

NJAC COUNTY BIZ

An Educational and Informative Newsletter for Counties and Businesses

New Jersey Association of Counties

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What Are My Telecom Assets Worth And Why Does It Matter?

by Matt Watkins, VP Development & Operations, ACE Telecom Consulting

As the ancient Greek philosopher Plutarch said (So I'm told, I wasn't there), "A bird in the hand is worth two in the bush." Why does this matter to my county or town?

Let's consider the potentially-lucrative world of owning wireless infrastructure, or lease revenue rights to someone else's. Let's also consider the historic and future lifespan of such assets.

Wireless carriers are constantly vying for their competitors' customers, as well as customers of new products. Having multiple connected devices (phones, tablets, laptops) is the norm these days. Driving demand for wireless capacity is the addition of new devices and the introduction of new technologies, which are exponentially increasing demand for capacity.

IOT (Internet-of-things) devices (environmental, traffic, air-quality sensors, smart cameras, license plate readers, autonomous vehicles) are using wireless network data at a rate not seen in the traditional end-user phone model. This is why carriers and tower companies are not yet done building macro sites (150' towers) and not close to done building small wireless facilities sites (typically poles in the right-of-way). Yet the macro tower model has been in use since the 1980s.

There continues to be immediate demand for wireless infrastructure. Carriers rely on it, municipalities and private landlords enjoy the (mostly) passive revenue, and tower companies and private equity firms are hungry for more revenue-generating assets. So, when does it all end and how do we plan for it?

The typical macro tower lease runs for a total of 25 years including renewal terms. A lease commencing today would run through mid-2050. These installations usually support technologies that transmit between 1/2 mile and a mile. Do we believe technology that advances as quickly as it has will continue to rely on a three-quarter of a century old infrastructure model? Maybe, but here are some reasons it might not:

- 5G – Very broad but very short signal (many antennas are good for <500'). These are typically installed in the right-of-way, where public entities typically have very limited revenue rights (\$270/site/year).
- 6G – Already being explored and tested, this is expected to be direct-to-the home or end user
- Satellite – Still very new but being explored by new technology-market entrants as well as existing wireless carriers.

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What Are My Telecom Assets Worth And Why Does It Matter?

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Industry groups promoting traditional infrastructure will tell you 5G and 6G are not robust enough and satellites are too expensive to replace cell towers, and maybe they're right to an extent, but ruling it out would be shortsighted. Just look at the technological advances we've witnessed in AI, robotic surgery, and autonomous vehicles just in the last few years. These are things we never imagined could replace our old ways just a decade or so ago.

In 1977, Ken Olsen, founder of Digital Equipment Corporation (computer industry pioneer), declared there is **“no reason anyone would want a computer in their home.”** Even the most qualified among us make some of the most wildly inaccurate predictions. Does that mean all the wireless industry groups are wrong? We don't yet know, but history is replete with experts being as wrong as one can be.

So, we have many public entities enjoying the very appealing passive telecom infrastructure revenue, industry experts declaring macro towers are here to stay, and none of us truly knows if the revenue will continue or the towers will remain in the long-term.

On this author's first day of Macroeconomics at Fordham many years ago on his way to a Finance degree many years later, the lesson was taught that there is no subjectivity in a financial decision being based on the best *guaranteed* return. If Investment “A” has a chance to make 10% a year or lose 10% a year, and Investment “B” has a chance to make 7% a year or lose 1% a year, *always* chose Investment “B.”

What are some other ways to guarantee the best overall revenue for your county or town?

1. Ensure the highest possible number of bidders. Relying on public notices and electronic bid platforms will get you limited exposure. You need a consultant with industry contacts making investors aware of opportunities and helping them understand the value
2. Understand market and industry news
 - a. Tower companies have recently sold off numerous tangential lines of business that strayed from their core competency, liquidating small cell assets, fiber assets, services and more. They are reinvesting that money into what they perform well – operating cell towers. The low-hanging fruit are existing sites and they are paying a premium
 - b. Individual tower purchases have been in the 16x-19x annual revenue range for years (add 2x+ when selling a portfolio). Free capital on the tower company/PE side is driving that up into the 21x-24x annual revenue range, with some recent sales seeing the 27x range
 - c. Declining interest rates make capital cheaper, providing even more free capital for these purchases.

Potential buyers in this space are all benefitting from this newly-available capital, and they are all competing to outbid each other to obtain assets. ACE Telecom Consulting makes sure you know your portfolio's value, all potential buyers are aware of the opportunity, writes the bid and manages responses and submissions.

The appeal of ongoing revenue is known. Opportunities to take 25 years' worth of revenue exist now. With future technology trends for traditional wireless infrastructure being as unpredictable as they are, is the bird of One-Time Revenue in our Hands a better option than the two birds in the Bush of Unknown Futures?

ACE Telecom Consulting welcomes your inquiries about this and all telecom infrastructure matters. Feel free to contact us at www.acetelecomconsulting.com, info@acetelecomconsulting.com or (201) 927-7660.



Racing Against Ransomware: Why Every Department Must Be Ready

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

RACE AGAINST RANSOMWARE

Is your organization prepared for a ransomware attack?

Step into the role of an executive team as you face a full-scale attack. In this interactive, facilitator-led simulation, you'll make real-time decisions under pressure, test your cyber resilience, and uncover critical gaps in your organization's response strategy. Walk away with actionable insights to strengthen your ransomware readiness.

2 Hours | In Person | Up to 50 People

WORKSHOP AGENDA

Introduction	Discovery	Escalation	Impact	Decisions	Outcome
Your company, a global leader, is under a ransomware attack.	Attack discovered during a board meeting.	Data leak occurs. Media inquires begin.	Escalating downtime costs, recovery methods compromised.	Crisis reaches its peak; long term impact mounting.	Insights into organizational readiness.
Test resilience and decision making during a high stakes cyber crisis.	Within a 2 hour deadline, what will you do in response and how would you engage the threat?	How do you manage the PR crisis and how this may exacerbate financial losses for the company?	Should the company divert all resources to restoring? What is the balance between recovery and integrity?	Should the company pay the ransom or refuse?	Actionable takeaways to strengthen cyber resilience.
					Short solution overview with HPE Zero

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downtime, and long-term reputational risks.

- Finance must assess recovery costs versus paying attackers.
- HR must keep employees informed and productive.
- Communications must address customers, stakeholders, and the press.
- Every employee must know how to recognize and report suspicious activity,

A ransomware attack becomes an organizational stress test. Leaving preparation solely to IT creates gaps that attackers are quick to exploit.

Walking in the C-Suite's Shoes

One of the most powerful lessons in training is experiencing the decisions leaders face under pressure. No one knows how executives or board members will react in a live incident:

- Do they authorize ransom payments?
- Do they prioritize operational continuity, legal obligations, or reputation management?
- Do they act quickly—or hesitate, hoping to buy time?

These choices shape the outcome and ripple across the company.

Our **Race Against Ransomware** tabletop exercise engages IT, executives, department leaders, and end users alike. Participants “step into C-suite’s shoes”, gaining insights into executive decision-making. By simulating the weight of those choices, employees better understand the complexity of cyber crises, and leaders gain a safe environment to practice making them. This hands-on training provides perspectives that cannot be taught in a classroom. It’s a rare opportunity to see not just *what* a company goes through, but *why* decisions are made, and how they impact the entire organization.

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Racing Against Ransomware: Why Every Department Must Be Ready (continued)

Benefits of a Full-Organization Exercise

- Validates the Playbook Across Functions – Ensures IT, legal, finance, HR, and communications can act in sync.
- Builds Empathy and Awareness – Employees feel the pressures leaders face.
- Strengthens Communication Under Pressure – Aligns messaging internally and externally.
- Empowers End Users – Every employee plays a key role in detection and reporting.
- Fosters a Culture of Readiness – Security becomes a shared responsibility, not an isolated IT concern.

PKA Technologies: Preparing Every Department

For more than three decades, PKA Technologies has helped organizations modernize infrastructure and prepare their people. Our tabletop exercises ensure every department understands its role, every employee feels empowered, and every leader gains practical experience in making tough choices.

Because in the Race Against Ransomware, it's not just IT on the clock, it's everyone. It's not if an attack will happen, but how ready your organization will be when it does.



Want to learn more? Contact Eli Katz at Eli.Katz@pkatech.com or (845) 738-2317.

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](#)

NJ State And Local Cybersecurity Grant Program (SLCGP)

The application window for the Federal Fiscal Year (FFY) 2025 NJ State and Local Cybersecurity Grant Program (SLCGP) opened and will close on September 5, 2025.

Eligibility

All New Jersey state and local government entities are eligible to apply for NJ FFY 2025 SLCGP cybersecurity resources.

Funding

For FFY25 SLCGP New Jersey will receive \$1,703,280.00 from the Federal government. The state share is \$1,135,520 for a total of \$2,838,000. Throughout the lifecycle of the SLCGP, 80% of the grant funds are required to be allocated to reduce cybersecurity risks in local governments, with 25% of the funds specifically allocated for cybersecurity risk reduction in rural jurisdictions (populations less than or equal to 50,000).

SLCGP Projects

To ensure as many New Jersey entities can benefit from the limited SLCGP funds, the software, hardware, and services procured with the grant funds will be passed through to state and local government entities by the NJCCIC. We're continuing to carry over the four first-year projects to this year. These projects address the following: Cybersecurity Governance and Planning, Cyber Resilience Assessments, Enhancing Cybersecurity Resilience through endpoint, application, and identification and authentication technologies, and Workforce Development.

Please visit the [NJ SLCGP webpage](#) for more information regarding the plan, and how to apply.

New Jersey local government entities that wish to participate in the SLCGP are required to complete and submit a Local Consent Agreement and the NJ SLCGP Resource Request Application. Sample copies of the NJ SLCGP Request Application and the Local Consent Agreement are attached to this email so that applicants can collect the information they will need to complete the online forms. All submissions are required to be made using the online forms which can be found at: <https://www.cyber.nj.gov/grants-and-resources/grants/state-and-local-cybersecurity-grant-program-slcgp>.



WELCOME TO OUR NEW MEMBER



AUCTION.COM is the nation's leading marketplace for distressed residential property sales. We provide advanced sale solutions to stabilize neighborhoods, expand homeownership, and deliver faster, higher-return sales. Auction.com's national footprint online and in-person auctions covers all 50 states, as well as Washington, DC, and Puerto Rico.

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For additional information and to learn more please contact Jeffrey Minetti, Area State Manager-NJ via email at jminetti@auction.com.

New Jersey Celebrates 25th Anniversary Of The Safe Haven Infant Protection Act

For 25 years, the Safe Haven law has helped to save infant lives all across New Jersey by providing protected spaces for a parent or their designee to surrender a healthy baby – 30 days or younger – anonymously, no questions asked. Safe Haven sites include: all hospitals and police stations, and all staffed fire stations, ambulance, or rescue squads in New Jersey. Since the start of this vital program, 100 infants have been safely surrendered and placed with loving families. Help us share the good news and raise awareness. For more information, please visit: www.njsafehaven.org



Federal Grant Opportunities

The **US Department of Agriculture**'s Rural Housing Service announced a notice of funding availability for their **Housing Preservation Grant** (HPG) program. The **HPG grant program** provides state and local governments, nonprofit organizations, federally recognized tribes, and others with grant funding to assist low-income homeowners in repairing and rehabilitating their homes in rural areas. Additionally, the HPG program assists rental property owners and cooperative housing complexes in repairing and rehabilitating their units if they agree to make such units available to low-income persons. In total, the USDA has awarded **\$13,100,000** to the HPG program to fund the repair and rehabilitation of rural housing units.

APPLICATION DEADLINE: September 4, 2025.

The **NJ Office of Homeland Security and Preparedness** is now accepting applications to the **Nonprofit Security Grant Program** to provide funding support for physical security activities and enhancements to nonprofit organizations that are at high risk of terrorist attack. **This grant program** consists of two grant funding opportunities: the Security Personnel grant and the Target Hardening Equipment grant. The Security Personnel grant is limited to the hiring of federal, State, county, or municipal active law enforcement officers with a maximum award of **\$20,000** per applicant. The Target Hardening Equipment program is limited to the purchase and installation of security equipment on property owned or leased by the nonprofit organization with a maximum award of **\$100,000** per applicant.

APPLICATION DEADLINE: September 15, 2025.

The **US Department of Transportation**'s Build America Bureau announced the **Innovative Finance and Asset Concession Grant Program**, making up to **\$45.98 million** available to help public entities assess their existing assets and explore innovative financing, alternative delivery, and public-private partnership opportunities. Grants up to **\$2 million** are available, with the first million requiring no local match. Two types of grants are available under the program: Technical Assistance Grants and Expert Services Grants. The Build America Bureau will hold a free **informational webinar**, with presentation slides available on their **website** following the event. Please email InnovativeFinanceTA@dot.gov with any questions and **subscribe for updates**.

APPLICATION DEADLINE: October 1, 2025.

The **US Environmental Protection Agency** announced more than **\$9 million** in grant funding for their **Midsized and Large Drinking Water System Infrastructure Resilience and Sustainability Program** to help protect drinking water from cybersecurity threats and improve resiliency for extreme weather events. Eligible applicants for this **grant program** include public water systems that serve a population of 10,000 people or more. Projects or programs that may be funded through this opportunity are those which aim to increase the resilience of a water system to natural hazards, extreme weather events, or reduce cybersecurity threats. Please contact Resiliencygrant@epa.gov for questions.

APPLICATION DEADLINE: October 6, 2025.

Discover What's New In The NJSTART Marketplace

By Tania Dinis, Marketing Communications Manager, SOVRA

Purchasing just got a whole lot easier for New Jersey's public agencies. The **NJSTART Marketplace**—the state's official procurement platform—has been upgraded with new tools and features that make it faster, smarter, and more convenient to buy the goods and services your agency needs.

Whether you're outfitting a department, sourcing technology, or restocking supplies, the enhanced NJSTART Marketplace is designed to support your workflow from start to finish.

What's New?

Direct Vendor Communication

Have questions about a product or service? Now you can message vendors directly through the platform to get timely answers, quotes, or support.

Contracted Vendor Punchouts

Browse and shop from contracted vendor catalogs right inside the Marketplace—seamlessly and securely.

Effortless Cart Sharing

Speed up internal approvals and streamline your purchasing process with the new cart sharing functionality.

Intuitive User Interface

An updated look and feel makes browsing more efficient, so you can find what you need with fewer clicks.

Smart Filtering & Keyword Search

Quickly search by contract category, vendor, or item using a single, powerful search field. It's never been easier to locate contracts that meet your needs.

Statewide Purchasing Power

Access **competitive pricing** through **reliable, vetted contracts** that meet all state procurement laws—so you can buy with confidence.

A Wide Selection at Your Fingertips

The NJSTART Marketplace offers an expansive range of products and services—all in one centralized platform.

Whether you're a seasoned procurement professional or just starting to use NJSTART, these enhancements are built to simplify your purchasing journey and help you make informed, compliant decisions.

See It in Action

NJSTART holds quarterly webinars where we provide helpful information and tips and tricks on how to use NJSTART. If you are interested in signing up for these webinars, are having a personal training session for yourself or your team, please contact us at coop-njstart@mdfcommerce.com.

For more information, visit njstart.info.



New Jersey County Planners Association George Ververides Honorary Scholarship Application—DUE September 30, 2025

By New Jersey County Planners Association

Statement of History and Purpose

The NJ County Planners Association was founded on June 13, 1956, to allow county planners a forum to meet regularly to discuss matters of mutual concern. Association members include full-time professionals of NJ county planning agencies, with various partner agencies and organizations invited to attend and participate in meetings. Since its inception, the Association has strived to promote regional planning efforts, activities and programs, and to advance sound planning principles to help guide New Jersey into the future.

In 2021, the Association established this scholarship to honor one of its most active and celebrated members, George Ververides. George worked tirelessly for the Middlesex County Office of Planning for 59 years, beginning in 1961. George attained a bachelor's degree in Geography from Rutgers University and a master's degree in Regional Planning from Cornell University. He is a Professional Planner in the State of NJ, member of the American Planning Association, the American Institute of Certified Planners, and the Association of American Geographers. During his tenure at Middlesex County he also served on many regional boards and commissions and was at one time an adjunct professor at Rutgers University.

At the end of 2020, George retired from his position as Director of the Middlesex County Office of Planning, a title he held for 34 years. George had a tremendous impact on regional planning throughout his tenure and remained an active member of the Association until his retirement. To honor George's contributions and the indelible impression he has made on so many, the Association created this scholarship to assist future Professional Planners in pursuing their ambitions to advance the field of professional planning.

The Association is offering scholarships to either undergraduate students in their third and fourth years or those pursuing an advanced degree in planning-related studies.

Scholarship funding for the current year totals \$2,000.00. The number of scholarships awarded, and the amount of monies awarded to each recipient, will be based on the number of selected applications, which will be considered by the designated Scholarship Committee. Funding will be awarded in October of 2025, for the 2026 Spring Semester.

Eligibility/Application Process/Deadline

This scholarship is open to New Jersey residents entering their third or fourth year of undergraduate study or those pursuing an advanced degree at a New Jersey institution of higher learning, with a major in City/Urban, Community and Regional Planning, or a planning-related field with a plan to pursue professional planning as a career. Application forms are to be typed or answered in ink in legible handwriting. All information is for the confidential use of the Scholarship Committee and is subject to verification from other sources.

If you have any questions or inquiries about the application process, please email njcpascholarship@gmail.com with a CC to Francesca Giarratana, Chair of the Education Committee, fgiarratana@hcnj.us and Olivia Pease, opease@hcnj.us.

**** All applications must be received by the close of business, Tuesday, September 30, 2025 ****

Please visit <https://www.njcountyplanners.org/njcpa-scholarship.html>.

Study With The Leader In Online Education

Thomas Edison State University

EDUCATIONAL BENEFITS FOR NEW JERSEY PUBLIC SECTOR EMPLOYEES



LIVE WEBINAR
Wednesday, September 3, 2025
1:00 pm – 2:00 pm

Registration: Click [HERE!](#)

(bit.ly/publicsector925)

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

Special Guest: Dr. Ann Prime, Associate Dean, John S. Watson School of Public Service

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!

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

Summer Might Be Coming To An End, But Our Events Are Just Getting Started

MRA International would like to give a special thank you to all those who attended our 3-Day InterNETworking event in July! We're excited to see continued growth in the years to come. Now that Summer is wrapping up, it's time to look ahead to our next event!

October 20th – 23rd, NJSBA Workshop at The Atlantic City Convention Center, New Jersey

- Booth #515
- Your ticket to big ideas and bright futures!
- Come join thousands of school leaders and evolve the landscape of education

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

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NEW JERSEY COUNTY JAIL WARDENS ASSOCIATION

26TH ANNUAL TRAINING CONFERENCE

Tuesday, October 7 - Thursday, October 9, 2025

Tropicana Atlantic City—BOARDWALK RESORT CASINO

TO LEARN MORE CLICK [HERE](#)



Somerset County - Director of Public Health and Safety

Position Summary

The Director of Public Health and Safety administers the policies and procedures established by the County Administrator and the Somerset County Board of County Commissioners related to the activities of the Department of Public Health and Safety, inclusive of the 9-1-1 Communications Division, Public Safety Center, Department of Health, Weights and Measures, and the Office of Emergency Management. Supervises the operations of the Department of Public Health and Safety and ensures that the Division Heads follow proper procedures to protect the health, safety, and welfare of the public.

Essential Functions

- Administers the policies and procedures established by the County Administrator and the Board of County Commissioners in relation to the Department of Public Health and Safety and the Divisions within, including the Department of Health, 9-1-1 Communications, Public Safety Center, Weights and Measures, and the Office of Emergency Management. Ensure efficient services are provided to the citizens of Somerset County within each of these Divisions.
- Develops, administers, and monitors Departmental budgets as well as revenue in the form of program fees, grants and other allocations being provided to the County from State and Federal sources through the various Divisions so that services provided optimize all available funding.
- Directs an organization charged with administering and monitoring regulated activities to interpret and clarify laws and ensure compliance with laws.
- Administers, interprets, and explains policies, regulations, and laws to organizations and individuals.
- Develops, plans, organizes, and administers policies and procedures for organization to ensure administrative and operational objectives are met.
- Prepares budgets and directs and monitors expenditures of department funds.
- Directs and conducts studies and research and prepares reports and other publications related to operational trends and program objectives and accomplishments.
- Consults with staff and others in government, business, and private organizations to discuss issues, coordinate activities, and resolve problems.
- Negotiates contracts and agreements with other governmental agencies and organizations and prepares budget for funding and implementation of programs.
- Evaluates findings of investigations, surveys, and studies to formulate policies and techniques and recommend improvements for personnel actions, programs, or services.
- Directs and coordinates activities of employees and direct reports to ensure continuing operations and increased productivity.
- Communicates overall Departmental functioning and needs to the County Administrator on a regular basis to maintain optimal performance of the Department(s).
- Responds to inquiries and complaints and acts as a liaison between Municipal and State Officials on various projects, ensuring that projects are kept within budget allocations and completed within established deadlines.

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- Responds to inquiries from the Somerset County Board of County Commissioners as requested.
- Represents and provides testimony in litigation on behalf of the County and the Somerset County Board of County Commissioners.
- Interviews, evaluates, and develops employees. Addresses performance deficiencies in accordance with County policies.
- Participates in activities to promote and expand services.
- Performs other related duties as assigned by the County Administrator and/or the Board of County Commissioners.

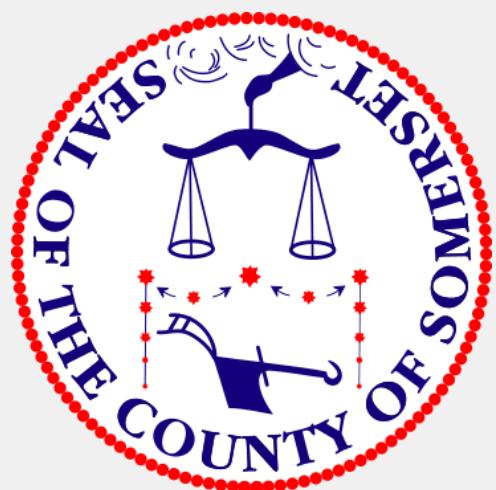
Qualifications

- This position requires a four-year college degree along with ten years of supervisor experience in the public safety/health administration field and/or any combination of education and experience satisfactory to the Board of Commissioners.
- Knowledge of emergency management, police, fire, and emergency medical operations, as well as general working knowledge of communications systems inclusive of radios, microwave, tower construction, and 9-1-1 operations.
- Knowledge of Municipal and County budgeting, purchasing and financial processes.
- Ability to analyze, develop, and interpret County and public policies.
- Ability to work harmoniously with all Departments, associates, subordinates, and others having an interest in County government.
- Ability to take a leading role by providing needed advice and assistance with regards to communication systems, security enhancements, shared services initiatives, and development of County policies and procedures.
- Knowledge of Somerset County Public Health, Emergency Management, Fire, Police, EMS, Police/Fire Academy Operations, and other local government operations.
- Knowledge and experience in public safety dispatch, radio systems and emergency telephone systems (911). Knowledge of State and Federal emergency management operations, including disaster operations in the field (disaster scene) as well as disaster procedures.

Salary range: \$160,000-\$185,000/year

Benefits include health coverage (medical, prescription, and dental), paid time off (vacation, holidays, and sick), a deferred compensation plan, and enrollment in the NJ State Pension System.

Click link to apply: [Director of Public Health and Safety | Employment Opportunities | Somerset County](#)



457(b) retirement plans

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. Together we've achieved a lot:

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More than
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of partnership

Nearly
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participating
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jurisdictions

More than
1.5 million
employees and retirees
served over the years



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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The NACo Leadership Academy

Making Leaders Better.

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

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



The Academy Focuses On Five Essential Skills:



LEAD

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



ORGANIZE

Plan, lead and execute organizational change more effectively and consistently



COLLABORATE

Establish alignment and strong partnerships through building stronger relationships



DELIVER

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



COMMUNICATE

Create clarity, confidence, and community



Enroll Yourself Or Your Team

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

NACo Member County cost per enrollee begins at \$1,995. Additional discounts may apply. Or enroll 5 of your staff today for just \$5,000. Contact us for more details.

Find out more at NACo.org/skills

Email moderator@pdaleadership.com

NACo Webinar

Transforming County Payouts With Real-Time Innovation

Thursday, September 4, 2025

2:00 p.m. - 3:00 p.m. ET

[Register](#)



Discover the technological evolution of county disbursements and how digital finance transformation can mitigate risks and enhance operational efficiency. As counties strive to modernize their legacy systems and reduce costs, staying ahead of technology trends is crucial. This session will explore how counties can leverage the latest advancements in real-time disbursements to revolutionize their payout processes. Attendees will gain insights into emerging trends and practical use cases that showcase the journey from outdated payout processes to advanced technology disbursements.

Legal Considerations For Federal Funding Challenges

Monday, September 8, 2025

2:00 p.m. - 3:00 p.m. ET

[Register](#)

The second Trump administration has ushered in significant shifts in policy and agency level actions relating to federal funding for local governments. This webinar will provide an overview of the most pressing federal funding challenges faced by local governments. Discussion will include agency level actions impacting local government grants, including grant terminations and conditions on grants. The presentation will provide a high-level overview of legal principles local government officials and attorneys should understand when interpreting these actions as well as a discussion of the lawsuits impacting local government grants and federal funding.

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

Seamless Implementation, Frictionless Experiences: Best Practices for Transitional to a Countywide

Tuesday, September 9, 2025

3:00 p.m. - 4:00 p.m. ET

[Register](#)

Government payment ecosystems are complex, often spanning multiple departments, legacy technology, and evolving compliance and reporting regulations. While transitioning to a new system can present challenges, clear objectives and success metrics, as well as a well-structured testing and implementation plan ultimately leads to better outcomes for residents and staff.

Unity in Uncertainty: Partnership-Powered Resilience

Thursday, September 11, 2025

1:00 p.m. - 2:00 p.m. ET

[Register](#)



In today's rapidly changing operating environment, local government leaders face unprecedented challenges. This training equips local government leaders with collaborative strategies and partnership frameworks to navigate uncertainty and complexity, emerging stronger and more resilient. Comprehensive partnerships and diverse perspectives can solidify and fortify operations during uncertain times.

FROM THE EXECUTIVE DIRECTOR

Many thanks to the generosity of Amazon, AT&T, NJM Insurance Group, PKA Technologies, PSEG, SHI International, and South Jersey Industries (SJI), which provided the NJAC Foundation with the opportunity to award \$110,055.96 in scholarships to county vocational-technical school graduates who plan on continuing their education in the Garden State in fall of 2025 as follows:

AMAZON a grant of \$21,000.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. The NJAC Foundation awarded (1) scholarship of \$1,000.00 in all 21 counties.



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AT&T awarded a grant of \$21,000.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college. All award recipients must plan on pursuing a certificate or degree in cybersecurity, computer information systems, data analytics, database management, computer science, or a related field of study. The NJAC Foundation awarded (1) scholarship of \$1,000.00 in all 21 counties.

INVESTORS FOUNDATION/CITIZENS BANK awarded a grant of \$21,000.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. The NJAC Foundation awarded (2) scholarships of \$500.00 in all 21 counties.

NJM INSURANCE GROUP – NJM awarded a grant of \$5,250.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. The NJAC Foundation awarded (1) scholarship of \$1,750.00 to students in counties where NJM maintains a corporate office. These counties include Atlantic, Mercer, and Morris counties.

PKA TECHNOLOGIES THEA GRANT (\$5000.00) awarded a grant of \$5,000.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on studying at a county college or state college or university. All award recipients must plan on pursuing a degree in Science, Technology, Engineering, and Mathematics (STEM). The NJAC Foundation awarded (5) scholarships of \$1000.00 to students in Essex County.

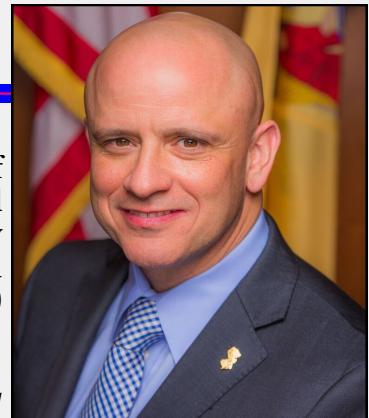
PSEG (\$12,000.00) awarded a grant of \$12,000.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. All award recipients must plan on pursuing a degree in environmental science, green design, green technology, or alternative energy. The NJAC Foundation awarded (1) scholarships of \$900.00 to students in counties where PSEG maintains a service territory or generation facility. These counties include Bergen, Burlington, Camden, Essex, Gloucester, Hudson, Mercer, Middlesex, Morris, Passaic, Salem, Somerset, and Union counties.

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FROM THE EXECUTIVE DIRECTOR

SHI INTERNATIONAL CORPORATION – SHI (\$5,250.00) awarded a grant of \$5,250.00 to the NJAC Foundation for scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. All award recipients must plan on pursuing a degree in technology or cyber security. The NJAC Foundation awarded (1) scholarship of \$250.00 in all 21 counties.

SOUTH JERSEY INDUSTRIES – SJI (\$19,555.96 from *SJI employee giving campaign with SJI match*) SJI awarded a total grant of \$19,555.96 after SJI employees pledged \$9,777.98 through the Company's Annual Employee Giving Campaign along with an SJI match of those funds. The NJAC Foundation will provide scholarships to county vocational-technical school graduates who plan on continuing their education in New Jersey at a county college or state college or university. The NJAC Foundation awarded (1) scholarships of \$1,650.00 to students in the following counties: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hunterdon, Middlesex, Salem, Sussex, Union, and Warren counties.



John G. Donnadio, Esq.

SAVE THE DATES

NJAC Virtual Workshop
September 17, 2025

NJAC Board of Directors Meeting
September 19, 2025

NJAC Virtual Workshop
October 29, 2025

EVENTS & HOLIDAYS

SUN	MON	TUES	WED	THURS	FRI	SAT
	1 	2	3 Fiesta Latina 9/6 1:00p.m.-9:00p.m. Mercer County Park Festival <i>West Windsor Mercer County</i>	4 Westfield Community Concert Band 7:30p.m. Mindowaskin Park <i>Westfield Essex County</i>	5 Jazz on the Beach Helen Sung 9/4 7:00p.m.-10:00p.m. FREE Kennedy Plaza Stage <i>Atlantic City Atlantic County</i>	6 Ultimate Taco Festival Extravaganza 10:00am - 8:00pm Register here County Fairgrounds <i>Augusta Sussex County</i>
7 Union's Soul House Festival 9/6 2:00p.m.-9:00p.m. Bierteumpfel Park <i>Union Union County</i>	8	9	10 Hudson West Fest 9/13 1:00p.m.-9:00p.m. FREE Nimbus Art Center <i>Jersey City Hudson County</i>	11 	12 Winestock 2025 9/13 2:00p.m.-9:00p.m. DiBella Winery <i>Woolwich Township Salem County</i>	13 Central Jersey Jazz Festival 6:30p.m.-10:00p.m. FREE County Hist. Courthouse <i>Flemington Hunterdon County</i>
14 Central Jersey Jazz Festival 12:00p.m.-6:00p.m. FREE County Hist. Courthouse <i>Somerville Somerset County</i>	15 Concert in the Park 9/20 7:00p.m.-8:30p.m. FREE Thompson Park Theater Barn <i>Lincroft Monmouth County</i>	16	17 Street Festival 9/20 12:00p.m.-5:00p.m. FREE City Boardwalk High Street <i>Burlington Burlington County</i>	18 Senior Festival 10:00a.m.-2:00p.m. FREE 60+ Van Saun County Park <i>Paramus Bergen County</i>	19 WXPN Xponential Music Festival 9/19-9/21 Register here Waterfront Stadium <i>Camden Camden County</i>	20 Comfort Food Festival 12:00p.m.-6:00p.m. FREE Washington Street <i>Toms River Ocean County</i>
21 Art in the Park Festival 9/20 & 9/21 11:00 am FREE Goffle Brook Park <i>Hawthorne Passaic County</i>	22 Warren County Hot Air Balloons, Fun & Games Festival 9/20 & 9/21 Warren County Community College <i>Washington Township Warren County</i>	23	24 GVCC-Business Expo & Job Fair 9/25 4:00pm-6:30pm Rowan College <i>Vineland Cumberland County</i>	25 Dancing with the Gloucester County Stars Grand Finale 7:00p.m.-9:00p.m. The Sapphire Grand <i>Deptford Gloucester County</i>	26 Middlesex County Jazz Festival War 7:00p.m. FREE Carteret PAC <i>Carteret Middlesex County</i>	27 Oktoberfest 9:00a.m.-6:00p.m. FREE Carpenter Lane <i>Cape May Cape May County</i>
28 Morristown Festival on the Green 12:00p.m.-5:00p.m. FREE Historic Downtown <i>Morristown Morris County</i>	29	30				

