

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 129 - APRIL 2022

New Jersey State Library Launches Statewide Literacy Initiative To Address Adult Literacy, Workforce Development, And The Digital Divide

by Tiffany McClary, Director of Communications, Marketing & Outreach, New Jersey State Library



NJSL + PARTNERS LITERACY PROJECT

HUB + SPOKE LIBRARIES

The New Jersey library community strives to fulfill the information needs of a vast and varied customer group — from pre-Kindergartners on the brink of emergent literacy, to students on the path to graduation and early careers, to disconnected individuals of all ages on the far side of the

digital divide. To support our efforts, the Institute of Museum and Library Services awarded the New Jersey State Library \$3.9 million in funding through the American Rescue Plan Act. A portion of these funds has been used to provide expanded literacy services and support to NJ residents in communities of need across the state.

In early 2022, the State Library launched its NJSL + Partners Literacy Project, with the overarching goal to showcase libraries as literacy destinations in communities across the state. The project pilots two models for providing literacy services in public libraries: the [Hub & Spoke Libraries](#) initiative which provides uniform digital literacy training and credentialing for adult residents at literacy labs across the state; and the [Access Navigators](#) project, an initiative that places a cohort of skilled trainers (Navigators) into select libraries across the state, in order to provide individualized assistance to persons seeking employment, job training, or digital competence.

Hub & Spoke Libraries

Currently, digital literacy training and certification for adults looking to enter or advance in the workforce is a non-standardized, decentralized patchwork of disparate service providers. Due to this lack of a cohesive system, the training and credentialing which is desperately needed for New Jersey's workforce has become non-standard, of disparate quality, and difficult to access. To address this need, the State Library has selected three "hub" libraries that will serve as regionally-based training labs, and 11 "spoke" libraries that will provide additional digital literacy support. The goal of the Hub & Spoke Libraries project is to create a standardized and replicable library-based digital literacy certification program to assist New Jersey's workforce.

Hub and spoke libraries connect with their local Workforce Development Boards and American Job Centers, as well as other libraries in the area, to create a referral system that accounts for client intake, record keeping, and data sharing. Participants have access to free, high quality training materials, videos, classroom aides, and mini lessons.

continued on page 2

INSIDE THIS EDITION:

- Pg. 1 Statewide Literacy Initiative
- Pg. 2 Union County Purchasing
- Pg. 3 Don't Throw Money In The Trash
- Pg. 4 There When You Need It
- Pg. 5 Controlling Overtime Costs
- Pg. 6 Welcome Our New Members (6 & 7)
- Pg. 7 Come Join Us
- Pg. 8 Utilizing Water Consumption Data
- Pg. 9 Runbeck Election Services Inc.
- Pg. 10 ACE Reaches Agreement
- Pg. 11 4 Things To Consider About Hybrid/Remote
- Pg. 12 Grants Management Training
- Pg. 13 FirstNet Mission Critical Seminar For NJ
- Pg. 14 Making Cities More Efficient & Livable
- Pg. 15 Make Your Vote Count
- Pg. 16 How To Improve Citizen Engagement
- Pg. 17 NJAC Virtual Workshop Series Event
- Pg. 18 ACCSES NJ
- Pg. 19 Defend Against Global Cyber Attacks
- Pg. 23 Employment Opportunities (23-25)
- Pg. 26 Prevent Child Abuse
- Pg. 27 High Performance Leadership Academy
- Pg. 28 OMNIA
- Pg. 28 Digital Counties
- Pg. 32 Message from the NJAC Executive Director
- Pg. 33 Events & Holidays!

Statewide Literacy Initiative To address Adult Literacy, Workforce Development, And The Digital Divide *(continued)*

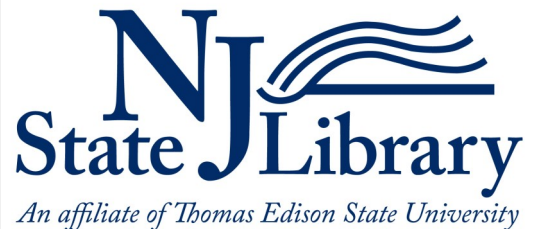
The program is facilitated by the [Plainfield Public Library \(PPL\)](#), and models PPL's proven system for providing literacy programming. "Millions of people depend on libraries for access to the internet, devices, tech support and digital skill-building opportunities," said Mimi Lee, Director of Learning and Literacy at the New Jersey State Library. "This project will confirm the important role of community libraries in serving those individuals whose needs cannot be met by the current workforce and adult education systems alone."

Access Navigators

The State Library has partnered with the New Jersey Library Association to launched a mobile navigator approach to digital literacy that is currently being used across the country. In order to provide individualized support to community residents to guide them from where they are, to anywhere they want to go, 12 libraries covering nine NJ counties were selected to host a cohort of skilled trainers (Navigators). The Navigators provide individualized assistance to persons seeking employment, job training, or digital competence. The program provides: training in computer-based applications; assistance with resumes and job searching; access to electronic information databases, textbooks and learning aids; and resources to teach and enhance digital literacy skills. Entrepreneurs seeking to launch their new businesses can also receive help from the Access Navigators, among other needs.

The Navigators conduct individual assessments, and assist program participants in creating a roadmap for achieving their goals. Once an individual plan is created, the Navigators guide the participant to the resources that they need to accomplish the goals defined in their plan. "Libraries across the state have always assisted library users with basic literacy and life skills, and the COVID-19 pandemic brought more people to libraries seeking assistance with computer skills," added Mimi Lee. "New Jersey libraries are leading the way to increase awareness of the digital divide's impact across our communities and spearhead collective action to make progress on achieving digital equity. Thanks to these federal funds, we are now able to enhance these services and widen our reach."

For more information about the NJSL + Partners Literacy Project, contact Mimi Lee, mlee@njstatelib.org, or visit: <https://www.njstatelib.org/literacyproject>.



Union County Purchasing New Federal Language

by JCT Solutions

JCT Solutions is proud to announce the addition of a new cooperative purchasing contract (UCCP 8-2022) IT Infrastructure, Fiber Optic Network Advanced Applications and Services. The new Coop contains all the goods and services that JCT Solutions provides to our customers. The new contract was bid under the Federal guidelines required for American Rescue Plan "ARP" funding to be utilized. For K-12 projects this new Coop can be utilized for ESSER I & II, SAMS federal funding with no threshold or restrictions. Union County Purchasing will be adding the new contract documents to their website for reference of procurement agents/ clerks as needed. This Coop will help provide each County with the opportunity to achieve their project goals as they pertain to broadband infrastructure, cyber security, upgrades and repairs.

We look forward to working with the public sector on these projects as they move forward. For additional information regarding JCT Solutions please visit our website [here](#).



Don't Throw Money In The Trash! Sell Your Outdated Equipment Online

by Stacey Collier, Marketing Communications Specialist for GovDeals

Infrastructure is a popular topic amongst local and county governments after the recent approval of the [Infrastructure Investment and Jobs Act](#) and the [American Rescue Plan Act](#). These major pieces of federal legislation will grant US counties the funds to improve broadband access, provide clean water, improve public transit, and repair roadways and bridges. These enhancements will improve the quality of life of the people in your community and the way they connect with one another.

Constructing this infrastructure will be a huge undertaking for counties when these funds are distributed. While your county is working hard to make improvements within your region, you'll inevitably need to purchase new equipment and supplies to replace any outdated equipment no longer suited for these new jobs.

What will your county do with that older, outdated, rusted or broken equipment once the new equipment arrives?

That's where GovDeals comes in. Since 2008, The New Jersey Association of Counties has partnered with GovDeals to provide New Jersey's counties a government-specific online auction platform to offer their surplus for sale to the public. We pride ourselves on helping our sellers find buyers for all their surplus, no matter the condition. With more than 200 categories and access to over 4.7 million buyers, you're likely to find a buyer for your county's surplus.

Whether you need to remove the dirt from a construction site or get rid of the backhoe used to dig up the dirt, you can sell them both on GovDeals. That's right, you can even sell dirt. Check out this [2000 Cubic Yards of Fill Dirt](#) auction in Saint Petersburg, FL that sold for \$7,500.

Your probably thinking, well this sounds great but it's easier to just throw this stuff away, right?

Think again, your county can easily turn that dirt into cash. Imagine finding a buyer that is willing to not only remove surplus from your property but pay you to do so. Selling online allows your county to cash in on a wider range of buyers from the comfort of your office.

From asphalt equipment, builder's supplies, highway equipment and even electronics - once you're ready to sell it make sure you get the best return as you can. By selling in place, it keeps that item out of the landfill, thus supporting your county's green, sustainability initiatives. 40 New Jersey counties have already sold over \$11.6 million in 2021, returning those funds to their county.

Even though surplus may not be your top priority, your citizens rely on agencies like yours to use the best, most efficient and profitable methods of conducting business. You can rely on GovDeals to provide you with the most efficient and profitable method of conducting your surplus sales. To find out more contact Mike Baker, at 609-713-7888 or email him at mbaker@govdeals.com



GovDeals[®]
Online Government Surplus Auctions

BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join.
Contact Loren Wizman, Business Development Director at
(609) 394-3467

or

loren@njac.org [Click here for an application.](#)

There When You Need It

by Dilia Camacho, Manager, Business and Client Relations for AshBritt

In doing a little “google” research, the idea of daylight savings time was first proposed by Benjamin Franklin in a satirical article in 1784 as a method to conserve candles. Overtime it has been adopted around the world for various reasons from harvesting crops to saving fuel for war efforts. Whether you are in favor of “falling back” or “springing forward,” daylight savings time reminds us of seasonal change and that it is never too early for storm planning and preparedness.

No matter the season, winter or summer, destructive weather events can occur at any time. As we transition out of the 2022 winter season, taking a collective sigh of relief that New Jersey did not suffer any major impacts, another hurricane season will be upon us before we know it. Storm preparedness and readiness is a year-round mission and paramount to the success of any recovery. AshBritt offers four tips for preparing your municipality for storm-related events in any season:

- 1. First, know and understand your state’s disaster debris management contract.** The contract is available to you on the New Jersey Department of Treasury’s website at <https://state.nj.us/dep/dshw/debris/contracts.html>, or you may also review Ashbritt’s contract, available to you through the State, by clicking the link: <https://www.njstart.gov/bs0/external/purchaseorder/poSummary.sdo?docId=89511&releaseNbr=0&parentUrl=contract>.
- 2. Second, learn about post-disaster debris management.** [AshBritt’s online training academy](#) provides participants with information about debris management following a federally declared disaster event.
- 3. Thirdly, as part of your planning and preparedness efforts, build local capacity with government staff as well as with the local workforce through training and workshops.**
- 4. Lastly, develop an educational outreach marketing campaign aimed to educate residents on storm preparedness and the proper segregation of storm debris.** AshBritt has resources at the ready that can be customized to meet community needs.

Now in its 30th year, AshBritt is the trusted rapid-response emergency management logistics and disaster response contractor for cities, counties, states, and federal agencies. AshBritt has more tips and services that can help you prepare for disasters in any season. We are available to provide presentations and customized training sessions to meet your needs, visit AshBritt.com to learn more about how we are always **There When You Need Us**.



Why Are You Waiting? Register Today!

***NJAC Celebration of County Government
May 4th thru 6th
Caesars, Atlantic City, New Jersey***

Schedule of Events

Individual & Exhibit Registration

Sponsorship Opportunities

Caesars Online Room Reservation

Controlling Overtime Costs - Without Working Overtime

by Paul Calobrisi, Industry Marketing Specialist II for UKG

With salaries making up the largest portion of the budget for governments, there is a constant need for transparency, as spending taxpayers' money is a great responsibility and the public demands information on how it's being spent. The truth is many governments only have a high-level understanding of what their labor costs are, which can lead to wasteful spending. **Overtime** is a prime example of this, as large overtime payouts make great headlines in the paper, but always look terrible for the government agency. However, there is generally a legitimacy and necessity to overtime. The trouble comes when governments' lack of visibility into overtime inhibits their ability to make informed decisions.

According to an [overtime white paper](#) from Barrett and Green, Inc. (with [UKG](#)) – improvements to better understanding and controlling overtime costs can come in multiple ways, including:

- **Better Data and Documentation** – Poor record keeping and a lack of detailed data about hours worked/reasons for overtime increase the potential for runaway costs. The foundation of these issues is the continued use of paper-based and manual systems, which make tracking, documenting, and analyzing overtime nearly impossible. However, these outdated methods are not the only issues, as inconsistent and inaccurate data also surfaces in governments relying on technology. Governments can solve this problem by adopting modern [workforce management](#) technology that provides real-time data and robust reporting, giving managers full visibility into areas of wasteful spending.
- **Approval and Monitoring Processes** – While better data and documentation is a solid first step, it is far more useful to managers and policy makers when the data is closely monitored, enabling them to track the approval process, and see if there are outliers for employees or job functions. For example, in Cape Coral, according to a sample of employees, 24% of police officers and firefighters did not have supervisors sign off for overtime or comp time. Paying attention to overtime through active monitoring practices helps government decision-makers better determine when overtime is necessary vs. when it is not.
- **Analysis of Staffing and Scheduling Needs** – Automated scheduling systems provide key data and reporting that can help governments answer a pivotal question about overtime: *will productivity results be improved by hiring more staff instead of relying on overtime to get the necessary work done?* For example, the 2018 Washington D.C. overtime audit showed that the Department of Corrections would save about \$1.4 million in personnel costs by hiring 78 more correctional officers. With an automated scheduling system, managers are able to exert more control and review over the distribution of overtime for better cost analysis.

Controlling overtime costs will always be a challenge for governments, but implementing modern workforce management systems can help paint a complete picture of good vs bad overtime; allowing governments to make informed decisions about where they can really cut overtime.

Want to learn more?

[Visit our page](#) to learn how our workforce management solutions can help you drive performance, reduce costs, and increase employee engagement



WELCOME TO OUR NEW MEMBERS



AllRisk Property Damage Experts is an independently owned and operated, full service, 24/7 disaster recovery company, serving public entities for 28+ years. Services include 24 hour responses, emergency fire, water, sewage and mold remediation, and reconstruction. As a general contractor, restoration work is self-performed, providing a seamless process for the client.

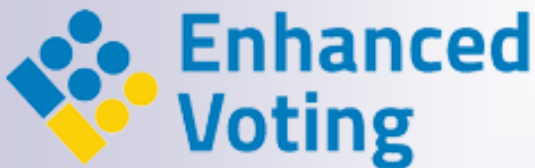
For more information please contact Christine Messina, via email at Christine@allriskinc.com.



Ameresco was founded in 2000 by George Sakellaris, a pioneer in the energy service business. To best serve its wide-ranging clientele, Ameresco has over 60 regional offices located throughout the United States, Canada, the United Kingdom and Europe. With dedicated energy and business professionals with years of experience and strong commitment to customer satisfaction and service, Ameresco offers clients the resources needed to successfully plan, execute and even finance the energy program that will create real, sustained economic and operating benefits to fulfill your unique requirements.

Founded on a mission to create value and provide energy efficient and renewable solutions to the organizations we serve, Ameresco is relentless in the pursuit of a sustainable future.

For more information please contact Peter Roehrig via email at proehrig@ameresco.com.



Enhanced Voting builds products that elevate election technology to the level voters and election officials expect and deserve, with professional service and expertise you can count on.

Since 2013, we've worked with election officials across the country to supply voting solutions that are secure, easy-to-use, and accessible to all. We support electronic ballot delivery for overseas military and civilians and fully accessible vote-by-mail for voters with disabilities. Our technologies have helped Oklahoma, Virginia, Kentucky, New Jersey, Ohio, New Hampshire, Massachusetts, and Illinois implement state-of-the-art electronic ballot delivery for their voters

For more information please contact Jess Cone, Director of Government Relations via email at jess.cone@enhancedvoting.com.



UTC Associates, Inc. provides solutions based technology and software development services in the area of Cyber Security, Cloud services, and IT modernization.

For more information please contact Aziz Ahmad, CEO via email at contact@utcassociates.com.

continued on page 7

WELCOME TO OUR NEW MEMBERS *(continued)*



Kearny Bank is dedicated to providing professional service and sound financial advice to clients and the shareholder base.

This is successfully accomplished through deep-rooted guiding principles of strong values consisting of ethics and integrity, and by giving back to the communities served. Through financial expertise, strong leadership, and loyal relationships, Kearny Bank helps clients achieve their financial goals both for today and for tomorrow.

For more information please contact Joseph Luppino, Vice President Government Banking via email at jluppino@kearnybank.com.

Save The Dates And Come Join Us!!

May 1st – 3rd, BrainStorm at Kalahari Resorts and Conventions, Sandusky, OH

- Booth #507
- Exchange ideas among fellow education IT technologists and ED Tech vendors.

May 4th & May 5th at the Empire State Plaza, Albany, NY

- Booth #E81
- Connect with New York State agencies, municipal governments, public and private schools, and other authorized users of New York State centralized contracts.

May 4th – May 6th, NJAC's Annual Celebration of County Government at Caesars, Atlantic City, NJ

- Celebration of county government that brings together over 500 elected and appointed officials and business leaders to focus on issues that impact our counties and residents within the state of New Jersey.

MRA International is a leading technology expert and a value-added HP and HPE Partner with over 20 years of experience providing unique IT solutions and turn-key results to the public sector.

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Phone: (732) 222-0997



Utilizing Water Consumption Data For Analytics

by Jake Yockel, US Public Sector Account Executive for SAS

As the weather warms up, citizens will pull out the hoses, turn on the sprinklers, and fill up the water balloons. How much water goes onto lawns is a question for most communities. In fact, most communities only have a vague idea about how much water is used by their residents and when the water is used.

If your community collects either monthly or quarterly tallies of water use, you're not alone. Most communities track water consumption and bill their water customers on a periodic basis. But some communities have turned to automated meter readers (AMR) to collect hourly meter readings. These hourly readings supply much more than information for billing.

For example, a medium-sized community has 70,000 automated meters that collect and communicate to its Public Works department each user's water consumption information every hour. That's 1,680,000 data points in a day. And, some 613 million data points a year.

Who is interested in all of this data? With hourly consumption information, the finance department can proactively alert a customer when his or her meter is reporting anomalous water usage. That could be a hose bib that was left on, or a hot water heater that has burst. This timely information saves money and, at times, prevents the customer from experiencing major water damage.

The water data may be of interest to several other departments as well.

Surprisingly, even a law enforcement department can glean valuable information from water consumption data. Aggregated water use indicates whether more people visit the city on a holiday weekend or leave for vacation. This information can be used to appropriately deploy officers, either to visit the parks and gathering places or to drive through and check on neighborhoods full of empty houses.

Perhaps the most valuable use of this data is by the Utilities department that can use this information for planning. With monthly readings, the department can only know the month of highest water usage. But with hourly data, the department can know how much water is used by each customer, each day, and under what weather conditions. Additionally, it can know how much water was used on its peak day and what day that was each year. Combine this information with analytics, and the department can forecast water usage under various conditions to pinpoint when and by how much a water plant should be expanded.

Hourly water readings help a government make informed decisions and take informed actions which are valuable for elected officials. You might not think elected officials care about 613 million data points. But, they do care about the outcomes from using those data points. This data can be used to make a county more responsive to its residents, better stewards with finite resources, more strategic and fiscally conservative, and more proactive.

To modernize your water consumption tracking, investigate automated meters and a data analytics platform that will enable advanced forecasting and optimizations as well as the sharing of data across your organization.



VIRTUAL WORKSHOP HOSTING OPPORTUNITIES AVAILABLE
PLEASE CONTACT
LOREN WIZMAN, DIRECTOR OF BUSINESS DEVELOPMENT
LOREN@NJAC.ORG

Runbeck Election Services Inc.

by Jalyn McKee, Proposal Writer, Sales Operations & Contracts for Runbeck Election Services

Headquartered in Phoenix, Arizona, Runbeck Election Services, Inc. is a full-service, election print, mail, and technology solutions company. We've successfully served the elections industry since 1972. Today, our experience and expertise is trusted by jurisdictions across the nation to deliver customized election products and services, reaching 70 million+ registered voters. Embodying the spirit of "what is possible", Runbeck develops advanced equipment, software, and production methods. Our processes use the latest technologies and draw from five decades of expertise. Runbeck is *America's Election Partner*® and we look forward to exceeding your expectations.

Our Latest Project

Runbeck's new election management system, VoteCORE, is currently in development with an expected completion in 2023. This system will offer a standard solution with the ability to configure based on our client's unique needs. Elections are critical to our community, as a result, the voter registration system replacement will look for opportunities to improve efficiency through the use of automation, real-time data sharing, advances in new technology and the reduction of technical debt. VoteCORE will provide users with a true end-to-end election management system experience.

What's New

We are proud to announce that Runbeck Election Services will be celebrating our 50th birthday this year! With five decades of election experience, we are no stranger to change and with change, we thrive. In this era of unmatched challenges, Runbeck has endured and rose to the occasion and in turn, expanded our reach exponentially. In only a few short years, we have gone from servicing 5 million precincts to 30 million each election cycle! This growth is a direct reflection of our hardworking team's resilience and dedication to improve and restore the integrity of our democratic system.

Not only are we upgrading our printing and sorting technology, but we are also developing a state-of-the-art election management software. We are constantly growing, innovating, and evolving all while staying dedicated to protecting the veracity of every single vote.

That being said, we are in the process of adding 60,000 square feet to our already 90,000 square foot, 100% production-based facility. It is important to understand that while we are expanding and making technological advances, it is imperative that we also take the proper precautions to maintain a sustainable environment. Within the print industry we have a responsibility to monitor our paper and energy use and we have taken the initiative to do so. In addition to using responsibly forested paper, we also ensure that none of our inks or chemicals emit dangerous environmental compounds or toxins. Our current facility is 50% solar powered, and the remaining lighting is completely LED, which is high powered and energy efficient. We only hope to grow in our sustainability practices as we continue to grow as a company. We encourage visitors to come for a tour!

This spring, we'll be attending the 71st NJAC Annual Conference. Simply contact Peter Stuart, our Director of Sales, at our booth to make any visitation arrangements.



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 or loren@njac.org

Atlantic City Electric Reaches Agreement That Ceases Coal Fired Power Generation At New Jersey's Last Two Coal Power Plants - *Company Builds on Major Initiatives to Help Achieve New Jersey's Clean Energy and Climate Goals*

by Frank Tedesco, Senior Communications Specialist for Atlantic City Electric

Atlantic City Electric has taken another major step in advancing clean energy initiatives to help achieve New Jersey's leading climate goals. With the New Jersey Board of Public Utilities (BPU) approval today of Atlantic City Electric's petition to modify two power purchase agreements, Atlantic City Electric is making way for the ceasing of coal fired power generation at New Jersey's last remaining coal fired power plants.

"We are pleased to have reached this agreement that results in the ceasing of all coal generated electricity from the last two coal fired power plants in New Jersey," said Doug Mokoid, Atlantic City Electric region president. "This accomplishment means more than bill savings for our customers; it means cleaner air for our communities and a safer environment for generations to come."

In the agreement with Starwood Energy Group, LLC, Atlantic City Electric customers will see up to \$30 million in energy bill savings through the end of 2024, the end of the power purchase agreements for the Logan Generating Plant in Swedesboro, NJ and the Chambers Cogeneration Plant in Carney's Point, NJ. In turn, Starwood will cease operations of coal-fired power generation at each site.

Atlantic City Electric continues to take major steps in advancing environmental and clean energy initiatives. This past September, the company announced a [major climate change commitment](#), launching a multi-faceted, action-oriented effort to help the state of New Jersey achieve its clean energy and climate goals. As part of the commitment, Atlantic City Electric is focusing on actionable measures to reduce its greenhouse gas footprint, deliver innovative solutions to empower customers to meet their climate change objectives, and drive collaborative efforts with stakeholder and community partners to achieve greater greenhouse gas reduction across South Jersey, while continuing efforts to address the impacts of climate change.

New Jersey Governor Phil Murphy and the New Jersey legislature have taken leading steps to advance New Jersey's clean energy economy, passing and signing into law the landmark Clean Energy Act calling for the significant advancement of solar, energy storage, offshore wind, and energy efficiency and establishing New Jersey's Energy Master Plan, setting a leading goal of achieving 100 percent clean energy by 2050 and driving toward higher levels of electrification throughout the economy, including transportation.

"We applaud Governor Murphy's and the state legislature's efforts to advance a clean and sustainable energy future for all New Jerseyans and we are proud to do our part in helping to establish the state as a clean energy and climate leader," added Mokoid.

Atlantic City Electric joined its sister Exelon utilities in 2021 in committing to reducing operations related emissions by 50 percent, as compared to a 2015 baseline, by 2030 and to ultimately achieve net-zero emissions by 2050 as part of the Exelon Utilities-wide "Path to Clean" commitment.

To learn more about Atlantic City Electric, visit [The Source](#), Atlantic City Electric's online newsroom. Find additional information by visiting atlanticcityelectric.com, on Facebook at facebook.com/AtlanticCityElectric, and on Twitter at twitter.com/AcEleCconnect. Atlantic City Electric's mobile app is available at atlanticcityelectric.com/MobileApp.

Atlantic City Electric is a unit of Exelon (Nasdaq: EXC), a Fortune 200 company and the nation's largest utility company, serving more than 10 million customers. Atlantic City Electric provides clean, safe, reliable and affordable energy service to approximately 565,000 customers in southern New Jersey.



Four Things To Consider About Hybrid/Remote Government Work

by Evan Achiron, Director of Marketing & Communications for GovPilot

Once the pandemic struck, the public and private sectors alike were left with no choice but to work from a remote setting. Everything from work meetings to court hearings began taking place from living rooms and makeshift home offices.

Even as the world continues to open up, that sense of comfort that comes with no commute, more flexible work hours, and the ease of working from home has many uninspired to return to the office. This contingency has undoubtedly played a role in the labor shortage many organizations have struggled to overcome. To make matters worse, the public sector already has a substantially harder time with recruiting than private businesses. This comes at a time when constituents increasingly expect to be able to conduct business and interact with their government online.

In a recent article published in The Hill, Liz Farmer, a fellow at the Rockefeller Institute's Future of Labor Research Center said, "Governments have long been talking about things like streamlining and putting things online and AI and all that cool tech stuff. But the pandemic really forced their hand. There is a strong sense that governments need to be able to provide services in a way that is what their constituents expect, but with fewer people behind the scenes."

Local governments will need to consider a modern approach to hiring that allows for flexible work days from home while meeting constituent needs. The solution: a hybrid government work culture.

Considering a Hybrid Government Work Culture? Here's what to consider.

Establishing the processes that will allow for virtual government employment might sound like a challenging task. Fortunately, recent legislation and innovations in govtech mean that government virtualization is not as difficult as it seems.

Here is a list of things you'll need to do to let government officials work from a remote capacity:

1. Embrace Government Management Software

Government management software is cloud-based infrastructure that allows all government departments to go paperless, work from anywhere, improve workflows, and store documentation securely in the cloud. And, with billions laid out for improving local digital infrastructure in the text of the American Rescue Plan and Infrastructure Investments and Job Acts, you can apply for grants to acquire this technology via federal funding.

2. Acquire Secure Laptops for Government Employees

With government ransomware attacks occurring more regularly, you'll need to take preventative measures to ensure that hackers can't steal your precious government data. Provide municipal workers with official government laptops so that they can work remotely and securely without using personal computers.

3. Train Employees On Cybersecurity

Train government employees on the best practices to work from a digital format. By encouraging use of official laptops and emails and educating officials about phishing scams and other common hacking tactics, you can ensure that a remote work structure won't pose a threat to government cybersecurity.

continued on page 12

Four Things To Consider About Hybrid/Remote Government Work *(continued)*

4. Communicate With Government Workers and Constituents

As you roll out your remote work game plan, be sure to keep everyone in the loop. Let government officials know that they can anticipate working from home at least several days a week in the near future.

Constituents will also need to be made aware. Let them know that they can do things like filing permits and licenses, paying parking tickets, or requesting government documents from your government website instead of in-person.

Looking for a platform that can support hybrid work, streamline county government services and operations, and provide constituents with the convenience they expect? GovPilot works with Bergen, Camden, and Hudson Counties to do just that! We can help - visit govpilot.com to learn how.



Grants Management Training In Lawrence, NJ April 11-12, 2022 - Limited Seats In This In-Person Grants Training

New Jersey Department of Military and Veterans Affairs and Grant Writing USA will present a two-day grants workshop in Lawrence, April 11-12, 2022. This in-person training is for grant recipient organizations across all disciplines. Attend this class and you'll learn how to administer government grants and stay in compliance with applicable rules and regulations.

Beginning and experienced grant managers, grant writers and administrators from city, county and state agencies, healthcare organizations, nonprofits, K-12, colleges and universities are encouraged to attend.

Tuition for NJACFO members and their staff \$565 and includes Grant Writing USA's 500-page grant management workbook and reference guide. Groups of 5 or more receive a \$50 discount per person. Please use the discount code "ASSN" to receive this \$30 discount at the time of registration.

All health and safety guidelines will be followed. Class enrollment is limited to ensure proper distancing. Online reservations are necessary.

Payment is not required at the time of registration.

Complete event details including learning objectives, class location, graduate testimonials and online registration are available [here](#).

For additional information please contact Janet Darling, Grant Writing USA via telephone at (888) 290-6237 or via email at janet@grantwritingusa.com.

More than 10,000 agencies across North America have turned to Grant Writing USA for grant writing and grant management training.





Save-the-Date:

FirstNet mission critical seminar for New Jersey first responders

NEW DATE
April 6, 2022

Whatever the situation, FirstNet®, Built with AT&T is the wireless network you need to connect and communicate every day – especially when seconds count. But it’s so much more than that.

Join us April 6, 2022 to learn more about:

- FirstNet and its exclusive features and capabilities
- The FirstNet Response Operations Group (ROG) and how they support first responders on FirstNet with deployables assets and so much more
- PTT Interoperability and how FirstNet can help enhance your PTT experience
- Improving your mission critical communications with FirstNet MegaRange™

Get the network that provides the tools you need, so you can support your community.



To learn more about FirstNet, visit [FirstNet.com/NJ](https://www.FirstNet.com/NJ)

Event Details

Wed, April 6, 2022
8:00 AM – 12:00 PM EST
Middlesex County Fire Academy
1001 Fire Academy Drive
Sayreville, NJ 08872

RSVP

To Register for this valuable day of learning, please visit [FirstNet.com/NJ](https://www.FirstNet.com/NJ)

The county facility requires masking at all times while indoors and other COVID protocols will be in place.

*As of July 22, 2021 Press Release.

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v012022

Making Cities More Efficient And Livable With Smart Technologies

by Joanne Goodstadt, Marketing Manager for PKA Technologies

More than half of the world's population now lives in cities, and a United Nations study projects that proportion will increase to more than two-thirds — representing more than 6 billion people — by 2050. This continued concentration of people explains the urgency of smart city initiatives that leverage technology to create new efficiencies and improve the quality of life in urban areas.

The U.S. infrastructure bill passed in November addresses the movement. The legislation makes more than \$500 million in grants available to cities looking to implement smart technologies.

These technologies can include anything from intelligent mass transit systems and autonomous vehicles to smart streetlights and security systems. Legislators said they are particularly interested in promoting technologies for reducing traffic, lowering pollution, enhancing safety, reducing waste, and improving access to jobs and healthcare.

Seeing the Light

The smart city movement is closely linked to the continued development of the Internet of Things (IoT). Billions of IoT devices worldwide are connected to the Internet, collecting and sharing data via Wi-Fi, Bluetooth, LTE and other communication protocols. Smart devices such as lights, meters and cameras with embedded IoT sensors collect and analyze all sorts of usage data, and then share that data with other devices throughout the smart city network.

This interconnectivity lays the groundwork for a range of highly automated capabilities. Smart lighting technologies provide a good example. In addition to boosting energy efficiency and reducing costs, these systems share data that can help cities monitor everything from traffic patterns to air quality.

In smart lighting systems, LED lights include an integrated IoT sensor that connects to the data network. At a basic level, this would allow a city to automate street light schedules to improve energy efficiency. However, when linked with cloud-based analytics platform, data from those lights can be used to monitor traffic, parking, pedestrian crossings and even environmental factors and weather conditions. Streetlights with video cameras can also aid police, fire and healthcare professionals during emergencies.

Aruba's Approach

To gain the cascading benefits from smart technologies, cities must have an IT infrastructure that enables the tight integration of data collection and analysis technologies with information and communication technologies (ICTs). Aruba's portfolio of networking and wireless solutions supports such an environment.

Aruba's Edge Services Platform (ESP) unifies IoT with IT and operational technology (OT) networks, and provides cloud-managed orchestration across wired and wireless networks. Aruba says it is the first fully programmable platform with the ability to generate contextual information about device identity, location, security posture and applications in use. This essentially creates a "hyper aware" environment in which systems can automatically recognize and respond to changing operating conditions.

The expanded use of smart technologies allows cities to operate more efficiently and improve the quality of life for their residents. Call PKA today at 800.486.6461 or email solutions@pkatech.com to learn more.



Make Your Vote Count - Where Do You Go To Vote In Person?

by Evelyn S. Caterson, Chair for Atlantic County Board of Elections

NEW VOTING AREAS

In 2020 a Census was taken in the United States, which resulted in changes to many voting areas. To fully understand these changes, there are four important facts to keep in mind:

#1 – The 2020 Census counted ALL people– meaning all people from newborns to those over 100. There was no count for the purpose of the Census of how many people in a given area were registered to vote or who met the qualifications to register to vote; in this respect, the Census process had nothing to do with voter registration.

#2 – The need to establish new voting area boundary lines – Districts, Wards, etc. - is not discretionary. New Jersey statutes decree exactly when boundary lines must be moved based on the population. The statutes also describe who makes the new boundary line determinations, which are discretionary.

#3 – The establishment of or any change in the boundary lines of a Ward in any municipality is determined by the total number of people living in that Ward. However, if the boundary line of a Ward is changed, the boundary lines of the voting Districts within that Ward must also be changed, that that boundary line change IS based on the number of registered voters.

#4 - When Ward or District boundary lines are changed, voters may not only have a new voting location, but also new candidates on their ballots. All municipal Ward and District boundary line changes resulting from the 2020 Census must be approved and the maps signed by the County Boards of Election not later than March 24, 2022.

While any changes in the Congressional District boundary lines, the County Commission boundary lines, and the Municipal Ward and District boundary lines should be communicated to the voters by their respective public bodies, each voter bears the responsibility to determine exactly how the 2020 census has affected local voting locations and candidates.

EARLY VOTING

By early April, the County Boards of Elections in New Jersey also must approve the Early Voting locations in each County for the Primary election which will take place on June 7, 2022. These early voting sites will be the same for the General Election in November. The number of early voting sites required and which the state will pay for is determined by the State based on the County's voting population. Each County may establish as many additional voting sites as it deems appropriate, but the County must bear the full costs of all sites beyond what the State has established.

The locations of the Primary Election Early Voting sites will be announced by the County Boards of Elections in early April. Early voting will occur 3 days prior to the June 7th Primary Election - on June 3, 4 and 5. The good news about early voting is that all voters casting a vote in person through the early voting process will be presented with a voting screen which will reflect all new voting boundary lines for that voter.

Make your vote count by knowing where you go to vote!!

How To Improve Citizen Engagement With Online Services

By Michelle D. Garcia, Sr. Manager, Demand Generation for OpenGov

You've committed to bettering your online citizen experience, now what? A natural starting point is to assess the state of your existing digital landscape. Begin by asking:

- Are you presenting a cohesive, customer-focused website?
- Is it easy for users to find the information they need?
- Are there opportunities to move paper processes to digital ones?

After all, your residents now spend the majority of their time online, whether for work, school, social networking, or simply enjoyment. You can uncover new opportunities to improve their experience by understanding how residents are interacting with digital resources.

High-Impact, Greater Public Trust

Transitioning to an online permitting system may not seem like an obvious place to begin making digital service improvements, but for many communities it's one of the easiest, and most impactful changes, for digital transformation.

Municipal leaders in [Franklin, MA](#) and Orange, CT jumped at the opportunity to make this high-impact investment. They found that upgrading their permitting system not only instilled greater public trust in service delivery, but also improved the daily lives of staff members. When Jamie Hellen, Town Administrator of Franklin, MA, started thinking about the most effective ways to improve citizen service, he arrived at a simple question:

What's the easiest way to touch the most lives cost efficiently?

While the majority of city hall transactions are serving "power users" (i.e. contractors, developers, veteran business owners, etc.), even the least engaged residents will eventually need to do business with their local government. Hellen realized that over a five- or ten-year span, a modern permitting solution would make the biggest impact on the most people.

Automation + Self-Service = More Productive Departments

A customer-centric permitting solution means happier customers and less burden on department staff. Empowering online, self-service allows staff to spend less time answering questions and processing paper forms, and more time for priorities.

Before going digital, the Town Clerk's office in Franklin, MA sent out 5,000 paper dog licensing forms with their annual census, manually entering the handwritten responses into their database. Using their new platform to streamline dog license renewals, the Town Clerk's office can now do digital license renewals in large batches, saving precious time that can be allocated to higher-impact projects.

Unexpected Returns on Investment

Implementing cloud permitting enabled Orange, CT, Fire Marshal Tim Smith to examine their internal processes and consolidate permit forms and workflows.

"We looked at all of our permits that needed to be updated, and ones that were completely obsolete. Some of them were eliminated and some combined into one. We didn't just update the software, we really streamlined our whole permit process when implementing OpenGov," says Smith.

continued on page 17

How To Improve Citizen Engagement With Online Services

(continued)

In addition, the team improved communication between departments. Smith explains, "Now, for instance, if someone owes back taxes, they can't get their building permit until they pay their back taxes. We're seeing a big increase in revenue, especially outstanding revenue, because of that."

Make a high-impact, with big-ROI!

[Get this free ebook](#) to learn how online permitting is an easy way to impact a large number in your community. Plus, learn about the features to look for in an online permitting software.

[Request a demo](#) and let OpenGov show you how you can process applications 5x faster and decrease walk-ins by 80% with an online permitting tool to improve your citizen engagement.



NJAC VIRTUAL WORKSHOP SERIES 2022

General Registration

10:00 a.m. - 11:00 a.m. April 13, 2022

IMPLEMENTING INFRASTRUCTURE INVESTMENTS AT THE COUNTY LEVEL

The New Jersey Association of Counties (NJAC) is pleased to present IMPLEMENTING INFRASTRUCTURE INVESTMENTS AT THE COUNTY LEVEL, presented by the National Association of Counties (NACo) as the second in a series of virtual workshops NJAC is hosting on a variety of topics that impact county governments across the State. In summary, this presentation will discuss the "Infrastructure Investment and Jobs Act" signed into law in November of 2021 and the critical role county governments will play with its implementation as the measure makes available grant funding for infrastructure investments in bridges, highways, capital construction, planning, brownfields, flood mitigation, and much more.

APPROVED (1.0) CMFO/ CCFO Budgeting, Financial/Debt Management; and, CCFO County Fiscal Operations

PANELISTS

- Matthew Chase, *CEO & Executive Director, NACo*
- Mark Ritacco, *Chief Government Affairs Officer, NACo*

REGISTRATIONS

- Countywide Registration: Free
All county elected officials and employees may participate in each workshop without paying for an individual registration but must register for each workshop by completing and returning the form [here](#).
- Please click [here](#) for the Business Registration: \$49.00
- Please click [here](#) for the Workshop Sponsorship: \$1500.00

Sponsors may take advantage of a 60 second elevator pitch before the workshop begins, their company's logo displayed throughout the workshop, and (3) individual registrations.

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



SENATE BILL S994 on the Purchase of Goods from the Central Nonprofit Agency

WHAT IS S994?

- New law signed by Governor Murphy in January of 2022.
- Requires State departments, agencies, and authorities to make a good faith effort to purchase at least 5 percent of their goods and services from the Central Nonprofit Agency.

WHAT IS THE CENTRAL NONPROFIT AGENCY?

- ACCSES NJ serves as the Central Nonprofit Agency.
- ACCSES NJ works with a network of nonprofits that employ individuals with disabilities.
- The program provides jobs for over 1,500 residents with disabilities who provide various services and goods to state departments, agencies, and authorities.
- Customer satisfaction has been the driving force behind the growth of this program since 1984.

WHAT ARE THE BENEFITS OF PURCHASING THROUGH ACCSES NJ?

- The program provides employment for NJ residents with disabilities, the group with the highest rates of unemployment.
- Goods and services provided with consistently high quality and customer satisfaction.
- Goods and services purchased through ACCSES NJ remain part of the program at contract renewal and do not need to be rebid. All goods and services are on NJ STATE CONTRACT.
- Pricing for all goods and services at the fair market price approved by the NJ Division of Purchase and Property.
- Goods and Services are made in New Jersey by New Jersey Residents.

ACCSES NJ FACTS

EMPLOYMENT



1,500+
People with Disabilities
Employed Statewide

WAGES



\$8 MILLION+
Paid to ACCSES NJ
Program Participants

HOURS



700,000+
Avg Labor Hours
Each Year

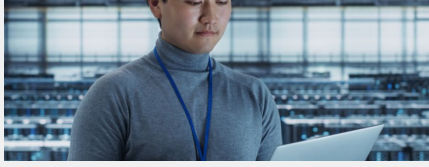
To learn more about ACCSES NJ and the Central Nonprofit Agency purchasing program and for assistance in meeting the obligations of S994, please reach out to the following contacts:

Sal Coppola – Vice President of Sales and Operations – scoppola@accsesnj.org
For assistance with sales or analyzing available purchasing opportunities for your organization

Matthew Putts – Vice President of Government Affairs – mputts@accsesnj.org
To learn more about S994 and other ACCSES NJ programs

6 Ways To Defend Against The Next Wave Of Global Cyber Attacks - *Ensure Your Organization is Prepared for Increased Cyberwarfare Attacks, No Matter Where You Conduct Your Business*

by Zack Donnenberg, Copywriter & Marketing Specialist & David O'Leary, Sr. Director of Security for SHI International Corp.



As the conflict in Ukraine continues, Western governments impose sanctions, commercial organizations withdraw from the Russian market, and hacking groups like Anonymous step up their attacks on Russian institutions and media, it seems inevitable that cyberwarfare between the East and West will only intensify.

Of course, the nature of cyberwarfare is often covert, so it's incredibly difficult to get an accurate picture of how many attacks Western organizations and governments are facing, and how severe (or in security terms, 'credible') these risks are.

But we only need to look back as far as the last two years to see how devastating security breaches can be.

[Cybersecurity experts from SHI](#) and our subsidiary, [Stratascale*](#), are encouraging businesses in the United States and abroad to learn from recent attacks to better defend against future threats.

"While the current technical attacks to date are variants of what we have seen before, including DDOS attacks, phishing – SMS text, website defacement, and more specifically a new drive wiper malware variant [called] HermeticWiper...we should not underplay the seriousness of this world event and the nefarious nation-state capabilities."

–David O'Leary, Senior Director of Cybersecurity

With this in mind, public and private organizations should focus on at least six key areas to secure and prepare their compute environments.

1. Test and update your incident response plans

To the chagrin of CISOs and IT security staff, too many organizations can't recall the last time they assessed their incident response solutions – or at the very least, haven't tested or reviewed their plans in many years.

It is never too late to take a step back and get a holistic view of your current cybersecurity posture. SHI helps to create a workable plan of action against evolving threats.

2. Raise user awareness of ongoing threats

Phishing is as common with state-sponsored hackers as it is with individual black hat criminals. Without an aware userbase diligent against suspicious content, phishing can be an efficient and damaging way to infiltrate organizations.

Continuous security awareness trainings help keep employees up to date on your organization's security policies and features as well as the latest security best practices. This could be as simple as regular advice emails from Infosecurity helping users identify the telltale signs of an attack or formal training courses, especially for staff with access to sensitive systems and data.

continued on page 20

6 Ways To Defend Against The Next Wave Of Global Cyber Attacks *(continued)*

3. Validate backup and recovery plans for key business components

If a breach does happen, quickly restoring mission-critical data from a secure backup location can make the difference between brushing off an attack and becoming the next cybersecurity headline. Protect your data and reputation with an agile strategy to access, safeguard, and restore key assets.

SHI's security specialists can [help develop backup and recovery plans](#) that minimize the negative impact of a data breach.

4. Secure your edge infrastructure

With hundreds or thousands of devices connected to your network, your edge infrastructure is a prime target for bad actors looking to disrupt operations with DDOS attacks or steal valuable and private data with phishing and ransomware.

As if managing remote/hybrid workforces didn't already add complexity to your edge's security, unprecedented disruptions to the global marketplace are leaving users vulnerable to hacking while your IT staff work to establish guardrails within your device and [application security](#).

Turn complexity into simplicity and spot the security gaps in your infrastructure with holistic [readiness assessments](#) of your environment.

5. Enhance your automation efficiency

Manual security operations can have configuration errors and incorrect policy application, leaving an open door for cyberattacks and data breaches. Introduce and enhance automation to streamline daily operations and integrate high-level security across your processes, applications, and infrastructure.

[Use automation](#) to reduce your mean time to detect (MTTD) and mean time to respond (MTTR) so you can prevent, detect, and respond to attacks faster. Reduce your MTTD and MTTR even further by [consolidating data sources into a central console](#) for easy analysis.

6. Evaluate third-party risks, data sharing requirements, and approach

While third parties can increase organizational efficiency, this relationship poses a security risk as data is shared, collected, and processed off-site at varying standards. Consider employing vendor access management policies to handle and organize the various levels of access your third-party partners need.

When housing or backing up critical assets to the cloud, ensure you have maximum [visibility within your cloud platform](#) so you can identify and address security gaps before data is lost. Reduce potential vulnerabilities by having a strong cloud strategy before rushing assets to the cloud.

A trusted cybersecurity advisor can work with you to implement best practices and [add additional controls to privileged credentials](#) and data to reduce the risk of being compromised.

At a time when state-sponsored hackers and rogue black hats threaten business operations at an increased ferocity, it's important to ensure all aspects of your environment are secured. SHI's Security Solutions practice is built around six critical elements of effective security.

continued on page 21

6 Ways To Defend Against The Next Wave Of Global Cyber Attacks *(continued)*

Learn more about our holistic approach to:

- * [Identity and Access Management](#) – Protect access to your most valuable resources
- * [Application Security](#) – Secure the software that runs your business
- * [Data-Centric Security](#) – Protect what matters most to your business
- * [Data Center and Cloud Security](#) – Secure your hybrid, multi-cloud environment
- * [Threat and Vulnerability Management](#) – Empower your security team across the entire threat lifecycle
- * [Program Strategy and Operations](#) – Keep up with cyber threats and regulatory compliance changes

[Contact us today](#) to stay ahead of evolving cybersecurity threats.

**Stratascale is a wholly-owned subsidiary of SHI providing a consultancy-first approach to helping organizations rapidly adapt in response to business changes and challenges through technology innovation.*





Helping State and Local Governments do more with less.

Through PKA SolveIT and Aruba:



Strengthen security and compliance



Manage your entire network from one dashboard



Modernize your wired and/or wireless network



Securely access information anywhere



Adapt to evolving demands

Give us 15 minutes - and we'll show you what PKA can do for you.

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Local to the NJ, NY, and PA metro areas.

Employment Opportunities

by County of Monmouth

**HELP
WANTED**

DIGITAL MEDIA MANAGER MONMOUTH COUNTY DEPARTMENT OF PUBLIC INFORMATION

The Monmouth County Department of Public Information is an exciting office that is responsible for relaying information regarding County news and services to residents, visitors, and business owners in Monmouth County. This is done through various communication sources including the County website, social media channels, press releases, photographs, and videos.

ESSENTIAL JOB FUNCTIONS:

- Under supervision of the Department Deputy Director, manage the County Digital Media team including the photographer, videographer, and social media coordinator.
- Coordinate all official County photography and videography.
- Oversee all County social media accounts and County website.

REQUIREMENTS:

- Graduation from an accredited college or university with a Bachelor's degree in communications or related field
- Minimum two (2) years management experience of a digital media team
- Demonstrated knowledge of video production, social media, and photography experience
- Demonstrated knowledge of Adobe Cloud Creative programs (Premiere Pro, Illustrator, Photoshop, etc.).
- Excellent oral and written communication skills
- Strong attention to detail
- Understanding of AP style of writing
- Must be able to work evenings and weekends as needed

TO APPLY:

In order to be considered for a job opening, an [Application for Employment](#) must be completed for each position. Resumes may be attached but are not considered as substitution for a fully completed job application form.

Completed job applications shall be submitted by email to: mc-humanresources@co.monmouth.nj.us or faxed to 732-431-7924.



Continued on page 24

Employment Opportunity *(continued)*

by County of Monmouth

**HELP
WANTED**

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1/SUPERVISOR MONMOUTH COUNTY DEPARTMENT OF INFORMATION TECHNOLOGY

The Monmouth County Department of Information Technology is an exciting office that is responsible for supporting geographic information systems (GIS) in Monmouth County. This is done through working with the GIS division, county departments, state, and federal agencies, as well as third party vendors.

ESSENTIAL JOB FUNCTIONS:

- Under supervision of the Director or Information Technology, the Supervisor of GIS oversees all enterprise GIS operations including:
 - System Administration
 - Program Governance
 - System Architecture
 - Database Management and Structure
 - GIS Software Selection and Implementation
 - User Support
- Supervises a team of GIS Specialists that supports the county GIS architecture

REQUIREMENTS:

- Graduation from an accredited college or university with a Bachelor's degree in Geography or related field
- Minimum four (4) years experience with Geographic Information Systems, including computer graphics and computer hardware digitizing procedures
- Minimum one (1) year experience with independent coordination and analysis of computerized geographic survey data.
- Minimum three (3) years supervisory experience
- Excellent oral and written communication skills
- Strong attention to detail
- GISP Certification Preferred

TO APPLY:

In order to be considered for a job opening, an [Application for Employment](#) must be completed for each position. Resumes may be attached but are not considered as substitution for a fully completed job application form.

Completed job applications shall be submitted by email to:
mc-humanresources@co.monmouth.nj.us or faxed to 732-431-7924.



Continued on page 25

Employment Opportunity *(continued)*

by County of Monmouth

**HELP
WANTED**

COUNTY DIVISION HEAD, AGING, VETERAN, AND DISABILITY SERVICES

Under the direction of the Department of Human Services, functions as the Director of the Division of Aging, Veteran, and Disability Services overseeing the organization and coordination of the functions, programs and activities of the Division and other related duties. Responsible for oversight of activities within the Division including but not limited to coordination of activities with private sector agencies and not-for-profit organizations; serves as the liaison with the State and other agencies concerned with the subject of aging, veteran, and disability services. Interacts with other County departments and divisions as they relate to the functions of the Division, for example, budgeting, purchasing, contract negotiations, monitoring and evaluation, and grant management. Represents the Division of Aging, Veteran, and Disability Services in Monmouth ACTS

REQUIREMENTS:

EDUCATION:

Graduation from an accredited college or university with a Bachelor's Degree.

NOTE: Applicants who do not possess the required education may substitute additional experience as indicated on a year-for-year basis with thirty (30) semester hour credits being equal to one (1) year of experience.

EXPERIENCE:

Five (5) years of professional experience relating to elderly people in the fields of social work, public health, nursing, teaching, recreation, gerontology, psychology, vocational counseling, community organization work, or a related field.

NOTE: Possession of a Master's degree in any of the above fields from an accredited college or university may be substituted for two (2) years of indicated experience.

TO APPLY:

In order to be considered for a job opening, an [Application for Employment](#) must be completed for each position. Resumes may be attached but are not considered as substitution for a fully completed job application form.

Completed job application shall be submitted by email to: mc-humanresources@co.monmouth.nj.us or faxed to 732-431-7924.



Child abuse is the non-accidental physical, sexual, emotional harm or risk of harm to a child under the age of 18 caused by a parent or other person who acts as a caregiver.

Neglect occurs when a parent or caregiver purposely fails to provide proper supervision for a child or adequate food, clothing, shelter, education or medical care, although financially assisted or able to do so.

#BridgetheGap

PREVENT CHILD ABUSE

Ensure social connections. Check on and offer support to families you know:

- with infants and young children
- that have children with special needs
- with a history of substance abuse
- who are under extreme stress due to unemployment, food insecurity or housing instability
- with a history of violence
- with a history of mental illness

Notice the signs. Children who are abused or neglected may:

- be withdrawn – hard to engage
- have visible, (poorly) unexplained/untreated injuries
- flinch at the sound of caregiver/s talking/walking
- have consistently bad hygiene
- frequently miss (online) school or appointments
- appear hungry or malnourished
- be sexually aware and active at a very young age
- talk about and make plans to run away from home

Every day, children are at risk.

Report Suspected Child Abuse to 1-877-652-2873.





Counties affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The NACo High Performance Leadership Academy is a resource that connects your staff with practical leadership training.** HPLA uses an innovative, interactive online learning platform that combines real-time webinars, recorded sessions and small group discussions to deliver effective training without traveling away from the county – saving money and maximizing time.

THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



LEAD:

Engage teams and stakeholders to foster positive climates and exceed common expectations



ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently



COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships



DELIVER:

Measure projects and processes to deliver results aligned with county and community priorities



COMMUNICATE:

Create clarity, confidence, and community

The NACo High Performance Leadership Academy empowers frontline county government professionals with fundamental, practical leadership skills to deliver results for counties and residents.

The Academy enrollment fee is \$2,495 per participant. Enrollees from New Jersey counties will receive a NACo scholarship of \$950, reducing the fee to \$1,545.

With a curriculum developed by the late General Colin Powell and public and private sector leaders, NACo High Performance Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

Find out more at [NACo.org/Skills](https://www.naco.org/skills)



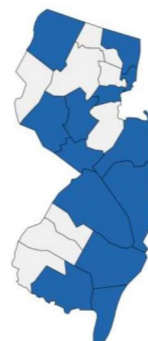


NEW JERSEY ASSOCIATION OF COUNTIES LEADERSHIP DEVELOPMENT PROGRAM

Join over 1,600 counties across the country in this 12-week online leadership development academy made for entry- to mid-level county professionals.

NEW JERSEY PARTICIPATING COUNTIES:

- | | |
|-------------------|-----------------|
| Atlantic County | Mercer County |
| Bergen County | Monmouth County |
| Burlington County | Ocean County |
| Cape May County | Somerset County |
| Cumberland County | Sussex County |
| Hudson County | Union County |
| Hunterdon County | |



NEW JERSEY PARTICIPANT FEEDBACK:

"The most valuable aspect of this program was how easy it was to adapt to my current work environment. As I was going thru the classes I could instantly apply what I learned from the lessons into my job." – *County Library Assistant, Atlantic County*

"It was all so relative to our jobs. The importance of listening and being present resonated with me. Also communicating in a clear concise way so that people understand what you are saying. "Great leaders are almost always great simplifiers, who can cut through arguments, debate and doubt to offer a solution everyone can understand" It was a great experience." – *Director of Employee Relations, Cape May County*

"Hearing the insight and sharing opinions on what we are learning each week with others in county positions from other parts of the country..." – *County Commissioner, Union County*

" The NACo High Performance Leadership series is a remarkable accumulation of leadership wisdom and guidance in one place. Paired with an opportunity to develop strong, lasting relationships with peers in similar roles, it is a heady and positive learning experience. I recommend it wholeheartedly." – *Library Director Sussex County*

92%
Net Promoter Score

99%
Content Quality Score

95%
Engagement Score

97%
Supervising Managers Agree
Great Investment of
Time and Money



**Find out more at [NACo.org/Skills](https://www.naco.org/skills)
or email moderator@pdleadership.com**

OMNIA New Cooperative Contracts



Arts, Crafts, Framing, and Related Services

This cooperative contract with **Michaels** offers core pricing on over 800+ Core Education items and contract pricing on over 100,000 items. The new MichaelsPro Education Platform allows participants of OMNIA Partners to purchase items using POs or P-Cards.

[VIEW CONTRACT](#)



Warehousing, Material Handling, and Production Support

Global Industrial is an industry leader for public agencies specializing in solutions that help you focus on your agency's needs. Participants have access to a large selection of products, low prices, and extensive account management tools. **Kaman Industrial Technologies** provides power transmission, automation, and control products to participants.

[VIEW CONTRACT](#)



ATI Restoration, LLC

Participants can now access **ATI Restoration, LLC's** 24-hour emergency response services to address environmental hazards and mitigate damage following a fire, water, and other natural or man-made disasters.

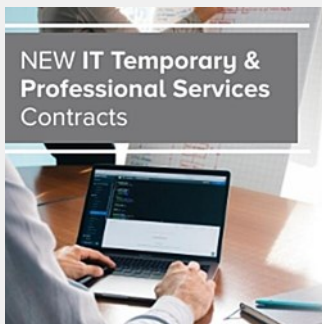
[VIEW CONTRACT](#)



IT Security Tools

Fischer Identity is a provider of enterprise-grade Identity Governance & Administration (“IGA”) solutions available via on-premise, private or public cloud with varying levels of administrative and professional services support provided via Managed Identity Services® through the OMNIA Partners cooperative contract.

[VIEW CONTRACT](#)



IT Temporary & Professional Services

New Information Technology (IT) Temporary & Professional Services contract awarded by the University of California to **AgreeYa, AVID, Compu-Vision, Insight Global, Kelly Services, TEKsystems, and US Tech Solutions.**

[VIEW CONTRACTS](#)

continued on page 30

OMNIA New Cooperative Contracts *(continued)*

NEW Dorm Furniture & Related Services Contracts



Dorm Furniture & Related Services

DCI, Savoy Contract Furniture, and Sustainable Furniture Inc. have been awarded contracts for Dorm Furniture & Related Services through the University of California. Offerings include casegoods, lounge seating, beds, tables, accessories, and more. Participants can access various services through these contracts such as space planning, installation, and recycling/removal programs.

[VIEW CONTRACTS](#)



Facilities Health Consulting, Quality Assurance, and Management

The new cooperative contract with **Intertek** and Region 4 ESC includes facilities health consulting, quality assurance, and management services. OMNIA Partners participants have access to consulting, inspection, and testing for facilities.

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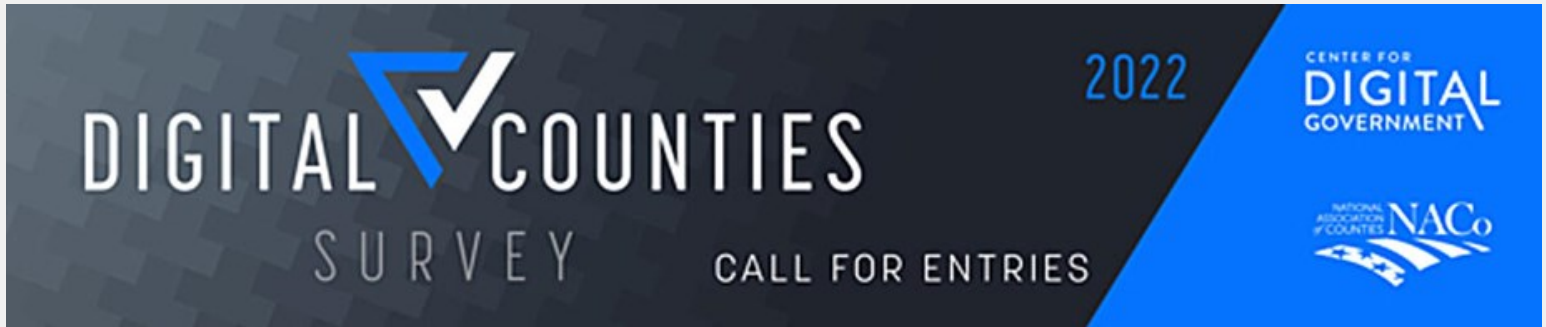
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Contact

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



Call for Entries: 2022 Digital Counties Survey

The Center for Digital Government (CDG) and the National Association of Counties (NACo) are excited to announce the launch of the 20th annual Digital Counties Survey! You are invited to participate!

This is a great chance to highlight your county's accomplishments to a national audience and receive the recognition your county deserves for making technology a priority for your people.

Extended Deadline: Tuesday, April 5, 2022

Watch the [informative opening webinar](#) for benefits of participation, tips on submission, and to hear how technology is being used strategically to make government better!

The survey is available online at: www.govtech.com/cdg/digitalcounties2022.

A Word version of the survey can be downloaded from the FAQs at: www.govtech.com/cdg/digitalcountiesFAQs22.

The survey is open to all U.S. counties. Technology leaders are awarded based on five population classifications. Top-ten ranked counties will be honored during an awards event to be held at NACo's annual conference July 20-24, 2022, in articles on govtech.com; on social media; and in best practices publications. As a benefit to all survey participants, we will make the aggregated data from the survey available to help you plan for the future, and benchmark with your peers.

CDG thanks the following corporate members for underwriting the survey: Premier Corporate Members Accela, Amazon Web Services, Infor, Laserfiche, Microsoft, Oracle America, Inc., and Yubico. Corporate Members: CAI, EasyVote Solutions, Pure Storage, SHI International Corp, Spectrum Enterprise, Splunk, VertiGIS, and Whyline.

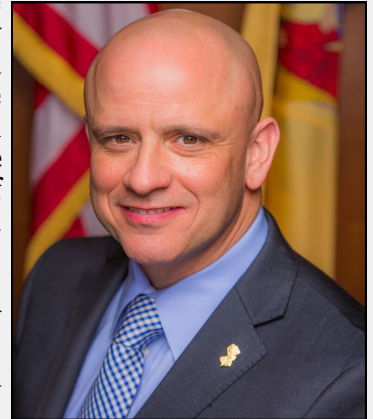
If you have any questions, need assistance, or if you need information concerning the county's previous survey responses, please contact Janet Grenslitt, Director of Surveys and Awards, jgrenslitt@erepublic.com.



FROM THE EXECUTIVE DIRECTOR

We hope that you can join us at 10:00 a.m. on Tuesday 4/5 for NJAC's "End the 911 Fee Diversion" press conference and tour of the Hunterdon County 911 Center, where county leaders will take this opportunity to urge members of congress to adopt the report and recommendations of the "Ending 911 Fee Diversion Now Strike Force" established by the Federal Communications Commission (FCC) as the State of New Jersey continues to reign as the worst offender of diverting 911 fees in the entire nation. In addition to laying the foundation for an imminent a public safety crisis and imposing an inequitable system of "double taxation" on residents across the Garden State, the 911 Strike Force concluded that:

- 911 fee diversion negatively impacts the ability of the public to access emergency assistance via reliable 911 services and technology.
- 911 fee diversion negatively impacts public safety, 911 operations, first responders, and the fiscal sustainability of 911 service.
- 911 fee receipts and expenditures should be distinguishable and auditable to ensure 911 fees are used for eligible activities directly related to the provision of 911 services.
- 911 systems require significant capital and recurring operational investments to accomplish the mission.



John G. Donnadio, Esq.

The 911 Strike Force further concluded that *"one of the most recognizable impacts of fee diversion is insufficient resources to support day-to-day operations, which prevents public safety answering points (PSAPs) from achieving and maintaining proper performance and operational service."* Moreover, *"911 is a complex system of critical infrastructure that is designed to process emergency communication. The lack of relevant and enhanced technology could be catastrophic and 911 fee diversion may result in: inadequate funding to plan, implement, and transition to NextGen 911 Technologies while simultaneously funding the legacy system until it can be decommissioned; inadequate funding for the integration of emerging technologies such as text-to-911 and wireless location accuracy applications, inadequate funding for the implementation of telecommunicator resources such as integrated call handling protocol software; the inability to maintain or replace end-of-life equipment; and, the lack of integration with key systems and ability to optimize features."*

Local governments as first responders, handle the vast majority of the State's 911 calls through local PSAPs and have come to inequitably rely on the collection of local property taxpayer dollars to improve, operate, and maintain 911 systems. County governments alone spent an estimated \$175.0 million over the last several years on capital improvements for facility upgrades, telephone systems, computer aided dispatch, location mapping technology, voice recording technology, data analytics, and NG911 upgrades. Counties also spend an estimated \$100.0 million per year on general operating expenses for salaries, staff training, system maintenance, network security. With this mind, NJAC fully supports the following remedial recommendations of the 911 Strike Force:

- State agencies that divert 911 fees should be subject to fines, penalties, and be ineligible for public safety spectrum FCC license renewals, modifications, or new licenses until the FCC determines that the diversion has been remediated.
- State agencies that divert 911 fees should be ineligible for federal grant funding that includes 911 as an eligible expense. State agencies that divert 911 fees with an obligation to serve as the State Administrative Authority shall pass 100% of the remaining grant funding through to the local agencies after covering authorized administrative costs.

In general, the State of New Jersey collects annually from consumers approximately \$126.0 million in telecommunication surcharges as "Telephone Assessment Fees" (Fees) and deposits these monies into the 911 System and Emergency Trust Fund Account (Fund). In fact, the Garden State has collected approximately \$1.5 billion in Fees since 2006 with only 11% of Fund monies being spent on eligible expenses. Moreover, the State has failed to provide any funding for eligible expenses to local 911 centers operated by counties and municipalities and is the only state in the nation that doesn't share 911 monies. Instead, the State has annually diverted over \$92.0 million in Fund dollars to cover general operating expenses in the Department of Law and Public Safety. You may review the "Report and Recommendations" of the 911 Strike Force in its entirety at www.fcc.gov. For the reasons set forth above, NJAC is again urging the United States Congress to adopt the recommendations of the 911 Strike Force to compel the State of New Jersey to comply with federal guidelines and restore critical Fund monies to county and municipal 911 centers.

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
					1 	2 Breakfast With The Easter Bunny 9 a.m. - 11 a.m. Eastlyn Golf Course Vineland Cumberland County
3 April Fools Half Marathon Show & Sale 8 a.m. <u>Registration</u> 1133 Boardwalk Atlantic City Atlantic County	4 Jose Luis Perales U.S. Tour in NJ 7 p.m. - 11 p.m. 4/3 Ritz Theatre & PAC Elizabeth Union County	5  VS.  7 p.m. - 11 p.m. Prudential Center Newark Essex County	6 Sparta Jazz Fest 4:30 p.m. Sparta High School Auditorium Sparta Sussex County	7 Soprano Chantal Freeman & Pianist Alla Milchteain 7 p.m. - 8:30 p.m. 4/8 RVCC Branchburg Somerset County	8 Hot Wheels Monster Trucks Live 7:30 p.m. CURE Insurance Arena Trenton Mercer County	9 Easter Egg Hunt 9 a.m. - 12 p.m. DPAC Field Oradell Bergen County
THE GARDEN STATE OPERA PRESENTS THE SILK CITY 3 p.m. Jewish Center/Synagogue Clifton Passaic County	11 Andrew Dice Clay 6:30 p.m. - 10 p.m. 4/14 Uncle Vinnie's Comedy Club Pt. Pleasant Beach Ocean County	12 Black Violin 7:30 p.m. - 9:30 p.m. 4/14 MAYO PAC Morristown Morris County	13 Line Dancing FREE 7 p.m. - 10 p.m. County Fairgrounds Columbus Burlington County	14 Washington Township High School Dance Concert 7 p.m. Republic Bank PAC Sewell Gloucester County	15 Comedic Cody Comedy Show 7 p.m. - 10 p.m. 4/16 The Lodge at Mountain Lake Belvidere Warren County	16 19th Century Easter Celebration 3 p.m. - 8 p.m. Village at Allaire Wall Township Monmouth County
17 	18	19 Riverdance 8 p.m. State Theatre New Brunswick Middlesex County	20	21	22 Three Nights of Zeppelin 8 p.m. 4/22 - 4/24 Scottish Rite Auditorium Collingswood Camden County	23 Earth Day Celebration FREE 10 a.m. - 3 p.m. Cape May County Park Cape May Court House Cape May County
24 Shad Fest 11 a.m. - 5 p.m. 4/23 - 4/24 Downtown Lambertville Hunterdon County	25	26	27	28	 Barrel Race 4/30-5/1 12 p.m. Piles Grove Salem County	30 KUEZ Kearny Town-Wide Yard & Sidewalk Sale 4/30-5/1 9 a.m. - 5 p.m. Kearny Hudson County