

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

ISSUE 168 - NOVEMBER 2025

Stop Raiding New Jersey's 911 Funds

by James R. Kern III, Warren County Commissioner and NJAC 1st Vice President



James R. Kern III
Warren County Commissioner
NJAC 1st Vice President

As costs rise, New Jerseyans are looking more and more closely at every bill. Every month, unbeknownst to many, individuals pay ninety cents on their cell phone bill that is supposed to fund the state's 911 system. That fee is meant to keep emergency call centers modern, staffed, and ready to respond when someone's life is on the line. But for nearly twenty years, the state has treated it like a slush fund, diverting billions of dollars away from the very purpose for which it was created.

The numbers are staggering. Since 2006, New Jersey has collected about 1.75 billion dollars in 911 fees. Only about 11 percent of that money has been spent on federally eligible 911 expenses. The rest has gone to cover unrelated items in the state budget. In 2023 alone, the state took in more than 123 million dollars from phone users but could only show that 13 million dollars was used for legitimate 911 costs. That means over 100 million dollars was misdirected in a single year.

This is more than a budget gimmick. It is a betrayal of public trust and a dangerous practice that leaves counties like Warren holding the bag. Warren County operates a communications center that handles calls for twenty two towns, twenty two fire departments, twelve EMS agencies, and ten police departments. The county pays the full cost to keep that system running, even though every phone user in the county is already paying the 911 fee through their monthly bill. In effect, residents are being taxed twice.

The problem is compounded by the state's two percent property tax cap, which strictly limits how much counties and municipalities can raise to meet local needs. Counties are forced to absorb the full cost of 911 operations within that cap, while Trenton diverts money meant for exactly this purpose. This means local governments have fewer resources for other essential services and taxpayers shoulder the burden that the state is shirking.

Both state and federal law make it clear that 911 funds must be used for 911 purposes. New Jersey's long standing diversion violates that requirement, and it undermines the safety of every resident who expects reliable service when they dial for help.

Warren County's lawsuit against the state is about fairness, transparency, and accountability. If the state collects money under the banner of 911, it must be used for 911. Anything less is a breach of duty.

New Jersey must stop raiding 911 funds. The money belongs to the system that saves lives. It is time to honor that commitment.

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Monmouth County Leads The Way In Shared Services

by Commissioner Director Thomas A. Arnone, Monmouth County Board of County Commissioners

Counties across New Jersey continue to play a vital role in driving innovation, efficiency, and collaboration through shared services. This September, the Monmouth County Board of County Commissioners proudly hosted a Shared Services Summit at the Clubhouse at Hominy Hill, bringing together municipal elected and appointed officials from across Monmouth County to discuss best practices, challenges, and opportunities in shared governance.

As the Commissioner Liaison to the Monmouth County Office of Shared Services, I am proud of our County's leadership in developing one of the most robust shared services initiatives in New Jersey. Monmouth County currently maintains more than 500 shared services agreements with municipalities, counties, and other government entities — helping reduce costs, streamline operations, and deliver better results for taxpayers.

Building Partnerships that Work

Monmouth County's shared services model offers a wide range of agreements, including:

- Municipal Assistance and Commodity Resale Agreements through the Department of Public Works
- Property Assessment Computer Services, iTax Map, Community Rating System, and Tax Assessment Appeal Filing System Agreements through the Board of Taxation and Planning Board
- The Open Public Records System (OPRS–RIM) and Document Summary Management System Agreements through the County Clerk's Office
- PSAP and MEDSTAR Agreements through the Monmouth County Sheriff's Office

At the Summit, I had the honor of presenting alongside Sheriff Shaun Golden and representatives from the New Jersey Department of Community Affairs – Division of Local Government Services, sharing insights into how counties can expand collaboration and maximize value for residents.

Sustaining Engagement Through Communication

To strengthen engagement and foster collaboration, Monmouth County launched a bi-weekly Shared Services newsletter in 2024. The publication features input from municipal officials and highlights successful partnerships and emerging opportunities. Distributed to nearly 700 recipients via email, press releases, and social media, the newsletter serves as an important communication tool that helps local governments identify shared services best suited to their community needs.

Why Shared Services Matter for Every County

Across New Jersey, counties are uniquely positioned to lead shared service efforts because they serve as the connective link between state and local governments. By pooling resources, counties and municipalities can:

- Lower taxpayer costs through economies of scale
- Improve service delivery by sharing expertise, technology, and infrastructure
- Reduce duplication in operations and administration
- Strengthen resilience during emergencies or periods of limited staffing and resources

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Monmouth County Leads The Way In Shared Services *(continued)*

Shared services are not just a cost-saving measure — they are a long-term investment in smarter, more sustainable government. Each new partnership reinforces the message that collaboration is the key to delivering high-quality services efficiently.

I want to thank all the municipal representatives who attended our Summit and our partners at the state and county levels who continue to advance these efforts. Together, we are proving that government can work better when we work together.



WELCOME TO OUR NEW MEMBERS



TipCo Automated Systems partners with local New Jersey government agencies to enhance operations using EVA, and AI powered assistance designed specifically for local agencies such as HHS, Veterans, Aging, and more. EVA handles administrative tasks, including managing calls, conducting interview, filling out forms, and ensuring policy accuracy. TipCo understands the current constraints on local budgets. EVA allows the agencies to reallocate staff and free up more time to serve their communities.

For additional information regarding TipCo Automated Systems please contact Andrea Tipping at andrea.tipping@thetipcogroup.com.



DMR Architects is a New Jersey architecture, interior design and construction management firm. Founded in 1991, DMR has grown to a 45-member team that services all markets, including municipalities, counties, government agencies and the State of New Jersey in the public sector.

As architects, DMR has designed and overseen the renovation, rehabilitation or construction of just about every type of government building, a total of several hundred million dollars of construction work. Through the years, DMR has steadily added expert talent and expanded its services, most recently adding a construction management department, which is led by a uniquely qualified team of professionals with backgrounds in general contracting, construction management, cost estimating and architecture. For more information on working with DMR Architects, contact President & CEO Pradeep Kapoor at pradeepk@dmrarchitects.com.

Unlocking Government Efficiency With Microsoft Dynamics 365

by Raj Juttukonda, CEO, Right Angle Solutions, Inc.

Across New Jersey, county governments are under constant pressure to deliver faster, smarter, and more transparent services. Yet managing grants, workflows, budgets, and citizen engagement often means juggling disconnected systems and manual processes. That's where Microsoft Dynamics 365, powered by the expertise of Right Angle Solutions Inc, is transforming how public agencies operate.

Modernizing Operations with Microsoft Dynamics 365

Dynamics 365 is more than a software suite—it's a catalyst for efficiency. By unifying finance, operations, and case management in a single, intelligent platform, county departments gain real-time visibility and control over their programs and resources.

RAS specializes in deploying and customizing Dynamics 365 to meet each organization's unique needs. From grant tracking and workflow automation to citizen service portals and financial reporting, RAS ensures that every implementation delivers measurable value.

For example, RAS partnered with a global education organization that administers the Fulbright scholarships to modernize its Microsoft Dynamics environment and integrate Power BI analytics for real-time federal reporting. The result: faster approvals, improved data accuracy, and stronger compliance. That same precision and transparency can empower county governments across New Jersey to optimize programs and strengthen accountability to taxpayers.

Why RAS?

What sets RAS apart is its turnkey approach—from design and development to post-implementation support. Every solution is built with sustainability and scalability in mind, ensuring that agencies can adapt as their communities evolve.

RAS's deep expertise in Microsoft Dynamics 365, Power Platform, Azure, and Data Analytics bridges the gap between technology and mission-critical outcomes. Counties gain a trusted partner committed to timely delivery, cost-effectiveness, and long-term success.

With over two decades of experience serving public and private sector clients—including transportation authorities, educational institutions, and county governments—RAS brings a proven record of helping organizations modernize legacy systems while improving transparency, performance, and citizen satisfaction.

A Smarter Future for Counties

Digital transformation isn't just about adopting new technology—it's about reimagining how local government serves people. With Microsoft Dynamics 365 and Right Angle Solutions Inc, New Jersey's counties can build more connected, efficient, and responsive communities.

And to help counties get started, RAS is offering a complimentary Microsoft Dynamics 365 readiness assessment for agencies that [sign up within the next 30 days](#). This free consultation helps identify opportunities to streamline operations, improve service delivery, and unlock the full value of data-driven decision-making.

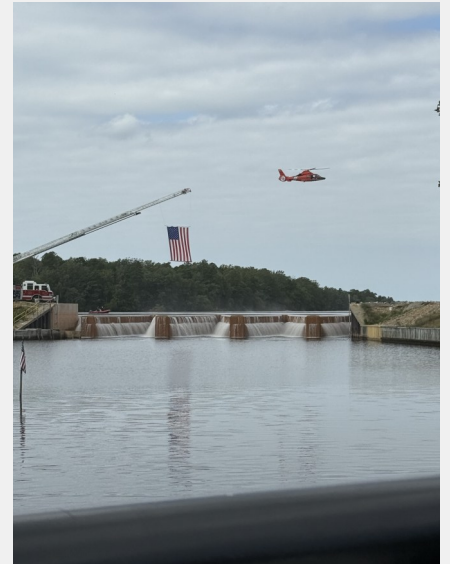
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New Brunswick Center, Plaza II, 317 George Street, New Brunswick,
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U.S. Representative Jeff Van Drew, Local Officials Cut Ribbon On New Lake Lenape Dam

U.S. Representative Jeff Van Drew, R-2nd, joined other local and state officials on the Cotton Mill Bridge recently to cut the ribbon the new Lake Lenape Dam following a \$14.6 million reconstruction project. *(photos below)*



BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join.

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

[Click here for an application](#)

The Cost Of Not Switching: Why Governments Can't Afford To Wait On AI Powered Tools

by Kimberly Bui, Demand Gen Specialist, Polimorphic

For years, governments kept outdated systems because switching felt too risky. Upfront costs, training, data migration, and fear of disruption seemed to outweigh the benefits.

AI has flipped that calculation. The return on investment of switching now exceeds the short term pain of implementation.

From Systems of Record to Systems of Action

As [M13's 2025 Annual Letter](#) notes, government can move from systems of record to systems of action, achieving better outcomes at lower cost. Legacy tools mostly store information and force manual work. Systems of action, including platforms like Polimorphic, help agencies act on data, automate steps, and deliver real services to residents.

This is a leapfrog moment. Agencies can jump to AI powered systems that cut costs, reduce staff burden, and improve constituent services in one motion.

Why the ROI Is Too Good to Ignore

Switching costs are real, but the benefits now dwarf them:

- Efficiency gains free staff time. AI handles ordinance searches, intake, and transcription.
- Better resident experience. People get fast, accurate answers by chat, voice, or automated forms.
- Compounding savings. Less manual work reduces labor costs and errors that lead to rework or legal exposure.
- Future proofing. Stop pouring money into legacy software that grows harder and more expensive to maintain.

The cost of not switching is now higher than the cost of switching.

Where Governments See ROI with Polimorphic

Polimorphic helps teams move from sticky notes and phone calls to digital, AI powered services:

- AI Chatbot. Residents find information on ordinances, permits, and services in more than 75 languages, cutting call volume and interruptions.
- AI Voice Line. A 24 by 7 assistant for callers. Teams have seen up to a 90 percent reduction in voicemails.
- Online Forms. Guided workflows reduce incomplete submissions and follow up. With online applications and status tracking, agencies have seen up to a 75 percent reduction in walk in applications.

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The Cost Of Not Switching: Why Governments Can't Afford To Wait On AI Powered Tools *(continued)*

26 Years of Work, Saved

Polimorphic customers have saved more than 55,000 staff hours. That equals 26 years of work. It is years of phone tag, follow up emails, and manual searching that teams no longer need to do.

That is not a routine software update. It is a step change in what a team can accomplish.

Proof on the Ground

[Pacifica's](#) AI assistant, Rose, contributed to a MISAC Excellence in IT Practices Award. [Omro](#) now answers ordinance questions in seconds while cleaning up outdated web content. Gaston County's Department of Social Services saw a [50 percent increase](#) in foster inquiry applications.

The Bottom Line

Governments are at an inflection point. Legacy systems are not good enough, and the payoff from modern, AI powered systems has surpassed the pain of switching.

With Polimorphic, staff are freed from repetitive tasks, residents get instant answers, and taxpayer dollars go further.

The switch is worth it. It is overdue.

The logo for Polimorphic features the word "polimorphic" in a lowercase, sans-serif font. The letter "p" is underlined with a red line, and the letters "i" and "o" are underlined with blue lines.

SAVE THE DATES

**NJAC Year-End Summit
December 19, 2025**

**NJAC Conference
May 6-8, 2026**

NJAC SUMMIT ON HEALTH BENEFITS REFORM*December 19, 2025*

Trenton Country Club

201 Sullivan Way, Ewing, New Jersey

NJAC BOARD OF DIRECTORS MEETING

9:00 a.m. – 9:30 a.m.

REGISTRATION & CONTINENTAL BREAKFAST

9:00 a.m. – 10:00 a.m.

OPENING REMARKS

10:00 a.m. – 10:15 a.m.

HEALTH BENEFIT COST DRIVERS

10:15 a.m. – 11:15 a.m.

- Leading healthcare authorities will address the complex factors that have produced substantial increases in health benefit premiums for public sector employees including medical and prescription drug inflation, the high cost of health benefit plans and plan designs, excessive utilization rates, the lack of transparent medical data, and more. *Eric Scott with NJ 101.5 to moderate both panel discussions!*

COFFEE BREAK

11:15 a.m. – 11:30 a.m.

REDUCING HEALTH BENEFIT EXPENSES FOR EMPLOYEES, LOCAL GOVERNMENTS, & TAXPAYERS

11:30 a.m. – 12:30 p.m.

- Management, labor, and private sector subject matter experts will examine potential solutions to reduce health benefit premiums that may consist of modernizing legacy plans, embracing reference-based pricing, increasing co-pays and deductibles, incentivizing population health efforts, utilizing custom provider networks, limiting out of network care, reconfiguring plan designs, and addressing the use of GLP1 drugs.

KEYNOTE SPEAKER AND LUNCHEON

12:30 p.m. – 1:30 p.m.

- The next Governor of the Garden State – Invited

Please Click here for [Business Registration](#)

Please Click here for [Public Official Registration](#)

The Mission Of The AACCNJ

by Dr. John E. Harmon, Sr., IOM, Founder, President & CEO, AACCNJ

On June 15, 2007, I established the African American Chamber of Commerce of New Jersey (AACCNJ) as a vehicle to mitigate the systemic challenges facing 1.1 million black residents, and approximately 77,000 Black-owned businesses in the state of NJ. Blacks at the time struggled to foster the requisite relationships necessary to participate equitably in the economy in our state. The AACCNJ was created to serve as a vital bridge, connector, and convener, for what is today, over 124,000 businesses, and 1.2 Black residents. However, it was evident in 2007, that we had to collaborate with both democrats and republicans as well as foster strategic relationships within the public, private and community sectors of the New Jersey economy. These collaborations were essential to building an effective and sustainable organization.

Our initial public partnership was with the Christie Administration which led to contracts with the Department of Labor, Workforce & Development (NJDOLE) and the Department of Community Affairs (DCA) providing workforce related training and capacity building for non-profit organizations throughout New Jersey. Additionally, we were able to garner unanimous support from our state legislators to establish New Jersey's first Small Business Bond Readiness Assistance Programs (SBBRAP) an essential component to positioning businesses to participate on public sector contracts.

Upon the arrival of the Murphy Administration, we built on the foundation that was laid with the previous administration. For example, the Murphy Administration funded the SBBRAP, expanded our relationship with the New Jersey Economic Development Authority (NJEDA), NJDOLE and the NJ Department of Corrections (NJDOC).

Subsequently, we fostered similar relationships with Wells Fargo, Investors Bank, Johnson & Johnson, PSE&G, and Horizon Blue Cross Shield of New Jersey.

Over the years through the proper leveraging of our partners we have made progress in our state, however there are a host of systemic barriers and challenges that we must collectively acknowledge and address with purposeful intentionality. I say this as we look to our next governor, which will be determined on November 4th, against the backdrop of the data of the socioeconomic status of blacks today in our State. Blacks lag behind Asians, Whites and Hispanics, with the highest poverty, and unemployment. Blacks median household income; is a net worth of \$17,000 versus \$322,000 for whites. Additionally, a recent disparity study conducted by the state of New Jersey reflected the availability and utilization of Asian, White, Hispanic and Black businesses for state funded contract opportunities. This study covered contracting opportunities between 2015- 2020 which resulted in Black owned businesses receiving 13 contracts for \$3.3 Million Dollars, White women owned businesses receiving 250 contracts for \$277 million dollars and White male owned businesses receiving 2,500 contracts for \$10 billion dollars.

We applaud both Governor Christie and Murphy, and their respective administrations for their engagement, understanding of the inequities and their willingness to partner with the AACCNJ for mutual success. Similarly, we are grateful for the numerous corporations, county and municipal governments and the various sectors of the New Jersey economy that have contributed substantially to the mission of the AACCNJ.

This is not the time to be so fully immersed in political ideologies that we ignore our better angels which advise us to review data objectively and challenge us to devise strategies and outcomes to guide us to a more transparent; accountable; and competitive New Jersey.

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The Mission Of The AACCNJ *(continued)*

This is not the time to be so fully immersed in political ideologies that we ignore our better angels which advise us to review data objectively and challenge us to devise strategies and outcomes to guide us to a more transparent; accountable; and competitive New Jersey.

It is through this type of constructive thinking that we can work together to identify talented men and women and business owners that have a desire to bring their best selves to address obstacles that impede mutual success and transformational outcomes for New Jersey. We look forward to collaborating with our next governor and their administration to bring these thoughts to reality.

For more information - visit www.aaccnj.com



Certified Public Manager Program

by Denise Palmisano, Director, Certified Public Manager Program, Rutgers University School of Public Affairs and Administration

The New Jersey Civil Service Commission and Rutgers School of Public Affairs and Administration are proud to celebrate the 2025 graduates of the State of New Jersey Certified Public Manager (CPM) Program. On September 26, 2025, 125 graduates representing six cohorts and 17 counties – Atlantic, Bergen, Burlington, Camden, Cape May, Essex, Gloucester, Hudson, Hunterdon, Mercer, Monmouth, Middlesex, Morris, Ocean, Passaic, Somerset, and Union – earned the CPM designation. The NJ CPM Program equips public sector professionals with the knowledge and skills to tackle complex organizational challenges, manage daily operations more effectively, and grow as confident, capable leaders.

The CPM Program is accepting applications for the following fall cohort: **Wayne 7** starting on Wednesday, November 12th. Classes meet one day per week for 10 months. Tuition is \$4100 per student and includes all program materials.

More information on the CPM program is available through the following links:

[Civil Service Commission | New Jersey Certified Public Manager® \(CPM\)](#)

[State of NJ Certified Public Manager® Program \(CPM\) | School of Public Affairs and Administration \(SPAA\) Rutgers University - Newark](#)



Grant Writing Training In Mahwah, NJ - November 20-21, 2025

by Tammy Pitts, Grant Writing USA

Bergen County Law & Public Safety Institute and Grant Writing USA will present a two-day grant writing workshop in Mahwah, NJ, November 20-21, 2025. This training is for grant seekers from all disciplines. Attend this class to learn how to write winning government grant proposals and find the available grant funding.

Beginning and experienced grant writers from city, county, state agencies, K-12, colleges & universities and non profits are encouraged to attend.

Registration is \$495 and includes everything you need:

- Grant Writing USA Workbook
- Two days of expert instruction
- Lifetime access to our Alumni Resource Center

We are offering you a \$50 discount, making your tuition \$445. Please use the discount code "**Referral**" at the time of registration.

For event details visit: <https://grantstraining.com/nj1125>

Online registration is necessary. City, county, state agencies have 30 days after the workshop to remit payment.

Contacts:

Tammy Pitts
Grant Writing USA
888.435.7281

tammy@grantwritingusa.com



SHARE THE NEWS!

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

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

Smarter, Faster, And More Secure: How HPE And Juniper Are Redefining The Network Edge

by Gary Johnson, Senior Network Engineer, PKA Technologies, Inc.

In 2025, **Hewlett Packard Enterprise (HPE)** completed its acquisition of **Juniper Networks**, combining two industry leaders to deliver a unified approach to connectivity, security, and automation. Together, they are reshaping how organizations build and manage networks that are faster, safer, and simpler to operate.

Across education, healthcare, government, and enterprise, networks are no longer just infrastructure, they're the foundation of digital experience. The HPE-Juniper partnership brings performance, predictability, and intelligence to that foundation.

Performance That Powers Possibility

Modern organizations depend on speed, to connect, collaborate, and serve users without interruption. Juniper's high-performance networking, enhanced by HPE's scale and integration, delivers faster connections, fewer disruptions, and clearer visibility into every site.

Performance becomes an enabler, not a barrier. Whether it's a school district supporting thousands of students or a hospital handling mission-critical data, the network simply performs.

Security You Don't Have to Think Twice About

Today's threats evolve daily. The combined HPE-Juniper ecosystem protects organizations with **AI-native security** that identifies and contains risks before they spread. Zero Trust access, continuous monitoring, and adaptive defense create end-to-end protection from the data center to the cloud, without slowing business down.

The result is confidence. Your people stay productive, your data stays secure, and your network stays resilient.

Simplified Management, Amplified Results

Networks used to be complex, multiple tools, endless updates, and limited visibility. Juniper changes that with centralized management and automation that puts IT teams back in control. One platform delivers full oversight, automated updates, and faster troubleshooting across locations.

It's the difference between reacting to problems and proactively preventing them.

Smarter Networks, Predictable Outcomes

At the heart of Juniper's innovation is **Mist AI**, purpose-built to make networks self-learning and user focused. Mist measures **Service Level Expectations (SLEs)** to ensure predictable, high-quality user experiences. It highlights best- and worst-performing sites so IT teams can focus attention where it matters most.

Through **Marvis**, Juniper's virtual network assistant, Mist uses AI to detect anomalies, pinpoint whether issues are device- or network-based and automatically optimize performance. Proactive troubleshooting and root-cause identification mean fewer tickets, less downtime, and a more reliable experience for everyone.

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Smarter, Faster, And More Secure: How HPE And Juniper Are Redefining The Network Edge *(continued)*

The Power of “Together”

HPE’s strength in hybrid cloud and edge computing, combined with Juniper’s AI-driven networking, delivers a single, intelligent platform. **Aruba Networks**, already part of the HPE family, continues to be a force multiplier, extending secure wireless access, edge visibility, and seamless connectivity across every environment.

Customers gain unified visibility, faster innovation, and a trusted path forward in a connected world. This partnership isn’t just a merger, it’s a multiplier.

See How PKA Is Delivering These Outcomes

PKA Technologies, an **HPE Platinum Partner**, helps organizations turn this innovation into measurable results. From K–12 schools to healthcare and enterprise clients, we deliver smarter operations, stronger security, and simpler management through AI-driven networking.

Want to learn more about how you can deliver best in class network experiences? Need help designing WiFi coverage for an office, classroom, park or large public venue?

Contact PKA today to learn how we’re helping customers transform their networks, and their business, through the power of **HPE, Aruba and Juniper Mist AI**.

PKA Technologies Inc, (845) 357 – 0170, Solutions@pkatech.com

Written by Gary Johnson, Senior Network Engineer. Gary brings years of real work network design experience to the PKA Team. Gary was most recently the senior engineer responsible for network design and implementation at Bed Bath & Beyond and Toys R Us! Stores nationwide.



Network Systems Health Check

by HPE Aruba Networking

Is your county's IT infrastructure running at peak performance? Are you confident in your network's security, reliability, and scalability?

The Network Systems Health Check is a vendor-agnostic, no-cost, 1-hour consultation led by an experienced Aruba Network Systems Engineer. This session is designed to help counties assess the current state of their IT environment—regardless of whether Aruba equipment is in use.

☑ What's Included:

- Review of network architecture and performance
- Evaluation of security posture and vulnerabilities
- Assessment of operational processes and workflows
- Identification of areas for optimization and modernization

🧠 Why It Matters:

Many counties reach a point where their IT systems have grown complex, and visibility across the network becomes limited. Performance issues, security concerns, or aging infrastructure may arise—but pinpointing the root cause can be difficult without a comprehensive review.

This health check provides:

- A clear snapshot of your network's current state
- Actionable insights to guide future upgrades or changes
- Confidence in your infrastructure before major investments

📅 Schedule Your Health Check:

Whether you're planning a network refresh, expanding services, or simply want peace of mind, this assessment is a smart first step.

Contact:

Cynthia Xamonthiene

Inside Sales Territory Manager – State/Local Gov & Higher Ed

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Study With The Leader In Online Education

Thomas Edison State University

EDUCATIONAL BENEFITS FOR NEW JERSEY PUBLIC SECTOR EMPLOYEES

LIVE WEBINAR
Thursday, November 6, 2025
1:00 pm – 2:00 pm

Registration: Click [HERE!](#)

(bit.ly/ps1125)

This informative meeting will cover how to:

- Fund your education
- Find time to finish your degree
- Receive college credit for prior course work and professional experiences

Come with your questions—we will have a live Q&A!

Can't make the webinar? Feel free to [schedule a 15 min. appointment](#) for more information!

BECOME A MEMBER OF THE NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join.

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

[Click here for an application](#)

THOMAS EDISON STATE UNIVERSITY

OPEN
HOUSE

Date: November 15, 2025

Time: 11:00 am - 1:00 pm

Location: George A. Pruitt Hall
301 W. State St.
Trenton, NJ 08618

At Thomas Edison State University (TESU), we know education doesn't follow a one-size-fits-all path. Whether you're finishing your undergraduate degree or pursuing a master's, doctorate, or certificate, TESU offers flexible, career-focused programs built for busy adults like you.

Join us for the TESU Open House and get the answers you need to move forward. Meet with our admissions team, connect with academic deans, and explore how TESU can fit into your life—and your goals.

WHAT YOU CAN EXPECT:

- One-on-one guidance with admissions and faculty
- Insight into flexible, high-quality programs designed for working adults
- Light refreshments and free on-site parking

EXCLUSIVE OPPORTUNITY:

Apply during the Open House and we'll **waive your application fee.**

To Learn More:

TESU.edu/openhouse
609-777-5680



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BUILDING Careers | ADVANCING Professions | EMPOWERING Lives

The Association Of New Jersey Recyclers (ANJR)

By Gary Smalley, President, ANJR

The Association of New Jersey Recyclers (ANJR) is a nonprofit, nonpartisan organization consisting of 400+ individuals as well as 30+ national/statewide business and industry leaders. ANJR is dedicated to advancing recycling innovation across New Jersey. Our mission is to serve as the leading voice for recycling through education, advocacy, and the promotion of professional standards.

ANJR works to **educate, connect, inform, and advocate** by partnering with industry experts, local leaders, government agencies, and environmental organizations. Together, we support sound environmental practices and policies that strengthen New Jersey's sustainability efforts.

We believe New Jersey can significantly improve its solid waste management strategies and build upon our robust recycling programs. Through targeted policy initiatives and educational programs, ANJR will continue to enhance recycling and disposal practices that benefit communities statewide.

Backed by a knowledgeable and experienced board, ANJR is a trusted resource and has influential presence in the recycling industry. We remain committed to driving progress and shaping a more sustainable future for New Jersey.

ANJR members enjoy a wide range of benefits designed to support their professional growth and deepen their impact in the recycling industry. These include access to educational programming, roundtable discussions, webinars, and events that explore recycling trends and policy implementation, which offer CRP and CPWM credits.

Members also gain valuable networking opportunities with industry leaders and passionate advocates at signature events such as the Swap & Share, Annual Golf & Pickleball Outing, Annual Meeting, and the Fall Symposium.

ANJR provides members with a strong voice in state policy discussions through advocacy initiatives, while also offering professional recognition across all our digital and print platforms.

Members are encouraged to take active roles in committees and networks, including the **New Professionals Network (NPN)**, a group that connects emerging recycling professionals with experienced leaders. NPN organizes facility tours, develops business opportunities, and expands members' knowledge on innovative recycling strategies.

Another amazing highlight is the **Sustainability & Innovation Matters (SIMs) Conference**, co-hosted by ANJR and NJ Clean Communities Council at Caesars Atlantic City on March 4-6, 2026. This event focuses on sustainability, recycling, litter abatement, materials management, and more, providing a vibrant platform for learning and engagement. 2026 will be our 4th year co-hosting the SIM's Conference. The 2025 Conference was 110% sold-out almost 1-month before the event. With 500+ attendees, 65 exhibitors and 20+ National and Statewide Sponsors, it was truly an amazing event!!

ANJR is now extending a 20% membership discount to nonmembers that sign up to be exhibitors at the 2026 SIM's Conference. Depending on your company's size, this could mean saving anywhere from \$80 to \$225 for an ANJR membership. Check out the [ANJR](#)

[Membership Information](#) for rates.

To learn more about our mission, member benefits, and how to become a member, visit anjr.com. We're always excited to welcome new members to our community because together, we can build a more sustainable New Jersey.



Our Events Are Just Getting Started

November 18th – 20th, NJ League of Municipalities 110th Annual Conference at The Atlantic City Convention Center, New Jersey

- Booth #1416
- 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 of 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.

For more information, please contact the MRA Sales Team:

Email: sales@mrainternational.com

Phone: (732) 222-0997



The logo for CONSERVE, featuring the word "CONSERVE" in white capital letters on a green rectangular background.

Webinars coming up...

Pipe Insulation

Learn how pipe insulation can cut energy costs, improve equipment performance, and increase safety in your facility. This 30-minute webinar covers available incentives, eligibility, requirements, and how to apply.

Register Below:



**Monday,
November 3rd**

12:00 PM EST



**Tuesday,
November 11th**

5:00 PM EST



**Thursday,
November 13th**

8:00 AM EST

Our valued partnership helps provide retirement solutions for America's workers



The National Association of Counties (NACo) and Nationwide® are unified in our mission to help county leaders find better retirement solutions for their employees. We've worked in partnership for **more than 40 years** and have served more than **1.5 million county employees and retirees** in the United States.

Our 457(b) retirement plans have:

More than
425,000
current participants

Nearly
3,000
participating
counties and county
jurisdictions

More than
\$24 billion
in assets



For more information, contact:

Matt Ring, Program Director
609-500-0205
RINGM3@Nationwide.com

Nationwide Retirement Solutions and Nationwide Life Insurance Company (collectively "Nationwide") have endorsement relationships with the National Association of Counties (NACo). More information about the endorsement relationships can be found online at nrsforu.com.

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NACo Webinars

Unlock the Full Potential of Retirement Plans: Discover the Advantages of Today's Lifetime Income

Wednesday, November 5
1 p.m. - 2 p.m. ET



[Register](#)

A recent survey by the Nationwide Retirement Institute® revealed that roughly ¾ of Americans fear they'll run out of money before they run out of time.¹

Join Nationwide and NACo EDGE for a presentation that discusses how lifetime income solutions can build participant confidence. Many misconceptions surround incorporating lifetime income into retirement planning. This presentation offers positive reality checks about solutions that can help participants achieve a more secure retirement.

This webinar is brought to you by NACo EDGE, establishing people, purchasing, and performance cost-saving solutions that can be applied to counties nationwide. EDGE is owned by NACo, advised by county leaders and 100% focused on solutions for U.S. Counties. Learn more about NACo EDGE [here](#).

1. "Century Club Insights Report," prepared by Edelman for Nationwide, March 2025. Guarantees are subject to the claims-paying ability of the issuing insurance company. Provisions of these options may vary based on plan selection and/or by state regulation. These investment options may not be available in all states. This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss NRM-23166AO.1 (06/25)

For more information, visit the [event page](#)

Modern Networks, Smarter Budgets: A County Leader's Perspective

Thursday, November 6, 2025
2:00 p.m. - 3:00 p.m. ET

[Register](#)

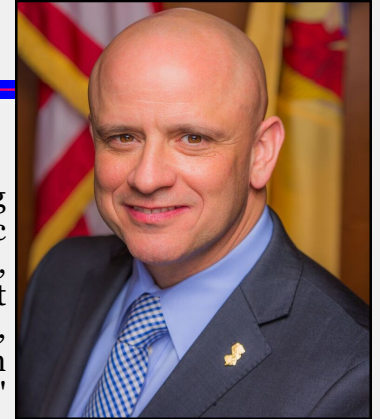
Join us for a fireside chat with Orleans County, NY, as they share how their team successfully transitioned from a traditional capital expense (CapEx) model to an operational expense (OpEx) model for network services.

When faced with rising maintenance costs and an expiring carrier contract, the county seized the opportunity to modernize its network and lock in predictable monthly costs. By bundling connectivity services with unified communications, they achieved immediate savings of over \$124,000, eliminated recurring charges such as long-distance fees and third-party integration costs, and gained access to operational upgrades like call analytics and auto-attendants.

This shift not only strengthened financial planning through fixed monthly expenses but also freed up IT staff to focus on strategic initiatives.

Key takeaway: Rethinking your budget model can be just as impactful as upgrading your technology — delivering fiscal stability and enhanced services for your community.

FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

During the 2024/25 legislative session, NJAC found success in proactively advocating for initiatives recommended by county officials such as modernizing the Open Public Records Act (OPRA), authorizing local governments to post legal notices online, permitting county commissioner boards to hold annual reorganization meetings at alternative locations, making various changes to Civil Service rules and regulations, and more. Although a substantial degree of our advocacy and research is reactive in nature, pursuing well thought out legislative goals is critical for county governments' ability to deliver essential services in an effective and efficient manner.

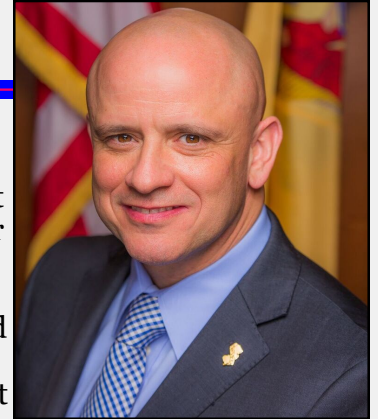
In the furtherance of NJAC's core mission to advocate for county government with a unified and proactive voice, NJAC's Board of Directors formerly adopted the legislative goals below based on the following parameters: (1) Recommendations should benefit county governments as a whole and enjoy bipartisan support. (2) Recommendations should focus on streamlining county government operations. (3) Recommendations should be specific and tangible, so that we may quantify potential costs savings and other benefits. (4) Recommendations should be realistic and achievable. (4) Recommendations may include current initiatives such opposing the State's diversion of 911 fees and prohibiting the imposition of unfunded State mandates.

1. **LAME-DUCK GOALS:** Goals should be realistic and achievable before the new Governor and Legislature take office in January of 2026.
 - A. Establish a legislative task force to review the current juvenile detention facility structure in the State of New Jersey and make recommendations on whether the Youth Justice Commission (YJC), existing county facilities, or an entirely new system would best serve the youth and individuals that oversee them.
 - B. Extend the Working Test Period (WTP) for local governments from three months to four months along with the ability to extend the WTP to six months at the discretion of the Civil Service Commission (CSC).
 - C. Provide immediate relief from the staggering 37.5% increase in health benefit premiums for county governments and their agencies participating in the State Health Benefits Program (SHBP) along with long-term structural reforms.
2. **SHORT-TERM GOALS:** Goals should be realistic and achievable within the two-year legislative cycle; and, should be specific and tangible, so that we may accurately quantify any potential cost savings or other benefits.
 - A. Prevent the State from diverting 911 fees to fund general operating expenses and make monies available for county 911 centers to regionalize, upgrade, or maintain a precise, accurate, and reliable communications network.
 - B. Mitigate the \$78.0 million federal cost shift to counties for the administration of SNAP along with the development of best practices by the State to reduce payment error rates and the use of Artificial Intelligence (AI) to alleviate worker caseload.
 - C. Increase the State's annual appropriation for emergency shelters to include matching grant funding for each county to either operate or contract with select agencies to provide vital services for those in need.
 - D. Reinstate full funding for county reentry services coordinators to help inmates navigate the broad spectrum of services available upon release from a county jail after being incarcerated for 90 days or longer.
 - E. Streamline Civil Service laws, rules, and regulations, which include an opt-out provision for local governing bodies, authorization to hire grant-funded employees on an "at-will basis," and the establishment of a pilot program where local governments may administer promotional examinations.

continued on page 23

FROM THE EXECUTIVE DIRECTOR *(continued)*

- 3. LONG-TERM GOALS:** Goals should be realistic and achievable within the first term of the newly elected Governor; and, should offer viable solutions for long-standing issues that have had a negative impact on county government.
- A. Prohibit the imposition of unfunded mandates by legislation, regulation, and directives.
 - B. Reduce the costs associated with operating and maintaining county court facilities.
 - C. Offer incentives for the regionalization of services with county jails, EMS, fire, and more.
 - D. Authorize Class 2 special Law Enforcement Officers to provide court security.
 - E. Protect the long-term viability of the State's pension systems.
 - F. Study and recommend best practices for issuing and managing Code Blue alerts.
 - G. Require site plan approval of projects affecting county roads.
 - H. Adopt uniform standards in AI, digital, and cybersecurity for counties.
 - I. Permit the cremation of unclaimed bodies by counties under certain circumstances.
 - J. Preserve county governments negotiating power under Chapter 78.



John G. Donnadio, Esq.

NJAC SUMMIT ON HEALTH BENEFITS REFORM

December 19, 2025

Trenton Country Club - West Trenton, NJ

Please Visit [Here](#) to Learn More

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
					City Green Veggie Mobile 11/7 10:00am-2:00pm Passaic City Hall <i>Passaic</i> Passaic County	1 Boots, Bourbon & Barbeque 11/8 5pm Richards Building-Fairgrounds <i>Augusta</i> Sussex County
2 Family-Friendly Autumn Scavenger Hunt 11/6 10:00am-12:00pm Boundary Creek Natural Resource Area <i>Moorestown</i> Burlington County	3 The Canin Stars Stunt Dog Show 11/8 8:00pm State Theatre <i>New Brunswick</i> Middlesex County		5 Movies in the Park: Wicked 11/7 6:00pm-9:00pm Haddon Lake Park <i>Haddon Heights</i> Camden County	6 Garden State Wing & Dessert Fest 11/8 12:00pm-5:00pm Armory <i>Morristown</i> Morris County	7 Exit Zero Jazz Festival 11/7 - 10/9 Convention Hall <i>Cape May</i> Cape May County	8 Autumn Vibes Sip & Shop Vendor Market 12:00pm-4:00pm FREE Garden State Distillery <i>Toms River</i> Ocean County
9 Atlantic City Tattoo Expo 11/7 - 11/9 Hard Rock Hotel <i>Atlantic City</i> Atlantic County	10 L.E.A.D. Fest State Fair 11/6 - 11/11 Mercer County Park <i>West Windsor</i> Mercer County	11 	12 Romance in the Mansion - Orchestra 11/15 7:00pm James Ward Mansion <i>Westfield</i> Union County	13 Jay Leno 11/14 8:00pm bergenPAC <i>Englewood</i> Bergen County	14 Garden State Comic Fest 11/15 & 11/16 10:30am-4:00pm Convention Center <i>Vineland</i> Cumberland County	15 Thanks4Giving Dash 5K 9:30am-2:00pm Convention Hall <i>Asbury Park</i> Monmouth County
16 Secaucus Coffee & Chocolate Festival 11/15 & 11/16 Meadowlands Expo Center <i>Secaucus</i> Hudson County	17 	18 Jazz 'n the Hall: The Analog Jazz Orchestra 7:30pm-9:30pm SOPAC <i>South Orange</i> Essex County	19 	20 	21 Merry & Bright Vendor Fair 11/22 9:00am-3:00pm Salem High School <i>Salem</i> Salem County	22 Gone to the Dogs Annual Craft Fair & Farm Festival 10:00am-4:00pm DREAM Park <i>Logan Township</i> Gloucester County
23 	24 	25 	 11/28 2:00pm Centenary Stage Company <i>Hackettstown</i> Warren County	27 	28 Clinton Christmas Tree Lighting 6:30pm-8:00pm Dora's Patio <i>Clinton</i> Hunterdon County	29 Nutcracker Ballet 4:00pm & 8:00pm Raritan Valley Community College <i>Branchburg</i> Somerset County
30 						