

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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Tackling Human Services Needs Together: Monmouth ACTS Brings Public and Private Sectors Together

by Teri O'Connor, Administrator for Monmouth County and NJAC President

It's not common practice for county government and community stakeholders to come to the table to identify issues in their service network, and create and implement solutions for powerful collective impact.

But Monmouth County Government is changing the status quo.

No longer siloed, Monmouth County government departments and community organizations are working cooperatively with a simple goal: serving residents better, together.

Monmouth ACTS is Formed

In 2016, Monmouth County engaged JANUS Solutions to conduct a Human Services Needs Assessment. This undertaking would provide a critically needed look at current strengths, needs, aspirations, service gaps and resources. It would offer a roadmap for improvement to serve all County residents more effectively now and in the future.

After gathering input from over 1,100 residents and drawing upon extensive data, key findings were uncovered:

- Monmouth County has an increasing immigrant population, with many residents speaking a language other than English
- Residents are aging at a rate greater than the rest of the state and country
- Nearly 10% of residents faced food insecurity
- Social isolation was prevalent among many young single mothers and seniors
- Many other issues, including suicide rates, education levels and household income

It was clear that more work needed to be done to help residents take advantage of Human Services. As a result, the Monmouth County Board of County Commissioners initiated Monmouth ACTS (Assisting Community Through Services) in 2018 - a public-private partnership that brings together employees from the Department of Human Services and community partners via the Monmouth ACTS Advisory Council (MAAC). These leaders work collaboratively to connect Monmouth County residents with available services.

The assessment had identified needs clustered around key areas: early childhood success, positive youth development, successful aging, housing & homelessness, transportation, financial empowerment and behavioral health. Monmouth ACTS formed "Hubs," or work groups, around each of these issues.

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Tackling Human Services Needs Together *(continued)*

Each Hub is led by a representative from Monmouth County government and a community leader, and examines identified issues in order to make actionable recommendations for improvement.

Over the years Monmouth ACTS has clear examples of instances when cooperation fostered real change and improved services for residents. A few examples of Monmouth ACTS in Action include:

- The Early Childhood Success Hub identified that 1:1 assistance would better help families with young children find and access the many resources available to them in Monmouth County. A Family Advocate position was formed under the Monmouth County Council for Young Children (CCYC) to act as a friend and guide in helping families with young children connect with important services.
- The Behavioral Health and Positive Youth Development Hubs came together to identify the need for Crisis Child and Family Clinicians – a resource for families and schools who need to support a youth having a mental health crisis. The Clinicians present to families, schools, pediatricians and more on how to intervene and prevent youth from being sent to emergency departments for a mental health crisis.
- Service organizations and Monmouth County government not only spread the word about the Emergency Rental Assistance Program (ERAP), but came together to host several productive in-person information sessions in order to help residents connect with ERAP where they are.

The need to direct residents to services was particularly clear – and urgent – during the pandemic. Monmouth County recognized the financial strain caused by COVID-19 was far-reaching for many residents – some faced financial insecurity for the very first time. Issues included unemployment, affording child care, paying utility bills and transitioning children to virtual or hybrid education. Monmouth ACTS jumped into action in the early weeks of the pandemic, and created the Financial Recovery Initiative (FRI), led by a task force of local community and business leaders. FRI featured a “clearinghouse” for information sharing and access to financial recovery support, and an organized Financial Recovery Network of services ready to assist with workforce training, housing assistance and more. A dedicated “warm line” phone number linked residents to a friendly and compassionate Financial Recovery team member who would assess needs and connect them to services.

Next Steps: The Next Phase of Monmouth ACTS

After an ongoing dialogue with community leaders and residents, it was apparent that the focus of Monmouth ACTS needed to adapt and change. The new phase is laser-focused on resident and community voice. Now, Monmouth ACTS is learning about the distinct needs of each community within Monmouth County.

The first step in making this new phase a reality was a reorganization of the Monmouth County Department of Human Services, in support of Monmouth ACTS. The new iteration establishes guiding values that will inform all phases of service planning, implementation and evaluation, including:

- Consistent resident and community voice in every step of the process
- Focus on family supports and prevention
- Building systems and responses which promote racial and ethnic equity
- Assisting communities through organized systems of service
- Building resilient communities utilizing trauma-informed practices

The new phase includes Place-Based Activities, initiatives that bring supports and services to residents in the local community where they live, increasing access and promoting resident wellness and engagement. It also introduces the Community Engagement Network (CEN), a strategic grassroots approach that will facilitate outreach and engagement through a network of community and faith-based organizations.

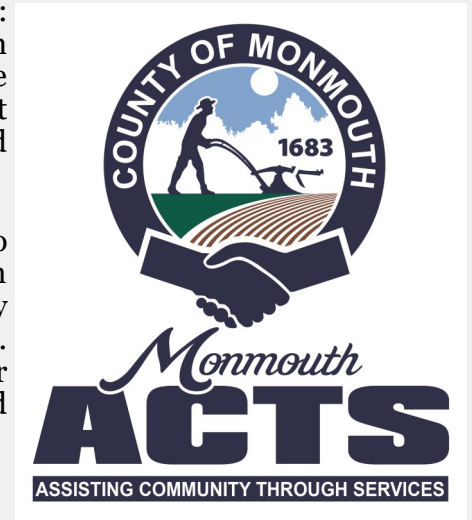
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Tackling Human Services Needs Together *(continued)*

Finally, Monmouth ACTS will launch a county-wide “warm” phone line: Based off the successful FRI warm line, residents can speak to a human services team member who can assess their needs and direct them to the best resources. Plans are underway to onboard care management navigators, who will coordinate care for residents with complex and multiple needs.

“Throughout the years as Monmouth ACTS has grown, we’ve come to realize there is no wrong door from which to access human services in Monmouth County,” says Monmouth County Commissioner Deputy Director Susan M. Kiley, liaison to the Department of Human Services. “This new iteration of Monmouth ACTS builds upon and reinforces our commitment to streamlining the process for residents to learn about and connect with vital supports.”

For more information, visit www.monmouthACTS.org.



PSA For Youth Suicide Prevention

According to the World Health Organization, a person dies by suicide every 40 seconds. Every death is a tragedy that is felt by family, friends and entire communities. Every death is preventable.

Youth in New Jersey, and across the country, continue to face mental health challenges. To raise awareness about mental health, end the stigma associated with needing and accessing help, and to advocate and promote programs, services and strategies that reduce suicide, the New Jersey Department of Children and Families has two public service announcements that we are sharing broadly.

We encourage our county partners to post these on their social media pages and link to them in any newsletters or correspondence they send out to constituents.

Children's System of Care Public Service Announcement (intended for parents):

1. 60 second format in [English](#) and [Spanish](#)
2. 30 second format in [English](#) and [Spanish](#)
3. 15 second format in [English](#) and [Spanish](#)

Youth Suicide Prevention Public Service Announcement (intended for youth):

1. 60 second format in [English](#) and [Spanish](#)
2. 30 second format in [English](#) and [Spanish](#)



Cooperative Purchasing, eProcurement And How NJSTART Leverages The Benefits Of Both

by Nick Susi, General Manager, and Adam Cresko, Marketing Manager for Periscope, powered by mdfcommerce

The last few decades have seen a surge in technological and strategic innovation within the public sector. While governments everywhere have faced reduced resources and increased regulatory constraints, the convergence of cooperative purchasing with eProcurement has also delivered an innovative solution to these challenges.

At its core, cooperative purchasing is the process of government entities joining forces to share contracts for similar products and services. NJSTART leverages this innovation on behalf of New Jersey public sector entities that are a part of the State of New Jersey's [Cooperative Purchasing Program](#). State contracts have always been considered the "gold standard" for New Jersey entities seeking to obtain fairly priced quality goods and services quickly and in compliance with state, local, and higher education procurement laws. The increased efficiency, improved information exchange, and better data management that NJSTART provides make it an invaluable part of cooperative purchasing in New Jersey.

The Evolution of Cooperative Purchasing through eProcurement

Historically, cooperative purchasing was more often used for bulk commodity purchases, for example fuel or office supplies. More recently however, with the advent of modern eProcurement systems such as NJSTART, cooperative purchasing has evolved to address needs with more complex requirements like IT and consulting services ([NASPO](#)).

eProcurement, or electronic procurement, is simply the process of leveraging the power of the internet to manage all or part of the procurement process. Despite its simplicity, eProcurement has become one of the most impactful innovations in cooperative purchasing in decades, supporting an increase of over \$45 billion in cooperative purchasing spend over the past 30 years ([Goldsmith and Becker](#); [Comparecoops.com](#)). The addition of eProcurement through NJSTART has made the cooperative purchasing process more flexible, efficient, and useful by providing New Jersey public sector entities with direct access to over 1,000 Statewide contracts to buy from and over 55,000 registered vendors to enhance entity-specific sourcing efforts.

Leveraging Automation and Access to Data

Building on cooperative purchasing's advantages, eProcurement simplifies the handling of many mundane tasks associated with the procurement process. NJSTART for instance, can automatically generate and transmit requisitions and purchase orders on behalf of buying organizations, as well as create and store vital documents and data related to all purchases.

When documents and data are stored electronically resources are saved simply through the elimination of unnecessary paperwork – leveraging the savings associated with electronic document storage. Solicitation and associated contract information can then be retrieved more quickly and easily when needed.

By cutting back on other inefficiencies in the purchasing process, cooperative purchasing and eProcurement maximize agency resources. For example, NJSTART helps agencies circumvent the lag time that often comes along with issuing and processing bids and negotiating rates by making statewide contracts available electronically.

eProcurement also makes it easier for agencies across a large geographic area to access standardized statewide contracts written to address common agency needs. This helps ensure that agencies are receiving a high level of quality when goods and services are received as well. When purchases have already been vetted and have earned the trust of the state and other agencies the risk of having to deal with an inadequate contract is reduced.

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Cooperative Purchasing, eProcurement And How NJSTART Leverages The Benefits Of Both *(continued)*

Contact the NJSTART Team to Learn More

The NJSTART team recognizes that even with enhanced access to state contract information and resources, New Jersey public sector entities may need assistance using NJSTART and accessing the data needed to properly purchase from state contract. That is why the State Division of Purchase and Property has partnered with Periscope, powered by mdfcommerce to assist all New Jersey Cooperative Purchasing Participants that want to leverage NJSTART.

To learn more about how your organization can leverage the power of NJSTART, contact us at coop-njstart@mdfcommerce.com or visit the [NJSTART resource page here](#).



Primepoint Named 2022 New Jersey And Philadelphia Top Workplace

by Victor Scire, Vice President Marketing for Primepoint, LLC

Westampton NJ, August 21, 2022 - Primepoint, a highly regarded payroll and HR technology company, has been named a New Jersey and a Philadelphia Top Workplace for 2022. This recognition is the result of strong values and a supportive culture.

The Top Workplaces are determined by anonymous employee surveys conducted by a third party, Energage, LLC. The survey measures items such as engagement, company values, innovation, and benefits.

Primepoint was recognized for being in the top 5% for Strong Values, Meaningful Work, Leaders In-The-Know, Employee Appreciation, and Work-Life Balance. Overall Primepoint was near the top of the list in both New Jersey and Philadelphia.

"Our employees come first. Success in their careers, work-life balance, and personal fulfillment is a priority to us," says Al Bothwell, Primepoint's CEO. "We're a family business at our core, and the supportive and caring environment that a family culture brings will stay with us no matter how much more we grow."

Primepoint started as a small, family operation 30+ years ago. Now, Primepoint has 70 employees and growing, services thousands of customers, and handles almost \$7 billion in payroll annually.

Individuals interested in exploring employment opportunities with Primepoint should go to www.primepoint.com/career.



WELCOME TO OUR NEW MEMBERS



PROCHAMPS

PROCHAMPS Partners with more than 300 communities across the country providing technology driven solutions for efficient and results driven management of foreclosure and short term/vacation rental properties.

For additional information regarding PROCHAMPS Tracey Howarth at thowarth@prochamps.com.

PruTech

PruTech Solutions Inc. is a MWBE Certified, IT Consulting Service for Government with over 20 years of experience.

For additional information regarding PruTech Solutions Inc. please contact Jack Raskis, Client Director, US Public Sector at Jack.Raskis@prutech.com.

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Slalom is a purpose-led, global business, and technology consulting company.

For additional information regarding Slalom please contact Stephen Walsh, Director, Public Sector, Client Relationships at stephen.walsh@slalom.com.

TRASHPAC 

TRASHPAC is a mobile trash compaction service for your open top roll off dumpsters. Our goal is to maximize the amount of trash in your dumpster and reduce the frequency you need to have it pulled.

For additional information regarding TRASHPAC please contact Doug Schorpp, President at Doug@TRASHPAC.Net.



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Vollers has provided sitework, demolition, paving, utility, installation, environmental remediation, landscaping, and emergency work for over the past 70 years.

For additional information regarding Vollers please contact Chris Vollers, VP of Sales at Chris@vollers.cc.

September Is “Plan Ahead” Month

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



September is an important month in the planning process as we begin to think forward to 2023. The fiscal year for many New Jersey counties is just about at the midway point now, so a picture is beginning to form as to whether the spending and revenue predictions included in your county’s 2022 adopted budget are on target, or if amendments to the budget may be looming over the next several months.

That makes this time of year the perfect opportunity for budget officers, finance officials, and county legislators to begin making preliminary estimates of what the financial picture will look like in 2023, and to plan in advance how to handle any fiscal challenges that may be forming like storm clouds on the horizon.

- ▶ One thing that is predictable with amazing accuracy, using today’s advanced technology, is the amount of liquidity that a municipality will have on deposit at any given time during the annual fiscal cycle, while

still leaving a comfortable cushion for unexpected emergencies and day-to-day cash-flow operating requirements.

A great thing about having that pinpoint liquidity information in advance is that it provides critical information about whether any borrowing will be necessary in future months. If the data shows that sufficient excess cash will be on hand to meet expenditure demands, then the county may be able to avoid short-term bondings which could eliminate or reduce interest payments and other debt-service expenses.

Another huge benefit of planning ahead using the latest in accurate future cash projections is that your municipality will be able to confidently establish an investment plan that might include revenue generators such as staggered-term high-interest certificates of deposit, U.S. Treasury bills, and other safe, secure, and guaranteed time-deposit accounts as allowed by law and by your county’s written investment policy. Knowing **how much** cash will be available combined with knowing **how long** those funds will remain in your county’s bank accounts, creates a powerful engine that can drive interest revenues *much, much, higher*. Those significantly higher earnings can then be incorporated into revenue calculations as the 2023 budget-development process begins to gain traction. Higher-interest earnings for 2023 directly correspond with lower taxes for 2023.

three+one® is the nation’s undisputed leader in using advanced liquidity technology tools to help counties and other public entities understand what their cash position will be in the future. Such data is invaluable for increasing revenues and for decreasing debt-service expenses.

The team at three+one is very proud that our cashVest® liquidity-management technology is endorsed by NACo and by NJAC.

The author served for 24 years as a county chief financial officer responsible for managing and investing public funds, and for 20 years as a county budget officer. He can be reached by phone at 585-484-0311, ext. 709 or by email at wec@threeplusone.us



UNIT 42™

by Palo Alto Networks

[Unit 42](#) brings together an elite group of cyber researchers and incident responders to help state and local government organizations deal with cyber threats, including the evolving ransomware epidemic. With a deeply rooted reputation for delivering industry-leading threat intelligence, Unit 42 also provides state-of-the-art incident response and cyber risk management services.

We research and investigate hundreds of ransomware attacks every year. Leveraging our research and first-hand investigative observations, we've developed a special [Ransomware Readiness Assessment](#) to help you achieve an optimal state of preparedness against ransomware threats.

Our cybersecurity experts will work with you to develop control enhancements, remediation recommendations, and a response playbook based on best in class threat intelligence & the latest best response practices to achieve an optimal state of ransomware readiness, helping your organization:

- Avoid attacks with ransomware safeguards
- Recover faster with a best practice playbook
- Test your organization's readiness with a ransomware tabletop exercise
- Put the Unit 42 IR team on speed dial with SLA-driven response times

Validate your response strategy

Evaluate how your incident response capabilities perform when triaging ransomware breach scenarios from real cases we've investigated. Unit 42 will identify your organizational strengths as well as areas of improvement.

Detect hidden ransomware risk

Harnessing the power of Cortex XDR®, Unit 42 will conduct a Compromise Assessment of your environment, focusing on the early stages of ransomware by analyzing endpoint telemetry and hunting for indicators of compromise associated with sophisticated ransomware groups.

Demonstrate your preparedness

Upon completion of Purple Teaming and Tabletop Exercises, we will equip you with the data and recommendations necessary to communicate a sound ransomware preparedness plan to your board and C-suite executives.

Ransomware evolves constantly. So should your organization.

Ransomware groups are turning up the pressure on their victims – demanding higher ransoms and making sure organizations pay. According to the 2022 Unit 42 Ransomware Threat Report, our incident response casework shows ransom demands averaged US \$2.2 million. Unit 42 can help you avoid the price of being unprepared based on

lessons we've learned negotiating ransoms on the frontlines.

Unit 42 is made up of an elite team of incident responders, threat hunters, and reverse engineers who respond to thousands of incidents each year and understand the technical elements of an attack. Unit 42 is your 24/7 team of experts trusted by 70+ insurance carriers and 150+ law firms who jump start your investigation with threat-informed expertise and best in class tools to support the entire incident response life cycle

[Watch the video](#) now to get a detailed view of how the Unit 42 Incident Response process can help your County or Municipality in New Jersey.

A proven approach to improving ransomware readiness

If this is of interest to you, let's schedule a brief call with the Palo Alto Networks New Jersey team in the near future to discuss this packaged offering further.

Please reach out to [Ashraf Chowdhury](#) for scheduling.



**YOU ARE INVITED****Zoom Webinar: Optimize Payments While Enhancing Security and Control**

Have you ever wondered why your counterparts from other organizations use card or virtual card instead of ACH, checks, or wires? In fact, there are several long-term benefits of using a card/virtual card program that make your organization safer and more efficient with a light implementation lift. And the best part is – the program is entirely free.

This webinar will cover current and future payment trends on both the government and constituent side, as well as the payment options available to you. With a primary focus on card and virtual card products, we will explain the difference between the two and the benefits of using them individually and together.

Questions that will be answered: What does the virtual card process look like? How will these products make my organization safer? Will I have tighter organizational payment controls if I switch to card payments? Hear from some of our card/virtual card clients on why they use card and virtual card in their payment strategies

Learn about how this free product can help you earn money on your payments, keep your organization safer, and increase operational efficiencies!

Thursday, October 13th 2022

10:00 - 11:00 a.m.

Zoom Details

Webinar ID: 949 1976 4008

Link to join Webinar:

<https://jpmchase.zoom.us/j/94919764008>

RSVP TODAY**Speaker:**

Jason Marsh, Government Commercial Card Sales Manager

Event Hosts:

Bailey Mallon, Vice President, NJ Government Banker

Jamillah Moore, Vice President, NJ Government Banker

Event Contact:

Bailey Mallon

(973) 580-3144

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Next-Gen SD-WANs Deliver Increased Intelligence, Automation

by Joanne Goodstadt, Marketing Manager for PKA Technologies, Inc.

As organizations embrace a cloud strategy to support remote work requirements, it has become increasingly clear that they must modernize the wide-area network (WAN) infrastructure. In a recent global survey of more than 1,500 networking professionals, almost half reported that legacy WAN architectures make it difficult to reliably connect with cloud-based applications and services.

Adoption of software-defined WAN (SD-WAN) platforms that optimize cloud traffic has soared in response to the challenge. Industry analysts say the market is growing by more than 30 percent annually as organizations revamp their networks to improve cloud connectivity and application performance. Still, basic SD-WAN solutions have important limitations.

Next-generation solutions such as Aruba's EdgeConnect SD-WAN platform address those limitations through self-learning features, automated orchestration, bandwidth optimization and simplified management. These and other factors contribute to a "business-first" networking approach that flips the script on conventional networking models.

Accommodating Inefficiency

In traditional router-centric WAN models, processes are often dictated by network constraints rather than business needs. For example, the hub-and-spoke WAN architecture leaves branch offices and remote workers with no direct access to cloud and Internet resources, forcing all cloud application traffic to be routed back to the data center. This highly inefficient technique known as backhauling helps improve security but creates significant latency problems that degrade application performance.

SD-WAN offers a more efficient approach. Any-to-any connectivity between branch offices, remote users, data centers and cloud resources eliminates the need for backhauling and improves application performance. The ability to aggregate multiple connections also supports the real-time availability requirements of delay-sensitive voice and video applications.

However, basic SD-WAN solutions lack the integration, intelligence and automation to meet the demands of today's distributed organizations. That's where business-driven platforms such as the Aruba solution have an edge.

Focus on Business Requirements

The EdgeConnect platform was designed from the ground up as a single system that tightly integrates SD-WAN, firewall, segmentation, routing, WAN optimization, and application visibility and control in one centrally managed platform. Artificial intelligence and machine learning functions automate many tasks and contribute to a self-learning network that continuously adjusts to network conditions.

Business intent overlays (BIOs) dictate how applications are delivered across the WAN. From the Aruba Orchestrator dashboard, administrators can create multiple BIOs with policies customized for specific application and network requirements.

Once the policies are defined, they are automatically pushed to hundreds or thousands of branch sites without the need to send IT staff to manually configure individual devices. If policies require changes, they can be configured and deployed through Orchestrator in a matter of hours.

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Next-Gen SD-WANs *(continued)*

SD-WANs have helped countless organizations improve their ability to support branch offices and remote workers with cloud-based applications and services. However, basic solutions still have limitations that create significant management overhead. Next-generation platforms such as Aruba's EdgeConnect offer a smarter, more business-oriented solution through increased intelligence and automation. Contact us to discuss how EdgeConnect could benefit your organization.



General Election—November 8th

by Evelyn S. Caterson, Attorney at Law

Although the General Election is November 8th, voting is soon to begin:

Mail-in-Ballots [MIBs] will be [were] mailed by the Atlantic County Clerk September 24th. It is too late to opt-out of receiving an MIB, so voters must be prepared to vote by a provisional ballot if they have received an MIB and choose not to use it and rather vote in person. Drop-boxes will all be open as of September 24th and their locations can be found on the website of the Atlantic County Board of Elections. Voters are again requested to report to the Superintendent of Elections all MIBs which arrive at the voters' homes for people who no longer reside there. Unless this information is shared, the County taxpayers will unnecessarily continue to pay for about \$7.00/ballot.

Early Voting is Saturday, October 29th through Sunday, November 6th. Times are 10 am to 8 pm except for Sundays which are 10 am to 6 pm. Here are the locations – ANY Atlantic County voter can go to ANY of these sites:

ATLANTIC CITY – Quaremba Hall at St. Michael's, 10 N. Mississippi Avenue, Atl City

BUENA VISTA TOWNSHIP – Martin Luther King Bldg, 661 Jackson Rd., Newtonville

EGG HARBOR TOWNSHIP – Atlantic County Library, 1 Swift Avenue, EHT

GALLOWAY TOWNSHIP – Galloway Library, 306 R. Jimmie Leeds Road, Galloway

HAMILTON TOWNSHIP – Mays Landing Library, 40 Farragut Avenue, Mays Landing

HAMMONTON – Hammonton Family Success Center, 310 Bellevue Avenue, Hamm.

NORTHFIELD – Shoreview Building, 101 Shore Road, Northfield

A voter can register to vote up until 21 days before the Election and can do so online at the website of the Atlantic County Superintendent of Elections or by paper application available on-line or in person at the Office of the Superintendent of Elections. The Application can be mailed or handed in to the Superintendent's Office. To check whether you are registered or not, you can go to the NJ Division of Elections **Voter Search** or contact the Superintendent of Elections who is also the Registrar of Elections. If you use the on-line search, you must be exact in indicating the spelling of your name, using a middle initial, using a nickname, hyphenating a last name, etc. – it must be exactly how you are registered.

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General Election *(continued)*

Voting on Election Day, of course, is still an option. The voter must be sure to look on his/her sample ballot as to where he/she goes to vote. Several municipalities had Ward boundary line changes, meaning the voter's voting location has moved. There were also changes to Atlantic County Commissioners Districts and federal legislative districts meaning the voter will have different nominees up for election.

As in past elections, in order to have every vote count, it is the responsibility of the voter to be informed of all the above.

Save the Dates and Come Join Us!

October 24th – 26th, NJSBA Workshop at The Atlantic City Convention Center, New Jersey

- Booth #1217
- Come join thousands of school leaders and affirm your commitment to public education.

November 13th – 15th, BrainStorm Poconos 2022 at the Kalahari Resort Convention Center, Pocono Manor, PA

- Booth #409
- Come join an educational technology conference to network with K20 techs and their counterparts throughout the region.

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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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:

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NJAC COUNTY BIZ*

Contact

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

Quiet Quitting-Not What the Name Implies

by Cameron Cushing, Intern, Industry Marketing for UKG

You've probably noticed the term "quiet quitting" circulating the internet recently. It originated on TikTok, where user @zaidleppelin posted a [simple 21-second video](#) with the spoken track, "I recently learned about this term called 'quiet quitting' where you're not outright quitting your job, but you're quitting the idea of going above and beyond. You're still performing your duties but you're no longer subscribing to the hustle culture mentality that work has to be your life. The reality is, it's not, and your worth as a person is not defined by your labor." His video has gained more than 3 million views since being posted, with hundreds of other users weighing in with their experiences of quiet quitting.

The practice has been around far longer than the term, but now that a common phrase exists, conversations are raging. Reactions generally fall along generational lines: younger workers are celebrating the death of the "hustle culture" that puts a premium on unsustainable work habits; older workers assert that younger generations are lazy and hope to skate by doing the bare minimum. These battles lines have been exacerbated by the COVID-19 pandemic, as Gen-Z and Millennial workers became disillusioned with the workplace shortly after entering it. With lines between work and home blurred by remote work, many see quiet quitting as a way of reaffirming those boundaries. Conversely, generations accustomed to late nights at the office as the path to success condemn those who log off promptly at 5 p.m.

This prompts a discussion of privilege: who *can* quiet quit? Tayo Bero of The Guardian [argues](#) that workplaces generally tolerate it when white men draw boundaries. However, women and people of color are more likely to be seen as slackers if they try to establish a similar balance. Discussion of "quiet firing" has emerged, in which managers deny promotion and raise opportunities to specific workers to try and drive them to quit rather than firing them outright.

Regardless of the varying reactions to quiet quitting, it is a response to a real problem. Employee burnout and disengagement are rising, and this recentering is a response to that. For a long time, a "hustle mindset" has been the only path to advancement – this was not sustainable. More than a year ago, [New York Magazine](#) declared the girlboss – another cultural fixture of overwork – to be dead.

Where do we go from here?

Brandon Bielich, managing editor of The Workforce Institute at UKG, [writes](#) that what we're seeing can best be thought of as a "career correction," similar to how the stock market adjusts itself after a period of outsized growth. He argues that managers should take the quiet part out of the equation by conducting "stay interviews" with employees to identify the root of dissatisfaction and devise a solution, such as a role change or a rebalancing of workload.

Want to learn more?

[Click here](#) to read the full piece from The Workforce Institute and get up to speed on this challenging and timely topic.



Ocean County Sheriff Elected President Of State Association For Constitutional Officers



*Michael G. Mastronardy
Sheriff, Ocean County
COANJ President*

Ocean County Sheriff Michael G. Mastronardy will serve as the President of the Constitutional Officers Association of New Jersey (COANJ) for 2022 – 2023.

“I am honored to have been selected by my peers for this position,” Mastronardy said. “I look forward to serving the Association as its president for this one year term.”

The Sheriffs, County Clerks, Registers and Surrogates of New Jersey recently held its conference in Atlantic City, at which time Mastronardy and other elected officials were formally installed as officers of COANJ.

“Sheriff Mastronardy works tirelessly for the residents of Ocean County,” said Ocean County Commissioner Gary Quinn, liaison to the Ocean County Sheriff’s Office. “As Sheriff, he has implemented many new programs and services to our citizens. He works with his officers and staff to make certain Ocean County is a safe place to live and visit.”

Director of the Ocean County Board of Commissioners John P. Kelly noted that Sheriff Mastronardy works to strengthen the role of the constitutional officers throughout the state.

“Our constitutional officers play a significant role in making certain our residents receive the best possible services in many critical areas of their lives,” Kelly said. “COANJ will be well served by Sheriff Mastronardy’s leadership.”

COANJ was established in 1920 as a cooperative effort among the Sheriffs, County Clerks, Surrogates, and Registers of Deeds and Mortgages of the 21 counties of New Jersey to improve services rendered to their respective communities. Association officers are nominated by a bipartisan committee of constitutional officers and then elected and installed annually.

Mastronardy said COANJ is a vital bipartisan organization that works with State Legislators and other elected officials to ensure that legislation affecting counties has a positive impact on the residents represented in each County.

“It is important that our organization continues to provide a network that allows our members to grow and adapt to the many changes that are occurring in our State,” Mastronardy said. “Our organization must continue to work with government officials to ensure that our respective offices have a voice in matters that affect the people we serve.”

Mastronardy thanked outgoing COANJ President Monmouth County Clerk Christine Hanlon for her leadership and guidance.

“We are blessed to have the opportunity to shape the future of our offices and most importantly provide caring professional services to our constituents for years to come,” he said.



Selling Used Vehicles In A Sustainable Manner

by Stacey Collier, Marketing Communications and Specialist for GovDeals.com

Selling used vehicles in a sustainable manner can be a headache for the environmentally conscious seller. With so many factors to consider when trying to dispose of surplus fleet and equipment, it's easy for sustainability to fall to the wayside. These tips empower you to maximize your remarketing program without compromising environmental responsibilities.

1. Decrease Your Depreciation

With an online auction program, you can list your vehicles "as is, where is." This allows you to minimize depreciation and maximize the resale value by selling immediately rather than waiting for a semi-annual auction.

Vehicles and equipment sold "as is, where is" also eliminates the need for transportation and long-term warehousing. This reduces storage requirements by addressing all items on a regular or as-needed basis. It also decreases your incurred storage and possible repair fees.

2. Increase Your Environmental Responsibility

Let's say 100 vehicles averaging 20 miles per gallon travelled approximately 30 miles round-trip to attend a live auction. They would emit more than 11 tons of carbon emissions into the environment. That's the size of a full-grown elephant!

Selling-in-place eliminates the negative environmental impact of bidders traveling back and forth. It also reduces the financial and environmental stresses ingrained in traditional auction methods.

3. Know Your True Value

Before accepting the trade-in amount for your end-of-use vehicles, test the value of those vehicles. List them online "as is, where is" at the quoted trade-in amount, plus 10 percent.

The results will speak for themselves. If it sells, you have realized the greatest return. If not, you have invaluable proof for your board or committee that your current remarketing practices are the most lucrative.

4. Ensure Complete Transparency and Control

With 24/7 access, you decide when and how to list your surplus. Auction details are determined by you – lotting, timing, pictures, descriptions, and opening bid price. All items remain in your possession, removing the risk of misuse by a third party. Upon completion of your auctions, only the successful buyer travels to a physical location (as opposed to the many attending on sale day or for inspections).

A digital back-office solution eliminates printed paperwork and the storage that goes with it. Use an online payment collection program, sign bills of sale virtually, and store these records digitally. A complete audit trail is permanently maintained and available in perpetuity.

5. Sell Virtually Anything

With a complete online marketplace, you can list vehicles, equipment, and more – even your old shop. From everyday items like furniture and office equipment to specialty items such as fire service equipment, public works, and industrial machinery – or even real estate – "as is, where is" surplus disposition programs keep your entire organization on the same page.

To learn more about how your county can sell your used surplus vehicles in a sustainable manner, please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at mbaker@govdeals.com. Or visit GovDeals.com/BecomeaSeller to sign on as a seller.



GovPilot Announces Integration With BRT Technologies, Enhances Tax Assessment Capabilities Of New Jersey Local Government Customers - *The integration improves efficiency and data accessibility for users of both platforms*

by Evan Achiron, Director of Marketing & Communications for GovPilot

GovPilot, a provider of modern cloud-based government management software specifically designed for municipal and county governments has partnered with BRT Technologies, another New Jersey based technology firm specializing in tax assessment.

The partnership includes an integration that will enable New Jersey tax assessors and administrators of municipalities and counties who currently utilize both BRT Technologies' tax assessment software and GovPilot's government management platform, to access permit records stored in GovPilot, directly in BRT.

This will significantly speed assessment time and enhance operational efficiency for local governments across New Jersey. BRT's tax assessment products are currently used in 300+ municipalities and in all 21 counties across the state.

Ellen Foye Malgieri, a Tax Assessor for the Town of South Orange, New Jersey said, "This integration will make revaluation much easier and faster. Rather than going back and forth between systems, everything is now connected and it is far simpler to access records. When I use GovPilot, it has all permit records visible by block and lot. Now with the integration, our assessors and inspectors can access that information instantaneously directly within BRT. It's extremely helpful, and fast. I'm glad they got together to do it!"

"By partnering with BRT Technologies, GovPilot is putting a suite of efficient, intuitive digital tools in the hands of New Jersey tax assessor and administrators directly within their GovPilot modules that will unify data instantly with other departments. This is going to make the work of tax assessors far easier and faster which will have a positive impact on residents and local economies within the state," said GovPilot Chief Product Officer, James Delmonico.

"Local governments in the U.S. have often operated with a mix of paper-based processes, spreadsheets, single-use software, and older on-site server based systems. Not only is this inefficient but it is expensive to maintain and presents a significant cyber risk for local government administrators and their constituents," said GovPilot Founder and CEO, Michael Bonner. "As a unified cloud-based government management platform, GovPilot aims to be *the* operating system for local government. This implementation provides BRT and GovPilot customers with best-in-class tax assessment availability, reliability, and security."

Randy Riesenber, BRT Technologies' Chief Technology Officer added, "BRT's innovative suite of products are not only easy to use but are also backed by a support and tech team New Jersey Assessors and Administrators have come to know and trust. This partnership with GovPilot reinforces both companies' commitment to helping local governments right here in the state of New Jersey by modernizing and streamlining their services and operations."

"GovPilot's mission is to empower local governments to better serve their constituents and operate efficiently. Our partnership with BRT Technologies is a major part of living up to and delivering on that mission," added Michael Bonner.



Nationwide Economics

Weekly Economic Review & Outlook for September 26, 2022

by Scott Murray, Financial Markets Economist of Nationwide Mutual Insurance Company and Daniel Vielhaber, Economist of Nationwide Mutual Insurance Company

The FOMC raised the fed funds rate by 75 basis points for a third consecutive meeting in September and projected even more tightening ahead than previously expected. Housing data showed a further surge in multifamily housing starts and the slowest pace for existing home sales since the Covid lockdowns.

The fed funds rate was raised 75 basis points to a range of 3.00-3.25 percent following the Federal Open Market Committee's (FOMC) September meeting, the third such increase in a row. Moreover, the updated Summary of Economic Projections (SEP) was strongly hawkish, with the median fed funds projection showing further rate increases of 125 basis points over the next two meetings and another smaller rate hike next year. The Fed now expects economic growth to be below trend for several years with the unemployment rate moving higher as growth falters. Core PCE inflation is projected to be above the three percent through the end of 2023—reflecting the sticky nature of the current inflation surge.

In his comments after the meeting, Fed Chair Jerome Powell reiterated the commitment of the FOMC to lowering inflations by pushing monetary policy to restrictive levels, if necessary. Chair Powell noted that high inflation becoming entrenched in consumer expectations would be worse than a recession. In fact, the SEP projections implied that the Fed would not ease rates until 2024 event with a weaker economy and higher unemployment.

But the Fed's resolve to keeping rates higher may be tested next year as recession odds are climbing with each sharp rate increase. The year-over-year change in the index of leading economic indicators (LEI) fell below zero in August, which has historically been an excellent predictor of a downturn within the next 12 months. If the Fed sticks to its tightening projection, the yield curve should fully invert by the end of year—another strong signal of escalating (but not imminent) recession conditions. Inflation will likely remain the swing factor for Fed actions depending upon how quickly (or slowly) prices cool across the economy.

Housing starts climbed in August, matching a four-month high as multifamily starts surged to their fastest pace since 1986. But single-family home construction continued to slump as demand for new homes slows sharply in response to higher mortgage rates. This provides further evidence of the shift back to multifamily housing as an increasing number of would-be homebuyers search for apartments.

In contrasts to starts, building permits plummeted in August, driven primarily by a ninth-month low in multifamily permits. This suggests that starts should drop further over the next few months. Although it's important to note that units under construction was at a record high in August as homebuilders struggle to complete projects in a timely fashion due to a lack of labor and materials—which should support housing completions despite the plunge in starts.

Also reflecting the sharp drop in demand for single-family housing, existing home sales fell for a seventh straight month in August to the slowest pace since May 2020 (the low point for the Covid lockdowns). Despite a small decline in mortgage rates in July (when most August sales would have gone into contract), sharply lower affordability is continuing to drive down sales activity—note that May, June, and July represent the largest year-over-year declines in the housing affordability index's history. Home sales have likely not bottomed out yet and could fall further before the end of the year. The average 30-year fixed mortgage rate surged above six percent in September for the first time since 2008, adding to affordability issues for potential homebuyers.

continued on page 18

Nationwide Economics *(continued)*

July's home prices are forecasted to be little changed from June, a reprieve from March's month-over-month gain of over two percent. The encouraging sign for prospective home buyers should show that housing inflations is moderating with the year-over-year reading for the S&P CoreLogic HPI dropping from recent peaks. Still, a collapse in home prices over the next year is unlikely as the job market and demographics remain supportive for demand.

Consumer confidence is expected to rise further in September as inflation concerns ease a bit. Numerous job openings and rising wages have made consumers more confident about their financial position. At the same time, lower gas prices have relieved some inflation fears, encouraging more optimism about the future.

The Fed's preferred inflation measure personal consumption expenditures prices excluding food and energy (core PCE) should climb sharply in August-reflecting continued strong inflationary pressure. The year-over-year core reading is expected to be slightly below five percent, although still an improvement from the 20-year high in the first quarter.

For further information please contact Michelle Murphy, MBA, AIF, Executive Relationship Manager at Michelle.Murphy@Nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com



ECONOMIC DEVELOPMENT AUTHORITY

The applications for the NJEDA Food Security Planning Grant opened yesterday and is accepting applications through November 25 from municipalities, **county governments**, and redevelopment agencies to develop plans to improve food access and food security by leveraging distressed assets in New Jersey's Food Desert Communities (FDCs).

We have two webinars coming up in October about the program (registration links below) and you can find out more information at <https://www.njeda.com/food-security-planning-grant/>.

Webinar registration:

October 3 – 2:00 p.m. to 3:00 p.m. Registration link: <https://www.njeda.com/event/njedas-food-security-planning-grant-roll-out/>

October 13 – 11:00 a.m. to Noon Registration link: <https://www.njeda.com/event/njedas-food-security-planning-grant-program-roll-out/>

Save The Dates!

NJAC Continuing Education Virtual Workshop

Wednesday, November 9, 2022

NJAC Year End Event

Friday, December 16, 2022

Trenton Country Club, West Trenton, NJ

County Government with a Unified Voice!



Nationwide

National Retirement Security Month

"Stick with it" campaign overview



October is National Retirement Security Month.

Saving for retirement is a marathon — a long-term investment toward the future. We want to help your participants understand the importance of "sticking with it" in order to reach their retirement goals.

We've prepared materials that you can use with your participants to encourage them to create and rely on a retirement game plan. Here's a quick overview of what's available to you:

Emails

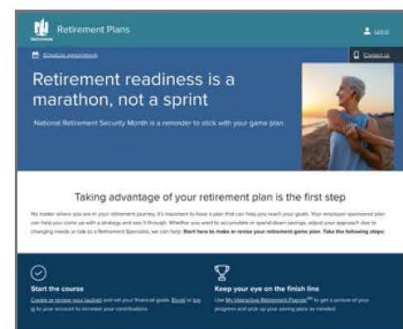
We have 4 emails prepared for you to send to participants. Pick from the list and send one each week or in any cadence you choose. The email topics include:

- 1. Rely on your game plan** — Enrolling or logging in to your account online to take steps toward reaching your retirement goals
- 2. Keep your eye on the finish line** — Setting goals using our online retirement tools
- 3. Win the mental game** — Staying the course during market volatility
- 4. Stay on track with support** — Seeking out guidance from a Retirement Specialist



Participant campaign page

Visit www.nrsforu.com/rsc-web-preauth/national-retirement-security-month which offers resources for participants to make or revise a retirement game plan, from budgeting help to information about withdrawal strategies. Share any of these materials with your participants.



Newsletter article

Our short newsletter blurb about National Retirement Security Month and the importance of sticking with retirement saving is ready for you to place in your next participant communication.



Contact your Nationwide Retirement Specialist for more information or with any questions.

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New Resources For Operation Green Light For Veterans

The National Association of Counties (NACo) and the [National Association of County Veteran Service Officers \(NACVSO\)](#) are excited to announce Amazon as an official partner for [Operation Green Light for Veterans](#).

We invite the nation's 3,069 counties, parishes and boroughs to join Operation Green Light and show support for veterans by lighting our buildings green during the week of Veterans Day, November 7 to November 13. By shining a green light, county governments and our residents will let veterans know that they are seen, appreciated and supported.

Thanks to our partners, you can turn your municipal buildings green using Amazon Business. With a free Amazon Business account, you can order green lights, gel filters or any other products you may need from multiple suppliers in one place. You can see instructions for creating an account [here](#) or visit the [County Participation Toolkit](#) to learn more.



Amazon is proud to partner with NACo and NACVSO to support veterans.

We value the unique skills and experiences that the military community brings and we've pledged to hire 100,000 veterans and military spouses by 2024.

Through our growing veteran community, we offer veterans mentoring opportunities, a network of support, and tailored training experiences to assist in their transition from the military, another company or the academic environment.

Through [Program Honor](#), we give back to the military and veteran community by leveraging our diverse resources and technology to solve critical problems. We focus on supporting disabled veterans, mental health, suicide prevention, military families and urgent needs – like homelessness and food insecurity – around the globe.

Veterans and military spouses in your community can learn more about career opportunities at Amazon by attending one of our [Global Military Affairs webinars](#) where they can engage with recruiters directly.

Questions

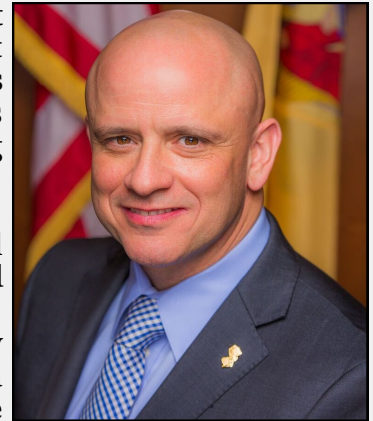
NACo is here to help. For questions, please contact Rachel Mackey, liaison to the [NACo Veterans and Military Services Committee](#), at 202.661.8843 or RMackey@NACo.org



FROM THE EXECUTIVE DIRECTOR

As a component of Governor Murphy's Energy Master Plan (EMP), regulations set to take effect at this end of the year as promulgated by the New Jersey Department of Environmental Protection (DEP) in sections 7:27F-4.1 – 7:27F-4.11 on pages 151 – 165, will require the electrification and necessary facility retrofitting of boilers with 1 MMBTUs or greater in every building in the State of New Jersey beginning on January 1, 2025.

In addition to apartment complexes, educational institutions, commercial properties, and more, the proposed regulations will impact 195 county-owned facilities across the State with a list of these facilities also attached for your review. According to an example provided by the Fuel Merchants Association of New Jersey (FMANJ), the regulations will cost an estimated \$2.0 million for the owner of a building to replace a 1.5 MMBTU natural gas boiler with an electric boiler as the owner will need to make an initial capital investment and then conduct *“a complete retrofit of the building, which includes dedicating an autonomous electric source, demolishing the existing boiler, increasing ampacity, and installing switch gears and transformers.”* As a recent example, NJ Transit spent \$3.25 million to retrofit a bus garage in Camden and an additional \$4.33 million to retrofit another garage in Maplewood.



John G. Donnadio, Esq.

Importantly note that DEP has not refuted these costs nor has the Department conducted a comprehensive fiscal analysis on the overall financial impact the regulations will impose on businesses, local governing bodies, and property taxpayers. Moreover, the recently published Energy Master Plan Ratepayer Impact Study conducted by the Brattle Group on behalf of the New Jersey Board of Public Utilities (BPU) did not *“include capital costs associated with clean energy investments, nor any new federal incentives available through the Inflation Reduction Act.”* With this in mind, NJAC is urging DEP and the Administration to halt implementation of the regulations until an extensive, objective, and transparent cost benefit analysis is conducted with input from stakeholders on all sides of the issue as required under the attached **S-2671/A-3935 (Gopal D-11) (Moriarty D-4)**, which will also prohibit any State agency from adopting rules and regulations that mandate the use of electric heating systems or electric water systems as the sole or primary means for heating buildings or providing hot water to buildings.

NJAC supports this legislation, in part, as the measure will not prohibit a State agency from offering incentives for the voluntary installation or use of an electric heating system or an electric water heating system. In particular, NJAC commends the sponsors for including language in the bill that will require the Department of Community Affairs (DCA) to work in collaboration with DEP and BPU by holding at least six public hearings throughout the State, within 18 months after the bill's enactment, to solicit information on topics related to the costs and benefits of electric heating systems and the reduction of greenhouse gas emissions from residential and commercial buildings in the State. The bill will also require DCA, in consultation with DEP and the BPU, to publish, within 24 months after the bill's enactment, a report that summarizes the information submitted at the public hearings and to make legislative and regulatory recommendations. After the report is published, the bill's prohibition on regulatory actions to mandate the installation of electric heating systems or electric water heating systems will expire. S-2671 is currently in the Senate Community and Urban Affairs Committee awaiting consideration and A-3935 is currently in the Assembly Community Development and Affairs Committee.

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
						<p>¹ Oct. 1 & 2 Wheaton Arts Festival 10 a.m. - 1 p.m. Wheaton Arts & Cultural Center <i>Millville Cumberland County</i></p>
<p>²</p>	<p>³ Gardening for Cold Weather 5:30 p.m. Agricultural Center <i>Moorestown Burlington County</i></p>	<p>⁴ Casual Birder 9:00 a.m. Turkey Swamp Park <i>Freehold Monmouth County</i></p>	<p>⁵ Pickleball for Seniors 11 a.m. - 1p.m. DeCou Park <i>Cherry Hill Camden County</i></p>	<p>⁶</p>	<p>⁷ Oct. 7th-9th Arts & Antiques 10 a.m. - 9 p.m. <i>Lambertville Hunterdon County</i></p>	<p>⁸ Oct. 8 & 9 South Jersey Pumpkin Show 10 am. - 5 p.m. <i>Woodstown Salem County</i></p>
<p>⁹ Pascack Valley PBA 206 2nd Annual Food Truck Festival 12 p.m. - 6 p.m. <i>Woodcliff Lake Bergen County</i></p>	<p>¹⁰ Columbus Day</p>	<p>¹¹ Chat w/Candidates 11:30 a.m. - 1:30 p.m. Auletto's Caterers <i>Deptford Gloucester County</i></p>	<p>¹²</p>	<p>¹³ Cruise Nights 6 p.m. - 9 p.m. Main St. & Mountain Avenue <i>Bound Brook Somerset County</i></p>	<p>¹⁴</p>	<p>¹⁵ Oktoberfest! 11 a.m. - 6 p.m. Camp Hope <i>West Milford Passaic County</i></p>
<p>¹⁶ Corvette Show 10 am. - 4 p.m. Smithville Village <i>Smithville Atlantic County</i></p>	<p>¹⁷ Monday Movers Hike 10 a.m. - 11 a.m. High State Park <i>Sussex Sussex County</i></p>	<p>¹⁸ 2022 Central Jersey Golf Tour 8:30 a.m. - 3:30 p.m. Rutgers University Golf Course <i>Piscataway Middlesex County</i></p>	<p>¹⁹ NJ Arts Annual: Reemergence Artists Talk Series 12:15 p.m. NJ Art Museum <i>Trenton Mercer County</i></p>	<p>²⁰ Josh Turner 7:30 p.m. Union County Performing Arts Center <i>Rahway Union County</i></p>	<p>²¹</p>	<p>²² Blairstown Area Farmers Market 9:30 a.m. - 1 p.m. <i>Blairstown Warren County</i></p>
<p>²³ Cranberries at Double Trouble 10 a.m. Double Trouble State Park <i>Lacey/Berkeley Twps. Ocean County</i></p>	<p>²⁴ NJ Devils vs. Washington Capitols 7 p.m. Prudential Center <i>Newark Essex County</i></p>	<p>²⁵</p>	<p>²⁶</p>	<p>²⁷ Halloween Parade 7:15 p.m.—8:15 p.m. Asbury & 6th-11th Avenues <i>Ocean City Cape May County</i></p>	<p>²⁸</p>	<p>²⁹ Halloween at the Whippany Burying Yard 5 p.m. - 6 p.m. <i>Whippany Morris County</i></p>
<p>³⁰</p>	<p>³¹ Halloween Family Bash 3 p.m. - 8 p.m. Pedestrian Plaza <i>Jersey City Hudson County</i></p>					