

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 144 - OCTOBER 2023

SENA At Work: A Comprehensive Solution That Reduces The Cost Of Care For Employers And Enhances Employee Engagement

by Christopher Westberg, Marketing Lead for SENA Health



Are you fed up with the inefficiency of point solutions? SENA at Work is a holistic health and benefit solution that yields a high ROI, increases employee engagement, and coordinates all employee health and wellness needs at an affordable cost.

With the ever-increasing cost of employee healthcare, SENA at Work serves as a transformative solution to find employees cost-effective care and enhance overall employee health. Leveraging their proven expertise in healthcare logistics and command center operations, our Team is available 24/7/365 to help employees successfully navigate the complex

healthcare system and find cost-effective care options.

Empowering Informed Choices

Navigating the intricacies of healthcare can be overwhelming. The SENA at Work solution is supported by a team of experienced Health Coordinators specializing in finding appropriate care, including at-home, inpatient, or specialty care. As a proactive solution, our Team reaches out to and engages with employees to initiate the intake process. Each employee's Health Coordinator guides them toward personally tailored care solutions, ensuring they understand and navigate their health insurance plans to make informed decisions. SENA's Team also proactively engages employees to help them prevent illness and maintain a healthier lifestyle, which is especially important with high-risk populations.

Comprehensive Support

Our services extend beyond education and guidance, encompassing all facets of healthcare journeys. From scheduling medical appointments and tests to aiding those dealing with chronic conditions such as diabetes, heart disease, and weight management, SENA ensures a seamless process. Employees will even receive guidance through the billing process. Personalized care navigation is our hallmark.

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SENA At Work: A Comprehensive Solution That Reduces The Cost Of Care For Employers And Enhances Employee Engagement *(continued)*

Measurable Impact

SENA at Work transcends convenience, delivering tangible benefits for both employees and the company:

- **Reduced Healthcare Costs:** Precise care recommendations curb unnecessary expenses, alleviating pressure on budgets
- **Minimized Healthcare Waste & ER Visits:** Health Coordinators identify avoidable ED visits to find more appropriate cost-effective alternatives 24/7/365
- **Lower Absenteeism:** A healthier workforce translates to reduced absenteeism, improving productivity
- **Enhanced Satisfaction & Productivity:** Empowered health choices foster employee satisfaction and retention

To learn more about SENNA Health, please call us at (609) 888-6039, visit our [website](#), and follow us on [LinkedIn](#) and [Twitter](#).



NJAC Save the Dates!

**NJAC Virtual Workshop
November 1, 2023**

**NJAC Year-End Summit
December 15, 2023
Trenton Country Club**

**NJAC Celebration of County Government
May 1-3, 2024
Atlantic City, NJ**

“HVI Services Partners With NJ Counties In Managing Class B & C Recycling Facilities.”

by Chris Vollers, Vice President for Vollers Inc.

In our mission to enhance the services available to our county residents, we are pleased to highlight a valuable partnership that contributes to our shared goals of sustainability, disaster preparedness, and community well-being. In collaboration with its parent company VOLLERS Inc., HVI Services, Inc. has partnered with Union County in Springfield to provide environmentally friendly regional recycling services throughout the region.

High-Quality Recycling Products:

HVI Services, Inc. is one of the largest regional recycling providers in our area, with two Class B facilities located in North Branch and Springfield. Through our partnership with Union County, we have been able to serve an even larger client base along the I-78 corridor. We stand committed to serving the highest-quality recycling products.

Our product offerings have recently expanded to include a wide range of sustainable materials, such as leaf compost, wood products (double-ground natural mulch, double-ground black mulch, and stump grinding), recycled concrete aggregate, recycled asphalt products, and certified clean topsoil. These offerings align with our county's efforts to encourage the responsible disposal of construction materials while supporting their reuse in future projects.

Environmentally Friendly Practices:

With the impending influx of infrastructure projects, the importance of environmentally friendly disposal alternatives cannot be overstated. HVI Services and VOLLERS Inc. are fully committed to promoting sustainable practices that minimize waste and maximize resource efficiency. We believe in the power of recycling and reusing construction materials to reduce the environmental footprint of our operations.

As our state continues to grapple with the impacts of climate change, including an increase in the frequency and intensity of local storms, we must take proactive steps to mitigate these effects. Both HVI Services and its parent company have played pivotal roles in disaster recovery efforts following numerous weather events over the past 74 years. During hurricanes Sandy and Ida, HVI Services served as one of the largest disposal sites in Hunterdon and Somerset counties, aiding in the recovery and rebuilding process.

Future Partnerships and Collaboration:

In light of the growing demand for recycling services, HVI Services remains dedicated to pursuing future partnerships throughout the state. These partnerships will enable us to expand our reach and enhance our ability to provide sustainable solutions to our county and beyond.

For more information on our service offerings, potential partnerships, or any inquiries, please contact the HVI Services home office at (908) 229-3499 or visit our website at www.hviservices.com.

Together, we are paving the way for a more environmentally conscious future.



Reducing Housing Insecurity In New Jersey Through Accessible Technology And Coordinated Community Support

by Johanna Smith, Manager, Marketing for Slalom

Homelessness represents the most severe form of housing insecurity. New Jersey is currently grappling with a significant homelessness crisis. [As of January 2023](#), New Jersey reached an unwanted milestone for the first time in nearly a decade – with over 10,000 people identified as homeless across the state – a number that is severely undercounted to be sure.

Homelessness has steadily increased across the globe since 2015, specifically the number of unsheltered people living in our large urban cities or population dense geographies, like the state of New Jersey. [Data shows year after year](#) that there are more people entering homelessness than exiting homelessness across the U.S. Our local nonprofit providers are fatigued from the disparate systems and lack of visibility into real-time shelter supply and services. Our government agencies seek to get people the shelter and services they need at a faster pace, and at greater scale across cities and counties.

Addressing this complex, multi-faceted problem requires a coordinated, community-wide approach involving organizations across sectors and technology solutions to support interorganizational collaboration, data sharing, capacity building and more. However, it is important to provide supportive services alongside housing to ensure individuals can maintain their housing and thrive.

At Slalom, we feel a sense of moral obligation to contribute meaningfully to the well-being of our communities and are committed to leaving our people, clients, and the environment better off than when we found. Building better tomorrows for all starts with investing in the communities where we live, work and play—including how we address the housing here in New Jersey by developing platforms that connect individuals in emergency crisis with shelters and services in real-time. Slalom's [Accommodation and Services Matching](#) solution, powered by Salesforce and AWS, does just that—connecting people in crisis with the shelter and services that they need with a real-time, mobile-friendly web platform that integrates with other providers, government agencies, and systems across local continuums of care. Data around housing and homelessness is notoriously unavailable, and often unreliable, but this Slalom solution is bringing visibility into live housing inventory levels and helping reduce silos between the many disparate webs of processes and systems of agencies working to match services to those in need.

If you'd like to discuss these ideas and see a demo of Slalom's Accelerator, please reach out to [Stephen Walsh](#), Director of Public & Social Impact for Slalom New Jersey to learn more.



NEW JERSEY ASSOCIATION OF COUNTIES*County Government with a Unified Voice!***SUMMIT ON HOMELESSNESS***Trenton Country Club*

December 15, 2023

BUSINESS REGISTRATION & AGENDA

Please join the New Jersey Association of Counties (NJAC) for an important and timely discussion on “Homelessness.”
**Registration & Continental Breakfast available between 9:00 a.m. - 10:00 a.m.*

NJAC BOARD OF DIRECTORS MEETING

9:00 a.m. – 9:30 a.m.

SUMMIT WELCOME

10:00 a.m. – 10:15 a.m.

HOMELESSNESS IN NEW JERSEY

10:15 a.m. – 11:15 a.m.

Eric Scott with NJ 101.5 to moderate both panel discussions!

- Subject matter experts will examine the root causes and inescapable challenges of being homeless in the State of New Jersey along with recommendations on necessary structural reforms to enhance critical services.

COFFEE BREAK

11:15 a.m. – 11:30 a.m.

PREVENTION, RESOURCES, AND SOLUTIONS

11:30 a.m. – 12:30 p.m.

- County, state, and other leading authorities will discuss coordinated efforts to provide vital assistance, essential resources and support, and innovative solutions to those in need.

KEYNOTE SPEAKER AND LUNCHEON

12:30 p.m. – 1:30 p.m.

To Be Announced

Business Registration, Exhibit Registration & Sponsorship Information Can Be Found [Here](#)

County Registration Can Be Found [Here](#)

Mercer County Park Commission Takes Nature-Based Approach To New Parking Lot

by Julie Willmot, Director of Communications and Public Affairs for Mercer County

'Green infrastructure' gentler on environment, mitigates runoff.

A rolling stone gathers no moss. But rolling stormwater, called stormwater runoff, can gather much worse than moss, including trash, oil, sediment and other troublesome pollutants. And to make matters worse, without the proper infrastructure, the debris often goes straight into our lakes, streams and rivers.

With this in mind, the Mercer County Park Commission found an opportunity to do its part in mitigating the effects of stormwater runoff by designing "green infrastructure" into a parking lot repaving project at [John A. Roebling Memorial Park](#) in Hamilton. The park is home to the [Tulpehaking Nature Center](#), which houses the Park Commission's Environmental Education Department.



"As the Park Commission and Mercer County invest in improvements to our park system, we strive to do so in an environmentally conscious way," said Park Commission Executive Director Aaron T. Watson. "We know that as stewards of over 10,000 acres of open space in the county, our decisions should improve both the quality of life for residents and the environment as a whole."

Roebling Park is located within the 3,000-acre [Abbott Marshlands](#), the northernmost freshwater tidal marsh in the Delaware River watershed. The stormwater from its parking lot drains directly into [Spring Lake](#) and the park's surrounding freshwater tidal marsh.

The Abbott Marshlands attracts rare wildlife such as river otter, American eel, and bald eagle. It is also an important stopover for migratory birds along the Atlantic flyway. Unmanaged stormwater runoff can negatively impact water quality and the local ecosystem, create harmful algal blooms, and increase the possibility of flooding.

The stormwater runoff has also eroded portions of the existing parking lot and has made Spring Lake less appealing for fishing and boating.

Improvements at the Spring Lake access area are scheduled to begin in early September. The plan includes several rain gardens, a green infrastructure option that is both beautiful and effective in form and function. Rain gardens not only absorb rainwater, but they also filter out pollutants and provide food and shelter for local wildlife. More importantly, the rain gardens at the Spring Lake parking lot will capture stormwater runoff before it flows into the lake.

Various native shrubs, grasses and perennial wildflowers will be planted in the garden, including northern bayberry, swamp milkweed, and woodland phlox. The colorful blooms amongst the grasses will add to the visual appeal of the garden for both people and pollinators.

This is a pilot project, which is being funded through the Mercer County Open Space Trust Fund. The results will inform plans for future upgrades at other park facilities, as the Mercer County Park Commission continues to effectively steward its numerous parks and recreation facilities.

For more information on rain gardens and how you could make your own, go to http://water.rutgers.edu/Rain_Gardens/RGWebsite/rginfo.html.



Becoming Ransomware Resilient With Zerto

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

HPE Zerto provides an avenue for organizations to become ransomware resilient. Why is this needed? Ransomware continues to plague public- and private-sector organizations worldwide, disrupting mission-critical services and creating enormous economic risk. Experts forecast global ransomware damages will exceed \$265 billion by the end of the decade. This is due in part to the rise of ransomware-as-a-service (RaaS) delivery mechanisms. These allow threat actors with only rudimentary skills to cash in on the cybercrime economy.

While there are myriad steps organizations should take to improve data protection and fend off ransomware attacks, it isn't possible to create an entirely foolproof defense. Companies must supplement traditional preventive measures with solutions that help them withstand and recover from threats that slip through their defenses and encrypt their critical data.

One key to mitigating a ransomware attack is a recovery solution that limits downtime and ensures that data can be reliably accessed in the event of an attack. Since many ransomware strains also target backup systems, true ransomware resilience requires the ability to create immutable backups that are isolated from local systems and cannot be altered or deleted.

Zerto, is a company specializing in continuous data protection solutions for on-premises, hybrid and multi-cloud environments. They recently announced a series of product updates that deliver ransomware resilience with rapid recovery of immutable backups. Features of Zerto 9.5 include:

Instant File Restore

Zerto continuously backs up applications, files or blocks of data whenever any change is made. While doing this, it creates an electronic journal of complete storage snapshots — one snapshot for every instant in time that data modification occurs. This enables data to be restored within minutes from thousands of points in time, all seconds apart. With this capability, organizations can limit data loss to just a few seconds after a ransomware attack. You can choose the exact point in time from which you wish to recover. You can also choose the exact item you want to recover.

Application-Centric Recovery

Modern applications are usually made up of many components, including multiple virtual machines (VMs) or many container resources and services. Zerto can recover individual applications, single VMs or containers — even individual files and folders from inside VMs and containers — all from the journal.

Immutability

Zerto makes it easy to create isolated, immutable data backups by using Microsoft Azure and Amazon S3 storage as targets for long-term retention (LTR). With the Zerto user interface, organizations can set how long backups are to remain encrypted. You can also set how long they remain unaltered to ensure maximum protection from accidental data overwrites. Instead of hours to restore files, folders, or even full VMs from traditional backups, LTR allows restoration in seconds.

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Becoming Ransomware Resilient With Zerto *(continued)*

It's important to keep systems updated and patched, employ access management, and implement other controls in efforts to prevent ransomware. However, you must be prepared to limit the damage of a successful attack.

Ready to get serious about the threat of ransomware? Contact PKA at solutions@pkatech.com and let's talk about how we can help your organization become more ransomware resilient.



October Is Domestic Violence Awareness Month

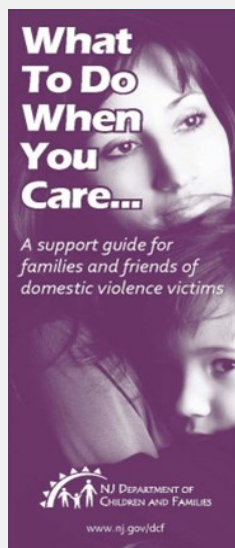
The Division on Women, a part of the New Jersey Department of Children and Families, was created by law in 1974 coming a permanent state agency for the coordination of programming and advocacy for issues important to women.

DOW supports the development, coordination and evaluation of programs and services for women, men, girls and boys. It administers state and federal funding and oversees statewide programming in the areas of:

- domestic violence
- sexual violence;
- cultural inclusion and accessibility;
- sexual violence prevention;
- economic self-sufficiency and financial empowerment; and policy and assessment.

DOW works collaboratively with public agencies, community groups, private entities and other stakeholders to ensure its services are available, accessible and relevant.

There are many DOW-related publications available for download on the Department's website, and there are [others that can be ordered](#).



Thank you for helping to keep all New Jerseyans safe, healthy, and connected.



- Unit 42 brings together our world-renowned threat researchers with an elite team of security consultants to create an intelligence-driven, response ready organization.
- The Unit 42 Threat Intelligence team provides threat research that enables security teams to understand adversary intent and attribution, while enhancing protections offered by our products to stop advanced attacks. As threats escalate, Unit 42 is available to advise customers on the latest risks, assess their readiness, and help them recover when the worst occurs.
- Unit 42 Security Consultants serve as a trusted partner with state-of-the-art cyber risk expertise and incident response capabilities, helping customers focus on their business before, during, and after a breach

Unit 42 incident response experts are available 24/7 to help you quickly investigate critical security incidents and eradicate threats, so you can recover and get back to business fast.

Unit 42 Retainer Provides Incident Response On Demand

The speed of your response, as well as the effectiveness of your tools and playbooks, will determine how quickly you can recover. Extend the capabilities of your team by putting the world-class Unit 42 Incident Response and Cyber Risk Management teams on speed dial. The Unit 42 Retainer is custom-built to fit your organization's needs, as you can choose to allocate your retainer credits to any of our offerings, including incident response and proactive cyber risk management services. Learn how to put the world-class Unit 42 Incident Response team on speed dial.

If you would like to have a discussion about Unit 42 or the report please contact prucker@paloaltonetworks.com to schedule a meeting.

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**



Outstanding Woman of Burlington County Reception

TUESDAY, OCTOBER 3, 2023
 Riverton Country Club, Cinnaminson • 6PM

Award Winners

BUSINESS LEADERSHIP: SANDRA SCIACCA • COMMUNITY SERVICE: LIBBY MAJEWSKI
DIVERSITY/INCLUSION: ASHANTI HOLLEY • EDUCATION: SHERRY KNIGHT
FIRST RESPONDER/LAW ENFORCEMENT: ANNA CZAJKA • GOVERNMENT: JENNIFER AYDJIAN
HEALTHCARE: LINDA FLAKE • LAW: JUDY SCHIAVONE
MILITARY/ VETERAN: IRAINA WITHERSPOON • STEM: NICOLE GILLESPIE
VOLUNTEERISM: GINA CAPATE

INDIVIDUAL TICKETS: \$80 • FULL TABLE - 10 TICKETS: \$775

PLATINUM SPONSOR - \$5,000

Includes: 2 Full Tables with signage (20 tickets), Premium full-page ad, business logo signage at event, public recognition at dinner and social media advertising.

GOLD SPONSOR - \$2,000

Includes: 10 tickets, full-page ad, business logo, public recognition at dinner and social media advertising.

SILVER SPONSOR - \$1000

Includes: 5 tickets, full-page ad, business logo, public recognition at dinner and social media advertising.

BRONZE SPONSOR - \$500

Includes: 2 tickets, half-page ad, business logo, public recognition at dinner and social media advertising.

AD RATES - ADS ARE IN FULL COLOR

Full-Page Ad - \$350 (7.5" wide x 10" high)

Half-Page Ad - \$200 (7.5" wide x 4.75" high)

Quarter-Page Ad - \$100 (3.5" wide x 4.75" high)

Family/Friends Greeting - \$25

Personal message on the Friends and Family page (25 words maximum)



TICKETS



SPONSORS

Email your ad to: womenscouncil@co.burlington.nj.us
 no later than September 15, 2023, to be included in the program.

Checks can be made out to: Women's Advisory Council
 Mail to: Burlington County Commissioner's Office, PO Box 6000, Mount Holly, NJ 08060

Tickets: 2023BurlcoOutstandingWomen.eventbrite.com

Sponsorships & Ads: BurlcoOutstandingWomenSponsorships.eventbrite.com



Save The Dates And Come Join Us!

by MRA International

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

- Booth #539
- Come join thousands of school leaders and affirm your commitment to public education

November 14th – 16th, NJ League of Municipalities Conference at The Atlantic City Convention Center, New Jersey

- Booth #1025
- Come join us for the largest municipalities conference in the nation
- The NJ League of Municipalities Annual Conference provides extensive learning opportunities, meaningful face-to-face networking, and a comprehensive showcase for the latest product innovations

MRA International is a leading technology expert and a value-added HP Power Services 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

Phone: (732) 222-0997



New Jersey School Board Conducts A Restricted Buyer Auction With GovDeals

by Stacey Collier, Marketing Communications Specialist for GovDeals

Background

The US has various federal and state regulations governing electronic waste management. Proper disposal of electronic devices is not just an environmental concern but also a data security issue.

At the end of every school year, school officials around the country are required to collect, inventory, wipe, and dispose of all electronic devices that will not be used in the upcoming year. The Board of Education in Millburn, New Jersey recently had to find a responsible and secure way to dispose of **1,655 Apple products and 22 SMART panels**.



To protect themselves from liability, they needed to ensure that these devices only went to certified e-recycling companies that could responsibly erase all the data stored on the devices. Without the proper data wipes, they faced potential data breaches, identity theft, and data leaks. To avoid these serious consequences, they chose to offer these assets to qualified e-recyclers with specific certifications.

Solution

Through its thriving marketplace, GovDeals empowers sellers to effectively manage their surplus assets while simultaneously reducing waste by reselling the items and fueling the circular economy.

As a GovDeals seller, the Board made full use of the GovDeals platform, allowing them to restrict their electronics auction to certified e-recyclers only. Sellers have the freedom to determine the visibility and access level for each auction, meaning they can run either internal or controlled auctions. The Board decided to offer all their available electronics as a comprehensive package. The auction was visible to all potential buyers, allowing them to explore the listed assets freely. However, the Board had the ability to review and approve each bidder before they could participate.



Results

At the conclusion of the sale, the electronics were successfully sold to GDI Trading, an established IT Asset Disposition (ITAD) partner headquartered in Elizabeth, New Jersey. The Board of Education in Millburn, New Jersey was able to maximize the value of their electronics with the help of GovDeals. By connecting them to a responsible and reputable ITAD partner, Millburn was able to ensure their assets were sold sustainably and compliantly.

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GovDeals *(continued)*

This sale highlights the tenacity and flexibility of the GovDeals platform, which is able to accommodate the diverse needs within local governments and provide access to a vast network of potential buyers. As a result, the Board was able to extend the life of these assets through reuse, refurbishment, or recycling, while actively contributing to the advancement of the circular economy.

If your agency is interested in learning how GovDeals can help you sell your surplus inventory and return funds to your budget please contact Mike Baker, Northeast Representative at 609-713-7888 or by email at mbaker@govdeals.com to find out more details. Or visit GovDeals.com/BecomeaSeller to sign on as a seller.



Discover 73% More Cash

by Joe Rulison, CEO for three+one

I'm often asked about the difference between a cashflow analysis and a liquidity analysis. The difference is that a liquidity analysis lets you take advantage of up to 73% more cash vs. what a simple cashflow analysis would tell you.

Here's how we look at it:

- Cashflow analysis tracks the ebbs and flows of dollars that an entity sees on a daily, weekly, monthly, and annual basis. The view one gets is a rather narrow internal perspective. Once a check is written or money is transferred it is essentially "off the books."
- Liquidity analysis looks at the flow of each financial transaction, following the path from your entity through your financial institution and all the way to the final recipient. As you've no doubt learned firsthand, that process can actually take several days or even weeks. The float is still your money to invest. The historical patterns you get from a proper liquidity analysis show you a data path on when the money was actually needed to clear your financial institution, rather than assuming the funds were gone "off the books" from day one.

The ability to view 73% more cash can lead to 30% or more of investment income your entity can use, which could mean thousands, hundreds of thousands, or even millions of new dollars in revenue for your entity.

It's time to ask your finance office to consider doing ongoing liquidity analyses in addition to traditional cashflow analyses. The additional revenue can mean having a balanced budget and not a budget gap.

If you're ready to take liquidity analysis to the next level, consider our innovative cashVest® liquidity-analysis platform.

There is no other solution like it in the marketplace—and it's being used by public entities nationwide.

To learn why the National Association of Counties (NACo) and NJAC has named it a best financial-management practice contact us at cashVest@threeplusone.us.





**HELP
WANTED**

Employment Opportunities

Attorney - Essex County Counsel's Office

Lawyer with at least 1-2 years of experience or judicial clerkship for the position of Assistant County Counsel in the Essex County Counsel's Office located in the Hall of Records, Newark, New Jersey.

The position involves representation of the County on major disciplinary actions (terminations/suspensions) of civil service employees, labor/employment litigation including LAD complaints, and providing general legal guidance to Department/Division Directors on employment matters. The candidate would also be required, on an as-needed basis, to litigate Title 59 matters.

A resume with cover letter should be forwarded to Jerome M. St. John, County Counsel, Office of County Counsel, Hall of Records, Rm. 535, 465 Dr. Martin Luther King Jr. Blvd., Newark, New Jersey 07102 or email to jstjohn@counsel.essexcountynj.org.

Associate Counsel - Ocean County Board of Social Services

There is an opening for the position listed above within the Ocean County Board of Social Services. Interested individuals who meet the education and experience requirements may submit a letter of interest and resume to Human Resources at hr@ocbss.ocean.nj.us or via regular mail to: OCBSS Human Resources, 1027 Hooper Avenue, P.O. Box 547, Toms River, New Jersey 08745-0547.

Exclude Salary: \$105,000.00

Open To:

Attorneys admitted to practice in the State of New Jersey who meet the criteria below.

Education:

Possession of a Juris Doctor degree from an accredited law school

Experience:

Five (5) years of experience handling employer personnel and human resources functions, including hiring, personnel policy development, classification, compensation, Family Leave Laws, and related employment activities. Serves as liaison between agency and the New Jersey Civil Service Commission in personnel matters, including appointments, promotions, transfers, demotions, dismissals, and disciplinary actions. Position requires knowledge of various employment related laws and programs (i.e., NJ Civil Service Regulations, ADA, NJLAD, anti-discrimination, CEPA, FLSA, EAP, etc.). Provides advice and assistance to management on all facets of personnel issues. Excellent analytical, writing and communication skills are essential. Must be able to work independently and within a dynamic team atmosphere.

Note:

This is a full time (40 hour) position and as such, punctual and regular in-person attendance is an essential function. This position is also excluded from the Collective Bargaining Agreements between the Ocean County Board of Social Services, the Communications Workers of America - Local 1088, Article I- Recognition, Office and Professional Employees International Union (OPEIU), Local 153, (Supervisors Union and Administrative Clerical, Fiscal and Maintenance Employees Union).

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**HELP
WANTED**

Employment Opportunities *(continued)*

Associate County Counsel - Monmouth County

The County of Monmouth is seeking an experienced professional to serve as an in-house Associate County Counsel. The Associate County Counsel works under the supervision of County Counsel who serves as the chief legal advisor to the Monmouth County Board of County Commissioner. The

Associate County Attorney is a trusted legal advisor that performs highly responsible and complex, legal work in a large government environment with shifting priorities. The employee delivers legal services to the Board of County Commissioners, Constitutional Officers, Departments and other Boards and Commissions. The Associate County Attorney specializes in certain legal fields and assignments including matters of substantial importance while using creative solutions and sound judgement. Salary range is competitive depending on experience and qualifications. Please send a confidential cover letter and resume electronically to the Monmouth County Administrator's office at Geri.Elias@co.monmouth.nj.us. The County of Monmouth is an Equal Opportunity Employer.

Notice To Voters For The General Election

by Evelyn S. Caterson, Attorney at Law

If you have been receiving Mail-in-Ballots and do NOT want to receive one for the General Election which will be held on November 7th, you must "opt-out" in writing 60 days PRIOR to the election. The OPT-OUT FORM can be downloaded from the Atlantic County Clerk's website and must be received by the Clerk by delivery in person or by mail by the above deadline.

If you receive a Mail-in-Ballot and do not use it, but go to a polling place to vote, you will be required to vote by Provisional Ballot. This is a hard and fast rule. Even if you bring your unused Mail-in-Ballot and show it to a poll worker, that worker cannot authorize you to vote any other way except by Provision Ballot.

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

Webinars

NACo Information Series on Treasury's ARPA Flexibility Guidance: Relief From Natural Disasters

October 3, 2023 , 2:00 pm

[Register](#)



On August 10, the U.S. Department of Treasury (Treasury) released their Interim Final Rule (IFR) for the [bipartisan State, Local, Tribal, and Territorial Fiscal Recovery, Infrastructure, and Disaster Relief Flexibility Act](#) (i.e. Cornyn/Padilla Amendment) that allows counties to invest American Rescue Plan Act (ARPA) State and Local Fiscal Recovery Fund (SLFRF) dollars in emergency relief from natural disasters that have occurred, are expected to occur imminently or to occur in the future. Join NACo for our second in a series of information sessions where we will walk through key features of Treasury's Interim Final Rule for the ARPA SLFRF and how counties can effectively take advantage of the new flexibilities and invest these dollars at the local level.

Transforming Digital Government Experiences

October 5, 2023 , 1:00 pm

[Register](#)

In today's rapidly evolving digital landscape, counties are presented with opportunities to enhance the quality of their life for their residents through innovative technologies. This webinar will delve into the modern tech stack supporting a thriving, digital community and is intended to assist county leaders in embracing digital transformation to create seamless, accessible government services.

By attending this webinar, participants will:

- Gain insights into how counties can leverage technological advancements to create enhanced resident experiences and access to services through real-world case studies.
- Learn practical strategies for implementing digital tools such as mobile apps, cloud infrastructure, and data-driven solutions to streamline operations and boost resident satisfaction.
- Understand the importance of maintaining data privacy and security in digital initiatives and explore best practices for safeguarding sensitive resident information.

Join us for this insightful webinar to uncover the potential of government software modernization and learn how to create a vibrant, connected, and resident-centric community. We'll explore strategies, case studies, and best practices that empower cities to revolutionize the way residents interact with government, access services, and foster a strong sense of community.

Whether you're a county official, urban planner, or technology enthusiast, this session will equip you with the tools and knowledge to propel your county's digital infrastructure forward.

Please click [here](#) to view additional NACo webinars.





Help eligible plan participants prepare for their retirement

A Nationwide® Webinar

Employer-sponsored retirement plans are an essential component of your employees' benefits package. Join us for a webinar to learn how to help employees save for retirement, helping YOU to improve morale, attract top talent and reduce employee turnover.

4 pm EST

Thursday, October 5th

[Help eligible plan participants prepare for their retirement \(naco.org\)](https://naco.org)

Tuesday, October 24th

[Help eligible plan participants prepare for their retirement \(naco.org\)](https://naco.org)

Thursday, October 26th

[Help eligible plan participants prepare for their retirement \(naco.org\)](https://naco.org)

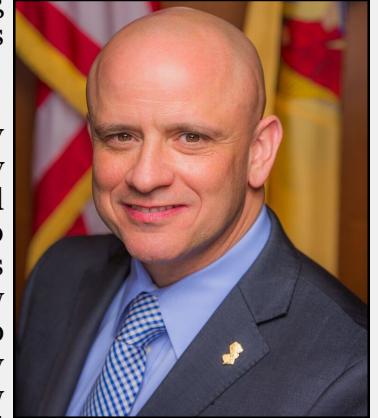


Nationwide®
is on your side

FROM THE EXECUTIVE DIRECTOR

NJAC is concerned that when the Legislature returns from its long recess following November's General Election, it will pass A-5430, which would establish procedures and standards concerning public services privatization contracts.

NJAC is primarily concerned with the fact that this legislation would effectively prohibit the use of privatization contracts by requiring county governments to pay new employees' wages and benefits at a rate not less than the wages and benefits paid to displaced employees. As noted below, counties enter into privatization contracts to recognize important cost savings in salary, wage, pension, and health benefit costs that comprise nearly 65% of overall operating budgets and as one of the only few available resources to manage the ever-increasing property tax burden. NJAC is also concerned that this legislation would create an overly burdensome and unnecessary level of bureaucracy by requiring the Office of the State Comptroller (OSC) to review and approve privatization contracts. Moreover, elected county officials and management should retain the autonomy to enter into privatization contracts that they believe are in the best interest of local residents.



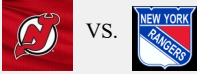
John G. Donnadio, Esq.

As a means to deliver often mandated services in a more cost effective and creative manner, and without impacting the level of service provided, counties throughout the State have carefully chosen to privatize various services and functions that may include: dietary and laundry services at county jails and juvenile detention facilities; maintenance services at county administrative, judicial, and prosecutorial facilities; home health services; risk management services; and, much more. Importantly note that several counties have considered privatizing welfare services and transportation services for the aged and disabled, but ultimately decided against it after conducting comprehensive feasibility studies. For the reasons set forth above, NJAC again opposes A-5430 at this time; and, urges the Committee to consider the measure's long-term ramifications.

Separately, NJAC is advocating for legislation that would provide counties and municipalities with relief from the "New Jersey First Act," which since 2011, has required any new or prospective public employee to reside in the State of New Jersey. In the wake of soaring home and apartment rental prices, increasing employee healthcare costs, and the prospects of more lucrative paying jobs in the private sector or with the State of New Jersey, county and municipal governments across the State have been struggling to hire, retain, and promote qualified candidates.

Although the laudable intent of the "New Jersey First Act" was to keep homegrown talent and resources within our borders, the measure has instead imposed a considerable barrier for individuals seeking local public sector employment in the Garden State. As part of a solution, NJAC submits that N.J.S.A. 52:14-7 a.(4) may be amended as follows: *"Notwithstanding section a. to the contrary, a county, municipality, political subdivision of the State, and or an authority, board, body, agency, district, commission, or instrumentality of the county, municipality or subdivision, may by resolution, adopt a policy that would allow the local governing body to hire, appoint, retain, or otherwise employ an individual who does not have a principal place of residence in this State."* In summary, these important and timely changes would provide some much-needed flexibility and relief in the hiring process as they would authorize counties and municipalities to hire individuals who reside in other states. However, the changes would also permit local governing bodies to maintain a residency requirement as currently required under the law if they so choose.

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
<p>1</p> <p>Shedfest Music Festival 1:00p.m.-6:00p.m.</p> <p>Fairview Farm Wildlife Preserve <i>Bedminster</i> Somerset County</p>	<p>2</p> <p>Hoboken Fall Arts & Music Festival 10/1</p> <p>11:00a.m.-6:00p.m.</p> <p>Washington Street <i>Hoboken</i> Hudson County</p>	<p>3</p> <p>Middlesex County Jazz Festival 10/1</p> <p>3:00p.m.-6:30p.m.</p> <p>Parker Press Park <i>Woodbridge Twp.</i> Middlesex County</p>	<p>4</p>  <p>7:00p.m.-11:00p.m.</p> <p>Prudential Center <i>Newark</i> Essex County</p>	<p>5</p> <p>Oktoberfest 10/6 - 10/8</p> <p>Festerhalle & Biergarten <i>Asbury Park</i> Monmouth County</p>	<p>6</p> <p>Cranberry Fest 10/7 & 10/8</p> <p>Downtown Bordentown Farnsworth <i>Bordentown</i> Burlington County</p>	<p>7</p> <p>Smithville Oktoberfest 10/7 & 10/8 10:00a.m.-5:00p.m.</p> <p>Historic Smithville Village <i>Smithville</i> Atlantic County</p>
<p>8</p> <p>Festival of Fine Craft 10/7 & 10/8 10:00a.m.-5:00p.m.</p> <p>WheatonArts <i>Millville</i> Cumberland County</p>	<p>9</p> <p>Festival of Books 10/7 10:00a.m.-6:00p.m.</p> <p>South Street Historic Morristown <i>Morristown</i> Morris County</p>	<p>10</p> <p>Ocean County Italian Festival 10/6 - 10/8</p> <p>Seaside Heights <i>Seaside Heights</i> Ocean County</p>	<p>11</p> <p>Central Jersey Beer Festival 10/14 12:00p.m.-6:00p.m.</p> <p>Mercer County Park Festival Grounds <i>West Windsor Twp.</i> Mercer County</p>	<p>12</p> <p>Little Feat, The Albums Tour 8:00pm</p> <p>Scottish Rite Auditorium <i>Collingswood</i> Camden County</p>	<p>13</p> <p>Maywood Fall Festival-Art in the Park & Green Fair 10/14</p> <p>Maywood Memorial Park <i>Maywood</i> Bergen County</p>	<p>14</p> <p>Blairstown Fall Festival 11:00a.m.-4:00p.m.</p> <p>Footbridge Park <i>Blairstown</i> Warren County</p>
<p>15</p> <p>Fall Fest 10/14 & 10/15 11:00am-6:00pm</p> <p>DREAM Park <i>Logan Township</i> Gloucester County</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p> <p>Cape May Fall Festival 10/19 - 10/22</p> <p>Convention Hall <i>Cape May</i> Cape May County</p>	<p>20</p> <p>Pumpkin Fest 6:00pm-9:00pm</p> <p>The Guild of Clinton <i>Clinton</i> Hunterdon County</p>	<p>21</p> <p>ArtbeatsGroup Fest 11:00am-5:00pm</p> <p>Skatepark <i>Paterson</i> Passaic County</p>
<p>22</p> <p>Red Ribbon Day 10/21 10:00am-3:00pm</p> <p>Nomahegan Park <i>Cranford</i> Union County</p>	<p>23</p> <p>Harvest, Honey & Garlic Festival 10/21 10:00am-4:00pm</p> <p>Conservatory County Fairgrounds <i>Augusta</i> Sussex County</p>	<p>24</p>	<p>25</p>	<p>26</p>	<p>27</p>	<p>28</p> <p>Halloween Thriller 10/28 - 10/29</p> <p>Salem County Fairgrounds Drive Thru <i>Woodstown</i> Salem County</p>
<p>29</p>	<p>30</p>	<p>31</p> 