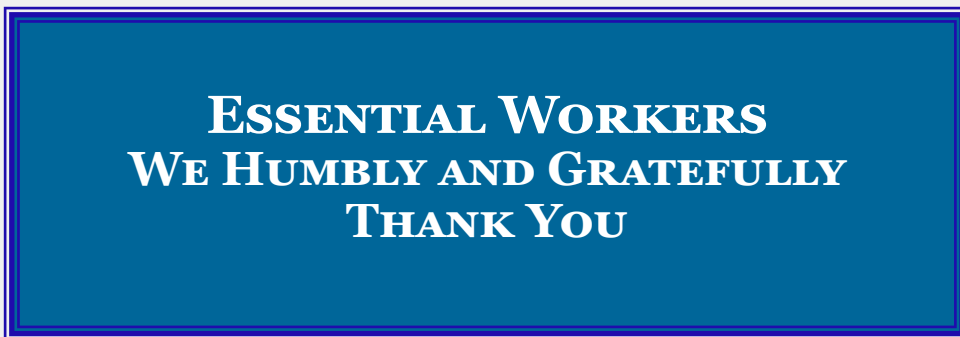
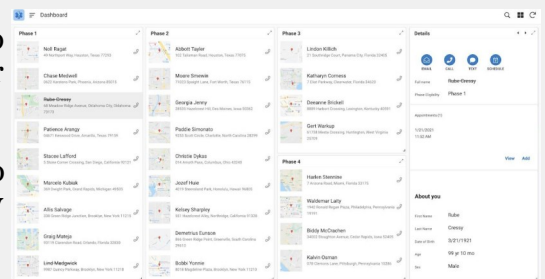
GC-VIP also includes access to a **world-class virtual assistant** that can answer constituent questions regarding the vaccine in modern ways such as web, mobile, and call-in. The assistant stays up to date with the daily changes in policy so that constituents are always given the latest information.

GC-VIP provides built-in **analytics and dashboarding**, instilling local governments with confidence in their ability to distribute the vaccine and educate the public on the risks of COVID-19 in their community. The dashboards can also be extended to include government specific information around the current vaccine distribution statistics.

Finally GC-VIP has easy to use **Google Map** integrations that who nearby vaccination locations and provides one click directors for walking, driving, and public transportation.

All of this can be set up in **days (not weeks or months)**, compared to a typical website project) and once set up, the sites can be updated daily with no coding experience necessary.

To learn more about Google Cloud, please contact Matt Kanoff, Government Cloud Sales—NJ, at kanoff@google.com or via telephone at (267) 226-9210.



COVID-19 Pandemic Schools' Health And Safety Oversight Program "Project Assure"

by Joseph A. DeLuca, Founding Principal for DLA

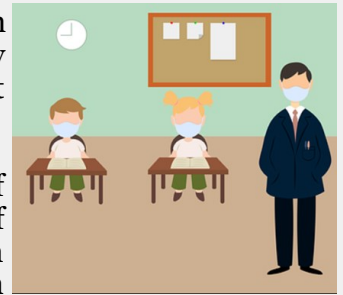


Public education in the United States has been disrupted by the COVID-19 pandemic like few other institutions in the United States. Throughout the country, school districts wage daily battles to deal with unforeseen health and safety issues, all while trying to fulfill their core mission of educating students.

At a time when the pandemic is on everyone's mind, there is no shortage of questions being thrown at school administrators by parents, students, teachers, support staffers and unions. Are classrooms and school buildings safe for face-to-face instruction? How are students, teachers and staff being monitored for potential infections? How are mask rules being enforced? Are we following the CDC guidelines properly?

These questions are not being asked in a vacuum. Risk managers will tell you that it is easier and less expensive to avoid problems than to clean up after a mess. But where can school administrators turn for sound advice for navigating the multiple issues.

One answer is **Project Assure**, an initiative forged by DeLuca Advisory Services, with partners Total Safety Consulting (TSC), New York's largest privately-owned safety company, and Gallagher Bassett Technical Services, part of the Gallagher Bassett organization, the fourth-largest risk management firm in the world.



The Project Assure initiative has been designed to focus exclusively on the needs of school districts across the United States. The Project Assure team brings decades of experience in workplace safety and environmental health and safety coupled with project integrity monitoring and auditing. This will provide school administrators with an independent resource to make sure that COVID-response plans are properly structured and implemented and can withstand scrutiny from taxpayers, the media and oversight regulators.

Project Assure can assist school districts in a third-party, independent oversight role to oversee and audit the schools' COVID-19 planning and implementation. This may include oversight of contact tracing and reporting, operating and reporting procedures, selection of vendors and purchase of bona fide PPE, performance of inspections and disinfection services, and the implementation of specific plans as approved by the State or local authorities. We can also closely track and audit expenses for reimbursement for federal programs, state grants and other assistance programs, including the CARES Act. Through Project Assure, we provide the professional objectivity needed to convince all stakeholders that no one stakeholder is covering up weaknesses or enforcement of the Plans and that all constituent groups are being served properly and equitably. Most importantly, with the limits on budgets, these services should be reimbursable by the federal government through the various funding programs and therefore needs to be implemented, managed, and documented properly.

For all stakeholders to have comfort that all required health and safety steps have been taken prior to school openings, and adhered to while they are in session, a third-party independent entity is the best way to protect everyone's interest. The Project Assure Team has the requisite expertise and objectivity to perform a review of the plans and protocols developed by school administrations and to ensure they are in compliance with all relevant guidance issued by the regulatory agencies.

Project Assure is currently being utilized in a few Middlesex County school districts. Don't be left out. Contact [Project Assure](#) NOW!



GovDeals: Continuously Evolving To Better Serve Our Customers

by Amanda Patterson, Marketing Assistant for GovDeals

What we are improving:

GovDeals provides a platform for state and local agencies to offer their surplus to the general public all over the US and Canada, in addition to promoting their auctions and collecting funds which will ultimately go back to their constituents. The GovDeals team's goal is to help our sellers succeed.

With their success in mind, we are excited to announce some recent improvements we have made to GovDeals that will help both sellers and buyers on our website:

We have recently added a weight feature that can be displayed on the auction page. When uploading a new asset, sellers are now able to include the weight of the item being sold. This new feature will aid buyers that are preparing to transport and ship their new asset after purchase, as well as allow sellers to track precisely how much they are able to keep out of landfills each year.

The GovDeals website now allows sellers to upload larger file sized videos, allowing longer and/or higher quality videos on the auction page. Posting videos to an auction has been proven to increase traffic which will lead to higher returns. We are excited to see the new growth we will achieve with these improvements.

What we can do for you:

In the Heavy Equipment category, New Jersey has been crushing it so far this year with a total amount sold of \$217,000 since January 2021. GovDeals, a leader in government surplus, is helping put money back in our seller's budgets while recycling and repurposing different materials and equipment to benefit individuals as well as companies.

Our overall vehicle sales prices on GovDeals are seeing an amazing 50% higher returns versus last year. This year alone New Jersey has sold a total of 875,000 dollars in vehicles. If you are thinking now is not a great time to sell your surplus, specifically your vehicles, you would be missing out on great opportunities to liquidate your surplus and put money back in your budgets.

This year is only getting started and New Jersey has already sold over 1 million dollars in surplus with GovDeals. Make 2021 your year by joining GovDeals and selling your surplus on our platform.

At GovDeals, we want our sellers to be as successful as possible. If your agency is interested in taking advantage of the many benefits and services at GovDeals.com, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at mbaker@govdeals.com. Or learn more about selling and how to become a seller [here](#).

GovDeals.com
Online Government Surplus Auctions

Congratulations

to

NJAC Executive Director, John G. Donnadio, Esq.
for being named to
ROI-NJ Influencers Power List - Associations

Challenges and Strategies For Managing Teleworkers

by Michael Galello, Industry Marketing Manager, Public Sector for Ultimate Kronos Group (UKG)

It is hard to believe that it has been almost a year since the COVID-19 pandemic upended our lives. Since then, we have all had to endure many changes to our normal routines. During the height of the pandemic, businesses were classified as either essential or non-essential; Governments obviously classified as essential.

Since governments play such an important role in this crisis, the services that needed to be delivered only increased. Through all the uncertainty, they faced a new challenge: teleworking. Amid all the concern surrounding COVID-19, many people had to work from home for the first time in their careers. They also had to balance other priorities, such as children learning virtually and taking care of elderly family members.

Challenges of Telework for Employees

- **Distractions:** distractions working remotely. Parents have their school-aged children home and need to assist in remote-learning. Hours of work might have to be modified to meet their needs.
- **Work Spaces:** Many employees don't have dedicated workspaces at home due to never needing them. **In a Q&A regarding telework and the public sector**, Neil Reichenberg, former Executive Director of IMPA-HR, elaborates more and says that, "one is the whole issue of ergonomics. Do employees who are working from home have the right equipment? Do they have comfortable chairs like they might have had in an office, or are we as organizations or governments going to provide those for them?"
- **Feelings of Isolation:** Another challenge of remote working is communication amongst the team and the feeling of isolation. One easy way to combat that is by setting a cadence for video calls and trying to connect with your team for non-work activities.

Managing Teleworkers

As a manager of teleworkers, it is important to set up your employees for success. This is even more important during COVID-19, as employees are coping with what is going on in the world. Some tips for managing teleworkers:

- **Transparency:** It is important to be transparent with expectations and goals.
- **Trust:** Build a trusting environment with your teleworkers. Micro-managing can give the impression that you do not trust them. Instead, provide clear metrics and goals for your employees and measure their performance based on if they are meeting those goals.
- **Reinforcement:** When applicable, let employees that you are measuring on results and as long as their deadlines are being met, they don't always need to be 'available.'

Overall, many agencies would like to allow more teleworkers, even after the pandemic. The question is once things do go back to 'normal,' will these changes continue to be implemented? Only time will tell. For more information on how UKG can help manage workers during these complicated times, take a look at our latest whitepaper: [What Does Workforce Management Have to Do with a Crisis?](#)

To learn more about UKG, please 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.



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



FEDERAL FUNDING AND CAPITOL HILL UPDATE

10:00 a.m. March 3, 2021

This virtual presentation, conducted by the National Association of Counties (NACo), will analyze the "COVID-19 Relief & Omnibus Spending Package" and will include county related details on new federal monies for vaccine distribution, rental assistance and housing, testing, unemployment benefits, transportation, mental health, substance abuse, and more. The presentation will also provide an overview of the Biden Administration's \$1.9 trillion COVID-19 "American Rescue Plan" and what the plan could mean for county governments.

MANDATORY COVID-19 VACCINATION AND TESTING BY EMPLOYERS

10:00 a.m. March 10, 2021

This virtual session will review the recent guidance promulgated by the U.S. Equal Opportunity Commission (EEOC), which generally provides employers with the discretion to require that employees receive COVID-19 vaccinations as a workplace safety measure. The session will also review how employers must consider various exemptions for medical, religious, or other reasons and should anticipate legal challenges and grievances from labor for both mandatory vaccinations and COVID-19 testing.

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COVID-19 Virtual Workshop Series 2021 *(continued)*

MEDICATION ASSISTED TREATMENT SERVICES AT COUNTY JAILS

10:00 a.m. March 17, 2021

This virtual seminar will provide an overview of the Pew Charitable Trust's Substance Use Prevention and Treatment Initiative (SUPTI) to implement Medications for Opioid use Disorder (MOUD) to individuals struggling with opioid addiction in county jails. As medication assisted treatment remains the clinical standard of care for opioid addiction, this program will discuss the success of (MOUD) in correctional-facilities and the need for community partnerships to ensure that treatment continues following an individual's release from incarceration.

VOTE-BY-MAIL AND OTHER ELECTION CHALLENGES

10:00 a.m. March 24, 2021

This virtual workshop will examine the challenges with conducting all vote-by-mail elections in the 2020 primary and general elections, where county clerks and board of election officials successfully navigated an overwhelmed Statewide Voter Registration System, securing and managing ballot drop boxes, polling station safety protocols, voter education, and the increased costs associated with mailing and processing vote-by-mail ballots. This workshop will also review legislative proposals to require in-person early voting.

MENTAL HEALTH RESOURCES DURING A PUBLIC HEALTH EMERGENCY

10:00 a.m. March 31, 2021

This virtual presentation will review the necessary resources for providing critical support to individuals struggling with mental health issues during a public health emergency and in times of disaster. The session will examine how county governments, through their departments of human services and mental health administrators, work in collaboration with the New Jersey Division of Mental Health and Addiction Services (NJDMHAS), mental health professionals, and other community stakeholders to make available a wide range of services for those in need.

THE FUTURE OF FORECLOSURE SALES

10:00 a.m. April 7, 2021

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, and hosting opportunities by clicking [here](#), and note that prior to each workshop, NJAC will send directions on how to access each session to all registered individuals.

ACEs Action Plan Will Change Lives, Improve Communities

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

Last December, Attorney General Gurbir Grewal and Department of Children and Families' Commissioner Christine Norbut Beyer hosted a webinar to discuss the documentary *Resilience*, a film about adverse childhood experiences (ACEs) and their potential to create long-term negative impacts into adulthood. The film provided incredible context for the behaviors that can manifest from prolonged trauma: mental illness, addiction, violence and other social determinants that often involve police intervention.

ACEs is not a new concept. The term was coined during a landmark study conducted by the [Centers for Disease Control and Prevention and Kaiser Permanente](#) in the 1990s. The initial study surveyed more 17,000 HMO members in Southern California regarding their childhood experiences and current health and well-being metrics. The study found a correlation between adversity and trauma in childhood, and poor outcomes into adulthood.

It found that individuals who experienced four or more defined episodes of adversity in childhood were more likely to experience chronic health problems, cardiovascular problems, depression and other mental health challenges, relationship issues and social challenges, job and financial instability, chronic absenteeism, substance use and more.

In follow-up research, the CDC determined that about 61% of adults surveyed across 25 states had experienced at least one type of ACE, and 1 in 6 adults had experienced four or more ACEs. In a report released by [The NJ Funders ACEs Collaborative](#), it is estimated that **40% of children in New Jersey have experienced at least once ACEs, and 18% experienced multiple ACEs.**

There is a growing awareness of ACEs and an interest from many groups and organizations – including county government officials and representatives– in mitigating the effects of childhood adversity because research shows that it changes lives, families and communities for the better.

As a result, last month, [Governor Murphy launched a statewide ACEs Action Plan](#), which serves as a blueprint to shepherd and to guide public/private, collaborative work across the state to prevent, abate and eliminate ACEs. The Action Plan facilitates greater cooperation and coordination across agencies and stakeholders because collectively, we can realize greater progress that we can alone.

As county government officials– like us in child welfare – you are often first-hand witnesses to the consequences of adverse childhood experiences on families in your community. It can result in abuse or neglect, domestic and sexual violence, gang and drug involvement, depression and self-harm. These are incidences and events that can disrupt families, create trouble in neighborhoods, require police attention and involvement.

That's why the ACEs Action Plan builds an all-of-state-approach to this work, because the effects of ACEs, on all systems – child protection, law enforcement, healthcare, education – impacts all of us – in every county, town, city and borough.

Adversity is seen and felt across the entire socioeconomic spectrum. It is not a rural, suburban or urban problem; it's not a Black, Latinx or a white problem. It's not rich or poor.

It's a societal problem that can be resolved with awareness, trauma-informed and healing-centered practices.

We know that positive relationships, therapeutic and affirming experiences can help people with ACEs heal and can mean the difference between overcoming adversity or being overcome by it. Sometimes, just one caring, nurturing and safe relationship with an adult can be all that a child needs to build up their stores of resilience and avoid the long-term effects of ACEs.

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ACEs Action Plan Will Change Lives, Improve Communities

(continued)

People are all so much more than their past – or even present – traumas. The more positive experiences they're exposed to can neutralize the impact, build resilience and help to heal.

With our long-standing partners in county government, we can better nurture those safe relationships for a child or family in need. Join us this life-changing work and learn more about how we can begin to heal New Jersey's children and families – together.



Attorney Job Postings - Essex County Counsel's Office

JOB VACANCY

Assistant County Counsel Position Available in Claims Section.

Assistant County Counsel position is available in our Claims Section. The Essex County Counsel's Office is located in the Hall of Records, Newark, New Jersey. Seeking law school graduate with at least 1-3 years of experience or judicial clerkship. The position requires the independent handling of litigation matters on behalf of the County including Title 59, Constitutional claims, and Employment matters.

A resume with cover letter should be forwarded to Courtney M. Gaccione, County Counsel, Office of County Counsel, Hall of Records, Rm. 535, Newark, New Jersey 07102 **or** email to cgaccione@counsel.essexcountynj.org.

Assistant County Counsel Position Available in Mental Health & Governmental Affairs Section

Assistant County Counsel position available in our Mental Health & Governmental Affairs Section. The Essex County Counsel's Office is located in the Hall of Records, Newark, New Jersey. Seeking law school graduate with at least 1-3 years of experience or judicial clerkship. The position requires the independent handling of litigation matters on behalf of the County regarding County Lands, Zoning & Planning, Foreclosures, Sheriff's Sale, Election Matters, Preparation of Contracts, Leases and Licenses, Construction Board of Appeal, Bail Forfeitures, Overpayment and Collection Cases, Free Transcript Requests for Indigents, Mental Health Hearings and Guardianships and general mental health and governmental affairs matters.

A resume with cover letter should be forwarded to Courtney M. Gaccione, County Counsel, Office of County Counsel, Hall of Records, Rm. 535, Newark, New Jersey 07102 **or** email to cgaccione@counsel.essexcountynj.org.



Najarian Associates Maintains The Same Core Principle

by Ohannes Najarian, MBA, Director-Marketing for Najarian Associates

Throughout our 41 years in business, Najarian Associates maintains the same core principle: To develop innovative, environmentally responsible, and cost-conscious engineering solutions. Additionally, our formula for client service revolves around two key objectives: reliability and communication.

Under the leadership of our Director of Municipal Engineering, Robert Bucco, Jr., PE, CME, CPWM, bringing experience, knowledge, and contacts gained throughout a formidable career, we have solidified our reputation in this segment and will continue to expand our representation of municipal clients. John Freeman, PE, CME, CPWM, our Director of Public / Capital Projects, has more than a decade of professional experience with Najarian, spearheading the design and management of infrastructure projects.

One of Najarian Associates' short-term goals is to expand our portfolio of services for recreational / open space initiatives because they give us an outlet to serve the communities where our fellow New Jersey families live and work, and where their children go to school and play. Noteworthy accomplishments include Thomas Edison Park (Edison), Joseph A. Medwick Park (Carteret), and Alvin P. Williams Memorial Park (Sewaren Peninsula), all of which involved a remedial and rehabilitation component, and the design of recreational and other facilities along with improvements to the landscape. Currently, we are developing a waterfront park which additionally will convert a section of blighted waterfront into an aesthetically pleasing space for the community's benefit, providing the local school with multipurpose and baseball/softball fields. Finally, these projects give us an opportunity to showcase our professionals' proficiency in collaborating across multiple disciplines.

We remain committed to keeping our clients well informed of and in strict compliance with federal and state environmental regulations to avoid or mitigate impacts to the natural landscape and ecology, and to avoid costly fines or project delays resulting from violations. Guided by the State Licensed Site Remediation Professional (LSRP) program, under the professional and responsible supervision of Robert Schwarzkopf, LSRP, we are also looking to expand our representation in this area. Two examples of our professional services include the preparation and implementation of Spill Prevention, Control, and Countermeasure (SPCC) plans as well as Stormwater Pollution Prevention Plans (SPPPs) under the NJDEP Municipal Stormwater Regulation Program. A full list of our capabilities can be found at www.najarian.com/expertise/environmental

There are many firms in New Jersey that provide the public sector with access to similar professional engineering consulting services. Najarian Associates is recognized for our combined years of experience, proven track record for the timely completion of projects on schedule and within budget, and a continuing commitment to conscientious, practical, and environmentally sensitive solutions.

To learn more about Najarian Associates, please contact Ohannes Najarian, MBA, Director—Marketing at Ohannes@najarian.com or visit NAJARIAN.com



Join the Metropolitan Washington Council of Governments, Southeast Michigan Council Governments, Grant Writing USA and Other Regional Partners For Two Online Training Opportunities

Step #1:

Write a Successful Proposal and Find the Funding

March 9-10, 2021

9:30 - 4:30 ET

Attend this two-day grant writing workshop and you'll learn how to find grants and write winning grant proposals. Beginning and experienced grant writers from city, county and state agencies as well as nonprofits, K-12, colleges and universities are encouraged to attend.

We are excited to offer New Jersey Association of Counties members and their staff a special tuition rate of \$425 which includes two days of terrific instruction and downloadable class materials in PDF format. Please use the discount code "ASSN" to receive this \$30 discount off full price at registration.

If the Zoom dates don't work for you, register and you'll still have unlimited access to on-demand replays through April 9, 2021. Full details and registration [are here](#).

Step #2:

Learn the Current Grant Management Guidelines Stay in Compliance, Survive an Audit

March 30-31, 2021

9:30 - 4:30 ET

This two-day grant management workshop is for grant recipient organizations across all disciplines. Attend this class and you'll learn how to stay in compliance with pre-COVID and new grant management requirements. This class is suitable for beginning and experienced grants administrators.

We are excited to offer New Jersey Association of Counties members and their staff a special tuition rate of \$565. Please use code "ASSN" to receive this \$30 discount off full price at registration. This program includes downloadable class materials in PDF format.

Live dates not good for you? Register and you'll have unlimited access to on-demand replays through April 30, 2021. Full details and registration [are available here](#).

Attend both classes and **receive \$70 off** your combined tuition. Groups of 5 or more receive a \$50 discount per person. Discounts for Grant Writing USA alumni, nonprofits, and some associations are available.

Checks, cards, and purchase orders are welcome. City, county, and state agencies have 30 days after the live class to pay.

To learn more about Grant Writing USA, please contact Janet Darling, via toll free at (888) 290-6237 or via e-mail at janet@grantwritingusa.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.**

[Appalachian Regional Commission \(ARC\)](#) released a Request for Proposals for applications for the 2021 POWER (Partnerships for Opportunity and Workforce and Economic Revitalization) Initiative. POWER seeks to diversify economies in communities and regions affected by job losses in coal mining, coal power plant operations, and coal-related supply chain industries due to the changing economics of America's energy production. ARC is making funds available through the POWER Initiative for regional investments to develop a competitive workforce, foster entrepreneurial activities, develop industry clusters, strengthen substance abuse response, and expand broadband in coal-impacted areas. **Application Due Date: Required Letters of Intent (due Friday, March 5 by 5:00 pm EST)** should be submitted via this [fillable PDF form](#) to power@arc.gov.

[Dept. of Health and Human Services – Rural Communities Opioid Response Program – Implementation](#). The Rural Communities Opioid Response Program (RCORP) is a multi-year initiative by the Health Resources and Services Administration (HRSA) aimed at reducing the morbidity and mortality of substance use disorder (SUD), including opioid use disorder (OUD), in high risk rural communities. This notice announces the opportunity to apply for funding under RCORP-Implementation. **Application Due Date: March 12, 2021.**

[The Andrew Family Foundation](#) seeks to partner with one or more nonprofit organizations in the United States offering creative solutions that address issues facing under-resourced communities as well as the protection and preservation of the natural environment in which they live. The Foundation seeks to support one or more organizations focused on alleviating disparities in food access, affordable housing, high quality education, physical and psychological healthcare, and/or criminal justice. Preference will be given to organizations whose programming is intersectional, alleviating these disparities while demonstrating an interest to conserve our planet's natural resources and promote environmental sustainability. The Foundation will award grant(s) of up to \$600,000 to be paid over a three-year period. **Application Due Date: Letters of inquiry are due by March 15, 2021.**

[The Nature's Path Gardens for Good program](#) supports nonprofit organizations with community garden projects in the U.S. and Canada. The focus is on community gardens that make fresh organic food more accessible in the local neighborhood. Grants must be used specifically for the development of an organic garden that will supply food to a nonprofit feeding agency such as a food bank, soup kitchen, emergency pantry, shelter, before- or after-school program, or other similar type of program. Projects must demonstrate high community support and a viable plan for the project. For 2021, Nature's Path will award 21 grants of \$5,000 each. **The application cycle will be open from February 5 to March 24, 2021.**

[FCC – Universal Service Administrative Company – The Rural Health Care Program](#) - Provides funding to eligible healthcare providers in rural areas for telecommunications and broadband services necessary for the provision of healthcare. **Application Due Date: April 1, 2021.**

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Grant Opportunities *(continued)*

[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



Rightsize Your IT Spend Now For A Brighter 2021

by Victoria Barber, Solutions Marketing Program Director for SHI International Corp.

It will hardly come as a surprise, but Gartner's IT Spending Forecast for 3Q20 (released Oct. 20, 2020) shows a [5.4% decline in overall business technology spend in 2020](#).

While the forecast for 2021 is an increase of around 4%, these numbers indicate that IT budgets will still be under pressure. While IT struggles to make up for the cutbacks, business leaders will be demanding support for transformational projects as they adjust to constantly evolving customer demands and market dynamics.

How then do IT leaders balance the need to keep the machine working with finding the cash to fund must-do new initiatives that support the business?

It's possible you might already have the answer without knowing it. If not, you'll be happy to know that arriving at the right answer(s) isn't as slow and expensive as you might think.

It starts with taking a detailed look at your IT assets – specifically the devices, software licenses, and subscriptions being used across the organization.

The vast majority of organizations will have seen change in their technology use in 2020: [supporting the rush to remote working](#), [increased use of collaboration platforms](#), older software becoming shelfware, more computing power moved into the cloud. Change in 2020 has been faster than anyone predicted at the start of the year.

All that change – and the need to execute at speed – has left many organizations unclear as to whether their current IT environment is rightsized.

It's time to ask some questions.



Do you know how your usage has changed since the onset of COVID?

Changing the way we work – whether by moving office-based workers to home or [changing on-site working practices](#) to reduce face-to-face contact and proximity – has meant that many new products have been deployed, and legacy on-premises systems have been replaced with cloud-based services on a subscription basis. In most cases, these have been additional, unbudgeted costs as solutions were deployed quickly under business continuity conditions, rather than under standard governance. Given the uncertainty at the time, the original

systems were often left in place and may still be running in parallel or be connected and have dependencies. It's also a real possibility that new subscriptions may have been duplicated as multiple teams acted on their own initiative to address immediate business needs.

Do you know what you're no longer using that you were previously?

As the workforce has adapted to new ways of working, some systems may have dropped out of use. This could be because they are no longer accessible to users outside your firewall, or because they are unsuitable for the new ways of working that have developed. You may be able to cancel software maintenance, decommission hardware, and even reduce your overall datacenter costs (HVAC, power, rental) to offset the cost of additional cloud services. If you have reduced staff numbers, you may need to [recover endpoint devices](#) that must have their data cleansed before being redeployed, used for hot-swaps, remarketed, or disposed of.

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Rightsize Your IT Spend Now For A Brighter 2021 *(continued)*

Do you have a clear technology strategy that can inform your decision-making?

In the initial months of the pandemic, it was difficult to make anything other than tactical decisions, but business and IT leaders are now looking to the future. Planning for what is acknowledged to be a continuing uncertain future is difficult. This means that resilience, flexibility, and agility are key – not just in ways of working, but also in delivery of products and services and even in the products and services offered.

Take action

Once this technology strategy is in place, leverage the data about what you have and how it is being used to inform not only your internal decisions, but also your negotiations with vendors as you review subscriptions, support, and maintenance or negotiate new deals. By removing waste and managing costs efficiently for your existing investments, you can free up much needed budget for the new investments your stakeholders need. Not only that, but good quality data will enable better demand forecasting and allow you to be more responsive to changing business needs.

If you're not sure where to start, SHI's [IT Asset Management](#) services can provide visibility of your data and insights to inform your decision-making. Together with renewals management, contract negotiation services, and lifecycle services, including IT Asset Recovery, SHI can help you to rightsize your IT environment to deliver real value on your technology investments.

To learn more about the latest COVID-19 relief stimulus package, the resources [allocated for public sector IT initiatives](#), and how you can fund your next IT project, contact SHI International Corp., John Minnella, District Manager of NJ/PA/DE Government & Healthcare, via e-mail at John.Minnella@shi.com.



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

[Click here for an application.](#)

NACo Webinars

Quarterly Behavioral Health and Social Services Peer Engagement Group Call

March 3, 2021, 2:00 pm – 3:00 pm

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



REGISTRATION

The DDJ Behavioral Health and Social Services Group is composed of individuals whose primary responsibilities address homelessness, mental illness, physical health and substance abuse treatment and recovery support services. On this quarter's call, Arnold Ventures will present their new DDJ Playbook. They will discuss how the Playbook can guide behavioral health and social services professionals in the development of DDJ Initiatives. DDJ communities played a key role in developing the Playbook, sharing lessons learned and successful practices so that other communities can build from the work already underway.

Effectively Distributing Rental Assistance: Evidence for Local Governments

Mar. 5, 2021 , 2:00 pm – 3:00 pm

Contact **Katie Sullivan** ksullivan@naco.org

REGISTRATION

In partnership with the [National League of Cities](#) and the [Aspen Institute](#)

With \$25 billion in rental assistance included in the end-of-year COVID-19 relief package and more proposed in the latest Biden recovery plan, local governments are now responsible for distributing billions of dollars in aid to prevent evictions and threats to economic recovery in the housing market. However, rental assistance programs to date have struggled to effectively distribute funds quickly and reach hard-to-target populations. This webinar features city and county examples and housing experts who have identified local government best practices in distributing rental assistance as a response to the economic impact of COVID-19.

2021 NACo Virtual Legislative Conference

Mar. 8, 2021 , 8:00 am

Join us online for over 100 workshops, committee meetings, seminars and plenary sessions all providing unmatched opportunities to engage.

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Nationwide Economics

Weekly Economic Review & Outlook for February 22, 2021

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

Weekly Review

Stimulus fuels a spending surge

After falling for each month in the fourth quarter, retail sales spiked by 5.3 percent for January as consumers put their stimulus checks, extended unemployment benefits, and higher weekly earnings to work. Gains were strong across nearly every category, led by surges in spending at furniture and non-store retailers (mainly online shopping). As a result of this jump, the 12-month increase in retail sales climbed to 7.4 percent-reversing the slump seen over previous months.

There are several positive signs that activity across the economy is again on the upswing. Initial jobless claims, while still elevated, have receded from recent highs while consumer mobility measures have improved in recent weeks with new virus infections down sharply and some local governments slowly easing COVID restrictions. These trends, which we expect to continue, suggest that consumer spending should continue to be solid in coming months especially as government in-person restrictions ebb as COVID infections decline and vaccine usage becomes more widespread.

The surge in retail spending for January should also help to lift growth for the first quarter. Some analysts were concerned that real GDP could decline over the period, but the fiscal stimulus passed late in December combined with falling COVID cases should keep growth at least at the 4.0 percent pace from the fourth quarter of 2020. Growth could surge as soon as the second quarter should vaccines allow governments to reopen in-person activity more quickly than anticipated. For all of 2021, growth should jump to at least 5.5 percent-making 2021 the strongest year for the economy in nearly 40 years.

A solid start for housing in 2021

Existing home sales edged higher for January as cold winter weather did little to cool the housing market. The annualized pace of 6.69 million units was only a bit shy of October's figure for the highest monthly reading over the past 15 years. Inventory levels fell further, however, and have been a limiting factor for sales over the past several months. At just over 1.0 million listed units, the number of existing homes on the market was down by nearly 26 percent from a year earlier. The median price of existing homes sold continued to grow at double-digit rates with demand greatly exceeding supply—up by 14.1 percent over the past 12 months.

Housing starts pulled back by 6.0 percent in January as the pace of new single-family home construction slowed after soaring to the highest level since 2006 the month before. Still, single-family starts remained at an elevated level while multifamily starts were up in January after a softer fourth quarter.

Total starts should climb further in coming months as permits soared by 10.4 percent during January-rising to the highest figure since May 2006. With demand for new homes expected to remain strong (helped by the record low number of existing homes for sale), home builders are optimistic—as shown in the NAHB Housing Market Index, which moved up in February and showed high levels of homebuyer traffic.

The Week Ahead

This is another busy week for economic data. It includes new home sales, durable goods orders, personal income/spending, consumer sentiment, consumer confidence, several regional Federal Reserve manufacturing surveys, and the important Chicago purchasing managers survey.

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Nationwide Economics *(continued)*

New home sales expected to see a modest rise

New home sales saw a small increase for December and likely continued that trend to kick off 2021. Demand factors remained strong in January with mortgage rates hovering slightly above all-time lows and the every-declining supply of existing homes on the market continuing to push homebuyers into the market for new homes. Additionally, the present sales component of the NAHB housing market index remained at its second-highest reading over in January (tied with December and behind November). Taken together, we project an annualized pace of new home sales of 850,000 units for January. While strong, this pace would not quite approach those seen in the summer and early fall last year, held back by growing supply constraints for home builders.

Durable goods orders should continue to climb

Durable goods orders rose for December to roughly where they were before the beginning of their collapse last March, and we expect that this recovery continued for January. Following what was a disastrous year for both orders and cancelations, Boeing orders were net positive in January (at plus one), perhaps benefitting from the FAA's decision to recertify the 737 MAX. Additionally, although lower than in recent months, the new orders component of January's ISM manufacturing index was still strong. Taken together, we project growth in durable goods orders of 0.8 percent for January, which would make it the ninth straight month with growth well above the median for the series (data back to 1992).

Sharp increases likely for personal income and personal consumption expenditures (PCE)

Person income likely soared for January following the stimulus package passed in late December which resulted in \$600 stimulus checks and unemployment benefits increasing by \$300 per week. Moreover, average weekly earnings jumped by nearly 1.1 percent, the fastest pace in nine months. Taken together, we expect personal income to jump by 8.5 percent, which would be the second-largest increases ever. Retail sales for the month have already been reported as soaring by 5.3 percent, and we project that it will translate into a 4.9 percent increase in the broader measure of PCE, which would be the largest since June and unheard of before the current recovery.

The PCE price index is expected to show moderate growth of 0.2 percent for the month, bringing the 12-month trend rate up a tad to 1.3 percent-still well below the Fed's long-run average goal of 2 percent.

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



SHARE THE NEWS!

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

**Contact
Loren Wizman,
Director of Business Development
(609) 394-3467**

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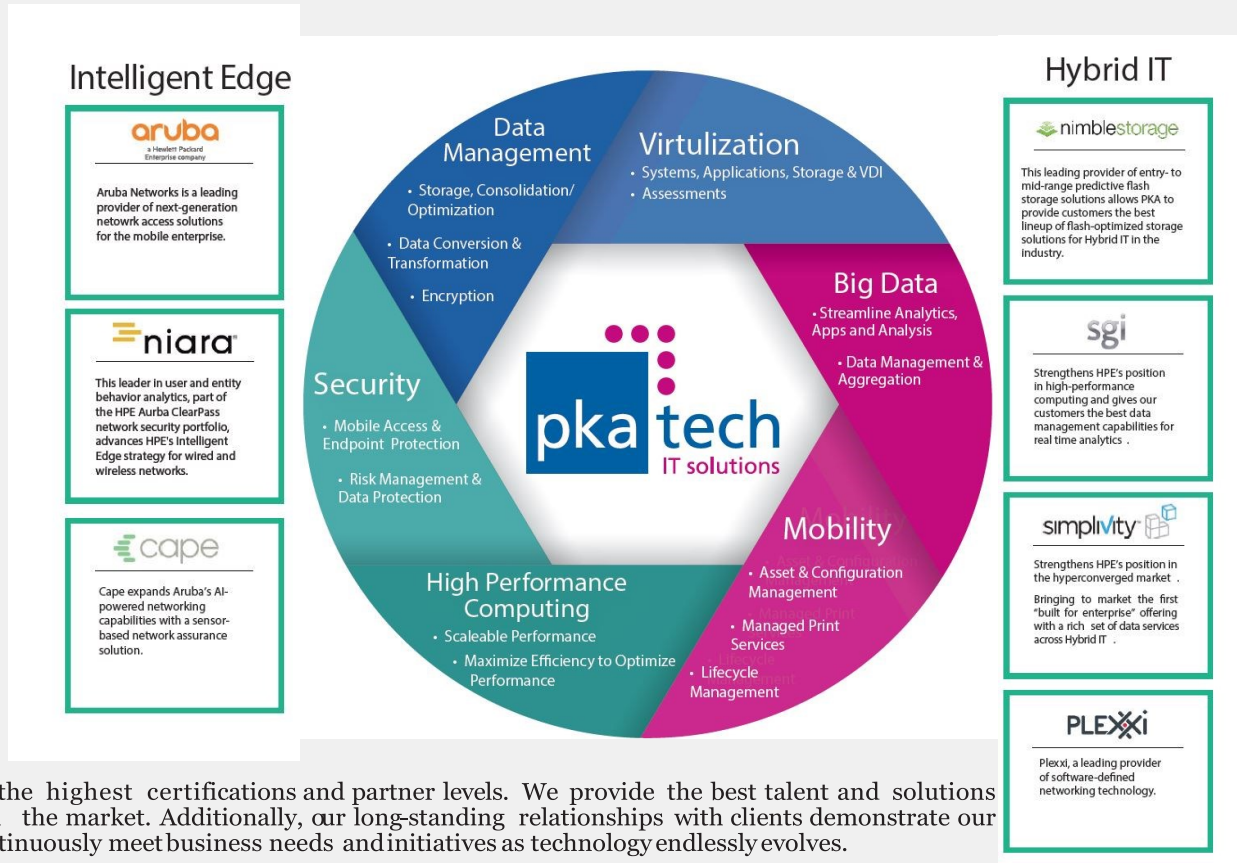
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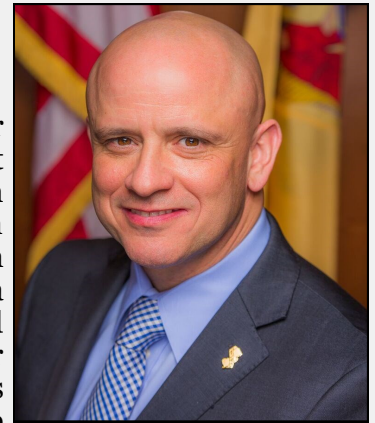
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FROM THE EXECUTIVE DIRECTOR

Although the New Jersey Association of Counties (NJAC) is committed to serving our elected officials and professionals as a resource and advocate for county government on COVID-19 related matters as the Garden State begins to navigate its way through the ongoing public health crisis, the Association also plans to refocus our efforts on achieving many long-term legislative goals and objectives. As a non-partisan organization that represents the State's only true regional form of government with a unified and proactive voice, NJAC is dedicated to advancing innovative programs and initiatives that enhance the level of service provided and save valuable taxpayer dollars. Our extensive grassroots advocacy begins with an active board of directors and includes developing informative position statements; testifying at legislative committee meetings and public hearings; leading timely workshops and strategic planning sessions; managing the press and public relations; and, promoting cutting edge county programs and initiatives.








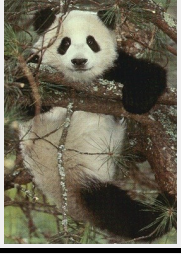



John G. Donnadio, Esq.

With respect to the Association's legislative goals and objectives, NJAC is urging State leaders to act on separating the assets and management of the local portion of the Public Employees Retirement System (PERS) from the underfunded State portion of PERS as a means to provide direct property tax relief; requiring the State of New Jersey to restore critical 911 dollars to county and municipal Public Safety Answering Points (PSAP) as the State remains the worst offender of diverting 911 fees in the entire nation; and, promoting the regionalization of services at the county level to save valuable property taxpayer dollars. Some additional initiatives include requiring binding interest arbitration awards to contain a full financial impact statement as State leaders have failed to permanently extend the 2.0% cap on such awards; authorizing local governing bodies to opt-out of civil service by referendum; and, prohibiting the imposition of unfunded mandates by legislation, regulations, or directives.

Additionally, NJAC conducts comprehensive research and analysis on a wide range of county specific topics that include county budget and tax rate data; pension and health benefits; the costs associated with operating and maintaining county court facilities and prosecutor offices; property tax cap levy restrictions; salaries and wages; and, much more. Board members meet on a regular basis and NJAC provides monthly updates through "State House News," an informative E-Newsletter sent to county officials throughout the State. Each spring, NJAC typically hosts an outstanding celebration of county government, where county officials from across the State share valuable resources and ideas and earn continuing education credits by participating in more than two-dozen professional development workshops. The event also features a one-of-a-kind County Vocational-Technical School Cook-Off Challenge; an inspiring County College Acapella Sing-Off; the presentation of our county service awards; and, much more. This year, we're hosting the event in October in addition to our upcoming virtual workshops in the spring and annual summit in December, so stay tuned for additional details.

NJAC also partners with the Rutgers University Center for Local Government Services to offer the State's only "County Administrators Certificate Program," which is open to all local government employees and elected officials committed to advancing their careers in public service by studying procurement, labor relations, fiscal affairs, and ethics. Finally, for more than a decade, the NJAC Foundation has awarded over \$275,000.00 in scholarships to hardworking county vocational-technical school graduates who plan to continue their education at a county or state college or university. Through the generosity of some of New Jersey's most prominent corporate citizens such as Investors Bank, PSE&G, NJM Insurance Company, and SHI International, the NJAC Foundation has enjoyed the opportunity to provide some much-needed financial assistance to an exceptional group of hard-working students.

SPECIAL & UNIQUE HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
<p>March's Birth Flower are the Daffodil and Jonquil!</p> 	<p>1</p> <p>World Compliment Day!</p> <p><i>Observe something good about another person and then communicate it to them.</i></p> <p><i>You Look Fabulous Today!</i></p>	<p>2</p>	<p>3</p> <p>Caregiver Appreciation Day!</p> 	<p>4</p>	<p>5</p> 	<p>6</p>
<p>7</p>	<p>8</p> <p>International Women's Day</p> <p><i>The first International Women's Day was held March 19, 1911</i></p>	<p>9</p> <p>Panic Day</p> <p><i>Don't worry, don't fret, and above all don't panic today just because it's "Panic Day"</i></p>	<p>10</p> <p>International Find a Pay Phone Booth Day!</p> <p><i>Good luck with this one, and I would like to know if and where you find one in the U.S.</i></p>	<p>11</p>	<p>12</p> <p>Plant a Flower Day!</p> 	<p>13</p>
<p>14</p> 	<p>15</p> <p>Ides of March</p> <p><i>On this day in history, Julius Caesar was warned by soothsayers to "beware of the Ides of March". Apparently, he did not heed the warning strongly enough as he was stabbed by Marcus Brutus on the Ides of March in 44 B.</i></p>	<p>16</p> <p>Giant Panda Bear Day</p> 	<p>17</p> <p>St. Patrick's Day!</p> 	<p>18</p>	<p>19</p> <p>Oh no it's Poultry Day</p> 	<p>20</p> <p>International Day of Happiness</p> 
<p>21</p>	<p>22</p>	<p>23</p> <p>World Agriculture Day</p> <p><i>A day to salute American agriculture and everyone who plays a role in it.</i></p>	<p>24</p>	<p>25</p>	<p>26</p> <p>National Spinach Day</p> <p><i>This day celebrates, healthy and nutritious spinach greens. Popeye the Sailor touted the value of spinach. Nutritionists agree, that Popeye is 100% correct!</i></p>	<p>27</p> <p>Passover Begins at Sundown</p>
<p>28</p>	<p>29</p> <p>National Mom and Pop Business Owners Day!</p> <p><i>Get out and support your local businesses.</i></p>	<p>30</p>	<p>MARCH 31</p> <p>WORLD</p> <p>BACKUP</p> <p>DAY</p>			