

# NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 127 - FEBRUARY 2022

## Infrastructure Investment And Jobs Act: Latest For IT

### Related Funding - How State, Local, And Education Organizations Can Fund Their IT Priorities

by Linda Heiss, GEA Grants Program Manager for SHI International Corp.



The \$1.2 trillion Infrastructure [Investment and Jobs Act \(IIJA\)](#) is not only an investment in our nation's infrastructure, but also an investment in innovation and technology. The legislation allocates \$550 billion in new federal spending, while redirecting other federal funds to improve the nation's infrastructure. Infrastructure funding includes competitive grant programs and allocations based on factors such as population.

#### How (and when) can you access these funds?

While there are still a number of unknowns in terms of how the money will be distributed, it is expected that between May and November 2022 agencies will begin to receive funds and issue guidance for grant programs. The SHI

Grants Program team is actively monitoring progress so that we can keep you informed as to how and when these funds can be accessed.

#### How does this investment translate to technology?

References to technology implementation and innovation in the public sector are interspersed throughout the bill. While most infrastructure projects involve some degree of technology, there are specific technology implementation and innovations called out in the legislation, some of which are highlighted here.

**Road and bridge infrastructure** are allocated \$110 billion. Technical innovation is emphasized with \$100 million directed towards digital construction technologies such as 3D modeling and digital project management platforms.

**Transportation infrastructure** includes \$66 billion for passenger and freight rail, \$39.2 billion for public transit and \$7.5 billion for electric vehicle charging infrastructure. Allocations to technology-specific transportation initiatives are significant, such as traffic monitoring and management, advanced transportation and congestion management technologies, deployment of infrastructure-based intelligent transportation systems, and allocation of over \$500 million to the Strengthening Mobility and Revolutionizing Transportation (SMART) grant program.

continued on page 2

#### INSIDE THIS EDITION:

- Pg. 1 Infrastructure Investment and Jobs Act
- Pg. 3 Strong Cash Balances & Debt Service
- Pg. 4 Impacts of China Sword & Pandemic
- Pg. 5 Literacy and Basic Skills Program
- Pg. 6 Why Does Procurement Matter
- Pg. 8 Welcome Our New Members
- Pg. 8 MRA International Events
- Pg. 9 Modernizing Public Health Infrastructure
- Pg. 10 The Wacky World of GovDeals
- Pg. 11 Employment Opportunity
- Pg. 12 Pollinator Habitats Throughout Mercer County
- Pg. 13 Human Trafficking is Exploitation
- Pg. 14 Improving The Employee Experience
- Pg. 15 Top 2022 Tech Trends for Local Government
- Pg. 16 Study the Leader In Online Education
- Pg. 17 Drilling Down on the Different Investment Areas
- Pg. 18 LAN Associates Expands
- Pg. 19 Nationwide Economics
- Pg. 21 NACo Webinars
- Pg. 22 Message from the NJAC Executive Director
- Pg. 23 Events & Holidays!

## Infrastructure Investment And Jobs Act: Latest For IT Related Funding *(continued)*

**Airport infrastructure** funding of \$25 billion includes competitive grants to improve air traffic control towers and facilities to enhance aviation safety and improve air traffic efficiency.

Improvements to the **power infrastructure** are allocated \$65 billion. Of significant importance are the enhanced physical and cybersecurity of the electricity grid. The bill provides grants and programs administered by the Department of Energy to utilities to respond to threats and promote the use of advanced technologies. A \$250 million Rural and Municipal Utility Grant and Technical Assistance Program awards grants to public and private utilities to deploy advanced cybersecurity technologies and increase the participation in cybersecurity threat information sharing programs. Through the \$250 million Cybersecurity for the Energy Sector Research, Development, and Demonstration Program, the DOE will develop and coordinate programs with public and private stakeholders including energy companies, states, tribes, and territories.

### Investment in connectivity

The importance of connectivity is emphasized through the \$65 billion **allocation to broadband**, including \$42.45 billion in formula-based allocations to states and territories to award sub-grants for broadband infrastructure; \$2.75 billion in grant programs to public and non-profit entities for digital equity grant programs; \$2 billion to improve infrastructure in rural areas; \$1 billion to improve middle mile infrastructure necessary to connect unserved and underserved areas; and \$2 billion for the [Tribal Broadband Connectivity Program](#).

### Focus on cybersecurity

Of the significant funding allocated towards **cybersecurity**, a \$1 billion state and local cybersecurity grant program administered by the Department of Homeland Security will address cybersecurity risks and threats to information systems owned or operated by state, local, or tribal governments. In addition, \$100 million is allocated to the Cyber Response and Recovery Fund to be held in reserve for state, local and tribal entities to provide support following a cyber-attack.

### Want to know more?

If you would like to read further information about the Infrastructure law, please check out our [original article](#) on this subject. SHI's Public Sector grants team will continue to provide updates regarding government programs that assist state, local, and education institutions to procure and adopt technology solutions to better serve its constituents. If you need help finding grants, understanding your eligibility, and getting through your applications, please visit [www.shi.com/grants](http://www.shi.com/grants) and reach out—we're here to help.



## Feds Open Application Process for \$1.5B in Transportation Grants

Applications for the grants are due by April 14 and the department plans to announce grantees by August 12.

The notice of funding opportunity [can be found here](#).

# New Jersey Counties Have Strong Cash Balances, But Debt Service Can Eat Up A Chunk Of That Cash

by William Cherry, Director of Public Partnerships for three+one

Let's start out by saying that not every county is the same. Some of the Garden State's 21 counties face different financial pressures than their neighbors, based upon factors such as public-service needs, infrastructure improvements, or disaster-recovery projects. Counties often face similar fiscal challenges, but there can be extenuating circumstances where one county may be forced to carry a heavier financial burden than its neighboring municipalities. So that I might do a meaningful side-by-side comparison of all 21 NJ counties, I first downloaded each of their 2021 adopted budgets and then analyzed the data.

The good news is that every county in New Jersey has a strong cash balance. Combined, NJ counties had a total of \$2.3 billion on deposit last year. Cash on deposit for the 21 individual counties ranged from \$16 million to \$295 million. Their reported interest earnings indicated that some counties may have done a better job of strategically investing those funds. Annual interest revenues varied widely across the counties, from a low of essentially 0% to as high as 2.20%. Investing those funds on deposit brought in a total of \$24 million in interest earnings to NJ counties last year. That number will be even higher in 2022 because of additional American Rescue Plan (ARP) funds going to counties combined with today's rising interest rates. It's important to remember that every dollar earned in interest is one less dollar needed from taxpayers!

Another factor that differentiates NJ counties is the amount of debt load they carry. Annual debt-service payments during 2021 vary from a low of zero dollars (my congrats to that county!) to a high of \$127 million. By comparing annual debt-service payments to property-tax levies, we can determine that debt service accounts for an average of 18% of all NJ county property taxes. Every dollar that goes towards interest on debt is a dollar that *isn't* available to spend on safer roads or improved law enforcement. Effective cash management and reliable future forecasting can often reduce or eliminate the need for short-term borrowing, thus lowering debt-service costs and providing significant savings for taxpayers.

Reliable liquidity analysis helps counties more effectively manage their cash, often resulting in dramatically higher interest earnings and significantly lower debt-service costs. **three+one** employs the latest financial technology in our **cashVest**<sup>®</sup> liquidity analysis. We help finance officials determine precisely *how much* liquidity they have available, and we provide accurate future forecasts of *how long* those funds will remain on deposit.

We are proud to be endorsed by both NJAC and by NACo, and we always welcome the opportunity to explore ways to help NJ's government entities better serve their taxpayers.

*The author served for a total of 38 years in local government at the village, town, and county levels, including 24 years as a County Treasurer/CFO responsible for investing public funds. He can be reached by phone at 585-484-0311, ext. 709 or by email at [wec@threeplusone.us](mailto:wec@threeplusone.us)*



## SAVE THE DATE!

**NJAC Continuing Education Series Workshop (Virtual)  
Hosting Opportunities Available  
Wednesday, February 23, 2022**

**Climate Change in NJ: NJDEP Initiatives**

**Please Contact Our Office at (609) 394-3467 Or [Click Here](#) For More Details!**

# “Impacts Of China Sword And Pandemic On Municipal Recycling & Solid Waste Contracts”

by Gary Smalley, Municipal Services Manager for Republic Services

Last 2 years have been challenging at best due to Covid-19 Pandemic. Between businesses, schools and government shutting down it has been an unprecedented time filled with many unknowns.

Certainly, the Solid Waste and Recycling industry has been affected as well! Including but not limited to below:

- China Sword Implications
- Increased Residential Solid Waste volume due to people staying home
- Uncertainties and myths
- Increased Recycling Volume and Contamination
- Labor Shortages
- Truck production delay – steel
- Trucks - equipment
- Disposal Issues

The entire Solid Waste and Recycling Industry has struggled. Basic services such as yard waste and bulk have had to be suspended. Add into this a 30% increase in solid waste (trash) due to people working from home. This increase stretched and strained overburdened resources.

The National Labor Shortage is attributed to:

- Fewer Drivers – Younger workers are not entering the driver industry at a rate high enough to replace an aging driver workforce
- Growing Gap – Open positions vs applicants
  - CDL Job Volume +17%
  - CDL Job Seeking -55%

China Sword:

- In July 2017, Chinas Announced Changes for Acceptance criteria of Imported Recyclables to the World Trade Organization (WTO). As of Jan 1, 2018 China, required levels below .5% contamination levels. As of today, the only material that China is accepting is cardboard (OCC) and most notably, type 3 – 7 plastics and Mixed Paper are banned.

In addition to seeing 30% increase in Solid Waste tonnages, there has been an almost equal increase in Recycling tons. Unfortunately, along with more recycling the Industry has seen an increase in contamination.

Contamination increases are due to 2 major issues:

- 1) Plastic bags: Plastic bags account for 80% of contamination
- 2) “Aspirational Recycling” is a term that is used when people feel the need to place items in their recycling bin which they feel that is recyclable but isn’t.

The Recycling Collection Business Model is based on:

COLLECTION – PROCESSING – RESIDUAL – COMMODITY

Processing is per ton cost based on actual facility operational costs, basically what it costs to run the MRF (Material Recovery Facility). The more contamination a MRF has increases costs because the MRF needs to get to no more than a .5% contamination percentage. This increases Processing fees and when combined with declining Commodity vales leads to increased costs/fees to the municipality.

*continued on page 5*



## “Impacts Of China Sword And Pandemic On Municipal Recycling & Solid Waste Contracts” *(continued)*

As I travel throughout the State and meet with Municipal Officials, I often get asked the same question: “Where did all the bidders go?”

Years ago it was not unusually to see 5-7 bidders for Solid Waste and Recycling Collection contracts. Now, it is not uncommon to shave 1 or 2, and at times NO bidders.

Reasons: Municipalities often copy and paste bid specifications from the previous bids. These bid specs have not kept up with the changes within the Industry.

Specifically, most bid specs do not allow for enough lead time from bid opening date to the start of the contract. Bids that only allow a lead time of 2-4 weeks from award to start date only assures the municipality of receiving only 1 bid (incumbent).

Municipal Bid Specifications that still include will almost certainly deter potential bidders

- Manual unlimited collection of Solid Waste
- Manual collection of Recycling
- Manal and Unlimited BULK

Important take-aways:

- 1) Listen to the Industry. Invite the opinion of the experts
- 2) Include Automation, even if it's an option
- 3) Unlimited bulk is not sustainable
- 4) Take away the risk of Recycling Processing fees away for the Hauler
- 5) Work with your hauler during these unprecedented times



To learn more about Republic Services or if you have additional questions regarding this article please contact Gary Smalley, Municipal Services Manager for Republic Services via email at [GSmalley@RepublicServices.com](mailto:GSmalley@RepublicServices.com).

## Literacy And Basic Skills Program

*by Chrissy Buteas, Chief Government Affairs Officer for NJBIA*

We invite you to participate in the Workplace Literacy and Basic Skills Program. The program, offered via a partnership between NJBIA, the New Jersey Community College Consortium for Workforce and Economic Development, and the New Jersey Department of Labor and Workforce Development, **offers free training at your community college** to enhance technology and basic skills for your employees, as well as training in English as a second language and Spanish in the workplace to ensure your business has a well-trained and highly skilled workforce.

We encourage you to share this program with your constituencies. This program has been in existence for many years assisting over 11,000 employers and nearly 200,000 employees.

For additional information and program requirements please visit [njworkforce.org](http://njworkforce.org).



# Why Does Procurement Matter For Local Governments in 2022?

by Evan Achiron, Director of Marketing & Communications for GovPilot

Two major federal pieces of legislation were passed in 2021 to provide an update to American infrastructure. Within the Infrastructure Investment and Jobs Act and the American Rescue Plan Act, billions are being given directly to municipal governments to spend as they deem fit based on their biggest issues and challenges.

Local governments will need to apply for federal grants and consider hiring contractors for a variety of meaningful infrastructure projects. With money allocated towards resilient physical infrastructure meant to withstand natural disasters, your government will need to hire construction contractors. For a digital infrastructure plan like improving broadband internet in an area with poor-connection, you'll need to consider IT businesses for proper installation.

As it stands, procurement is notably one of the biggest pain points for most local governments, meaning municipal and county workers may struggle with coordinating and implementing complex procurement projects. Changes to improve procurement processes are critical.

## How Can Procurement Software Help Your Government?

As you're gearing up to hire private-contractors for an array of big challenges, your staff will need to be prepared to handle an influx of paperwork, spending, and expense tracking. Bid requests and submissions, invoices from businesses, and millions of dollars allocated across various infrastructure projects and departments with transparency requirements to the taxpayer...

Automation of procurement can save time on these tasks, so that your municipal or county government can focus on getting purposeful projects done efficiently.

Here are some of the best procurement software functions for automating government workflows. While many of these functions are available as single-use software, a software platform which unifies departmental data and functions is extremely advantageous.

### 1. Automated Bidding Software

Whether your focus is on improving public parks and buildings or updating your internet infrastructure, you're going to need to outsource to the private sector for any infrastructure process. With automated bidding software, your local government can upload requests for proposal (RFPs) directly via your government website, notifying relevant contractors about the work opportunity and allowing them to submit bids directly online.

### 2. Contract & Requisition Purchase Management Software

Throughout your engagement with vendors, proper government procurement means keeping up to date with progress, money spent, and vendor performance. Updates on progress can be updated and stored in the cloud via a vendor management platform tailored to your department.

### 3. Expense Reporting

**As infrastructure projects unfold, government departments will need to pull together meaningful reports related to how government money is being spent. While expense tracking is critical day to day, it becomes essential in the aftermath of a disaster in order to quickly and accurately generate comprehensive reports for federal officials to review. The speed in which these detailed expense reports are generated will be critical in achieving a prompt recovery.**

*Continued on page 7*

## Why Does Procurement Matter For Local Governments in 2022? *(continued)*

### 4. Contractor Registration

In order to draw the best leads for your municipal projects, you'll need to notify contractors to register with your local government via your government website. Government management software allows constituents to register new businesses with ease and will automatically store their information in the cloud.

Relevant staff will then be able to scope out potential prospects from your list of registered businesses to work on infrastructure projects.

Registered businesses will automatically receive notification when relevant job opportunities arise, which will boost the local economy and garner your municipality multiple bids for each private-sector hire.

### 5. Asset Management

As your government makes purchases over time, you'll want to be able to track the status of recently ordered materials / goods. You'll also need to keep an eye on assets that have been deployed overtime, like snow plows, signage, and countless other government purchases. With government software, purchased assets will be tracked from purchase to deployment and can be monitored overtime via an automated, cloud-based platform.

### 6. Fleet Management

Along with tracking physical assets, government procurement software can be leveraged in any department that uses municipal vehicles.

With government fleet management software, you'll be able to track the maintenance of municipal vehicles as well as purchase new vehicles (including legislation-approved electric vehicles!)

### Government Procurement Platform - In Conclusion

With a clear need for acquiring goods and services in the immediate future, government procurement software wields the power to help local governments implement infrastructure changes at scale. Government software can digitize procurement processes like online bidding, RFP mail outs to registered businesses, and asset management. As goods and services are acquired across departments, cloud-based data collection will provide expense reports and dashboards in real time.

To read the full blog post, visit [GovPilot's website here](#).



### *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](mailto:loren@njac.org)

## WELCOME TO OUR NEW MEMBERS



**NORTH STAR**  
STRATEGIES

**NorthStar Strategies, LLC** is a consulting firm that will deliver superior results to its clients by providing the highest quality strategic government affairs counsel and diversified consulting services in New Jersey and throughout the region. NorthStar has built a team of experienced and dedicated professionals who are committed to helping clients navigate any challenge.

For more information please contact NorthStar Strategies, LLC, at <https://northstarstrategiesllc.com>.



**STREETLIGHT**  
Big Data for Mobility

**StreetLight Data Inc.** ("StreetLight") pioneered the use of Big Data analytics to help transportation professionals solve their biggest problems. Applying proprietary machine-learning algorithms to more than four trillion spatial data points over

time, StreetLight measures vehicular, transit, bicycling, and pedestrian travel patterns, making them available on-demand via the world's first SaaS platform for mobility, StreetLight InSight®. From identifying sources of congestion to optimizing new infrastructure to planning for electric vehicles, StreetLight powers more than 10,000 North American projects every month, supplying origin-destination, routing, traffic volume and other mission-critical analytics.

For more information please contact Darlene Spencer Adams via email at [Spencer.Adams@streetlightdata.com](mailto:Spencer.Adams@streetlightdata.com).

## Save The Date And Come Join Us!!

**February 6<sup>th</sup>-8<sup>th</sup>, 2022 at The Hershey Lodge at Hershey Pennsylvania**

- Pennsylvania Educational Technology Expo & Conference (PETE & C)
- Quality programs focused on technology in the educational field

**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.

As a full-service facility with all the benefits of a local, family-owned company, we consistently provide a top-notch level of personal service. We always lead with our clients' best interests in mind and accelerate their success by serving as a trusted partner who understands their business goals and stays one step ahead on new technologies to provide buying recommendations and best support their ongoing operations.

With MRA Warranty Services- our expert technicians will repair or replace your computing device. MRA's expert configuration and deployment services bring you fast, accurate, and globally standardized IT solutions.

**For more information**, please contact the MRA Sales Team:

Email: [sales@mrainternational.com](mailto:sales@mrainternational.com)

Phone: (732) 222-0997





# Critical Steps To Modernizing Public Health Infrastructure

by Jake Yockel, US Public Sector Account Executive for SAS

Modernizing public health infrastructure is more important than ever to get ahead of new threats and, hopefully, stop them in the first place. Local health departments will play a critical role in the move to a modern public health infrastructure so that they, in conjunction with the NJ Department of Health, can anticipate disease, find populations who are vulnerable and work to improve their foundational health, and actively survey the population for situations of interest.

There are several steps that counties can take to focus on modernizing their public health departments.

## 1. Leveraging Cloud Technology

To tap into more holistic data sets and perform the analytics necessary to be proactive against threats, change where data lives and how it can be accessed. Cloud storage offers greater security and facilitates shared access to information.

## 2. Building a Data Foundation

With cloud storage established, create an environment where data is integrated and cleaned for accurate insights.

## 3. Collaborating with Nontraditional Partners

Data silos are especially apparent in the US medical system due to a lack of integration between public health information systems and health care systems, further hindering public health surveillance. A robust data foundation facilitates collaboration with other public service providers, which can help close disparity, equity, and quality gaps in the populations served.

## 4. Tapping into Data Beyond the Medical Field

Leveraging data beyond medical or clinical data sets enables stakeholders to better characterize populations. Additional data sets include information about a community's environment and the access to services it provides to individuals. This allows clinicians to identify opportunities for prevention and intervention and better allocate resources to get ahead of potential public health crises.

## 5. Establishing an Analytics Platform

Analytics characterize people and populations for public health agencies to create what is called "actionable surveillance," which is at the center of modern public health infrastructure. By doing so, advanced analytics enables public health agencies to predict where an epidemic, food recall, or other public health risks may emerge.

By creating a more flexible data foundation – one that can accommodate a broader range of data on a more secure, agile platform – public health agencies can leverage the advanced analytics necessary to transform public health infrastructure from its current reactive state to one that can predict risks and events to manage them before they occur.

To learn more about this topic, go to [Public health infrastructure desperately needs modernization | SAS](#).



## The Wacky World Of GovDeals

by Stacey Collier, Marketing Communications Specialist for GovDeals

GovDeals serves as a platform for state and local government agencies just like yours to sell their surplus or seized items to the public. In the past 23 years, the GovDeals team has encountered some rather odd and peculiar surplus items. It's from these surplus auctions that our Annual Govvies were born!

The Govvies is a Battle of the Bizarre. Each year, our account managers submit their most different, odd, strange, weird, and magnificent auctions sold on GovDeals throughout the year for this annual competition. The Govvies are by far the highlight of the year for the internal team, who vote and narrow down an extensive list of items to just four, from which the ultimate winner for most unique auction of the year is chosen by a public vote.

This year did not disappoint; some interesting contenders from this year's entries include:

- [Mobile 4 Person Climbing Wall w/ Trailer](#)
- [Miniature 24 Passenger Train](#)
- [2005 Ford Focus Clip Car](#)
- [Body Walk Exhibit](#)
- [Vintage Cold War Can of Survival Biscuits](#)

And those aren't even the final selections. Check out the top contenders for the 2021 Govvies:

- [Crouching Skeletal Figure Art Sculpture](#)
- [B & B Italia La Mamma Up5 armchair](#)
- [Humpty Dumpty Sculpture](#)
- [Burial Plot](#)

Each one of these whacky items was able to find a new owner after being sold on GovDeals. With nearly 200 categories for buyers to choose from, your selling possibilities are endless.

If your county has some weird, different or specialty surplus that you would like to sell, don't hesitate to contact Mike Baker, our Northeast Representative at 609-713-7888 or by email at [mbaker@govdeals.com](mailto:mbaker@govdeals.com). He can explain how your county can utilize the GovDeals platform through our partnership with the New Jersey Association of Counties.

Maybe next year, your county's weird or different surplus item could be a contender in the next GovDeals Govvies Awards.

If your county is interested in utilizing the GovDeals platform through our partnership with the New Jersey Association of Counties, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at [mbaker@govdeals.com](mailto:mbaker@govdeals.com) to find out more details.



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

# Employment Opportunity

by County of Cumberland



**HELP  
WANTED**

## Assistant County Counsel

Unclassified/Appointed Position

Administration - Legal Department

Salary: TBD (Commensurate with Experience)

**Duties:** Provides legal assistance and advice to the Board of County Commissioners, County Administration, and all Department and Division Heads. These responsibilities include, but are not limited to the following:

- Representation of the County and its respective departments in disciplinary matters, departmental hearings, grievances, arbitrations, labor disputes, litigation, and appeals relating to the same
- Providing advice on matters relating to bonding, procurement, public contracts law, and other similar issues that may arise from day to day
- Matters before the Public Employees Relations Commission
- Civil commitment and Child Support hearings, as needed
- Provides legal guidance with respect to the Open Public Records Act (“OPRA”); serves as OPRA Records Custodian for County Administration
- May initiate or defend litigation on behalf of the County, or its departments as necessary
- Representation of Constitutional Officers in connection with personnel and administrative matters
- Representation of the Cumberland County Insurance Commission, a self-insurance and joint insurance arrangement through the NJCEL on behalf of the County and its related entities
- Attendance at all Commissioner meetings and other scheduled meetings, which may take place during day and evening hours and other meetings upon request
- Bail remission applications in the Superior Court
- Trains County employees on various topics including but not limited to sexual harassment and discrimination
- Assists with assignment, monitoring, and supervision of outside counsel with respect to assigned litigation matters.
- Any other legal matters which may be brought to the attention of the Legal Department

**Requirements:** License to practice as an Attorney-at-Law in the State of New Jersey with a minimum of twelve (12) years of practice experience, including State and Federal Court litigation to include trial work as principle attorney, transactional work, experience negotiating with Unions, providing Human Resources support, representing public boards and entities and knowledgeable in real estate law. Demonstrated, superior legal writing, negotiation and HR advisory skills required.

**Hours:** 40+ hours per week. Typical work shift is Monday through Friday, 8:30am – 4:30pm. However, this position requires work beyond the typical shift.

**Note:** Offers of employment for this title are contingent upon successful completion of physical fitness testing that includes drug screenings and criminal background checks.

Applicants should submit a cover letter, resume, and the names of three professional references to: Wheeler Fazenbaker, Department of Personnel, HR@co.cumberland.nj.us or fax to 856-453-0361

**Application Deadline: Until Position Filled**

*The County of Cumberland is an equal employment opportunity employer. We are committed to recruit and hire qualified individuals without discrimination and regardless of race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex, pregnancy, breastfeeding, gender identity or expression, disability, liability for military service, affectional or sexual orientation, atypical cellular or blood trait and genetic information (including the refusal to submit to genetic testing).*

*Cumberland County employment is governed by the rules and regulations of the New Jersey Civil Service Commission.*

# Park Commission Develops Pollinator Habitats Throughout Mercer County

by Julie Willmot, Director of Communications for County of Mercer

Open areas, large and small, all around the county are being turned into meadows attractive to bees, birds and other pollinators in an initiative led by the Mercer County Park Commission.

“There have been studies indicating a distressing decline in the bee population,” said Mercer County Executive Brian M. Hughes. “The county is in a position where we can dampen that alarming trend in our region.”

Bees, along with butterflies, beetles, birds and other species, are pollinators, considered one of the most important animals. Flowers can only reproduce with the help of a third party that transports pollen from the male to the female parts of the flower. This is the beginning of the fertilization process that creates seeds, known as pollination. Most flowering plants that produce fruits and vegetables are dependent on this process. A decrease in pollinators can have a devastating impact on food abundance and regional ecology.

Recognizing the importance of pollinators, the Mercer County Park Commission began to identify plots of open space to convert into pollinator habitat. The mission began in 2017 and has now transformed 11 areas, approximately 57 acres, into welcoming homes for pollinators. Eight additional meadows, totaling 77.4 acres, are in progress. Meadow development is funded by grants and the Mercer County Open Space Trust Fund.

“In addition to providing habitat for pollinating species, meadows also enhance local biodiversity by increasing the plant species, absorbing stormwater, and reducing emissions typically produced during lawn mowing,” said Jenn Rogers, Director of Stewardship. “Converting unused lawn to meadow has quite a number of benefits.”



*A meadow being created by Mercer County at Hopewell Borough Park.*

Only a half-acre is needed to create a habitat that supports pollinator life cycles. In Ewing, a meadow was seeded in 2019 at the Senior Center. This small lawn-to-meadow restoration converted unused lawn into habitat, while also decreasing emissions from mowing. Acres of new pollinator habitat can be found in several municipalities around the county, including Hamilton, Ewing and Hopewell.

Many of the pollinator meadows are accessible via hiking trails at Baldpate Mountain and Rosedale Park. One meadow in Ewing Township is next to a playground at Village on the Green. Next year, look for many acres of new meadow at Mercer County Park.

“We get tremendous satisfaction in knowing that our efforts are going to the greater good,” said Park Commission Executive Director Aaron T. Watson. “We encourage county residents to create pollinator gardens in their own yards.”

For information on creating your own wildflower and pollinator garden, see websites hosted by the [Xerces Society](#), [Wild Seed Project](#), and the [National Fish and Wildlife Foundation](#).





# Human Trafficking Is Exploitation

by New Jersey Department of Children and Families



**ALL THAT  
GLITTERS  
IS NOT  
GOLD.**

**YOU ARE  
WORTH  
MORE.**

*Image Courtesy of the NJ Division of Criminal Justice*

Human Trafficking is exploitation. It can be forced labor, sex trafficking, and domestic servitude. It happens to teens, young adults and adults of all races, genders, religions, and income ranges.

But did you know that in times of greater [instability caused by disasters and emergencies](#), such as the ongoing COVID-19 pandemic, certain populations may be even more at-risk, particularly youth and young adults who:

- Are homeless and/or a runaway
- Have a physical, emotional, or cognitive disabilities
- Have a substance use disorder or a history of substance use
- Are transitioning out of child welfare, foster care, juvenile justice and prison systems
- Identify as LGBTQ+

It could be happening in your county. Know the signs. To report Human Trafficking call 1-855-END-NJ-HT (855-363-6548).

To report Child Abuse and Neglect call the NJ Child Abuse Hotline at 1-877 NJ ABUSE (1-877-652-2873).



## **SAVE THE DATE**

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

***Details Will Be Released Soon!***

# Providing Flexibility And Improving The Employee Experience

by Michael Galello, Industry Marketing Manager, Public Sector for UKG

Technology has changed the way work is performed, reducing the need for physical presence at work for a wide range of jobs. Employers are focusing on how to improve the employee experience and to make themselves employers of choice. With increasing numbers of people wanting to maintain a positive work-life balance, flexible working arrangements are a potentially key contributing factor.

## Improving the Employee Experience

Having the right people is the key for the success of all organizations. In an era in which applicants and employees approach work with a consumer mindset, wanting a say in where, when, and how they work as well as desiring to perform meaningful, purposeful work, improving the employee experience becomes critical for organizations that want to hire and retain the top talent necessary to succeed.

A UKG survey, which polled nearly 3,000 employees from eight countries, found that employers negatively impact the experience of their employees due to outdated beliefs about time off, productivity, and workload. Survey findings included:

- Almost half of employees have had time-off requests rejected by their employers. Nearly half blame their manager when a time-off request is rejected thus potentially damaging a key organizational relationship that can negatively impact both engagement and retention.
- Less than half of employees globally believe preventing employee burnout is a top priority of their organization.

## How to focus on your frontline employees

1. Remember to focus on the “employee experience” of all your employees, regardless of how high or low they rank in the company.
2. Eighty-six percent of employees say they value flexible work arrangements – so it’s safe to assume that your employees do too, even if they haven’t felt comfortable asking for them.
3. Don’t immediately assume that an employee can’t work flexibly because he or she has a role that requires presence – remember that flexibility also involves rethinking what work is done, how it is done, and by whom.
4. Compressed work weeks, flextime, job sharing, and reduced hours are all flexible work arrangements that can be deployed in roles that require presence.
5. A key part of making flexibility a part of your culture is training managers on how to manage it.

The use of technology will continue to expand and change the way work is performed. The boundaries between work and life are blurred now. Having a motivated, engaged, and committed workforce will remain crucial to organizational success. Employees will want meaningful work that provides flexible working arrangements that contribute to healthy work-life balances. Organizations that want to be successful will need to make flexibility part of their culture with a commitment from senior leadership and the development of policies supporting flexibility.



# Top 2022 Tech Trends For Local Government

by Megan Olson, Manager for Content Marketing for OpenGov Inc.

This year is going to be a big one for local government. As you continue to bounce back from the pandemic and start spending federal funds, the opportunities to [make a strategic impact on your community](#) are just about endless.

Especially when it comes to digital transformation. From resident services to internal planning, tech solutions are now a must to improve resident trust and grow economic competitiveness.

We almost forgot the best part. When you increase your digital initiatives, it leads to greater availability of data for both you and your citizens. This means one very important thing: Better decisions for your community. ([Like we saw in Nassau Bay, TX.](#))

## 3 Tech Trends for Government Leaders

As you continue planning for the next year, improve the way you serve and engage residents by prioritizing tech. Consider these top three tech trends for local government to make a big impact for years to come.

### 1. Cloud technology

Every year, the long list of cloud benefits seems to grow. This year is no different. The cloud continues to keep data and operations better protected from cyberattacks and disasters. The City of Northlake, TX, provides a great example. When an uncharacteristic ice storm knocked City servers out of commission, Northlake almost couldn't process payroll. After the nerve-wracking incident, the City decided that [moving to the cloud was the best option for building a more resilient community](#).

During the pandemic, the world quickly realized the importance of cloud technology to enable remote work. Now, we have learned that remote work leads to a world of benefits, including [an increase in accessibility and a widened talent pool](#). This means that cloud technology has the potential to help local governments recruit talent.

The cloud is also making life easier for current team members, such as [enabling virtual inspections for building and code departments](#). Currently, New Jersey and Florida are pushing requirements around virtual inspections, and it likely won't be long until other states follow suit. Cloud technology, once again, comes to the rescue.

### 2. Data sharing

As you continue to plan and track federal funding, easy and clear data sharing for internal stakeholders and the community is a priority of many local governments. Software solutions, like [OpenGov Budgeting & Planning](#), make it easy to use data both internally and externally to communicate results.

With easier access to data and results, you can better measure impact and drive strategic decisions. Like, in Tampa, FL, where the City is tracking everything from [affordable homes, good paying jobs, reliable mass transit, and an overarching view of resiliency and sustainability, to help drive strategic planning](#).

*continued on page 16*

## Top 2022 Tech Trends For Local Government *(continued)*

### 3. eProcurement

Procurement has a reputation for being time-consuming, siloed, and overall a tough process. Thanks to eProcurement, the entire experience is more enjoyable and transparent for everyone involved. Plus, it automates the entire process from solicitation and contract development, to electronic proposal evaluations, and supplier interactions and provides a collaborative experience.

It's night and day from yesterday's procurement process.

When the City of Milpitas, CA, moved to eProcurement, the team went from [paper-pushing to driving innovation](#). Not only did the City experience a 300% increase in completed procurements, but it also saw a 95% overall productivity gain with an average of 90% time savings per solicitation.

### Digitally Transform for Tomorrow

Helping local governments welcome tech transformations is our passion. When aligned with your communities priorities, the right digital tools power a more effective and accountable government. [Learn more about our solutions and how they can help your organization](#).

Or, better yet, [get a demo for a personalized experience into your digital transformation](#).



## Study The Leader In Online Education! Thomas Edison State University



Learn more on Wednesday, February 2, 2022, during a LIVE EVENT  
12:00pm – 1:00pm

The NJ Public Sector Employee Education Benefit is Ready for You!  
Register [HERE](#) for this Informative Meeting

#### Topics:

Making time for education - what will work for you?  
Grants, financial aid, scholarships....help!

Getting credit for your knowledge and experience - in and outside the classroom.



# Drilling Down On The Different Investment Areas

by Hayley Sklar, Events and Engagements Coordinator for Zencity

Zencity recently had the opportunity to attend the Large Urban County Caucus (LUCC) hosted by the [National Association of Counties \(NACO\)](#). The meeting took place in [De Kalb](#) county in Georgia, a county of over 764,000 residents. There was a lot of discussion about the recent infrastructure bill and ARPA, including discussions on how counties are prioritizing this federal funding. Drilling down on the different investment areas that counties are prioritizing gives great insight into the major challenges large urban counties are tackling in 2022:

1. Health Programs – Counties are still investing large amounts of money in battling the COVID-19 pandemic. But the pandemic has brought to the forefront other pressing health issues like mental health and substance use. In [Camden County, NJ](#), drug overdoses and the need for mental health and related services have increased during the COVID-19 pandemic. They are [investing \\$2 million of their funds](#) from the Coronavirus State and Local Fiscal Recovery Fund (part of the American Rescue Plan) in mental health.
2. Human services, children and families – 68% of county plans include investment in human services, children and families. [Travis County, TX](#), is [piloting a non-traditional work hours childcare program](#) in alignment with ARPA priorities. They, too, are using recovery funds to expand contracts with partnership organizations that help with child and family issues. In a recent survey about ARPA community funding priorities in Nueces County, TX, residents want to prioritize households in need (56%), school programs (68%), homelessness (56%) and other issues related to children and families
3. Transportation & Infrastructure – 19,713 bridges and 163,240 road miles are [owned and maintained by large counties](#). With the passage of the infrastructure bill, one of the biggest priorities for counties is the direct allocation of funds to local infrastructure and ensuring that the local bridges, in new and existing programs, are eligible.
 

Infrastructure doesn't only mean roads and highways – one of the biggest projects will be broadband accessibility. \$65 billion of the total [Infrastructure Investments and Jobs Act \(IIJA\)](#), much of which will be spent in counties. Counties are looking to erase the digital divide and digital inequity through connecting more rural and underserved communities to high-speed internet. [Nearly half](#) of Black, Indigenous and people of color do not have broadband access. Rural areas also [lag behind](#) urban ones in having no broadband connections.
4. Workforce & Employment – COVID-19 has completely changed the economy. Many people lost their jobs and have not recovered from the financial impact. How can counties help? Social media posts from [Upson County, GA](#), have proven to be very helpful to people looking for a job. According to a Zencity insight, the County has shared about job fairs, job opportunities and job skills and training. Another great example of county's seeking to assist with employment comes from Franklin County, OH, which has been supporting economic mobility with their [Building Futures](#) program that provides a 12 week apprenticeship in construction trades and continues that support after completion.
5. Diversity, Equity and Inclusion (DEI) – What does it mean to invest in DEI? One of the most common ways right now is to ensure that ARPA funding is allocated equitably. In [Los Angeles County, CA](#), \$456.5 million has gone to the [Care First, Jails Last](#) program which supports initiatives for alternatives to incarceration, and to address longstanding inequities in their community. [Oakland County, MI](#), is using their funds to provide financial assistance for residents who face barriers to education and other credential programs.

Each one of these priorities is interconnected and depend one upon the other and upon the support of residents. Using resident feedback has helped and continues to help counties understand what the true needs and priorities of their communities are. ARPA is a once-in-a-lifetime opportunity that will give local governments the ability to provide sustainable and impactful services to their residents.



## LAN Associates Expands With New Dedicated Surveying Office In Vernon, NJ

by Jake Bandler, Marketing Assistant for LAN Associates

Full-service architecture and engineering firm LAN Associates has continued its recent expansion with the opening of a new office in Vernon, New Jersey. The new location is dedicated to the growth and housing of LAN's Surveying Department, which has seen a significant increase in new clients and scope of projects under the direction of Assistant Vice President, Matthew Webb. Webb has overseen the department since 2009 and leads a team of survey technicians who will now work out of the new location at 6 Warren Drive, Vernon, NJ 07462.

LAN's surveying department is diverse in both experience and background. The team's services include construction stakeouts and topographic, boundary, right-of-way, utility, subdivision, and a wide variety of other surveying services. Licensed in New Jersey, Pennsylvania, New York, Delaware, and Connecticut, the surveying team also serves a wide geographical territory. The team continually prepares ALTA/NSPS Land Title Surveys for title companies on properties throughout every state in which they are licensed.

"Our primary goal has always been about meeting our clients' needs. The progression and growth continue as a result of our team working together to meet and overcome the challenges we face," said Webb when asked about the team's success. "We are a tight-knit group, and we strive to provide our clients with high quality surveys delivered within their transaction deadlines. This team focus has helped us build a roster of satisfied, repeat clients. Based on the growth of services provided to the department's independent clients and the survey demands of LAN's full-service projects born of other departments, the move into the new space became a necessity to maintain our level of service."

Despite the challenges of COVID-19, the surveying department ran strong through 2020 and 2021, landing projects and carrying an impressive workload. In addition to continuing to provide an essential part of LAN's full-service offering, LAN's surveying team works with large title service coordination companies and other industry professionals on substantial projects. It is not uncommon for LAN's surveying team to perform a dozen to up to 125 surveys for a transaction involving a chain of service stations, storage facilities, warehouses, banks, or fast-food restaurants. LAN has prepared over 1,200 surveys for a variety of clients.

"The Surveying team has built a name for itself as a dependable source with state-of-the-art equipment to handle large scale engagements and has a reputation for accuracy and efficiency," said LAN President Ken Karle, when asked about the team's success.

This is the second time LAN has expanded into new locations in as many years. In 2020 the 57-year-old firm opened a new office in Voorhees, New Jersey, bringing the total number of offices to five locations spread across three states. Since the start of 2021, LAN Associates has seen a substantial increase in project awards and workload from almost every in-house department across all territories.

"We have had to go on a bit of a hiring spree," said LAN CEO Ron Panicucci. "In the AEC industry large projects can span years from conceptual design to the day doors open. Analyzing market trends and mapping out internal projections is vital to planning so you can hit the ground running on designs once you are awarded a contract. Based on everything we are seeing, we are staffing up based on a large and steady increase in our contracted work backlog."

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



# Nationwide Economics

## Weekly Economic Review & Outlook for January 25, 2022

by Dan Hadden, Financial Markets Economist of Nationwide Mutual Insurance Company and  
Daniel Vielhaber, Economist of Nationwide Mutual Insurance Company

### Weekly Review

Mostly positive data but weak equities

Asset markets have been mostly weaker to start the year, despite data that—while decelerating—still show growth. Housing data released last week were positive for the most part while regional. Federal Reserve manufacturing surveys were mixed. But the index of leading economic indicators showed that the economy is in little danger of a downturn over the next several months.

### **Housing up and housing down**

Existing home sales fell by 4.6 percent for December to an annualized pace of 6.18 million units. For the year, sales grew by over 8.0 percent, totaling 6.12 million units—the most sales since 2006. While demand continues to be strong, it is likely that sales would have been considerably stronger but for a new all-time low of homes for sale – down to 910,000 units. Despite the low inventories, solid readings for pending home sales in the prior two months suggested that existing sales would climb for December, suggesting that either lots of buyers fell out of the process between contract signing and contract closing or that there will be an upward revision to the December sales figure.

The mix of strong demand and limited supply continues to push up house prices. The median price of an existing home sold rose by 15.8 percent from a year earlier in December to \$385,000. While this rapid pace of price gains is unsustainable, it may continue for a while—until either demand falls sharply or supply rises.

Other housing data were strong. Homebuilders are still generally optimistic about the future with the January housing market index still at historically high levels event with higher mortgage rates. December housing starts and building permits both rose last month. We expect that housing activity will continue to be solid this year.

### **Omicron is slowing the expansion for now**

With the Omicron variant of Covid sweeping the nation, weekly unemployment claims jumped to the highest level in nearly three months. This is starting to hit manufacturing, with the New York Fed's Empire State manufacturing survey dipping in January to the lowest level since May 2020. Meanwhile the Philadelphia Fed's manufacturing index moved a bit higher. But both surveys showed a drop when stated as the ISM does its national survey—suggesting that the ISM survey may dip, too. Still, both surveys are above the 50 breakeven level, indicating growth.

Importantly, the index of leading economic indicators (LEI) climbed strongly for December and was up by 10.2 percent from a year earlier—suggesting that the economy should continue to move forward at a solid pace once the current pause has passed. Indeed, the seven-day average of new Covid infections already appears to have peaked—with most models predicting a sharp drop over the next month.

### **Markets are weak to start the year**

Equity markets have fallen while Treasury yields have risen over much of the first three weeks of the year—likely responding to fears that the Fed would start tightening as soon as March. This has driven the 10-year Treasury note yield up by as much as 35 basis points from year end (although down to 23 basis points on Friday). Higher expected rates have led to a repricing of future earnings, particularly for those firms listed on the tech-heavy NASDAQ—which entered correction territory for the first time in a year. More volatility should be expected in a rising rate environment than one in which monetary policy is only expansionary.

*continued on page 20*

## Nationwide Economics *(continued)*

### The Week Ahead

#### **New home sales expected to be flat**

The elements that determine housing demand remained positive in December: low mortgage rates (they didn't start to rise appreciably until January), low unemployment rates, solid job gains, rising wages, and an all-time low of existing homes for sale. But after a large monthly jump, sales often move lower in the following month. We think these factors roughly offset for December, with sales up just slightly to an annualized pace of 745,000 units. Don't be surprised, however, if sales rose for the month more strongly, but from a downwardly-revised November figure.

#### **GDP growth was likely very strong in the fourth quarter**

After a sharp slowdown in third-quarter real GDP growth (up at only an annualized pace of 2.3 percent), we expect a reacceleration in the fourth quarter to 6.1 percent. Note that this is a downward view over the past month given mostly weaker economic data, especially for December when the Omicron variant started to hit. As recently as a month ago, we were looking for annualized growth of around 7.5 percent. This late-quarter downshift is likely to have continued into the start of the first quarter, as well, bringing growth down to around a 2.0-3.0 percent range.

#### **Core inflation expected to climb to its highest level in 38 years**

December featured a muted holiday shopping season, possibly due to many doing their shopping early after being warned of shortages. Consequently, retail sales pulled back sharply, likely leading to a decline in personal consumption expenditures (PCE). We project a decline in PCE of 0.2 percent, while we expect personal income rose by 0.7 percent as the solid labor market pushed up wage and salary income. Inflation continued to be rapid for December, particularly when excluding food and energy, as the core CPI rose by 0.6 percent. Based on this, we project a monthly increase of 0.4 percent in the broader core PCE price index, which would boost the 12-month gain up to 4.8 percent-the fastest pace of core inflation since 1983.

For further information please contact Emanuel Mahand, Program Director of DE/NJ/PA, at [MAHANDÉ@nationwide.com](mailto:MAHANDÉ@nationwide.com), or Bina Kumar, Managing Director - East Region, at [kumarb1@nationwide.com](mailto:kumarb1@nationwide.com).



## BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

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

or

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



## Webinars

### County Broadband Program Implementation: Key Considerations

Feb. 1, 2022 , 12:00 pm – 1:00 pm

Contact Alana Hurley (202) 350-2296 [ahurley@naco.org](mailto:ahurley@naco.org)

#### REGISTRATION

Join the National Association of Counties (NACo) and KPMG for a webinar on how counties and local governments can successfully implement local broadband programs and effectively leverage public investment and funding programs. This webinar will help public sector agencies and officials understand key challenges and considerations for establishing a comprehensive broadband program for their counties and effectively leverage public-private partnerships to deliver affordable, reliable and sustainable broadband.



### The Great Resignation

Feb. 9, 2022 – Feb. 10, 2022

Contact Alana Hurley (202) 350-2296 [ahurley@naco.org](mailto:ahurley@naco.org)

#### REGISTRATION

NACo's Workforce Network presents "The Great Resignation". We are right in the midst of The Great Resignation, and it is predicted to continue throughout this year as 55% of Americans anticipate looking for a new job (CNBC). This webinar will discuss what we can do as leaders to solve the problem, move from the Great Resignation to the Great Attraction and on to the Great Resolution.

### Investing ARPA Funds in Behavioral Health Crisis Response

Feb. 22, 2022 , 3:00 pm – 4:00 pm

Contact Alana Hurley (202) 350-2296 [ahurley@naco.org](mailto:ahurley@naco.org)

#### REGISTRATION

With the recent infusion of resources from the American Rescue Plan Act (ARPA), counties have a unique opportunity to invest funds into behavioral health crisis response systems to strengthen their effectiveness, equity and accessibility. Many are leveraging ARPA State and Local Fiscal Recovery Funds to expand or develop new programs and practices, such as crisis hotlines, mobile crisis teams and crisis stabilization units. Effective and high-quality crisis response plays a key role in providing services to people with a mental health condition and/or substance use disorder and preventing future crises. This webinar will feature counties that have allocated ARPA funds for this priority and the lessons they've learned so far.



### A Post-Pandemic Legacy: Bolstering Justice for the County of Tomorrow

Feb. 23, 2022 , 2:00 pm – 3:00 pm

Contact Alana Hurley (202) 350-2296 [ahurley@naco.org](mailto:ahurley@naco.org)

#### REGISTRATION

Counties have learned valuable lessons from the COVID-19 pandemic – lessons they can now take forward to improve justice services for the long-term. In this webinar, hear from elected county officials about using ARPA funds to make specific changes to justice systems to leave a legacy well beyond the pandemic.

## FROM THE EXECUTIVE DIRECTOR

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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 initiatives.

On the legislative front, NJAC is urging State leaders to act on 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; 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; 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.



**John G. Donnadio, Esq.**

NJAC also 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.

Additionally, NJAC partners with the Rutgers University Center for Local Government Services to offer the State's only "County Administrators Certificate Program," open to all local government employees and elected officials choosing to advance their careers in public service by studying procurement, labor relations, fiscal affairs, and ethics. Finally, over the past decade, the NJAC Foundation has awarded nearly \$500,000.00 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 businesses, such as Investors Bank, PSE&G, NJM Insurance Company, SHI International Corp., Verizon, Wells Fargo, and Amazon, the NJAC Foundation has enjoyed the opportunity to provide some much-needed financial assistance to an impressive group of hard-working students. You may also visit our website at [www.njac.org](http://www.njac.org) for additional details about our growing organization.

# EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
		<p>Owl Prowl <sup>1</sup>                      4:45 p.m. - 5:30 p.m.                      Boundary Creek Natural Resource Center                      Moorestown Burlington County</p>	<p><sup>2</sup>                      NJAC VIRTUAL-WORKSHOP                      WILL BE HELD 2/23/2022</p>	<p>The Choir of Man <sup>3</sup>                      7:30 p.m.                      MPAC Mainstage                      Morristown Morris County</p>	<p><sup>4</sup>                        8 p.m. - 10:30 p.m.                      UnionPAC                      Rahway Union County</p>	<p><sup>5</sup></p>
<p>Wedding Expo <sup>6</sup>                      2/5 &amp; 2/6                      12 p.m. - 5 p.m.                      Meadowlands Expo Center                      Secaucus Hudson County</p>	<p>SJFMC COVID-19 Testing <sup>7</sup>                      10 a.m. - 2 p.m.                      Department. of Health                      Salem Salem County</p>	<p><sup>8</sup></p>	<p><sup>9</sup></p>	<p>Lake County Balloon Festival <sup>10</sup>                      2/18 &amp; 2/19                      Farmers Fair                      Phillipsburg Warren County</p>	<p><sup>11</sup>                      NJAC WORKSHOP PROPOSAL DUE</p>	<p>Ocean County Mall Expo <sup>12</sup>                      10 a.m. - 8 p.m.                      Ocean County Mall                      Toms River Ocean County</p>
<p>The Wedding Singer <sup>13</sup>                      2 p.m. - 7 p.m.                      County Basie Center for the Arts                      Red Bank Monmouth County</p>		<p>                      7:30 p.m.                      State Theatre of NJ                      New Brunswick Middlesex County</p>	<p>Swan Lake <sup>16</sup>                      7:30 p.m.                      Investors Bank PAC                      Sewell Gloucester County</p>	<p>Sinbad <sup>17</sup>                      7:30 p.m.                      bergenPAC                      Englewood Bergen County</p>	<p>Dave Mason <sup>18</sup>                      8 p.m.                      Scottish Rite Auditorium                      Collingswood Camden County</p>	<p>                      2/12, 2/19, &amp; 2/26                      11 a.m. &amp; 1 p.m.                      Music Mountain Theatre                      Lambertville Hunterdon County</p>
<p>Craft &amp; Collectibles in Winter <sup>20</sup>                      2/19 &amp; 2/20                      10 a.m. - 4 p.m.                      Convention Hall                      Cape May Cape May County</p>		<p>Woof Dog Show <sup>22</sup>                      2/26                      8 a.m. - 5 p.m.                      Ted Blum 4-H Center                      Bridgewater Twntp. Somerset County</p>	<p>Seton Hall vs. Butler <sup>23</sup>                      8:30 p.m.                      Prudential Center <u>Men's Basketball</u>                      Newark Essex County</p>	<p>Amish Market <sup>24</sup>                      9 a.m. - 6 p.m.                      Greater Bridgeton Amish                      Bridgeton Cumberland County</p>	<p>Harlem Globetrotters <sup>25</sup>                      2/26                      2 p.m. - 7 p.m.                      CURE Insurance Arena                      Trenton Mercer County</p>	<p>Kirk Franklin <sup>26</sup>                      8 p.m.                      Mark G. Estess Hard Rock                      Atlantic City Atlantic County</p>
<p>Bridal Show <sup>27</sup>                      1 p.m. - 4 p.m.                      The North Shore House                      Newton Sussex County</p>	<p>Blues Celebration <sup>28</sup>                      2/26                      6 p.m.                      The Brownstone                      Paterson Passaic County</p>					